

**City and County of San Francisco  
San Francisco Public Utilities Commission  
1155 Market Street  
San Francisco, California 94102-4685**

**Agreement between the City and County of San Francisco and**

**Kennedy Jenks Consultants/ Bahman Sheikh Water Reuse Consulting/ Water Resources  
Engineering, JV (KJ/Sheikh/WRE, JV)**

This Agreement is made this 26<sup>th</sup> day of **October, 2010**, in the City and County of San Francisco, State of California, by and between: **KJ/Sheikh/WRE, JV, 303 Second Street, Suite 300 South, San Francisco, CA, 94107**, hereinafter referred to as "Contractor," and the City and County of San Francisco, a municipal corporation, hereinafter referred to as "City," acting by and through the San Francisco Public Utilities Commission.

**Recitals**

WHEREAS, the **San Francisco Public Utilities Commission (SFPUC)** ("Department") wishes to retain the services of a qualified Proposer to provide the SFPUC with specialized engineering services to support the Recycled Water Program Westside and Eastside Projects, including but not limited to needs assessment, alternatives analysis, technical review/support, regulatory permitting services, and operations support services; and,

WHEREAS, a Request for Proposal ("RFP") was issued on **May 20, 2010**, and City selected Contractor as the highest qualified scorer pursuant to the RFP; and

WHEREAS, Contractor represents and warrants that it is qualified to perform the services required by City as set forth under this Contract; and,

WHEREAS, approval for this Agreement was obtained when the Civil Service Commission approved Contract number **4043-09/10** on **October 5, 2009**; and

WHEREAS, the San Francisco Public Utilities Commission awarded this Agreement under Resolution **Number 10-0177** on **October 26, 2010**; and

Now, THEREFORE, the parties agree as follows:

**1. Certification of Funds; Budget and Fiscal Provisions; Termination in the Event of Non-Appropriation.** This Agreement is subject to the budget and fiscal provisions of the City's Charter. Charges will accrue only after prior written authorization certified by the Controller, and the amount of City's obligation hereunder shall not at any time exceed the amount certified for the purpose and period stated in such advance authorization. This Agreement will terminate without penalty, liability or expense of any kind to City at the end of any fiscal year if funds are not appropriated for the next succeeding fiscal year. If funds are appropriated for a portion of the fiscal year, this Agreement will terminate, without penalty, liability or expense of any kind at the end of the term for which funds are appropriated. City has no obligation to make appropriations for this Agreement in lieu of appropriations for new or other agreements. City budget decisions are subject to the discretion of the Mayor and the Board of

Supervisors. Contractor's assumption of risk of possible non-appropriation is part of the consideration for this Agreement.

**THIS SECTION CONTROLS AGAINST ANY AND ALL OTHER PROVISIONS OF THIS AGREEMENT.**

- 2. Term of the Agreement.** Subject to Section 1, the term of this Agreement shall be from **December 1, 2010 to November 31, 2016 with** options to extend at the City's sole discretion.
- 3. Effective Date of Agreement.** This Agreement shall become effective when the Controller has certified to the availability of funds and Contractor has been notified in writing.
- 4. Services Contractor Agrees to Perform.** The Contractor agrees to perform the services provided for in Appendix A, "Description of Services," attached hereto and incorporated by reference as though fully set forth herein.
- 5. Compensation.** Compensation shall be made in monthly payments on or before the thirtieth day of each month for work, as set forth in Section 4 of this Agreement, that the General Manager of the Public Utilities Commission, in his or her sole discretion, concludes has been performed as of the last day of the immediately preceding month. In no event shall the amount of this Agreement exceed **Three Million Seven Hundred Thousand Dollars (\$3,700,000)**. The breakdown of costs associated with this Agreement appears in Appendix B, "Calculation of Charges," attached hereto and incorporated by reference as though fully set forth herein. No charges shall be incurred under this Agreement nor shall any payments become due to Contractor until reports, services, or both, required under this Agreement are received from Contractor and approved by the San Francisco Public Utilities Commission as being in accordance with this Agreement. City may withhold payment to Contractor in any instance in which Contractor has failed or refused to satisfy any material obligation provided for under this Agreement.

In no event shall City be liable for interest or late charges for any late payments.

The Controller is not authorized to pay invoices submitted by Contractor prior to Contractor's submission of HRC Progress Payment Form. If Progress Payment Form is not submitted with Contractor's invoice, the Controller will notify the department, the Director of HRC and Contractor of the omission. If Contractor's failure to provide HRC Progress Payment Form is not explained to the Controller's satisfaction, the Controller will withhold 20% of the payment due pursuant to that invoice until HRC Progress Payment Form is provided. Following City's payment of an invoice, Contractor has ten days to file an affidavit using HRC Payment Affidavit verifying that all subcontractors have been paid and specifying the amount.

- 6. Guaranteed Maximum Costs.** The City's obligation hereunder shall not at any time exceed the amount certified by the Controller for the purpose and period stated in such certification. Except as may be provided by laws governing emergency procedures, officers and employees of the City are not authorized to request, and the City is not required to reimburse the Contractor for, Commodities or Services beyond the agreed upon contract scope unless the changed scope is authorized by amendment and approved as required by law. Officers and employees of the City are not authorized to offer or promise, nor is the City required to honor, any offered or promised additional funding in excess of the maximum amount of funding for which the contract is certified without certification of the additional amount by the Controller. The Controller is not authorized to make payments on any contract for which funds have not been certified as available in the budget or by supplemental appropriation.

**7. Payment; Invoice Format.** Invoices furnished by Contractor under this Agreement must be in a form acceptable to the Controller, and must include a unique invoice number. All amounts paid by City to Contractor shall be subject to audit by City. Payment shall be made by City to Contractor at the address specified in the section entitled "Notices to the Parties."

**8. Submitting False Claims; Monetary Penalties.** Pursuant to San Francisco Administrative Code §21.35, any contractor, subcontractor or consultant who submits a false claim shall be liable to the City for the statutory penalties set forth in that section. The text of Section 21.35, along with the entire San Francisco Administrative Code is available on the web at <http://www.municode.com/Library/clientCodePage.aspx?clientID=4201>. A contractor, subcontractor or consultant will be deemed to have submitted a false claim to the City if the contractor, subcontractor or consultant: (a) knowingly presents or causes to be presented to an officer or employee of the City a false claim or request for payment or approval; (b) knowingly makes, uses, or causes to be made or used a false record or statement to get a false claim paid or approved by the City; (c) conspires to defraud the City by getting a false claim allowed or paid by the City; (d) knowingly makes, uses, or causes to be made or used a false record or statement to conceal, avoid, or decrease an obligation to pay or transmit money or property to the City; or (e) is a beneficiary of an inadvertent submission of a false claim to the City, subsequently discovers the falsity of the claim, and fails to disclose the false claim to the City within a reasonable time after discovery of the false claim.

**9. Left blank by agreement of the parties. (Disallowance)**

**10. Taxes.** Payment of any taxes, including possessory interest taxes and California sales and use taxes, levied upon or as a result of this Agreement, or the services delivered pursuant hereto, shall be the obligation of Contractor. Contractor recognizes and understands that this Agreement may create a "possessory interest" for property tax purposes. Generally, such a possessory interest is not created unless the Agreement entitles the Contractor to possession, occupancy, or use of City property for private gain. If such a possessory interest is created, then the following shall apply:

(1) Contractor, on behalf of itself and any permitted successors and assigns, recognizes and understands that Contractor, and any permitted successors and assigns, may be subject to real property tax assessments on the possessory interest;

(2) Contractor, on behalf of itself and any permitted successors and assigns, recognizes and understands that the creation, extension, renewal, or assignment of this Agreement may result in a "change in ownership" for purposes of real property taxes, and therefore may result in a revaluation of any possessory interest created by this Agreement. Contractor accordingly agrees on behalf of itself and its permitted successors and assigns to report on behalf of the City to the County Assessor the information required by Revenue and Taxation Code section 480.5, as amended from time to time, and any successor provision.

(3) Contractor, on behalf of itself and any permitted successors and assigns, recognizes and understands that other events also may cause a change of ownership of the possessory interest and result in the revaluation of the possessory interest. (see, e.g., Rev. & Tax. Code section 64, as amended from time to time). Contractor accordingly agrees on behalf of itself and its permitted successors and assigns to report any change in ownership to the County Assessor, the State Board of Equalization or other public agency as required by law.

(4) Contractor further agrees to provide such other information as may be requested by the City to enable the City to comply with any reporting requirements for possessory interests that are imposed by applicable law.

**11. Payment Does Not Imply Acceptance of Work.** The granting of any payment by City, or the receipt thereof by Contractor, shall in no way lessen the liability of Contractor to replace unsatisfactory work, equipment, or materials, although the unsatisfactory character of such work, equipment or materials may not have been apparent or detected at the time such payment was made. Materials, equipment, components, or workmanship that do not conform to the requirements of this Agreement may be rejected by City and in such case must be replaced by Contractor without delay.

**12. Qualified Personnel.** Work under this Agreement shall be performed only by competent personnel under the supervision of and in the employment of Contractor. Contractor will comply with City's reasonable requests regarding assignment of personnel, but all personnel, including those assigned at City's request, must be supervised by Contractor. Contractor shall commit adequate resources to complete the project within the project schedule specified in this Agreement.

**13. Responsibility for Equipment.** City shall not be responsible for any damage to persons or property as a result of the use, misuse or failure of any equipment used by Contractor, or by any of its employees, even though such equipment be furnished, rented or loaned to Contractor by City.

**14. Independent Contractor; Payment of Taxes and Other Expenses.**

**a. Independent Contractor.** Contractor or any agent or employee of Contractor shall be deemed at all times to be an independent contractor and is wholly responsible for the manner in which it performs the services and work requested by City under this Agreement. Contractor or any agent or employee of Contractor shall not have employee status with City, nor be entitled to participate in any plans, arrangements, or distributions by City pertaining to or in connection with any retirement, health or other benefits that City may offer its employees. Contractor or any agent or employee of Contractor is liable for the acts and omissions of itself, its employees and its agents. Contractor shall be responsible for all obligations and payments, whether imposed by federal, state or local law, including, but not limited to, FICA, income tax withholdings, unemployment compensation, insurance, and other similar responsibilities related to Contractor's performing services and work, or any agent or employee of Contractor providing same. Nothing in this Agreement shall be construed as creating an employment or agency relationship between City and Contractor or any agent or employee of Contractor. Any terms in this Agreement referring to direction from City shall be construed as providing for direction as to policy and the result of Contractor's work only, and not as to the means by which such a result is obtained. City does not retain the right to control the means or the method by which Contractor performs work under this Agreement.

**b. Payment of Taxes and Other Expenses.** Should City, in its discretion, or a relevant taxing authority such as the Internal Revenue Service or the State Employment Development Division, or both, determine that Contractor is an employee for purposes of collection of any employment taxes, the amounts payable under this Agreement shall be reduced by amounts equal to both the employee and employer portions of the tax due (and offsetting any credits for amounts already paid by Contractor which can be applied against this liability). City shall then forward those amounts to the relevant taxing authority. Should a relevant taxing authority determine a liability for past services performed by Contractor for City, upon notification of such fact by City, Contractor shall promptly remit such amount due or arrange with City to have the amount due withheld from future payments to Contractor under this Agreement (again, offsetting any amounts already paid by Contractor which can be applied as a credit against such liability). A determination of employment status pursuant to the preceding two paragraphs

shall be solely for the purposes of the particular tax in question, and for all other purposes of this Agreement, Contractor shall not be considered an employee of City. Notwithstanding the foregoing, should any court, arbitrator, or administrative authority determine that Contractor is an employee for any other purpose, then Contractor agrees to a reduction in City's financial liability so that City's total expenses under this Agreement are not greater than they would have been had the court, arbitrator, or administrative authority determined that Contractor was not an employee.

## 15. Insurance.

a. Without in any way limiting Contractor's liability pursuant to the "Indemnification" section of this Agreement, Contractor must maintain in force, during the full term of the Agreement, insurance in the following amounts and coverages:

(1) Workers' Compensation, in statutory amounts, with Employers' Liability Limits not less than \$1,000,000 each accident, injury, or illness; and

(2) Commercial General Liability Insurance with Insurance with limits not less than \$2,000,000 each occurrence, \$2,000,000 aggregate for Bodily Injury and Property Damage, including Contractual Liability, Personal Injury, Products and Completed Operations; and

(3) Commercial Automobile Liability Insurance with limits not less than \$1,000,000 each occurrence Combined Single Limit for Bodily Injury and Property Damage, including Owned, Non-Owned and Hired auto coverage, as applicable.

(4) Professional liability insurance, applicable to Contractor's profession, with limits not less than \$2,000,000 each claim with respect to negligent acts, errors or omissions in connection with professional services to be provided under this Agreement.

b. Commercial General Liability and Commercial Automobile Liability Insurance policies must be endorsed to provide:

(1) Name as Additional Insured the City and County of San Francisco, its Officers, Agents, and Employees.

(2) That such policies are primary insurance to any other insurance available to the Additional Insureds, with respect to any claims arising out of this Agreement, and that insurance applies separately to each insured against whom claim is made or suit is brought.

c. Regarding Workers' Compensation, Contractor hereby agrees to waive subrogation which any insurer of Contractor may acquire from Contractor by virtue of the payment of any loss. Contractor agrees to obtain any endorsement that may be necessary to effect this waiver of subrogation. The Workers' Compensation policy shall be endorsed with a waiver of subrogation in favor of the City for all work performed by the Contractor, its employees, agents and subcontractors.

d. All policies shall provide thirty days' advance written notice to the City of reduction or nonrenewal of coverages or cancellation of coverages for any reason. Notices shall be sent to the City address in the "Notices to the Parties" section.

e. Should any of the required insurance be provided under a claims-made form, Contractor shall maintain such coverage continuously throughout the term of this Agreement and, without lapse, for a period of three years beyond the expiration of this Agreement, to the effect that, should occurrences

during the contract term give rise to claims made after expiration of the Agreement, such claims shall be covered by such claims-made policies.

f. Should any of the required insurance be provided under a form of coverage that includes a general annual aggregate limit or provides that claims investigation or legal defense costs be included in such general annual aggregate limit, such general annual aggregate limit shall be double the occurrence or claims limits specified above.

g. Should any required insurance lapse during the term of this Agreement, requests for payments originating after such lapse shall not be processed until the City receives satisfactory evidence of reinstated coverage as required by this Agreement, effective as of the lapse date. If insurance is not reinstated, the City may, at its sole option, terminate this Agreement effective on the date of such lapse of insurance.

h. Before commencing any operations under this Agreement, Contractor shall furnish to City certificates of insurance and additional insured policy endorsements with insurers with ratings comparable to A-, VIII or higher, that are authorized to do business in the State of California, and that are satisfactory to City, in form evidencing all coverages set forth above. Failure to maintain insurance shall constitute a material breach of this Agreement.

i. Approval of the insurance by City shall not relieve or decrease the liability of Contractor hereunder.

j. If a subcontractor will be used to complete any portion of this agreement, the Contractor shall ensure that the subcontractor shall provide all necessary insurance and shall name the City and County of San Francisco, its officers, agents and employees and the Contractor listed as additional insureds.

## 16. Indemnification.

a. **General.** To the fullest extent permitted by law, Contractor shall assume the defense of (with legal counsel subject to approval of the City), indemnify and save harmless the City, its boards, commissions, officers, and employees (collectively "Indemnitees"), from and against any and all claims, loss, cost, damage, injury (including, without limitation, injury to or death of an employee of the Contractor or its subconsultants), expense and liability of every kind, nature, and description (including, without limitation, incidental and consequential damages, court costs, attorneys' fees, litigation expenses, fees of expert consultants or witnesses in litigation, and costs of investigation), that arise out of, pertain to, or relate to, directly or indirectly, in whole or in part, the negligence, recklessness, or wilful misconduct of the Contractor, any subconsultant, anyone directly or indirectly employed by them, or anyone that they control (collectively, "Liabilities").

b. **Limitations.** No insurance policy covering the Contractor's performance under this Agreement shall operate to limit the Contractor's Liabilities under this provision. Nor shall the amount of insurance coverage operate to limit the extent of such Liabilities. The Contractor assumes no liability whatsoever for the sole negligence, active negligence, or willful misconduct of any Indemnitee or the contractors of any Indemnitee.

c. **Copyright infringement.** Contractor shall also indemnify, defend and hold harmless all Indemnitees from all suits or claims for infringement of the patent rights, copyright, trade secret, trade name, trademark, service mark, or any other proprietary right of any person or persons in consequence of the use by the City, or any of its boards, commissions, officers, or employees of articles or services to be

supplied in the performance of Contractor's services under this Agreement. Infringement of patent rights, copyrights, or other proprietary rights in the performance of this Agreement, if not the basis for indemnification under the law, shall nevertheless be considered a material breach of contract.

**17. Incidental and Consequential Damages.** Contractor shall be responsible for incidental and consequential damages resulting in whole or in part from Contractor's acts or omissions. Nothing in this Agreement shall constitute a waiver or limitation of any rights that City may have under applicable law.

**18. Liability of City.** CITY'S PAYMENT OBLIGATIONS UNDER THIS AGREEMENT SHALL BE LIMITED TO THE PAYMENT OF THE COMPENSATION PROVIDED FOR IN SECTION 5 OF THIS AGREEMENT. NOTWITHSTANDING ANY OTHER PROVISION OF THIS AGREEMENT, IN NO EVENT SHALL CITY BE LIABLE, REGARDLESS OF WHETHER ANY CLAIM IS BASED ON CONTRACT OR TORT, FOR ANY SPECIAL, CONSEQUENTIAL, INDIRECT OR INCIDENTAL DAMAGES, INCLUDING, BUT NOT LIMITED TO, LOST PROFITS, ARISING OUT OF OR IN CONNECTION WITH THIS AGREEMENT OR THE SERVICES PERFORMED IN CONNECTION WITH THIS AGREEMENT.

**19. Left blank by agreement of the parties. (Liquidated damages)**

**20. Default; Remedies.** Each of the following shall constitute an event of default ("Event of Default") under this Agreement:

(1) Contractor fails or refuses to perform or observe any term, covenant or condition contained in any of the following Sections of this Agreement:

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| 8. Submitting false claims                          | 37. Drug-free workplace policy        |
| 10. Taxes   | 53. Compliance with laws              |
| 15. Insurance                                       | 55. Supervision of minors             |
| 24. Proprietary or confidential information of City | 57. Protection of private information |
| 30. Assignment                                      | 58. Graffiti removal                  |

(2) Contractor fails or refuses to perform or observe any other term, covenant or condition contained in this Agreement, and such default continues for a period of ten days after written notice thereof from City to Contractor.

(3) Contractor (a) is generally not paying its debts as they become due, (b) files, or consents by answer or otherwise to the filing against it of, a petition for relief or reorganization or arrangement or any other petition in bankruptcy or for liquidation or to take advantage of any bankruptcy, insolvency or other debtors' relief law of any jurisdiction, (c) makes an assignment for the benefit of its creditors, (d) consents to the appointment of a custodian, receiver, trustee or other officer with similar powers of Contractor or of any substantial part of Contractor's property or (e) takes action for the purpose of any of the foregoing.

(4) A court or government authority enters an order (a) appointing a custodian, receiver, trustee or other officer with similar powers with respect to Contractor or with respect to any substantial part of Contractor's property, (b) constituting an order for relief or approving a petition for relief or reorganization or arrangement or any other petition in bankruptcy or for liquidation or to take advantage of any bankruptcy, insolvency or other debtors' relief law of any jurisdiction or (c) ordering the dissolution, winding-up or liquidation of Contractor.

On and after any Event of Default, City shall have the right to exercise its legal and equitable remedies, including, without limitation, the right to terminate this Agreement or to seek specific performance of all or any part of this Agreement. In addition, City shall have the right (but no obligation) to cure (or cause to be cured) on behalf of Contractor any Event of Default; Contractor shall pay to City on demand all costs and expenses incurred by City in effecting such cure, with interest thereon from the date of incurrence at the maximum rate then permitted by law. City shall have the right to offset from any amounts due to Contractor under this Agreement or any other agreement between City and Contractor all damages, losses, costs or expenses incurred by City as a result of such Event of Default and any liquidated damages due from Contractor pursuant to the terms of this Agreement or any other agreement. All remedies provided for in this Agreement may be exercised individually or in combination with any other remedy available hereunder or under applicable laws, rules and regulations. The exercise of any remedy shall not preclude or in any way be deemed to waive any other remedy.

## **21. Termination for Convenience.**

a. City shall have the option, in its sole discretion, to terminate this Agreement, at any time during the term hereof, for convenience and without cause. City shall exercise this option by giving Contractor written notice of termination. The notice shall specify the date on which termination shall become effective.

b. Upon receipt of the notice, Contractor shall commence and perform, with diligence, all actions necessary on the part of Contractor to effect the termination of this Agreement on the date specified by City and to minimize the liability of Contractor and City to third parties as a result of termination. All such actions shall be subject to the prior approval of City. Such actions shall include, without limitation:

- (1) Halting the performance of all services and other work under this Agreement on the date(s) and in the manner specified by City.
- (2) Not placing any further orders or subcontracts for materials, services, equipment or other items.
- (3) Terminating all existing orders and subcontracts.
- (4) At City's direction, assigning to City any or all of Contractor's right, title, and interest under the orders and subcontracts terminated. Upon such assignment, City shall have the right, in its sole discretion, to settle or pay any or all claims arising out of the termination of such orders and subcontracts.
- (5) Subject to City's approval, settling all outstanding liabilities and all claims arising out of the termination of orders and subcontracts.
- (6) Completing performance of any services or work that City designates to be completed prior to the date of termination specified by City.
- (7) Taking such action as may be necessary, or as the City may direct, for the protection and preservation of any property related to this Agreement which is in the possession of Contractor and in which City has or may acquire an interest.

c. Within 30 days after the specified termination date, Contractor shall submit to City an invoice, which shall set forth each of the following as a separate line item:



(1) The reasonable cost to Contractor, without profit, for all services and other work City directed Contractor to perform prior to the specified termination date, for which services or work City has not already tendered payment. Reasonable costs may include a reasonable allowance for actual overhead, not to exceed a total of 10% of Contractor's direct costs for services or other work. Any overhead allowance shall be separately itemized. Contractor may also recover the reasonable cost of preparing the invoice.

(2) A reasonable allowance for profit on the cost of the services and other work described in the immediately preceding subsection (1), provided that Contractor can establish, to the satisfaction of City, that Contractor would have made a profit had all services and other work under this Agreement been completed, and provided further, that the profit allowed shall in no event exceed 5% of such cost.

(3) The reasonable cost to Contractor of handling material or equipment returned to the vendor, delivered to the City or otherwise disposed of as directed by the City.

(4) A deduction for the cost of materials to be retained by Contractor, amounts realized from the sale of materials and not otherwise recovered by or credited to City, and any other appropriate credits to City against the cost of the services or other work.

d. In no event shall City be liable for costs incurred by Contractor or any of its subcontractors after the termination date specified by City, except for those costs specifically enumerated and described in the immediately preceding subsection (c). Such non-recoverable costs include, but are not limited to, anticipated profits on this Agreement, post-termination employee salaries, post-termination administrative expenses, post-termination overhead or unabsorbed overhead, attorneys' fees or other costs relating to the prosecution of a claim or lawsuit, prejudgment interest, or any other expense which is not reasonable or authorized under such subsection (c).

e. In arriving at the amount due to Contractor under this Section, City may deduct: (1) all payments previously made by City for work or other services covered by Contractor's final invoice; (2) any claim which City may have against Contractor in connection with this Agreement; (3) any invoiced costs or expenses excluded pursuant to the immediately preceding subsection (d); and (4) in instances in which, in the opinion of the City, the cost of any service or other work performed under this Agreement is excessively high due to costs incurred to remedy or replace defective or rejected services or other work, the difference between the invoiced amount and City's estimate of the reasonable cost of performing the invoiced services or other work in compliance with the requirements of this Agreement.

f. City's payment obligation under this Section shall survive termination of this Agreement.

**22. Rights and Duties upon Termination or Expiration.** This Section and the following Sections of this Agreement shall survive termination or expiration of this Agreement:

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| 8. Submitting false claims                                      | 16. Indemnification                                 |
| 9. Disallowance   | 17. Incidental and Consequential Damages            |
| 10. Taxes   | 18. Liability of City                               |
| 11. Payment does not imply acceptance of work                   | 24. Proprietary or confidential information of City |
| 13. Responsibility for equipment                                | 26. Ownership of Results                            |
| 14. Independent Contractor; Payment of Taxes and Other Expenses | 27. Works for Hire                                  |
| 15. Insurance   | 28. Audit and Inspection of Records                 |
|   | 48. Modification of Agreement.                      |

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| 49. Administrative Remedy for Agreement Interpretation. | 52. Entire Agreement                  |
| 50. Agreement Made in California; Venue                 | 56. Severability                      |
| 51. Construction  | 57. Protection of private information |

Subject to the immediately preceding sentence, upon termination of this Agreement prior to expiration of the term specified in Section 2, this Agreement shall terminate and be of no further force or effect. Contractor shall transfer title to City, and deliver in the manner, at the times, and to the extent, if any, directed by City, any work in progress, completed work, supplies, equipment, and other materials produced as a part of, or acquired in connection with the performance of this Agreement, and any completed or partially completed work which, if this Agreement had been completed, would have been required to be furnished to City. This subsection shall survive termination of this Agreement.

**23. Conflict of Interest.** Through its execution of this Agreement, Contractor acknowledges that it is familiar with the provision of Section 15.103 of the City's Charter, Article III, Chapter 2 of City's Campaign and Governmental Conduct Code, and Section 87100 et seq. and Section 1090 et seq. of the Government Code of the State of California, and certifies that it does not know of any facts which constitutes a violation of said provisions and agrees that it will immediately notify the City if it becomes aware of any such fact during the term of this Agreement.

**24. Proprietary or Confidential Information of City.** Contractor understands and agrees that, in the performance of the work or services under this Agreement or in contemplation thereof, Contractor may have access to private or confidential information which may be owned or controlled by City and that such information may contain proprietary or confidential details, the disclosure of which to third parties may be damaging to City. Contractor agrees that all information disclosed by City to Contractor shall be held in confidence and used only in performance of the Agreement. Contractor shall exercise the same standard of care to protect such information as a reasonably prudent contractor would use to protect its own proprietary data.

**25. Notices to the Parties.** Unless otherwise indicated elsewhere in this Agreement, all written communications sent by the parties may be by U.S. mail, or by e-mail, and shall be addressed as follows:

To City:                   **Susan Yee**  
**San Francisco Public Utilities Commission**  
**1155 Market Street, 7<sup>th</sup> Floor**  
**San Francisco, CA 94103**  
**(tel.) 415-551-4886**  
**(fax) 415-551-4836**  
**email: syee@sfgwater.org**

To Contractor:           **Joel Faller**  
**KJ/Sheikh/WRE, JV**  
**303 2<sup>nd</sup> Street**  
**San Francisco, CA 94107**  
**(tel.) 415-243-2150**  
**(fax) 415-896-0999**  
**email: joelfaller@kennedyjenks.com**

Any notice of default must be sent by registered mail.

**26. Ownership of Results.** Any interest of Contractor or its Subcontractors, in drawings, plans, specifications, blueprints, studies, reports, memoranda, computation sheets, computer files and media or other documents prepared by Contractor or its subcontractors in connection with services to be performed under this Agreement, shall become the property of and will be transmitted to City. However, Contractor may retain and use copies for reference and as documentation of its experience and capabilities.

**27. Works for Hire.** If, in connection with services performed under this Agreement, Contractor or its subcontractors create artwork, copy, posters, billboards, photographs, videotapes, audiotapes, systems designs, software, reports, diagrams, surveys, blueprints, source codes or any other original works of authorship, such works of authorship shall be works for hire as defined under Title 17 of the United States Code, and all copyrights in such works are the property of the City. If it is ever determined that any works created by Contractor or its subcontractors under this Agreement are not works for hire under U.S. law, Contractor hereby assigns all copyrights to such works to the City, and agrees to provide any material and execute any documents necessary to effectuate such assignment. With the approval of the City, Contractor may retain and use copies of such works for reference and as documentation of its experience and capabilities.

**28. Audit and Inspection of Records.** Contractor agrees to maintain and make available to the City, during regular business hours, accurate books and accounting records relating to its work under this Agreement. Contractor will permit City to audit, examine and make excerpts and transcripts from such books and records, and to make audits of all invoices, materials, payrolls, records or personnel and other data related to all other matters covered by this Agreement, whether funded in whole or in part under this Agreement. Contractor shall maintain such data and records in an accessible location and condition for a period of not less than five years after final payment under this Agreement or until after final audit has been resolved, whichever is later. The State of California or any federal agency having an interest in the subject matter of this Agreement shall have the same rights conferred upon City by this Section.

**29. Subcontracting.** Contractor is prohibited from subcontracting this Agreement or any part of it unless such subcontracting is first approved by City in writing. Neither party shall, on the basis of this Agreement, contract on behalf of or in the name of the other party. An agreement made in violation of this provision shall confer no rights on any party and shall be null and void.

**30. Assignment.** The services to be performed by Contractor are personal in character and neither this Agreement nor any duties or obligations hereunder may be assigned or delegated by the Contractor unless first approved by City by written instrument executed and approved in the same manner as this Agreement.

**31. Non-Waiver of Rights.** The omission by either party at any time to enforce any default or right reserved to it, or to require performance of any of the terms, covenants, or provisions hereof by the other party at the time designated, shall not be a waiver of any such default or right to which the party is entitled, nor shall it in any way affect the right of the party to enforce such provisions thereafter.

**32. Earned Income Credit (EIC) Forms.** Administrative Code section 120 requires that employers provide their employees with IRS Form W-5 (The Earned Income Credit Advance Payment Certificate) and the IRS EIC Schedule, as set forth below. Employers can locate these forms at the IRS Office, on the Internet, or anywhere that Federal Tax Forms can be found. Contractor shall provide EIC Forms to each Eligible Employee at each of the following times: (i) within thirty days following the date on which this Agreement becomes effective (unless Contractor has already provided such EIC Forms at least once during the calendar year in which such effective date falls); (ii) promptly after any Eligible Employee is

hired by Contractor; and (iii) annually between January 1 and January 31 of each calendar year during the term of this Agreement. Failure to comply with any requirement contained in subparagraph (a) of this Section shall constitute a material breach by Contractor of the terms of this Agreement. If, within thirty days after Contractor receives written notice of such a breach, Contractor fails to cure such breach or, if such breach cannot reasonably be cured within such period of thirty days, Contractor fails to commence efforts to cure within such period or thereafter fails to diligently pursue such cure to completion, the City may pursue any rights or remedies available under this Agreement or under applicable law. Any Subcontract entered into by Contractor shall require the subcontractor to comply, as to the subcontractor's Eligible Employees, with each of the terms of this section. Capitalized terms used in this Section and not defined in this Agreement shall have the meanings assigned to such terms in Section 12O of the San Francisco Administrative Code.

### **33. Local Business Enterprise Utilization; Liquidated Damages.**

**a. The LBE Ordinance.** Contractor, shall comply with all the requirements of the Local Business Enterprise and Non-Discrimination in Contracting Ordinance set forth in Chapter 14B of the San Francisco Administrative Code as it now exists or as it may be amended in the future (collectively the "LBE Ordinance"), provided such amendments do not materially increase Contractor's obligations or liabilities, or materially diminish Contractor's rights, under this Agreement. Such provisions of the LBE Ordinance are incorporated by reference and made a part of this Agreement as though fully set forth in this section. Contractor's willful failure to comply with any applicable provisions of the LBE Ordinance is a material breach of Contractor's obligations under this Agreement and shall entitle City, subject to any applicable notice and cure provisions set forth in this Agreement, to exercise any of the remedies provided for under this Agreement, under the LBE Ordinance or otherwise available at law or in equity, which remedies shall be cumulative unless this Agreement expressly provides that any remedy is exclusive. In addition, Contractor shall comply fully with all other applicable local, state and federal laws prohibiting discrimination and requiring equal opportunity in contracting, including subcontracting.

#### **b. Compliance and Enforcement.**

**(1) Enforcement.** If Contractor willfully fails to comply with any of the provisions of the LBE Ordinance, the rules and regulations implementing the LBE Ordinance, or the provisions of this Agreement pertaining to LBE participation, Contractor shall be liable for liquidated damages in an amount equal to Contractor's net profit on this Agreement, or 10% of the total amount of this Agreement, or \$1,000, whichever is greatest. The Director of the City's Human Rights Commission or any other public official authorized to enforce the LBE Ordinance (separately and collectively, the "Director of HRC") may also impose other sanctions against Contractor authorized in the LBE Ordinance, including declaring the Contractor to be irresponsible and ineligible to contract with the City for a period of up to five years or revocation of the Contractor's LBE certification. The Director of HRC will determine the sanctions to be imposed, including the amount of liquidated damages, after investigation pursuant to Administrative Code §14B.17.

By entering into this Agreement, Contractor acknowledges and agrees that any liquidated damages assessed by the Director of the HRC shall be payable to City upon demand. Contractor further acknowledges and agrees that any liquidated damages assessed may be withheld from any monies due to Contractor on any contract with City.

Contractor agrees to maintain records necessary for monitoring its compliance with the LBE Ordinance for a period of three years following termination or expiration of this Agreement, and shall make such records available for audit and inspection by the Director of HRC or the Controller upon request.

**(2) Subcontracting Goals.** The LBE subcontracting participation goal for this contract is 14 %. Contractor shall fulfill the subcontracting commitment made in its bid or proposal. Each invoice submitted to City for payment shall include the information required in the HRC Progress Payment Form and the HRC Payment Affidavit. Failure to provide the HRC Progress Payment Form and the HRC Payment Affidavit with each invoice submitted by Contractor shall entitle City to withhold 20% of the amount of that invoice until the HRC Payment Form and the HRC Subcontractor Payment Affidavit are provided by Contractor. Contractor shall not participate in any back contracting to the Contractor or lower-tier subcontractors, as defined in the LBE Ordinance, for any purpose inconsistent with the provisions of the LBE Ordinance, its implementing rules and regulations, or this Section.

**(3) Subcontract Language Requirements.** Contractor shall incorporate the LBE Ordinance into each subcontract made in the fulfillment of Contractor's obligations under this Agreement and require each subcontractor to agree and comply with provisions of the ordinance applicable to subcontractors. Contractor shall include in all subcontracts with LBEs made in fulfillment of Contractor's obligations under this Agreement, a provision requiring Contractor to compensate any LBE subcontractor for damages for breach of contract or liquidated damages equal to 5% of the subcontract amount, whichever is greater, if Contractor does not fulfill its commitment to use the LBE subcontractor as specified in the bid or proposal, unless Contractor received advance approval from the Director of HRC and contract awarding authority to substitute subcontractors or to otherwise modify the commitments in the bid or proposal. Such provisions shall also state that it is enforceable in a court of competent jurisdiction. Subcontracts shall require the subcontractor to maintain records necessary for monitoring its compliance with the LBE Ordinance for a period of three years following termination of this contract and to make such records available for audit and inspection by the Director of HRC or the Controller upon request.

**(4) Payment of Subcontractors.** Contractor shall pay its subcontractors within three working days after receiving payment from the City unless Contractor notifies the Director of HRC in writing within ten working days prior to receiving payment from the City that there is a bona fide dispute between Contractor and its subcontractor and the Director waives the three-day payment requirement, in which case Contractor may withhold the disputed amount but shall pay the undisputed amount. Contractor further agrees, within ten working days following receipt of payment from the City, to file the HRC Payment Affidavit with the Controller, under penalty of perjury, that the Contractor has paid all subcontractors. The affidavit shall provide the names and addresses of all subcontractors and the amount paid to each. Failure to provide such affidavit may subject Contractor to enforcement procedure under Administrative Code §14B.17.

#### **34. Nondiscrimination; Penalties.**

**a. Contractor Shall Not Discriminate.** In the performance of this Agreement, Contractor agrees not to discriminate against any employee, City and County employee working with such contractor or subcontractor, applicant for employment with such contractor or subcontractor, or against any person seeking accommodations, advantages, facilities, privileges, services, or membership in all business, social, or other establishments or organizations, on the basis of the fact or perception of a person's race, color, creed, religion, national origin, ancestry, age, height, weight, sex, sexual orientation, gender identity, domestic partner status, marital status, disability or Acquired Immune Deficiency Syndrome or HIV status (AIDS/HIV status), or association with members of such protected classes, or in retaliation for opposition to discrimination against such classes.

**b. Subcontracts.** Contractor shall incorporate by reference in all subcontracts the provisions of §§12B.2(a), 12B.2(c)-(k), and 12C.3 of the San Francisco Administrative Code (copies of which are

available from Purchasing) and shall require all subcontractors to comply with such provisions. Contractor's failure to comply with the obligations in this subsection shall constitute a material breach of this Agreement.

**c. Nondiscrimination in Benefits.** Contractor does not as of the date of this Agreement and will not during the term of this Agreement, in any of its operations in San Francisco, on real property owned by San Francisco, or where work is being performed for the City elsewhere in the United States, discriminate in the provision of bereavement leave, family medical leave, health benefits, membership or membership discounts, moving expenses, pension and retirement benefits or travel benefits, as well as any benefits other than the benefits specified above, between employees with domestic partners and employees with spouses, and/or between the domestic partners and spouses of such employees, where the domestic partnership has been registered with a governmental entity pursuant to state or local law authorizing such registration, subject to the conditions set forth in §12B.2(b) of the San Francisco Administrative Code.

**d. Condition to Contract.** As a condition to this Agreement, Contractor shall execute the "Chapter 12B Declaration: Nondiscrimination in Contracts and Benefits" form (form HRC-12B-101) with supporting documentation and secure the approval of the form by the San Francisco Human Rights Commission.

**e. Incorporation of Administrative Code Provisions by Reference.** The provisions of Chapters 12B and 12C of the San Francisco Administrative Code are incorporated in this Section by reference and made a part of this Agreement as though fully set forth herein. Contractor shall comply fully with and be bound by all of the provisions that apply to this Agreement under such Chapters, including but not limited to the remedies provided in such Chapters. Without limiting the foregoing, Contractor understands that pursuant to §§12B.2(h) and 12C.3(g) of the San Francisco Administrative Code, a penalty of \$50 for each person for each calendar day during which such person was discriminated against in violation of the provisions of this Agreement may be assessed against Contractor and/or deducted from any payments due Contractor.

**35. MacBride Principles—Northern Ireland.** Pursuant to San Francisco Administrative Code §12F.5, the City and County of San Francisco urges companies doing business in Northern Ireland to move towards resolving employment inequities, and encourages such companies to abide by the MacBride Principles. The City and County of San Francisco urges San Francisco companies to do business with corporations that abide by the MacBride Principles. By signing below, the person executing this agreement on behalf of Contractor acknowledges and agrees that he or she has read and understood this section.

**36. Tropical Hardwood and Virgin Redwood Ban.** Pursuant to §804(b) of the San Francisco Environment Code, the City and County of San Francisco urges contractors not to import, purchase, obtain, or use for any purpose, any tropical hardwood, tropical hardwood wood product, virgin redwood or virgin redwood wood product.

**37. Drug-Free Workplace Policy.** Contractor acknowledges that pursuant to the Federal Drug-Free Workplace Act of 1989, the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited on City premises. Contractor agrees that any violation of this prohibition by Contractor, its employees, agents or assigns will be deemed a material breach of this Agreement.

**38. Resource Conservation.** Chapter 5 of the San Francisco Environment Code (“Resource Conservation”) is incorporated herein by reference. Failure by Contractor to comply with any of the applicable requirements of Chapter 5 will be deemed a material breach of contract.

**39. Compliance with Americans with Disabilities Act.** Contractor acknowledges that, pursuant to the Americans with Disabilities Act (ADA), programs, services and other activities provided by a public entity to the public, whether directly or through a contractor, must be accessible to the disabled public. Contractor shall provide the services specified in this Agreement in a manner that complies with the ADA and any and all other applicable federal, state and local disability rights legislation. Contractor agrees not to discriminate against disabled persons in the provision of services, benefits or activities provided under this Agreement and further agrees that any violation of this prohibition on the part of Contractor, its employees, agents or assigns will constitute a material breach of this Agreement.

**40. Sunshine Ordinance.** In accordance with San Francisco Administrative Code §67.24(e), contracts, contractors’ bids, responses to solicitations and all other records of communications between City and persons or firms seeking contracts, shall be open to inspection immediately after a contract has been awarded. Nothing in this provision requires the disclosure of a private person or organization’s net worth or other proprietary financial data submitted for qualification for a contract or other benefit until and unless that person or organization is awarded the contract or benefit. Information provided which is covered by this paragraph will be made available to the public upon request.

**41. Public Access to Meetings and Records.** If the Contractor receives a cumulative total per year of at least \$250,000 in City funds or City-administered funds and is a non-profit organization as defined in Chapter 12L of the San Francisco Administrative Code, Contractor shall comply with and be bound by all the applicable provisions of that Chapter. By executing this Agreement, the Contractor agrees to open its meetings and records to the public in the manner set forth in §§12L.4 and 12L.5 of the Administrative Code. Contractor further agrees to make-good faith efforts to promote community membership on its Board of Directors in the manner set forth in §12L.6 of the Administrative Code. The Contractor acknowledges that its material failure to comply with any of the provisions of this paragraph shall constitute a material breach of this Agreement. The Contractor further acknowledges that such material breach of the Agreement shall be grounds for the City to terminate and/or not renew the Agreement, partially or in its entirety.

**42. Limitations on Contributions.** Through execution of this Agreement, Contractor acknowledges that it is familiar with section 1.126 of the City’s Campaign and Governmental Conduct Code, which prohibits any person who contracts with the City for the rendition of personal services, for the furnishing of any material, supplies or equipment, for the sale or lease of any land or building, or for a grant, loan or loan guarantee, from making any campaign contribution to (1) an individual holding a City elective office if the contract must be approved by the individual, a board on which that individual serves, or the board of a state agency on which an appointee of that individual serves, (2) a candidate for the office held by such individual, or (3) a committee controlled by such individual, at any time from the commencement of negotiations for the contract until the later of either the termination of negotiations for such contract or six months after the date the contract is approved. Contractor acknowledges that the foregoing restriction applies only if the contract or a combination or series of contracts approved by the same individual or board in a fiscal year have a total anticipated or actual value of \$50,000 or more. Contractor further acknowledges that the prohibition on contributions applies to each prospective party to the contract; each member of Contractor’s board of directors; Contractor’s chairperson, chief executive officer, chief financial officer and chief operating officer; any person with an ownership interest of more than 20 percent in Contractor; any subcontractor listed in the bid or contract; and any committee that is sponsored or controlled by Contractor. Additionally, Contractor acknowledges that Contractor must inform each of the persons described in the preceding sentence of the prohibitions contained in Section 1.126.

**43. Requiring Minimum Compensation for Covered Employees.**

a. Contractor agrees to comply fully with and be bound by all of the provisions of the Minimum Compensation Ordinance (MCO), as set forth in San Francisco Administrative Code Chapter 12P (Chapter 12P), including the remedies provided, and implementing guidelines and rules. The provisions of Sections 12P.5 and 12P.5.1 of Chapter 12P are incorporated herein by reference and made a part of this Agreement as though fully set forth. The text of the MCO is available on the web at [www.sfgov.org/olse/mco](http://www.sfgov.org/olse/mco). A partial listing of some of Contractor's obligations under the MCO is set forth in this Section. Contractor is required to comply with all the provisions of the MCO, irrespective of the listing of obligations in this Section.

b. The MCO requires Contractor to pay Contractor's employees a minimum hourly gross compensation wage rate and to provide minimum compensated and uncompensated time off. The minimum wage rate may change from year to year and Contractor is obligated to keep informed of the then-current requirements. Any subcontract entered into by Contractor shall require the subcontractor to comply with the requirements of the MCO and shall contain contractual obligations substantially the same as those set forth in this Section. It is Contractor's obligation to ensure that any subcontractors of any tier under this Agreement comply with the requirements of the MCO. If any subcontractor under this Agreement fails to comply, City may pursue any of the remedies set forth in this Section against Contractor.

c. Contractor shall not take adverse action or otherwise discriminate against an employee or other person for the exercise or attempted exercise of rights under the MCO. Such actions, if taken within 90 days of the exercise or attempted exercise of such rights, will be rebuttably presumed to be retaliation prohibited by the MCO.

d. Contractor shall maintain employee and payroll records as required by the MCO. If Contractor fails to do so, it shall be presumed that the Contractor paid no more than the minimum wage required under State law.

e. The City is authorized to inspect Contractor's job sites and conduct interviews with employees and conduct audits of Contractor

f. Contractor's commitment to provide the Minimum Compensation is a material element of the City's consideration for this Agreement. The City in its sole discretion shall determine whether such a breach has occurred. The City and the public will suffer actual damage that will be impractical or extremely difficult to determine if the Contractor fails to comply with these requirements. Contractor agrees that the sums set forth in Section 12P.6.1 of the MCO as liquidated damages are not a penalty, but are reasonable estimates of the loss that the City and the public will incur for Contractor's noncompliance. The procedures governing the assessment of liquidated damages shall be those set forth in Section 12P.6.2 of Chapter 12P.

g. Contractor understands and agrees that if it fails to comply with the requirements of the MCO, the City shall have the right to pursue any rights or remedies available under Chapter 12P (including liquidated damages), under the terms of the contract, and under applicable law. If, within 30 days after receiving written notice of a breach of this Agreement for violating the MCO, Contractor fails to cure such breach or, if such breach cannot reasonably be cured within such period of 30 days, Contractor fails to commence efforts to cure within such period, or thereafter fails diligently to pursue such cure to completion, the City shall have the right to pursue any rights or remedies available under applicable law, including those set forth in Section 12P.6(c) of Chapter 12P. Each of these remedies shall be exercisable individually or in combination with any other rights or remedies available to the City.



h. Contractor represents and warrants that it is not an entity that was set up, or is being used, for the purpose of evading the intent of the MCO.

i. If Contractor is exempt from the MCO when this Agreement is executed because the cumulative amount of agreements with this department for the fiscal year is less than \$25,000, but Contractor later enters into an agreement or agreements that cause contractor to exceed that amount in a fiscal year, Contractor shall thereafter be required to comply with the MCO under this Agreement. This obligation arises on the effective date of the agreement that causes the cumulative amount of agreements between the Contractor and this department to exceed \$25,000 in the fiscal year.

#### **44. Requiring Health Benefits for Covered Employees.**

Contractor agrees to comply fully with and be bound by all of the provisions of the Health Care Accountability Ordinance (HCAO), as set forth in San Francisco Administrative Code Chapter 12Q, including the remedies provided, and implementing regulations, as the same may be amended from time to time. The provisions of section 12Q.5.1 of Chapter 12Q are incorporated by reference and made a part of this Agreement as though fully set forth herein. The text of the HCAO is available on the web at [www.sfgov.org/olse](http://www.sfgov.org/olse). Capitalized terms used in this Section and not defined in this Agreement shall have the meanings assigned to such terms in Chapter 12Q.

a. For each Covered Employee, Contractor shall provide the appropriate health benefit set forth in Section 12Q.3 of the HCAO. If Contractor chooses to offer the health plan option, such health plan shall meet the minimum standards set forth by the San Francisco Health Commission.

b. Notwithstanding the above, if the Contractor is a small business as defined in Section 12Q.3(e) of the HCAO, it shall have no obligation to comply with part (a) above.

c. Contractor's failure to comply with the HCAO shall constitute a material breach of this agreement. City shall notify Contractor if such a breach has occurred. If, within 30 days after receiving City's written notice of a breach of this Agreement for violating the HCAO, Contractor fails to cure such breach or, if such breach cannot reasonably be cured within such period of 30 days, Contractor fails to commence efforts to cure within such period, or thereafter fails diligently to pursue such cure to completion, City shall have the right to pursue the remedies set forth in 12Q.5.1 and 12Q.5(f)(1-6). Each of these remedies shall be exercisable individually or in combination with any other rights or remedies available to City.

d. Any Subcontract entered into by Contractor shall require the Subcontractor to comply with the requirements of the HCAO and shall contain contractual obligations substantially the same as those set forth in this Section. Contractor shall notify City's Office of Contract Administration when it enters into such a Subcontract and shall certify to the Office of Contract Administration that it has notified the Subcontractor of the obligations under the HCAO and has imposed the requirements of the HCAO on Subcontractor through the Subcontract. Each Contractor shall be responsible for its Subcontractors' compliance with this Chapter. If a Subcontractor fails to comply, the City may pursue the remedies set forth in this Section against Contractor based on the Subcontractor's failure to comply, provided that City has first provided Contractor with notice and an opportunity to obtain a cure of the violation.

e. Contractor shall not discharge, reduce in compensation, or otherwise discriminate against any employee for notifying City with regard to Contractor's noncompliance or anticipated noncompliance with the requirements of the HCAO, for opposing any practice proscribed by the HCAO, for participating in proceedings related to the HCAO, or for seeking to assert or enforce any rights under the HCAO by any lawful means.

f. Contractor represents and warrants that it is not an entity that was set up, or is being used, for the purpose of evading the intent of the HCAO.

g. Contractor shall maintain employee and payroll records in compliance with the California Labor Code and Industrial Welfare Commission orders, including the number of hours each employee has worked on the City Contract.

h. Contractor shall keep itself informed of the current requirements of the HCAO.

i. Contractor shall provide reports to the City in accordance with any reporting standards promulgated by the City under the HCAO, including reports on Subcontractors and Subtenants, as applicable.

j. Contractor shall provide City with access to records pertaining to compliance with HCAO after receiving a written request from City to do so and being provided at least ten business days to respond.

k. Contractor shall allow City to inspect Contractor's job sites and have access to Contractor's employees in order to monitor and determine compliance with HCAO.

l. City may conduct random audits of Contractor to ascertain its compliance with HCAO. Contractor agrees to cooperate with City when it conducts such audits.

m. If Contractor is exempt from the HCAO when this Agreement is executed because its amount is less than \$25,000 (\$50,000 for nonprofits), but Contractor later enters into an agreement or agreements that cause Contractor's aggregate amount of all agreements with City to reach \$75,000, all the agreements shall be thereafter subject to the HCAO. This obligation arises on the effective date of the agreement that causes the cumulative amount of agreements between Contractor and the City to be equal to or greater than \$75,000 in the fiscal year.

#### 45. First Source Hiring Program.

a. **Incorporation of Administrative Code Provisions by Reference.** The provisions of Chapter 83 of the San Francisco Administrative Code are incorporated in this Section by reference and made a part of this Agreement as though fully set forth herein. Contractor shall comply fully with, and be bound by, all of the provisions that apply to this Agreement under such Chapter, including but not limited to the remedies provided therein. Capitalized terms used in this Section and not defined in this Agreement shall have the meanings assigned to such terms in Chapter 83.

b. **First Source Hiring Agreement.** As an essential term of, and consideration for, any contract or property contract with the City, not exempted by the FSHA, the Contractor shall enter into a first source hiring agreement ("agreement") with the City, on or before the effective date of the contract or property contract. Contractors shall also enter into an agreement with the City for any other work that it performs in the City. Such agreement shall:

(1) Set appropriate hiring and retention goals for entry level positions. The employer shall agree to achieve these hiring and retention goals, or, if unable to achieve these goals, to establish good faith efforts as to its attempts to do so, as set forth in the agreement. The agreement shall take into consideration the employer's participation in existing job training, referral and/or brokerage programs. Within the discretion of the FSHA, subject to appropriate modifications, participation in such programs maybe certified as meeting the requirements of this Chapter. Failure either to achieve the specified goal, or to establish good faith efforts will constitute noncompliance and will subject the employer to the provisions of Section 83.10 of this Chapter.

(2) Set first source interviewing, recruitment and hiring requirements, which will provide the San Francisco Workforce Development System with the first opportunity to provide qualified economically disadvantaged individuals for consideration for employment for entry level positions.

Employers shall consider all applications of qualified economically disadvantaged individuals referred by the System for employment; provided however, if the employer utilizes nondiscriminatory screening criteria, the employer shall have the sole discretion to interview and/or hire individuals referred or certified by the San Francisco Workforce Development System as being qualified economically disadvantaged individuals. The duration of the first source interviewing requirement shall be determined by the FSHA and shall be set forth in each agreement, but shall not exceed 10 days. During that period, the employer may publicize the entry level positions in accordance with the agreement. A need for urgent or temporary hires must be evaluated, and appropriate provisions for such a situation must be made in the agreement.

(3) Set appropriate requirements for providing notification of available entry level positions to the San Francisco Workforce Development System so that the System may train and refer an adequate pool of qualified economically disadvantaged individuals to participating employers. Notification should include such information as employment needs by occupational title, skills, and/or experience required, the hours required, wage scale and duration of employment, identification of entry level and training positions, identification of English language proficiency requirements, or absence thereof, and the projected schedule and procedures for hiring for each occupation. Employers should provide both long-term job need projections and notice before initiating the interviewing and hiring process. These notification requirements will take into consideration any need to protect the employer's proprietary information.

(4) Set appropriate record keeping and monitoring requirements. The First Source Hiring Administration shall develop easy-to-use forms and record keeping requirements for documenting compliance with the agreement. To the greatest extent possible, these requirements shall utilize the employer's existing record keeping systems, be nonduplicative, and facilitate a coordinated flow of information and referrals.

(5) Establish guidelines for employer good faith efforts to comply with the first source hiring requirements of this Chapter. The FSHA will work with City departments to develop employer good faith effort requirements appropriate to the types of contracts and property contracts handled by each department. Employers shall appoint a liaison for dealing with the development and implementation of the employer's agreement. In the event that the FSHA finds that the employer under a City contract or property contract has taken actions primarily for the purpose of circumventing the requirements of this Chapter, that employer shall be subject to the sanctions set forth in Section 83.10 of this Chapter.

(6) Set the term of the requirements.

(7) Set appropriate enforcement and sanctioning standards consistent with this Chapter.

(8) Set forth the City's obligations to develop training programs, job applicant referrals, technical assistance, and information systems that assist the employer in complying with this Chapter.

(9) Require the developer to include notice of the requirements of this Chapter in leases, subleases, and other occupancy contracts.

**c. Hiring Decisions.** Contractor shall make the final determination of whether an Economically Disadvantaged Individual referred by the System is "qualified" for the position.

**d. Exceptions.** Upon application by Employer, the First Source Hiring Administration may grant an exception to any or all of the requirements of Chapter 83 in any situation where it concludes that compliance with this Chapter would cause economic hardship.

**e. Liquidated Damages.** Contractor agrees:

(1) To be liable to the City for liquidated damages as provided in this section;

(2) To be subject to the procedures governing enforcement of breaches of contracts based on violations of contract provisions required by this Chapter as set forth in this section;

(3) That the contractor's commitment to comply with this Chapter is a material element of the City's consideration for this contract; that the failure of the contractor to comply with the contract provisions required by this Chapter will cause harm to the City and the public which is significant and substantial but extremely difficult to quantify; that the harm to the City includes not only the financial cost of funding public assistance programs but also the insidious but impossible to quantify harm that this community and its families suffer as a result of unemployment; and that the assessment of liquidated damages of up to \$5,000 for every notice of a new hire for an entry level position improperly withheld by the contractor from the first source hiring process, as determined by the FSHA during its first investigation of a contractor, does not exceed a fair estimate of the financial and other damages that the City suffers as a result of the contractor's failure to comply with its first source referral contractual obligations.

(4) That the continued failure by a contractor to comply with its first source referral contractual obligations will cause further significant and substantial harm to the City and the public, and that a second assessment of liquidated damages of up to \$10,000 for each entry level position improperly withheld from the FSHA, from the time of the conclusion of the first investigation forward, does not exceed the financial and other damages that the City suffers as a result of the contractor's continued failure to comply with its first source referral contractual obligations;

(5) That in addition to the cost of investigating alleged violations under this Section, the computation of liquidated damages for purposes of this section is based on the following data:

A. The average length of stay on public assistance in San Francisco's County Adult Assistance Program is approximately 41 months at an average monthly grant of \$348 per month, totaling approximately \$14,379; and

B. In 2004, the retention rate of adults placed in employment programs funded under the Workforce Investment Act for at least the first six months of employment was 84.4%. Since qualified individuals under the First Source program face far fewer barriers to employment than their counterparts in programs funded by the Workforce Investment Act, it is reasonable to conclude that the average length of employment for an individual whom the First Source Program refers to an employer and who is hired in an entry level position is at least one year;

therefore, liquidated damages that total \$5,000 for first violations and \$10,000 for subsequent violations as determined by FSHA constitute a fair, reasonable, and conservative attempt to quantify the harm caused to the City by the failure of a contractor to comply with its first source referral contractual obligations.

(6) That the failure of contractors to comply with this Chapter, except property contractors, may be subject to the debarment and monetary penalties set forth in Sections 6.80 et seq. of the San Francisco Administrative Code, as well as any other remedies available under the contract or at law; and

Violation of the requirements of Chapter 83 is subject to an assessment of liquidated damages in the amount of \$5,000 for every new hire for an Entry Level Position improperly withheld from the first source hiring process. The assessment of liquidated damages and the evaluation of any defenses or mitigating factors shall be made by the FSHA.

f. **Subcontracts.** Any subcontract entered into by Contractor shall require the subcontractor to comply with the requirements of Chapter 83 and shall contain contractual obligations substantially the same as those set forth in this Section.

**46. Prohibition on Political Activity with City Funds.** In accordance with San Francisco Administrative Code Chapter 12.G, Contractor may not participate in, support, or attempt to influence any political campaign for a candidate or for a ballot measure (collectively, "Political Activity") in the performance of the services provided under this Agreement. Contractor agrees to comply with San Francisco Administrative Code Chapter 12.G and any implementing rules and regulations promulgated by the City's Controller. The terms and provisions of Chapter 12.G are incorporated herein by this reference. In the event Contractor violates the provisions of this section, the City may, in addition to any other rights or remedies available hereunder, (i) terminate this Agreement, and (ii) prohibit Contractor from bidding on or receiving any new City contract for a period of two (2) years. The Controller will not consider Contractor's use of profit as a violation of this section.

**47. Preservative-treated Wood Containing Arsenic.** Contractor may not purchase preservative-treated wood products containing arsenic in the performance of this Agreement unless an exemption from the requirements of Chapter 13 of the San Francisco Environment Code is obtained from the Department of the Environment under Section 1304 of the Code. The term "preservative-treated wood containing arsenic" shall mean wood treated with a preservative that contains arsenic, elemental arsenic, or an arsenic copper combination, including, but not limited to, chromated copper arsenate preservative, ammoniacal copper zinc arsenate preservative, or ammoniacal copper arsenate preservative. Contractor may purchase preservative-treated wood products on the list of environmentally preferable alternatives prepared and adopted by the Department of the Environment. This provision does not preclude Contractor from purchasing preservative-treated wood containing arsenic for saltwater immersion. The term "saltwater immersion" shall mean a pressure-treated wood that is used for construction purposes or facilities that are partially or totally immersed in saltwater.

**48. Modification of Agreement.** This Agreement may not be modified, nor may compliance with any of its terms be waived, except by written instrument executed and approved in the same manner as this Agreement. Contractor shall cooperate with Department to submit to the Director of HRC any amendment, modification, supplement or change order that would result in a cumulative increase of the original amount of this Agreement by more than 20% (HRC Contract Modification Form).

**49. Administrative Remedy for Agreement Interpretation.** Should any question arise as to the meaning and intent of this Agreement, the question shall, prior to any other action or resort to any other legal remedy, be referred to Purchasing who shall decide the true meaning and intent of the Agreement.

**50. Agreement Made in California; Venue.** The formation, interpretation and performance of this Agreement shall be governed by the laws of the State of California. Venue for all litigation relative to the formation, interpretation and performance of this Agreement shall be in San Francisco.

**51. Construction.** All paragraph captions are for reference only and shall not be considered in construing this Agreement.

**52. Entire Agreement.** This contract sets forth the entire Agreement between the parties, and supersedes all other oral or written provisions. This contract may be modified only as provided in Section 48, "Modification of Agreement."

**53. Compliance with Laws.** Contractor shall keep itself fully informed of the City's Charter, codes, ordinances and regulations of the City and of all state, and federal laws in any manner affecting the performance of this Agreement, and must at all times comply with such local codes, ordinances, and regulations and all applicable laws as they may be amended from time to time.

**54. Services Provided by Attorneys.** Any services to be provided by a law firm or attorney must be reviewed and approved in writing in advance by the City Attorney. No invoices for services provided by law firms or attorneys, including, without limitation, as subcontractors of Contractor, will be paid unless the provider received advance written approval from the City Attorney.

**55. Left blank by agreement of the parties. (Supervision of minors)**

**56. Severability.** Should the application of any provision of this Agreement to any particular facts or circumstances be found by a court of competent jurisdiction to be invalid or unenforceable, then (a) the validity of other provisions of this Agreement shall not be affected or impaired thereby, and (b) such provision shall be enforced to the maximum extent possible so as to effect the intent of the parties and shall be reformed without further action by the parties to the extent necessary to make such provision valid and enforceable.

**57. Protection of Private Information.** Contractor has read and agrees to the terms set forth in San Francisco Administrative Code Sections 12M.2, "Nondisclosure of Private Information," and 12M.3, "Enforcement" of Administrative Code Chapter 12M, "Protection of Private Information," which are incorporated herein as if fully set forth. Contractor agrees that any failure of Contractor to comply with the requirements of Section 12M.2 of this Chapter shall be a material breach of the Contract. In such an event, in addition to any other remedies available to it under equity or law, the City may terminate the Contract, bring a false claim action against the Contractor pursuant to Chapter 6 or Chapter 21 of the Administrative Code, or debar the Contractor.

**58. Graffiti Removal.** Graffiti is detrimental to the health, safety and welfare of the community in that it promotes a perception in the community that the laws protecting public and private property can be disregarded with impunity. This perception fosters a sense of disrespect of the law that results in an increase in crime; degrades the community and leads to urban blight; is detrimental to property values, business opportunities and the enjoyment of life; is inconsistent with the City's property maintenance goals and aesthetic standards; and results in additional graffiti and in other properties becoming the target of graffiti unless it is quickly removed from public and private property. Graffiti results in visual pollution and is a public nuisance. Graffiti must be abated as quickly as possible to avoid detrimental impacts on the City and County and its residents, and to prevent the further spread of graffiti. Contractor shall remove all graffiti from any real property owned or leased by Contractor in the City and County of San Francisco within forty eight (48) hours of the earlier of Contractor's (a) discovery or notification of the graffiti or (b) receipt of notification of the graffiti from the Department of Public Works. This section is not intended to require a Contractor to breach any lease or other agreement that it may have concerning its use of the real property. The term "graffiti" means any inscription, word, figure, marking or design that is affixed, marked, etched, scratched, drawn or painted on any building, structure, fixture or other improvement, whether permanent or temporary, including by way of example only and without limitation, signs, banners, billboards and fencing surrounding construction sites, whether public or private, without the consent of the owner of the property or the owner's authorized agent, and which is visible from the public right-of-way. "Graffiti" shall not include: (1) any sign or banner that is authorized by, and in

compliance with, the applicable requirements of the San Francisco Public Works Code, the San Francisco Planning Code or the San Francisco Building Code; or (2) any mural or other painting or marking on the property that is protected as a work of fine art under the California Art Preservation Act (California Civil Code Sections 987 et seq.) or as a work of visual art under the Federal Visual Artists Rights Act of 1990 (17 U.S.C. §§ 101 et seq.).

Any failure of Contractor to comply with this section of this Agreement shall constitute an Event of Default of this Agreement.

**59. Food Service Waste Reduction Requirements.** Contractor agrees to comply fully with and be bound by all of the provisions of the Food Service Waste Reduction Ordinance, as set forth in San Francisco Environment Code Chapter 16, including the remedies provided, and implementing guidelines and rules. The provisions of Chapter 16 are incorporated herein by reference and made a part of this Agreement as though fully set forth. This provision is a material term of this Agreement. By entering into this Agreement, Contractor agrees that if it breaches this provision, City will suffer actual damages that will be impractical or extremely difficult to determine; further, Contractor agrees that the sum of one hundred dollars (\$100) liquidated damages for the first breach, two hundred dollars (\$200) liquidated damages for the second breach in the same year, and five hundred dollars (\$500) liquidated damages for subsequent breaches in the same year is reasonable estimate of the damage that City will incur based on the violation, established in light of the circumstances existing at the time this Agreement was made. Such amount shall not be considered a penalty, but rather agreed monetary damages sustained by City because of Contractor's failure to comply with this provision.

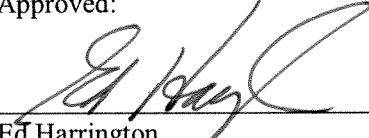
**60. Left blank by agreement of the parties. (Slavery era disclosure)**

///

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the day first mentioned above.

CITY

Approved:

  
\_\_\_\_\_  
Ed Harrington  
General Manager  
San Francisco Public Utilities Commission

Approved as to Form:

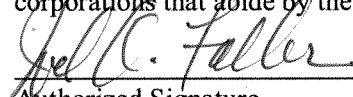
Dennis J. Herrera  
City Attorney

By   
\_\_\_\_\_  
Deputy City Attorney

CONTRACTOR

By signing this Agreement, I certify that I comply with the requirements of the Minimum Compensation Ordinance, which entitle Covered Employees to certain minimum hourly wages and compensated and uncompensated time off.

I have read and understood paragraph 35, the City's statement urging companies doing business in Northern Ireland to move towards resolving employment inequities, encouraging compliance with the MacBride Principles, and urging San Francisco companies to do business with corporations that abide by the MacBride Principles.

  
\_\_\_\_\_  
Authorized Signature

JOE A. FALLER  
\_\_\_\_\_  
Printed Name

VICE PRESIDENT  
\_\_\_\_\_  
Title

KENNEDY/JENKS CONSULTANTS  
\_\_\_\_\_  
Company Name

KJ/SHEIKH/WRE JV  
80702  
\_\_\_\_\_  
City Vendor Number

303 SECOND ST., SUITE 300 S.  
SAN FRANCISCO, CA 94107  
\_\_\_\_\_  
Address

27-3588079  
\_\_\_\_\_  
Federal Employer ID Number



## **Appendices**

- A: Services to be provided by Contractor
- B: Calculation of Charges

## Appendix A Services to be provided by Contractor

Contractor agrees to perform said services all in accordance with the terms of this Agreement and of its proposal dated **July 15, 2010** and incorporated by reference as though fully set forth herein. Should there be a conflict of terms, this Agreement shall control over the RFP and the Contractor's proposal.

### 1. Description of Services

The San Francisco Public Utilities Commission (SFPUC), a department of the City and County of San Francisco seeks to retain the services of the Contractor to provide the SFPUC with specialized engineering services to support the Recycled Water Program Westside and Eastside Projects, including but not limited to needs assessment, alternatives analysis, technical review/support, regulatory permitting services, and operations support services. The Contractor may also be called upon to provide other related engineering support services during the term of the Professional Services Agreement.

### 2. Task Orders

Performance of the service under this Agreement will be executed according to a task order process, and Contractor is required to provide adequate quality control processes and deliverables in conformance with the technical requirements of the task order. The SFPUC Project Manager will initially identify tasks and request the contractor to propose a project scope, sub tasks, staffing plan, LBE utilization, schedule, deliverables, budget and costs to complete the task in accordance with Appendix B. All costs associated with the development of the scope of work shall be borne by Contractor. A final task order will be negotiated between the SFPUC Project Manager and the Contractor and then submitted to the Bureau Manager for approval. However, as provided in the RFP, the budget, if applicable, identified for tasks is an estimate, and the City reserves the right to modify the applicable budget allocated to any task as more specific information concerning the task order scope becomes available.

The task order request will be processed for Controller certification of funding, after which a *Notice to Proceed* will be issued. The Contractor is hereby notified that work cannot commence until the Contractor receives a written Notice to Proceed in accordance with the San Francisco Administrative Code. ***Any work performed without a Notice to Proceed will be at the Contractor's own commercial risk.*** The calculations of costs and methods of compensation for all task orders under this Agreement shall be in accordance with Appendix B.

These following tasks provide general guidance to the Contractor as to the anticipated scope of work which the SFPUC reserves the right to modify or delete:

#### **A. For the Westside Recycled Water Project:**

- **Design and Construction Phase Services:**

- i) **Treatment Process Technical Review/Support**

- City Engineers will lead all aspects of the facility Detailed Design work, including treatment processes. The Contractor will provide technical/expert review of treatment process-related work including major milestone deliverables (35, 65, 95, 100% design packages), as well as other

interim design deliverables. The Contractor may be asked to provide technical memoranda on treatment-related topics, or participate at design meetings.

**ii) Operations Support Services**

The development of operations plans for recycled water treatment facilities; providing training on facility/treatment process operation; assisting with treatment facility start-up, and treatment system optimization.

**iii) Regulatory Permitting Services**

The development of regulatory permitting strategies for the implementation of recycled water projects; conducting assessments of distribution systems for compliance with regulatory requirements; assisting in the preparation of regulatory submittals required for the production and distribution of recycled water, and overall permitting of the projects.

**B. For the Eastside Recycled Water Project:**

• **Planning Phase Services:**

**i) Needs and Alternatives Identification Services**

The evaluation of recycled water demand potential, water quality requirements/objectives, identification of project alternatives, and other tasks associated with defining and evaluating project need. Develop cost-benefit model for decision making; facilitate work sessions with SFPUC and project stakeholders to confirm project need and alternatives; prepare Needs Assessment Report.

**ii) Alternatives Analysis and Evaluation Services**

The identification of project alternatives to meet project need, including evaluation of alternative treatment technologies, recycled water conveyance and distribution schemes. Identify and evaluate factors that will impact the feasibility of alternatives. Facilitate work sessions with SFPUC and other project stakeholders on project alternatives and evaluation process; prepare Alternatives Analysis and Evaluation Report.

**iii) Conceptual Engineering Services**

The development of recycled water project design criteria for treatment facility components and distribution system hydraulics (pumping, conveyance, storage, etc.); hydraulic analysis required to establish project design criteria; conceptual design of recycled water unit treatment process, including development of treatment process schematics, identification and conceptual design of modifications needed at existing wastewater facilities; evaluation of equipment vendors/options; development of equipment procurement strategy; preparation of Conceptual Engineering chapters and cost estimates related to treatment processes, and hydraulic design criteria. City Engineers will lead the preparation of the Conceptual Engineering Report, and will provide the remaining services to complete the work.

**iv) Treatment Process Pilot Testing**

The design, procurement, and installation of pilot unit equipment, start-up, troubleshooting, decommissioning/removal of equipment, and specialized laboratory services. City Engineers will take the lead in developing testing plans, and providing staffing to run the pilot; Contractor to provide technical experts to review testing plan, and pilot results, and provide other support to the testing program, as-requested.

• **Design and Construction Phase Services:**

**i) Treatment Process Technical Review/Support**

City Engineers will lead all aspects of the facility Detailed Design work, including treatment processes, after the completion of the Conceptual Engineering Report. The Contractor will provide technical/expert review of treatment process-related work including major milestone deliverables (35, 65, 95, 100% design packages), as well as other interim design deliverables. The Contractor may be asked to provide technical memoranda on treatment-related topics, or participate at design meetings.

**ii) Operations Support Services**

The development of operations plans for recycled water treatment facilities; providing training on facility/treatment process operation; assisting with treatment facility start-up, and treatment system optimization.

**iii) Regulatory Permitting Services**

The development of regulatory permitting strategies for the implementation of recycled water projects; conducting assessments of distribution systems for compliance with regulatory requirements; assisting in the preparation of regulatory submittals required for the production and distribution of recycled water, and overall permitting of the projects.

**D. Optional Tasks**

Work on these tasks shall not be initiated without prior authorization from the SFPUC Project Manager. Note that the "not to exceed" Agreement value of \$3,700,000 specified for this project includes the budget allowances provided for these optional tasks.

- i) Harding Park Recycled Water Project – the Contractor may be requested to provide technical support during construction and startup.
- ii) Design services – the Contractor may be requested to provide optional design services for the Projects;
- iii) Presentations to the SFPUC staff and/or commission, the San Francisco Board of Supervisors, SFPUC stakeholders, and neighborhood or community meetings;
- iv) Professional consultations, expert testimonies, and peer review;
- v) Field inspections at project sites. Confined space entry may be required; and
- vi) Unusual or specific expertise on short notice, within the scope of this RFP, possibly outside of their existing contract team through an SFPUC approval process.

**3. Performance Evaluation**

Performance evaluations support the SFPUC's objective of continuously improving the quality of Contractor services. The SFPUC may or may not, at its sole discretion, conduct evaluation/s of Contractor's performance. Ratings are ultimately the decision of the SFPUC and are not subject to negotiation with the Contractor. However, the Contractor may provide comments on a performance evaluation form if an evaluation is performed. In the event that the SFPUC conducts performance evaluation(s) of the Contractor, such performance evaluation(s) shall not confer any express or implied rights upon Contractor, nor shall they shift any liability to the SFPUC for the Contractor's performance of the contract.

**4. Reports**

Contractor shall submit written reports as requested by the **SFPUC**. Format for the content of such reports shall be determined by the Project Manager. The timely submission of all reports is a necessary and material term and condition of this Agreement. The reports, including any copies, shall be submitted on recycled paper and printed on double-sided pages to the maximum extent possible.

#### **5. Department Liaison**

In performing the services provided for in this Agreement, Contractor's liaison with the SFPUC will be: Susan Yee.

## **Appendix B Calculation of Charges**

As part of Contractor's proposal **July 15, 2010**, Contractor submitted proposed billing rates, attached hereto as Appendix B-1 Fee Schedule Form, for the requested tasks in the Overhead and Profit Schedule, incorporated herein by reference.

As provided in the Overhead and Profit Schedule, the budget identified for tasks is an estimate, and the City reserves the right to modify the budget allocated, if applicable, to any task as more specific information concerning the task order scope becomes available.

### **1. Billing Rates**

Contractor's billing rates and each and every staff classification as stated in Appendix B-1 will be the billing rates for the listed individuals. The billing rate may not exceed the lowest rate charged to any other governmental entity except the City and County of San Francisco. Billing rates may be adjusted annually on the anniversary of the effective start date as indicated in the original Notice of Contract Award letter. The first adjustment may be made no earlier than the first anniversary of the effective start date. The amount of the adjustment is limited to a maximum of the CPI annual percentage change increase (San Francisco Bay Area for Urban Wage Earners and Clerical Workers) for the previous calendar year. No increase, including the annual CPI adjustment, is allowed to billing rates exceeding \$220 per hour, unless Project Manager and Bureau Manager authorize an increase to the rate in writing.

### **2. Personnel Changes:**

Any proposed changes to project personnel or staff classification as listed in Appendix B-1 must be approved in advance of any work commencing on the project and in writing by the SFPUC Project Manager. These personnel changes may include but are not limited to:

- Proposed addition of new project personnel to perform requested services that are within the scope of the Agreement;
- Proposed change of staff classification for existing personnel; and/or
- Proposed replacement or substitution of any employee listed in Appendix B-1 due to termination, promotion or reclassification.

All proposed personnel must meet all qualification requirements established by the Agreement.

### **3. Effective Overhead and Profit Rate**

The Effective Overhead and Profit Rate (EOPR) for CS-109 is **2.8**. The EOPR OR Individual Firm Overhead and Profit Rate will apply to the billing rate of all individuals not listed in Appendix B-1. The EOPR will also apply to all amendments to the Agreement. If a new subconsultant is added during the duration of the Agreement, the new individual firm multiplier can be no more than the EOPR.

### **4. Other Direct Costs (ODC)**

Direct reimbursable expenses (ODCs – Other Direct Costs) shall include actual direct costs (with no mark up) of expenses directly incurred in performing the work. All ODCs are subject to pre-approval in writing by the SFPUC Project Manager.

The following items will be eligible for reimbursement as ODCs:

- Out-of-town travel (“out-of-town” shall mean outside the nine Bay Area counties: San Francisco, Alameda, Marin, Santa Clara, Sonoma, Contra Costa, Napa, San Mateo, Solano);
- Out- of town meal, travel and lodging expenses for project-related business trips, including, but not limited to:
  - Rental vehicle: traveler must select the most economical contractor and type of vehicle available and acquire any commercial rate or government discount available when the vehicle is rented;
  - Personal vehicle use: Contractor will be paid per mile as established by the United State Internal Revenue Service and only for that portion of travel that is outside the nine Bay Area counties and non-routine. Should the travel begin or end on a normal workday, the Contractor shall subtract commuting mileage from total mileage to calculate reimbursable mileage. The Contractor shall submit to the City an approved mileage log with its monthly invoices;
  - Meal and lodging expenses shall be reasonable and actual but limited to Federal government per diem rates;
- Specialty printing (“specialty” as used herein shall mean large volume printing and color printing and requires **prior** written approval by SFPUC project staff and documentation of the written approval by the SFPUC must be included with the invoice);
- Specialty computer hardware and software (only with **prior** written approval by SFPUC project staff and documentation of the written approval by the SFPUC must be included with the invoice – all hardware and software will be the property of the City);
- Courier services that are project related and originated from the project site offices;
- Permit fees;
- Expedited courier services when requested by SFPUC staff; and
- Safety equipment.

Anything not listed above is not eligible for reimbursement. They include, but are not limited to:

- All other travel expenses such as parking, bridge tolls, public transit, vehicle mileage within the nine Bay Area Counties, travel from Contractor’s home office to SFPUC facilities;
- Contractor personnel relocation costs;
- Any home or regional office labor charges or pass-throughs, including but not limited to, administrative and clerical personnel time;
- Personnel relocation and temporary assignment expenses;
- Entertainment expenses;
- Cell phones;
- Home office expenses;

- Telephone calls and faxes originating in the firm's home office, standard computer use charges, computer hardware or software computer hardware or software (other than the specialty hardware or software mentioned above), communication devices, and electronic equipment;
- Meal expenses which are not related to project-related business trips, including refreshments and working lunches with SFPUC staff;
- Equipment to be used by SFPUC staff; and
- Postage and courier services which are not requested by SFPUC staff.

**5. Subcontractor make-up and documentation**

Second-tier and pass-through subcontracting is prohibited. Additional subcontractors may be added to the contractor team after obtaining pre-authorization by the SFPUC Project Manager, Bureau/Division Manager and the Human Rights Commission.

**6. Subcontractor Fees:**

- Subject to above restrictions
- Shall be subject to written pre-approval by the SFPUC Regional Project Manager
- Subcontractor administration markup is limited to five percent (5%) of *subconsultants' actual labor costs*.

**7. Retention**

Five percent (5%) of each invoice payment will be withheld for each task order. When the work for the task order or defined critical milestones has been completed to the satisfaction of the SFPUC Regional Project Manager and all work products have been received and approved by the SFPUC Regional Project Manager, the Contractor may request that the retention be released. In lieu of money retention, an irrevocable letter of credit acceptable to the City will be accepted.

**8. Invoice Requirements**

The contractor shall submit one original invoice package with the appropriate HRC reporting forms and supporting documentation to substantiate services provided and allowable ODCs. Original invoices should be sent directly to:

San Francisco Public Utilities Commission  
 Contract Administration Bureau – Centralized Invoice Processing Unit  
 1155 Market Street, 9th Floor  
 San Francisco, CA 94103

Contractor will work with City Staff to establish an invoice format that will correlate with appropriate City reporting requirements and will be used thereafter.

All invoices must include the following information:

- Contract number;
- Task Order Number;
- Purchase Order Number(s);
- Index Code(s);
- Billing Start Date; and
- Billing Ending Date.



Invoice Supporting Documentation:

All labor hours must be substantiated by timesheet summaries extracted from the Contractor's accounting system. Each timesheet summary shall include the staff person's name, company, dates of the days worked, and the number of hours worked each day.

Mileage ODCs must be accompanied by mileage logs providing the beginning and ending mileage to substantiate the variable portal-to-portal distance and local driving required while performing the work. All other ODCs must be substantiated with copies of original receipts including a brief description for each receipt memorializing the purpose.

HRC Form 7 "Progress Payment Form" must be included with each invoice to identify the participation and amount payable to the subcontractors.

HRC Form 9 "Payment Affidavit" must be sent to the Contract Administration Bureau's Centralized Invoice Processing Unit within ten (10) days of receiving payment for each invoice to document the subcontractor's payment by the prime contractor.



Agreement No. CS-109 - Specialized Engineering Services for Recycled Water Projects  
 Proposal Submitted by Kennedy/Jenks Consultants - Bahman Sheikh - Water Resources Engineers, JV

**FEE SCHEDULE**

Task No.	Task Summary	Staff Classification	Name of Proposed Staff Person	Consultant Name	Estimated Number of Hours	Base Hourly Rate (\$/hour)	Base Labor Cost (\$) = (F)*(G)	Billing Rate (\$/hour)	Actual Labor Cost (\$) = (F)*(I)
[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>									
A.1	<p><b>Treatment Process Technical Review/Support</b> - City Engineers will lead all aspects of the facility Detailed Design work, including treatment processes. The Consultant will provide technical/expert review of treatment process-related work including major milestone deliverables (35, 65, 95, 100% design packages), as well as other interim design deliverables. The Consultant may be asked to provide technical memoranda on treatment-related topics, or participate at design meetings.</p>	Engineer/Scientist/Specialist 8	Craig Lichty	Kennedy/Jenks	80	\$81.98	\$6,558	\$220.00	\$17,600
		Engineer/Scientist/Specialist 8	Joel Faller	Kennedy/Jenks	10	\$72.00	\$720	\$220.00	\$2,200
		Engineer/Scientist/Specialist 6	Dawn Taffler	Kennedy/Jenks	40	\$47.65	\$1,906	\$166.68	\$6,667
		Engineer/Scientist/Specialist 8	Kerwin Allen	Kennedy/Jenks	8	\$82.21	\$658	\$220.00	\$1,760
		Engineer/Scientist/Specialist 8	Vyacheslav "Val" Frenkel	Kennedy/Jenks	80	\$79.20	\$6,336	\$220.00	\$17,800
		Engineer/Scientist/Specialist 8	John Wyckoff	Kennedy/Jenks	20	\$78.00	\$1,560	\$220.00	\$4,400
		Engineer/Scientist/Specialist 7	Jean Debroux	Kennedy/Jenks	10	\$64.83	\$648	\$220.00	\$2,200
		Engineer/Scientist/Specialist 7	Todd Reynolds	Kennedy/Jenks	10	\$61.11	\$611	\$213.76	\$2,138
		Engineer/Scientist/Specialist 4	Ronald Moeller	Kennedy/Jenks	10	\$38.28	\$383	\$133.90	\$1,339
		Engineer/Scientist/Specialist 4	Patrick Treanor	Kennedy/Jenks	25	\$39.25	\$981	\$137.30	\$3,432
		Engineer/Scientist/Specialist 4	Maria Cristina Correa	Kennedy/Jenks	25	\$42.00	\$1,050	\$146.92	\$3,673
		Engineer/Scientist/Specialist 5	Kapil Verma	Kennedy/Jenks	20	\$40.74	\$815	\$142.51	\$2,850
		Project Administrator	Doreen Brundage	Kennedy/Jenks	2	\$30.11	\$60	\$105.32	\$211
		Engineer/Scientist/Specialist 3	James Barrios	Kennedy/Jenks	20	\$33.17	\$663	\$116.03	\$2,321
		Principal	Gustavo Arboleda	WRE	20	\$75.00	\$1,500	\$220.00	\$4,400
		Principal	Bahman Sheikh	Bahman Sheikh	20	\$62.50	\$1,250	\$200.00	\$4,000
		Recycled Water Expert	Larry Schimoller	CH2Mhill	10	\$63.43	\$634	\$202.98	\$2,030
		Principal Engineer	Mike Iverson	CH2Mhill	20	\$87.84	\$1,757	\$220.00	\$4,400
		Recycled Water Expert	James Lozier	CH2Mhill	40	\$82.82	\$3,313	\$220.00	\$8,800
		Water Treatment Engineering	Scott Boettcher	CH2Mhill	20	\$69.89	\$1,398	\$220.00	\$4,400
		Operations and Maintenance	Bill Gierer	CH2Mhill	20	\$72.00	\$1,440	\$220.00	\$4,400
		Water Treatment Engineering	Zeynep Erdal	CH2Mhill	4	\$54.19	\$217	\$173.41	\$694
		Operations and Maintenance	Brian MacDonald	CH2Mhill	20	\$56.64	\$1,133	\$181.25	\$3,625
		Wastewater/MBR Expert	George Crawford	CH2Mhill	4	\$98.20	\$393	\$220.00	\$880
		Principal	Dave Smith	Merritt Smith Consulting	40	\$81.50	\$3,260	\$220.00	\$8,800
		Cad Operator	Pavia Furmankova	CADNET	20	\$39.00	\$780	\$65.00	\$1,300
		Cad Operator	Ella Tkach	CADNET	10	\$39.00	\$390	\$65.00	\$650
Cad Operator	Petr Furmanek	CADNET	10	\$39.00	\$390	\$65.00	\$650		
<b>TASK A.1 TOTAL</b>					<b>618</b>	<b>\$1,711.54</b>	<b>\$40,804</b>	<b>\$4,975.05</b>	<b>\$117,419</b>

Agreement No. CS-109 - Specialized Engineering Services for Recycled Water Projects  
 Proposal Submitted by Kennedy/Jenks Consultants - Bahman Sheikh - Water Resources Engineers, JV

**FEE SCHEDULE**

Task No.	Task Summary	Staff Classification	Name of Proposed Staff Person	Consultant Name	Estimated Number of Hours	Base Hourly Rate (\$/hour)	Base Labor Cost (\$) = (F)*(G)	Billing Rate (\$/hour)	Actual Labor Cost (\$) = (F)*(I)
[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>									
A.2	Operations Support Services - development of operations plans for recycled water treatment facilities; providing training on facility/treatment process operation; assisting with treatment facility start-up, and treatment system optimization.	Engineer/Scientist/Specialist 8	Craig Lichty	Kennedy/Jenks	80	\$81.98	\$6,558	\$220.00	\$17,600
		Engineer/Scientist/Specialist 8	Joel Fallor	Kennedy/Jenks	10	\$72.00	\$720	\$220.00	\$2,200
		Engineer/Scientist/Specialist 6	Dawn Taffler	Kennedy/Jenks	40	\$47.65	\$1,906	\$166.68	\$6,667
		Engineer/Scientist/Specialist 8	Kerwin Allen	Kennedy/Jenks	20	\$82.21	\$1,644	\$220.00	\$4,400
		Engineer/Scientist/Specialist 8	Brad Musick	Kennedy/Jenks	120	\$67.56	\$8,107	\$220.00	\$26,400
		Engineer/Scientist/Specialist 4	Ronald Moeller	Kennedy/Jenks	50	\$38.28	\$1,914	\$133.90	\$6,695
		Engineer/Scientist/Specialist 5	Terry Markou	Kennedy/Jenks	50	\$50.87	\$2,544	\$177.94	\$8,897
		Engineer/Scientist/Specialist 8	Vyacheslav "Val" Frenkel	Kennedy/Jenks	20	\$79.20	\$1,584	\$220.00	\$4,400
		Project Administrator	Doreen Brundage	Kennedy/Jenks	2	\$30.11	\$60	\$105.32	\$211
		Principal	Gustavo Arboleda	WRE	40	\$75.00	\$3,000	\$220.00	\$8,800
		Senior Project Manager	Stephanie Knott	WRE	80	\$55.00	\$4,400	\$165.00	\$13,200
		Senior Project Manager	Martin Roche	WRE	20	\$55.00	\$1,100	\$165.00	\$3,300
		IT/MAXIMO Specialist	Elen Butawan	WRE	60	\$48.51	\$2,911	\$145.53	\$8,732
		Project Engineer	Laura Allen	WRE	8	\$46.85	\$375	\$140.55	\$1,124
		Project Engineer	Ken Kortkamp	WRE	16	\$43.00	\$688	\$129.00	\$2,064
		Staff Engineer	May Zhao	WRE	8	\$35.00	\$280	\$105.00	\$840
		Staff Engineer	Cynthia Cano	WRE	8	\$35.00	\$280	\$105.00	\$840
		Staff Engineer	Sridhar Ponangi	WRE	8	\$35.00	\$280	\$105.00	\$840
		Admin	Gloria Fletas	WRE	8	\$30.00	\$240	\$90.00	\$720
		Intern	Nadja Rostalski	WRE	2	\$20.00	\$40	\$60.00	\$120
		Principal	Bahman Sheikh	Bahman Sheikh	60	\$62.50	\$3,750	\$200.00	\$12,000
		Operations and Maintenance	Brian MacDonald	CH2Mhill	50	\$56.64	\$2,832	\$181.25	\$9,062
		Operations and Maintenance	Bill Gierer	CH2Mhill	50	\$72.00	\$3,600	\$220.00	\$11,000
		Security Engineering	Ken Thompson	CH2Mhill	8	\$79.31	\$634	\$220.00	\$1,760
		Principal, Sr. Water Resources Engr.	Winifred Au	WAU & Company	40	\$92.50	\$3,700	\$220.00	\$8,800
		Principal, Reclaimed Water Engineer	Almon M. Shen	WAU & Company	40	\$85.00	\$3,400	\$220.00	\$8,800
		Community Relations	Susana Razo	WAU & Company	60	\$58.50	\$3,510	\$187.20	\$11,232
		<b>TASK A.2 TOTAL</b>					<b>958</b>	<b>\$1,534.67</b>	<b>\$60,057</b>

Agreement No. CS-109 - Specialized Engineering Services for Recycled Water Projects  
 Proposal Submitted by Kennedy/Jenks Consultants - Bahman Sheikh - Water Resources Engineers, JV

**FEE SCHEDULE**

Task No.	Task Summary	Staff Classification	Name of Proposed Staff Person	Consultant Name	Estimated Number of Hours	Base Hourly Rate (\$/hour)	Base Labor Cost (\$) = (F)*(G)	Billing Rate (\$/hour)	Actual Labor Cost (\$) = (F)*(I)		
[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]		
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>											
A.3	Regulatory Permitting Services - development of regulatory permitting strategies for the implementation of recycled water projects, conducting assessments of distribution systems for compliance with regulatory requirements; assisting in the preparation of regulatory submittals required for the production and distribution of recycled water, and overall permitting of the projects.	Engineer/Scientist/Specialist 8	Craig Lichty	Kennedy/Jenks	80	\$81.98	\$6,558	\$220.00	\$17,600		
		Engineer/Scientist/Specialist 8	Joel Fallor	Kennedy/Jenks	10	\$72.00	\$720	\$220.00	\$2,200		
		Engineer/Scientist/Specialist 6	Dawn Taffler	Kennedy/Jenks	40	\$47.65	\$1,906	\$166.66	\$6,667		
		Engineer/Scientist/Specialist 8	Kerwin Allen	Kennedy/Jenks	10	\$82.21	\$822	\$220.00	\$2,200		
		Engineer/Scientist/Specialist 7	Jean Debroux	Kennedy/Jenks	40	\$64.83	\$2,593	\$220.00	\$8,800		
		Engineer/Scientist/Specialist 7	Tom Gorman	Kennedy/Jenks	180	\$61.57	\$11,083	\$215.37	\$38,767		
		Engineer/Scientist/Specialist 4	Jill Chamberlain	Kennedy/Jenks	80	\$39.94	\$3,195	\$139.71	\$11,177		
		Engineer/Scientist/Specialist 4	Cathy Berger	Kennedy/Jenks	80	\$39.37	\$3,150	\$137.72	\$11,017		
		Engineer/Scientist/Specialist 9	Gary Carlton	Kennedy/Jenks	20	\$81.98	\$1,640	\$220.00	\$4,400		
		Engineer/Scientist/Specialist 8	Meredith Durant	Kennedy/Jenks	20	\$67.42	\$1,348	\$220.00	\$4,400		
		Engineer/Scientist/Specialist 5	Alicia Stamps	Kennedy/Jenks	20	\$40.22	\$804	\$140.69	\$2,814		
		Project Administrator	Doreen Brundage	Kennedy/Jenks	2	\$30.11	\$60	\$105.32	\$211		
		Principal	Gustavo Arboleda	WRE	20	\$75.00	\$1,500	\$220.00	\$4,400		
		Senior Project Manager	Martin Roche	WRE	40	\$55.00	\$2,200	\$165.00	\$6,600		
		Principal	Bahman Sheikh	Bahman Sheikh	20	\$62.50	\$1,250	\$200.00	\$4,000		
		Principal	Dave Smith	Merritt Smith Consulting	40	\$81.50	\$3,260	\$220.00	\$8,800		
		Principal Engineer	Mike Iverson	CH2Mhill	40	\$87.84	\$3,514	\$220.00	\$8,800		
		Water Treatment Engineering	Mary Vorissis	CH2Mhill	40	\$65.66	\$2,626	\$210.11	\$8,404		
		Principal	Robert D. Whitley	Whitley Burchette	10	\$90.66	\$907	\$220.00	\$2,200		
		Engineering Report	Anita Jain	Whitley Burchette	20	\$41.39	\$828	\$124.17	\$2,483		
		Civil Engineer	Roanne S. Ross	Whitley Burchette	20	\$65.77	\$1,315	\$167.31	\$3,946		
		Administrative Assistant	Meredith Shields	Whitley Burchette	20	\$35.91	\$718	\$107.73	\$2,155		
		Civil Engineer	Catherine Avila	Avila & Associates	20	\$75.00	\$1,500	\$202.50	\$4,050		
		Civil Engineer	Ernesto A. Avila	Avila & Associates	20	\$75.00	\$1,500	\$202.50	\$4,050		
		Permit Specialist	Sandra Etchell	Avila & Associates	10	\$55.00	\$550	\$148.50	\$1,485		
		Environmental Scientist	Jonathan Silva	Avila & Associates	10	\$55.00	\$550	\$148.50	\$1,485		
		Project Specialist	Maria Rico	Avila & Associates	10	\$35.00	\$350	\$94.50	\$945		
		Environmental Scientist	Matt Horowitz	Avila & Associates	10	\$55.00	\$550	\$148.50	\$1,485		
		Civil Engineer	Steven Jones	Avila & Associates	10	\$50.00	\$500	\$135.00	\$1,350		
		Principal	Valerie Young	Valerie Young	60	\$160.00	\$9,600	\$160.00	\$9,600		
		<b>TASK A.3 TOTAL</b>					<b>1,002</b>	<b>\$1,930.51</b>	<b>\$67,098</b>	<b>\$5,349.81</b>	<b>\$186,491</b>
		<b>WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION) --- SUBTOTAL TASK A</b>					<b>2,878</b>	<b>\$5,176.72</b>	<b>\$167,959</b>	<b>\$14,887.25</b>	<b>\$484,615</b>

Agreement No. CS-109 - Specialized Engineering Services for Recycled Water Projects  
 Proposal Submitted by Kennedy/Jenks Consultants - Bahman Sheikh - Water Resources Engineers, JV

**FEE SCHEDULE**

Task No.	Task Summary	Staff Classification	Name of Proposed Staff Person	Consultant Name	Estimated Number of Hours	Base Hourly Rate (\$/hour)	Base Labor Cost (\$) = (F)*(G)	Billing Rate (\$/hour)	Actual Labor Cost (\$) = (F)*(I)		
[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]		
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>											
B1.1	Needs and Alternatives Identification Services - The evaluation of recycled water demand potential, water quality requirements/objectives, identification of project alternatives, and other tasks associated with defining and evaluating project need. Develop cost benefit model for decision making; facilitate work sessions with SFPUC and project stakeholders to confirm project need and alternatives, prepare Needs Assessment Report	Engineer/Scientist/Specialist 8	Craig Lichty	Kennedy/Jenks	60	\$81.98	\$4,919	\$220.00	\$13,200		
		Engineer/Scientist/Specialist 8	Joel Falter	Kennedy/Jenks	4	\$72.00	\$288	\$220.00	\$880		
		Engineer/Scientist/Specialist 6	Dawn Taffler	Kennedy/Jenks	40	\$47.65	\$1,906	\$166.68	\$6,667		
		Engineer/Scientist/Specialist 8	Kerwin Allen	Kennedy/Jenks	10	\$82.21	\$822	\$220.00	\$2,200		
		Engineer/Scientist/Specialist 5	Mary Trail	Kennedy/Jenks	32	\$47.25	\$1,512	\$165.28	\$5,289		
		Engineer/Scientist/Specialist 6	Patrick Johnston	Kennedy/Jenks	20	\$45.60	\$912	\$159.51	\$3,190		
		Engineer/Scientist/Specialist 7	Jean Debroux	Kennedy/Jenks	4	\$64.83	\$259	\$220.00	\$880		
		Engineer/Scientist/Specialist 7	Gregg Cummings	Kennedy/Jenks	2	\$60.01	\$120	\$209.91	\$420		
		Engineer/Scientist/Specialist 5	Dawn Lesley	Kennedy/Jenks	4	\$66.44	\$266	\$220.00	\$880		
		Engineer/Scientist/Specialist 9	Gary Carlton	Kennedy/Jenks	2	\$81.98	\$164	\$220.00	\$440		
		Engineer/Scientist/Specialist 7	Tom Gorman	Kennedy/Jenks	4	\$61.57	\$246	\$215.37	\$861		
		Engineer/Scientist/Specialist 3	Julia Sorensen	Kennedy/Jenks	8	\$33.20	\$266	\$116.13	\$929		
		Project Administrator	Doreen Brundage	Kennedy/Jenks	2	\$30.11	\$60	\$105.32	\$211		
		Principal	Gustavo Arboleda	WRE	40	\$75.00	\$3,000	\$220.00	\$8,800		
		Senior Project Manager	Stephanie Knott	WRE	120	\$55.00	\$6,600	\$165.00	\$19,800		
		Senior Project Manager	Martin Roche	WRE	20	\$55.00	\$1,100	\$165.00	\$3,300		
		IT/MAXIMO Specialist	Ellen Butawan	WRE	20	\$48.51	\$970	\$145.53	\$2,911		
		Project Engineer	Laura Allen	WRE	40	\$46.85	\$1,874	\$140.55	\$5,622		
		Project Engineer	Ken Kortkamp	WRE	2	\$43.00	\$86	\$129.00	\$258		
		Staff Engineer	May Zhao	WRE	2	\$35.00	\$70	\$105.00	\$210		
		Staff Engineer	Cynthia Cano	WRE	40	\$35.00	\$1,400	\$105.00	\$4,200		
		Staff Engineer	Sridhar Ponangi	WRE	40	\$35.00	\$1,400	\$105.00	\$4,200		
		Admin	Gloria Fleitas	WRE	2	\$30.00	\$60	\$90.00	\$180		
		Intern	Nadja Rostalski	WRE	2	\$20.00	\$40	\$60.00	\$120		
		Principal	Bahman Sheikh	Bahman Sheikh	300	\$62.50	\$18,750	\$200.00	\$60,000		
		Principal Engineer	Mike Iverson	CH2Mhill	8	\$87.84	\$703	\$220.00	\$1,760		
		Water Treatment Engineering	Linda MacPherson	CH2Mhill	8	\$60.70	\$486	\$194.24	\$1,554		
		Climate Change/GHG	Jackie Kepke	CH2Mhill	2	\$55.20	\$110	\$176.64	\$353		
		Principal	Dave Smith	Merritt Smith Consulting	40	\$81.50	\$3,260	\$220.00	\$8,800		
		Manager, Facilitation Services	Mark Milan	Data Instincts	20	\$65.60	\$1,312	\$164.00	\$3,280		
		Research/Copy Writer	Barry Dugan	Data Instincts	20	\$46.00	\$920	\$115.00	\$2,300		
		Research/Copy Writer	Lisa Brew-Miller	Data Instincts	10	\$50.00	\$500	\$125.00	\$1,250		
		Principal	Chris Willig	EWM	20	\$125.00	\$2,500	\$150.00	\$3,000		
		Principal	Robert Raucher	Stratus Consulting	16	\$75.25	\$1,204	\$209.95	\$3,359		
		Economist	Jim Henderson	Stratus Consulting	8	\$39.81	\$318	\$111.07	\$889		
		Economist	Erin Miles	Stratus Consulting	8	\$23.27	\$186	\$64.92	\$519		
		Economist	Diane Callow	Stratus Consulting	8	\$34.00	\$272	\$94.86	\$759		
		Principal	Natalie Macris	Natalie Macris	60	\$115.00	\$6,900	\$115.00	\$6,900		
		Principal	Valerie Young	Valerie Young	40	\$160.00	\$6,400	\$160.00	\$6,400		
		<b>TASK B1.1 TOTAL</b>					<b>1,088</b>	<b>\$2,334.86</b>	<b>\$72,162</b>	<b>\$6,208.97</b>	<b>\$186,771</b>

Agreement No. CS-109 - Specialized Engineering Services for Recycled Water Projects  
 Proposal Submitted by Kennedy/Jenks Consultants - Bahman Sheikh - Water Resources Engineers, JV

**FEE SCHEDULE**

Task No.	Task Summary	Staff Classification	Name of Proposed Staff Person	Consultant Name	Estimated Number of Hours	Base Hourly Rate (\$/hour)	Base Labor Cost (\$) = (F)*(G)	Billing Rate (\$/hour)	Actual Labor Cost (\$) = (F)*(I)
[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>									
B1.2	Alternatives Analysis and Evaluation Services - The identification of project alternatives to meet project need, including evaluation of alternative treatment technologies, recycled water conveyance and distribution schemes. Identify and evaluate factors that will impact the feasibility of alternatives. Facilitate work sessions with SFPUC and other project stakeholders on project alternatives and evaluation process, prepare Alternatives Analysis and Evaluation Report.	Engineer/Scientist/Specialist 8	Craig Lichty	Kennedy/Jenks	220	\$81.98	\$18,036	\$220.00	\$48,400
		Engineer/Scientist/Specialist 8	Joel Fallier	Kennedy/Jenks	10	\$72.00	\$720	\$220.00	\$2,200
		Engineer/Scientist/Specialist 6	Dawn Taffler	Kennedy/Jenks	220	\$47.65	\$10,483	\$166.68	\$36,670
		Engineer/Scientist/Specialist 6	Kenwin Allen	Kennedy/Jenks	40	\$82.21	\$3,288	\$220.00	\$8,800
		Engineer/Scientist/Specialist 5	Mary Trail	Kennedy/Jenks	80	\$47.25	\$3,780	\$165.28	\$13,222
		Engineer/Scientist/Specialist 6	Patrick Johnston	Kennedy/Jenks	20	\$45.60	\$912	\$159.51	\$3,190
		Engineer/Scientist/Specialist 7	Jean Debroux	Kennedy/Jenks	16	\$64.83	\$1,037	\$220.00	\$3,520
		Engineer/Scientist/Specialist 7	Gregg Cummings	Kennedy/Jenks	16	\$60.01	\$960	\$209.91	\$3,359
		Engineer/Scientist/Specialist 5	Dawn Lesley	Kennedy/Jenks	8	\$66.44	\$532	\$220.00	\$1,760
		Engineer/Scientist/Specialist 9	Gary Carlton	Kennedy/Jenks	8	\$81.98	\$656	\$220.00	\$1,760
		Engineer/Scientist/Specialist 7	Tom Gorman	Kennedy/Jenks	24	\$61.57	\$1,478	\$215.37	\$5,169
		Engineer/Scientist/Specialist 3	Julia Sorensen	Kennedy/Jenks	40	\$33.20	\$1,328	\$116.13	\$4,645
		Project Administrator	Doreen Brundage	Kennedy/Jenks	2	\$30.11	\$60	\$105.32	\$211
		Principal	Gustavo Arboleda	WRE	140	\$75.00	\$10,500	\$220.00	\$30,800
		Senior Project Manager	Stephanie Knott	WRE	180	\$55.00	\$9,900	\$165.00	\$29,700
		Senior Project Manager	Martin Roche	WRE	80	\$55.00	\$4,400	\$165.00	\$13,200
		IT/MAXIMO Specialist	Ellen Butawan	WRE	80	\$48.51	\$3,881	\$145.53	\$11,642
		Project Engineer	Laura Allen	WRE	80	\$46.85	\$3,748	\$140.55	\$11,244
		Project Engineer	Ken Kortkamp	WRE	80	\$43.00	\$3,440	\$129.00	\$10,320
		Staff Engineer	May Zhao	WRE	40	\$35.00	\$1,400	\$105.00	\$4,200
		Staff Engineer	Cynthia Cano	WRE	80	\$35.00	\$2,800	\$105.00	\$8,400
		Staff Engineer	Sridhar Ponangi	WRE	80	\$35.00	\$2,800	\$105.00	\$8,400
		Admin	Gloria Fleitas	WRE	40	\$30.00	\$1,200	\$90.00	\$3,600
		Intern	Nadja Rostalski	WRE	40	\$20.00	\$800	\$60.00	\$2,400
		Principal	Bahman Sheikh	Bahman Sheikh	480	\$62.50	\$30,000	\$200.00	\$96,000
		Principal Engineer	Mike Iverson	CH2Mhill	20	\$87.84	\$1,757	\$220.00	\$4,400
		Water Treatment Engineering	Linda MacPherson	CH2Mhill	10	\$60.70	\$607	\$194.24	\$1,942
		Senior Water Resources Engineer	Rob Tull	CH2Mhill	10	\$75.43	\$754	\$220.00	\$2,200
		Principal	Dave Smith	Merritt Smith Consulting	40	\$81.50	\$3,260	\$220.00	\$8,800
		Manager, Facilitation Services	Mark Millan	Data Instincts	20	\$65.60	\$1,312	\$164.00	\$3,280
		Research/Copy Writer	Barry Dugan	Data Instincts	20	\$46.00	\$920	\$115.00	\$2,300
		Research/Copy Writer	Lisa Brew-Miller	Data Instincts	10	\$50.00	\$500	\$125.00	\$1,250
		Principal, Irrigation and Horticultural Analysis	Chris Willig	EWM	20	\$125.00	\$2,500	\$150.00	\$3,000
		Principal Consultant	Alex Handlers	Bartle Wells	40	\$70.67	\$2,827	\$200.00	\$8,000
		Principal Consultant	Thomas Gaffney	Bartle Wells	20	\$70.67	\$1,413	\$200.00	\$4,000
		Principal	Robert Raucher	Stratus Consulting	40	\$75.25	\$3,010	\$209.95	\$8,398
		Economist	Jim Henderson	Stratus Consulting	20	\$39.81	\$796	\$111.07	\$2,221
		Economist	Janet Clements	Stratus Consulting	20	\$30.77	\$615	\$85.85	\$1,717
		Economist	Jody Jennings	Stratus Consulting	20	\$22.00	\$440	\$61.38	\$1,228
		Principal	Natalie Macris	Natalie Macris	80	\$115.00	\$9,200	\$115.00	\$9,200
		Principal	Natalie Saylor	Saylor Consulting	8	\$61.80	\$494	\$165.01	\$1,320
		Project Manager	Brad Saylor	Saylor Consulting	40	\$59.57	\$2,383	\$159.05	\$6,362
		Chief Estimator	Mike Kritscher	Saylor Consulting	20	\$60.77	\$1,215	\$162.26	\$3,245
		Senior Estimator	Warren Miller	Saylor Consulting	10	\$55.84	\$558	\$149.09	\$1,491
		Senior Mechanical	Jody Brumfield	Saylor Consulting	10	\$55.84	\$558	\$149.09	\$1,491
Senior Mechanical	Arnold Levine	Saylor Consulting	10	\$55.84	\$558	\$149.09	\$1,491		
Estimator	Jeff Saylor	Saylor Consulting	10	\$38.35	\$384	\$102.38	\$1,024		
Estimator	Sean Estill	Saylor Consulting	10	\$35.64	\$356	\$95.16	\$952		
Technical Services Coordinator	Yoram Mehr	Saylor Consulting	16	\$29.49	\$472	\$78.74	\$1,260		
Administrator	Administrator	Saylor Consulting	2	\$22.71	\$45	\$60.64	\$121		
Principal	Valerie Young	Valerie Young	40	\$160.00	\$6,400	\$160.00	\$6,400		
Principal, Sr. Water Resources Engr.	Winifred Au	WAU & Company	40	\$92.50	\$3,700	\$220.00	\$8,800		
Principal, Reclaimed Water Engineer	Almon M. Shen	WAU & Company	40	\$85.00	\$3,400	\$220.00	\$8,800		
Community Relations	Susana Razo	WAU & Company	20	\$58.50	\$1,170	\$187.20	\$3,744		
<b>TASK B1.2 TOTAL</b>					<b>2,770</b>	<b>\$3,203.78</b>	<b>\$169,745</b>	<b>\$8,537.49</b>	<b>\$471,249</b>

Agreement No. CS-109 - Specialized Engineering Services for Recycled Water Projects  
 Proposal Submitted by Kennedy/Jenks Consultants - Bahman Sheikh - Water Resources Engineers, JV

**FEE SCHEDULE**

Task No.	Task Summary	Staff Classification	Name of Proposed Staff Person	Consultant Name	Estimated Number of Hours	Base Hourly Rate (\$/hour)	Base Labor Cost (\$) = (F)*(G)	Billing Rate (\$/hour)	Actual Labor Cost (\$) = (F)*(I)
[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>									
B1.3	<b>Conceptual Engineering Services</b> The development of recycled water project design criteria for treatment facility components and distribution system hydraulics (pumping, conveyance, storage, etc.); hydraulic analysis required to establish project design criteria; conceptual design of recycled water unit treatment process, including development of treatment process schematics, identification and conceptual design of modifications needed at existing wastewater facilities; evaluation of equipment vendors/options; development of equipment procurement strategy; preparation of Conceptual Engineering chapters and cost estimates related to treatment processes, and hydraulic design criteria. City Engineers will lead the preparation of the Conceptual Engineering Report, and will provide the remaining services to complete the work.	Engineer/Scientist/Specialist 8	Craig Lichty	Kennedy/Jenks	120	\$81.98	\$9,838	\$220.00	\$26,400
		Engineer/Scientist/Specialist 8	Joel Faller	Kennedy/Jenks	8	\$72.00	\$576	\$220.00	\$1,760
		Engineer/Scientist/Specialist 6	Dawn Taffler	Kennedy/Jenks	80	\$47.65	\$3,812	\$166.68	\$13,334
		Engineer/Scientist/Specialist 8	Kenwin Allen	Kennedy/Jenks	24	\$82.21	\$1,973	\$220.00	\$5,280
		Engineer/Scientist/Specialist 8	Alan Zelenka	Kennedy/Jenks	4	\$64.58	\$258	\$220.00	\$880
		Engineer/Scientist/Specialist 5	Mary Trail	Kennedy/Jenks	80	\$47.25	\$3,780	\$165.28	\$13,222
		Engineer/Scientist/Specialist 6	Patrick Johnston	Kennedy/Jenks	16	\$45.60	\$730	\$159.51	\$2,552
		Engineer/Scientist/Specialist 7	Jean Debroux	Kennedy/Jenks	24	\$64.83	\$1,556	\$220.00	\$5,280
		Engineer/Scientist/Specialist 7	Gregg Cummings	Kennedy/Jenks	40	\$60.01	\$2,400	\$209.91	\$8,397
		Engineer/Scientist/Specialist 8	Vyacheslav "Val" Frenkel	Kennedy/Jenks	4	\$79.20	\$317	\$220.00	\$880
		Engineer/Scientist/Specialist 9	Gary Carlton	Kennedy/Jenks	2	\$81.98	\$164	\$220.00	\$440
		Engineer/Scientist/Specialist 7	Tom Gorman	Kennedy/Jenks	40	\$61.57	\$2,463	\$215.37	\$8,615
		Engineer/Scientist/Specialist 3	Julia Sorensen	Kennedy/Jenks	40	\$33.20	\$1,328	\$116.13	\$4,645
		Engineer/Scientist/Specialist 8	John Wyckoff	Kennedy/Jenks	16	\$78.00	\$1,248	\$220.00	\$3,520
		Engineer/Scientist/Specialist 8	Mike Joyce	Kennedy/Jenks	8	\$72.31	\$578	\$220.00	\$1,760
		Engineer/Scientist/Specialist 7	Mike Barnes	Kennedy/Jenks	16	\$67.00	\$1,072	\$220.00	\$3,520
		Engineer/Scientist/Specialist 7	Todd Reynolds	Kennedy/Jenks	8	\$61.11	\$489	\$213.76	\$1,710
		Project Administrator	Doreen Brundage	Kennedy/Jenks	2	\$30.11	\$60	\$105.32	\$211
		Principal	Gustavo Arboleda	WRE	40	\$75.00	\$3,000	\$220.00	\$8,800
		Senior Project Manager	Stephanie Knott	WRE	20	\$55.00	\$1,100	\$165.00	\$3,300
		Project Engineer	Laura Allen	WRE	40	\$46.85	\$1,874	\$140.55	\$5,622
		Project Engineer	Ken Kortkamp	WRE	20	\$43.00	\$860	\$129.00	\$2,580
		Staff Engineer	Mary Zhao	WRE	20	\$35.00	\$700	\$105.00	\$2,100
		Staff Engineer	Cynthia Cano	WRE	16	\$35.00	\$560	\$105.00	\$1,680
		Staff Engineer	Sridhar Ponangi	WRE	4	\$35.00	\$140	\$105.00	\$420
		Admin	Gloria Fletas	WRE	4	\$30.00	\$120	\$90.00	\$360
		Principal	Bahman Sheikh	Bahman Sheikh	220	\$62.50	\$13,750	\$200.00	\$44,000
		Recycled Water Expert	Larry Schimoller	CH2Mhill	10	\$63.43	\$634	\$202.98	\$2,030
		Principal Engineer	Mike Iverson	CH2Mhill	4	\$87.84	\$351	\$220.00	\$880
		Recycled Water Expert	James Lozier	CH2Mhill	2	\$82.82	\$166	\$220.00	\$440
		Water Treatment Engineering	Scott Boettcher	CH2Mhill	2	\$69.89	\$140	\$220.00	\$440
		Operations and Maintenance	Bill Gierer	CH2Mhill	2	\$72.00	\$144	\$220.00	\$440
		Water Treatment Engineering	Zeynep Erdal	CH2Mhill	2	\$54.19	\$108	\$173.41	\$347
		Operations and Maintenance	Brian MacDonald	CH2Mhill	2	\$56.64	\$113	\$181.25	\$362
		Wastewater Engineering	Anne Kernkamp	CH2Mhill	2	\$70.04	\$140	\$220.00	\$440
		Senior Water Resources Engineer	Rob Tuil	CH2Mhill	2	\$75.43	\$151	\$220.00	\$440
		Principal	Dave Smith	Merritt Smith Consulting	40	\$81.50	\$3,260	\$220.00	\$8,800
		Principal, Irrigation and Horticultural Analysis	Chris Willig	EWM	40	\$125.00	\$5,000	\$150.00	\$6,000
		Irrigation Specialist	Gary Kah	EWM	40	\$125.00	\$5,000	\$150.00	\$6,000
		Analyst	John Whitcomb	EWM	20	\$125.00	\$2,500	\$150.00	\$3,000
		Principal Consultant	Alex Handlers	Bartle Wells	20	\$70.67	\$1,413	\$200.00	\$4,000
		Principal Consultant	Thomas Gaffney	Bartle Wells	20	\$70.67	\$1,413	\$200.00	\$4,000
		Principal	G. Neel Neelakantan, Ph.D., P.E., G.E.	GTC	24	\$73.30	\$1,759	\$220.00	\$5,280
		Associate/Geotech Engineer	Deron van Hoff, P.E., G.E.	GTC	60	\$61.35	\$3,681	\$196.32	\$11,779
		Project Engineer	Dustin Agnew	GTC	80	\$33.32	\$2,666	\$106.62	\$8,530
		Principal	Natalie Saylor	Saylor Consulting	2	\$61.80	\$124	\$165.01	\$330
		Project Manager	Brad Saylor	Saylor Consulting	40	\$59.57	\$2,383	\$159.05	\$6,362
		Chief Estimator	Mike Kritscher	Saylor Consulting	16	\$60.77	\$972	\$162.26	\$2,596
		Senior Estimator	Dean Cleavenger	Saylor Consulting	10	\$57.84	\$578	\$154.43	\$1,544
		Senior Estimator	Gennady Kertsman	Saylor Consulting	2	\$55.84	\$112	\$149.09	\$298
Senior Mechanical	John Jordan	Saylor Consulting	10	\$55.84	\$558	\$149.09	\$1,491		
Senior Electrical	Kevin O'Neill	Saylor Consulting	2	\$55.84	\$112	\$149.09	\$298		
Estimator	Mukesh Sawlani	Saylor Consulting	10	\$35.64	\$356	\$95.16	\$952		
Technical Services Coordinator	Yoram Mehr	Saylor Consulting	2	\$29.49	\$59	\$78.74	\$157		
Administrator	Administrator	Saylor Consulting	2	\$22.71	\$45	\$60.64	\$121		
Sr. Principal	Fu-Lien (Henry) Chang	Structus	4	\$85.00	\$340	\$220.00	\$880		
Principal	Donald Chappell	Structus	8	\$69.00	\$552	\$203.55	\$1,628		
Project Engineer	Burhan Surjana	Structus	2	\$44.00	\$88	\$129.80	\$260		
Project Engineer	Masami Jin	Structus	24	\$44.00	\$1,056	\$129.80	\$3,115		
Principal, Sr. Water Resources Engr.	Winifred Au	WAU & Company	20	\$92.50	\$1,850	\$220.00	\$4,400		
Principal, Reclaimed Water Engineer	Almon M. Shen	WAU & Company	40	\$85.00	\$3,400	\$220.00	\$8,800		
Community Relations	Susana Razo	WAU & Company	20	\$58.50	\$1,170	\$187.20	\$3,744		
<b>TASK B1.3 TOTAL</b>					<b>1,502</b>	<b>\$3,919.37</b>	<b>\$97,142</b>	<b>\$10,915.00</b>	<b>\$271,454</b>



Agreement No. CS-109 - Specialized Engineering Services for Recycled Water Projects  
 Proposal Submitted by Kennedy/Jenks Consultants - Bahman Sheikh - Water Resources Engineers, JV

**FEE SCHEDULE**

Task No.	Task Summary	Staff Classification	Name of Proposed Staff Person	Consultant Name	Estimated Number of Hours	Base Hourly Rate (\$/hour)	Base Labor Cost (\$) = (F)*(G)	Billing Rate (\$/hour)	Actual Labor Cost (\$) = (F)*(I)
[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>									
B1.4	Treatment Process Pilot Testing - The design, procurement, and installation of pilot unit equipment, start-up, troubleshooting, decommissioning/removal of equipment, and specialized laboratory services. City Engineers will take the lead in developing testing plans, and providing staffing to run the pilot. Consultant to provide technical experts to review testing plan, and pilot results, and provide other support to the testing program, as requested.	Engineer/Scientist/Specialist 8	Craig Lichty	Kennedy/Jenks	120	\$81.98	\$9,838	\$220.00	\$26,400
		Engineer/Scientist/Specialist 8	Joel Faller	Kennedy/Jenks	20	\$72.00	\$1,440	\$220.00	\$4,400
		Engineer/Scientist/Specialist 6	Dawn Taftler	Kennedy/Jenks	160	\$47.65	\$7,624	\$166.68	\$26,669
		Engineer/Scientist/Specialist 8	Kerwin Allen	Kennedy/Jenks	40	\$82.21	\$3,288	\$220.00	\$8,800
		Engineer/Scientist/Specialist 8	Vyacheslav "Val" Frankel	Kennedy/Jenks	200	\$79.20	\$15,840	\$220.00	\$44,000
		Engineer/Scientist/Specialist 8	John Wyckoff	Kennedy/Jenks	40	\$78.00	\$3,120	\$220.00	\$8,800
		Engineer/Scientist/Specialist 7	Jean Debroux	Kennedy/Jenks	80	\$64.83	\$5,186	\$220.00	\$17,600
		Engineer/Scientist/Specialist 7	Todd Reynolds	Kennedy/Jenks	160	\$61.11	\$9,778	\$213.76	\$34,202
		Engineer/Scientist/Specialist 4	Ronald Moeller	Kennedy/Jenks	80	\$38.28	\$3,062	\$133.90	\$10,712
		Engineer/Scientist/Specialist 4	Patrick Treanor	Kennedy/Jenks	240	\$38.25	\$9,240	\$137.30	\$32,951
		Engineer/Scientist/Specialist 4	Maria Cristina Correa	Kennedy/Jenks	120	\$42.00	\$5,040	\$146.92	\$17,630
		Engineer/Scientist/Specialist 5	Kapil Verma	Kennedy/Jenks	40	\$40.74	\$1,630	\$142.51	\$5,700
		Engineer/Scientist/Specialist 3	James Barrios	Kennedy/Jenks	20	\$33.17	\$663	\$116.03	\$2,321
		Project Administrator	Doreen Brundage	Kennedy/Jenks	2	\$30.11	\$60	\$105.32	\$211
		Principal	Gustavo Arboleda	WRE	60	\$75.00	\$4,500	\$220.00	\$13,200
		Principal	Bahman Sheikh	Bahman Sheikh	80	\$62.50	\$5,000	\$200.00	\$16,000
		Recycled Water Expert	Larry Schimoller	CH2Mhill	80	\$63.43	\$5,074	\$202.98	\$16,238
		Principal Engineer	Mike Iverson	CH2Mhill	40	\$87.84	\$3,514	\$220.00	\$8,800
		Recycled Water Expert	James Lozier	CH2Mhill	200	\$82.82	\$16,564	\$220.00	\$44,000
		Water Treatment Engineering	Scott Boettcher	CH2Mhill	80	\$69.89	\$5,591	\$220.00	\$17,600
		Operations and Maintenance	Bill Gierer	CH2Mhill	80	\$72.00	\$5,760	\$220.00	\$17,600
		Water Treatment Engineering	Zeynep Erdal	CH2Mhill	40	\$54.19	\$2,168	\$173.41	\$6,936
		Pilot Testing and Alternatives Analysis	Bill Bellamy	CH2Mhill	40	\$96.16	\$3,846	\$220.00	\$8,800
		Operations and Maintenance	Brian MacDonald	CH2Mhill	80	\$56.64	\$4,531	\$181.25	\$14,500
		Principal	Dave Smith	Merritt Smith Consulting	20	\$81.50	\$1,630	\$220.00	\$4,400
		Cad Operator	Pavla Furmankova	CADNET	20	\$39.00	\$780	\$65.00	\$1,300
		Cad Operator	Eka Tkach	CADNET	10	\$39.00	\$390	\$65.00	\$650
		Cad Operator	Petr Furmanek	CADNET	10	\$39.00	\$390	\$65.00	\$650
<b>TASK B1.4 TOTAL</b>					<b>2,162</b>	<b>\$1,709.50</b>	<b>\$135,728</b>	<b>\$4,975.05</b>	<b>\$411,070</b>

Agreement No. CS-109 - Specialized Engineering Services for Recycled Water Projects  
 Proposal Submitted by Kennedy/Jenks Consultants - Bahman Sheikh - Water Resources Engineers, JV

**FEE SCHEDULE**

Task No.	Task Summary	Staff Classification	Name of Proposed Staff Person	Consultant Name	Estimated Number of Hours	Base Hourly Rate (\$/hour)	Base Labor Cost (\$) = (F)*(G)	Billing Rate (\$/hour)	Actual Labor Cost (\$) = (F)*(I)
[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>									
<b>TASK B2 - EASTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>									
B2.1	<p><b>Treatment Process Technical Review/Support</b> - City Engineers will lead all aspects of the facility Detailed Design work, including treatment processes. The Consultant will provide technical/expert review of treatment process-related work including major milestone deliverables (35, 65, 95, 100% design packages), as well as other interim design deliverables. The Consultant may be asked to provide technical memoranda on treatment-related topics, or participate at design meetings.</p>	Engineer/Scientist/Specialist 8	Craig Lichty	Kennedy/Jenks	80	\$81.98	\$6,558	\$220.00	\$17,600
		Engineer/Scientist/Specialist 8	Joel Faller	Kennedy/Jenks	20	\$72.00	\$1,440	\$220.00	\$4,400
		Engineer/Scientist/Specialist 6	Dawn Taffler	Kennedy/Jenks	40	\$47.65	\$1,906	\$166.68	\$6,667
		Engineer/Scientist/Specialist 8	Kerwin Allen	Kennedy/Jenks	4	\$82.21	\$329	\$220.00	\$880
		Engineer/Scientist/Specialist 8	Vyacheslav "Val" Frenkel	Kennedy/Jenks	40	\$79.20	\$3,168	\$220.00	\$8,800
		Engineer/Scientist/Specialist 8	John Wycokoff	Kennedy/Jenks	4	\$78.00	\$312	\$220.00	\$880
		Engineer/Scientist/Specialist 7	Jean Debroux	Kennedy/Jenks	12	\$64.83	\$778	\$220.00	\$2,640
		Engineer/Scientist/Specialist 7	Todd Reynolds	Kennedy/Jenks	40	\$61.11	\$2,444	\$213.76	\$8,551
		Engineer/Scientist/Specialist 4	Ronald Moeller	Kennedy/Jenks	32	\$38.28	\$1,225	\$133.90	\$4,285
		Engineer/Scientist/Specialist 4	Patrick Treanor	Kennedy/Jenks	16	\$39.25	\$628	\$137.30	\$2,197
		Engineer/Scientist/Specialist 4	Maria Cristina Correa	Kennedy/Jenks	16	\$42.00	\$672	\$146.92	\$2,351
		Engineer/Scientist/Specialist 5	Kapil Verma	Kennedy/Jenks	4	\$40.74	\$163	\$142.51	\$570
		Engineer/Scientist/Specialist 3	James Barrios	Kennedy/Jenks	2	\$33.17	\$66	\$116.03	\$232
		Project Administrator	Doreen Brundage	Kennedy/Jenks	2	\$30.11	\$60	\$105.32	\$211
		Principal	Gustavo Arboleda	WRE	20	\$75.00	\$1,500	\$220.00	\$4,400
		Principal	Bahman Sheikh	Bahman Sheikh	20	\$62.50	\$1,250	\$200.00	\$4,000
		Recycled Water Expert	Larry Schimoller	CH2Mhill	40	\$63.43	\$2,537	\$202.98	\$8,119
		Principal Engineer	Mike Iverson	CH2Mhill	40	\$87.84	\$3,514	\$220.00	\$8,800
		Recycled Water Expert	James Lozier	CH2Mhill	20	\$82.82	\$1,656	\$220.00	\$4,400
		Water Treatment Engineering	Scott Boettcher	CH2Mhill	20	\$69.89	\$1,398	\$220.00	\$4,400
		Operations and Maintenance	Bill Gierer	CH2Mhill	20	\$72.00	\$1,440	\$220.00	\$4,400
		Water Treatment Engineering	Zeynep Erdal	CH2Mhill	10	\$54.19	\$542	\$173.41	\$1,734
		Operations and Maintenance	Brian MacDonald	CH2Mhill	20	\$56.64	\$1,133	\$181.25	\$3,625
		Principal	Dave Smith	Merritt Smith Consulting	20	\$81.50	\$1,630	\$220.00	\$4,400
		Cad Operator	Eleonora Nayden	CADNET	10	\$39.00	\$390	\$65.00	\$650
		Cad Operator	Robert Froio	CADNET	10	\$39.00	\$390	\$65.00	\$650
		Cad Operator	Jane Woodman	CADNET	10	\$39.00	\$390	\$65.00	\$650
<b>TASK B2.1 TOTAL</b>					<b>572</b>	<b>\$1,813.34</b>	<b>\$37,520</b>	<b>\$4,755.05</b>	<b>\$110,491</b>

Agreement No. CS-109 - Specialized Engineering Services for Recycled Water Projects  
 Proposal Submitted by Kennedy/Jenks Consultants - Bahman Sheikh - Water Resources Engineers, JV

**FEE SCHEDULE**

Task No.	Task Summary	Staff Classification	Name of Proposed Staff Person	Consultant Name	Estimated Number of Hours	Base Hourly Rate (\$/hour)	Base Labor Cost (\$) = (F)*(G)	Billing Rate (\$/hour)	Actual Labor Cost (\$) = (F)*(I)
[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>									
B2.2	Operations Support Services - development of operations plans for recycled water treatment facilities; providing training on facility/treatment process operation; assisting with treatment facility start-up, and treatment system optimization.	Engineer/Scientists/Specialist 8	Craig Lichty	Kennedy/Jenks	80	\$81.98	\$6,558	\$220.00	\$17,600
		Engineer/Scientists/Specialist 8	Joel Faller	Kennedy/Jenks	2	\$72.00	\$144	\$220.00	\$440
		Engineer/Scientists/Specialist 8	Dawn Taffler	Kennedy/Jenks	40	\$47.65	\$1,906	\$186.88	\$6,667
		Engineer/Scientists/Specialist 8	Kerwin Allen	Kennedy/Jenks	40	\$82.21	\$3,288	\$220.00	\$8,800
		Engineer/Scientists/Specialist 8	Brad Musick	Kennedy/Jenks	140	\$87.56	\$9,458	\$220.00	\$30,800
		Engineer/Scientists/Specialist 5	Ronald Moeller	Kennedy/Jenks	100	\$38.28	\$3,828	\$133.90	\$13,390
		Engineer/Scientists/Specialist 5	Terry Markou	Kennedy/Jenks	40	\$50.87	\$2,035	\$177.94	\$7,118
		Engineer/Scientists/Specialist 8	Vyacheslav "Val" Frenkel	Kennedy/Jenks	16	\$79.20	\$1,267	\$220.00	\$3,520
		Project Administrator	Doreen Brundage	Kennedy/Jenks	2	\$30.11	\$60	\$105.32	\$211
		Principal	Gustavo Arboleda	WRE	40	\$75.00	\$3,000	\$220.00	\$8,800
		Senior Project Manager	Stephanie Knott	WRE	80	\$55.00	\$4,400	\$165.00	\$13,200
		Senior Project Manager	Martin Roche	WRE	20	\$55.00	\$1,100	\$165.00	\$3,300
		IT/MAXIMO Specialist	Elen Butawan	WRE	60	\$48.51	\$2,911	\$145.53	\$8,732
		Project Engineer	Laura Allen	WRE	10	\$46.85	\$469	\$140.55	\$1,406
		Project Engineer	Ken Kortkamp	WRE	2	\$43.00	\$86	\$129.00	\$258
		Staff Engineer	May Zhao	WRE	16	\$35.00	\$560	\$105.00	\$1,680
		Staff Engineer	Cynthia Cano	WRE	2	\$35.00	\$70	\$105.00	\$210
		Staff Engineer	Sridhar Ponangi	WRE	2	\$35.00	\$70	\$105.00	\$210
		Admin	Gloria Fletas	WRE	2	\$30.00	\$60	\$90.00	\$180
		Intern	Nadja Rostalski	WRE	2	\$20.00	\$40	\$60.00	\$120
		Principal	Bahman Sheikh	Bahman Sheikh	20	\$62.50	\$1,250	\$200.00	\$4,000
		Operations and Maintenance	Brian MacDonald	CH2Mhill	100	\$58.64	\$5,864	\$181.25	\$18,125
		Operations and Maintenance	Bill Gierer	CH2Mhill	80	\$72.00	\$5,760	\$220.00	\$17,600
		Security Engineering	Ken Thompson	CH2Mhill	20	\$79.31	\$1,586	\$220.00	\$4,400
		Principal, Sr. Water Resources Engr.	Winifred Au	WAU & Company	20	\$92.50	\$1,850	\$220.00	\$4,400
		Principal, Reclaimed Water Engineer	Almon M. Shen	WAU & Company	40	\$85.00	\$3,400	\$220.00	\$8,800
		Community Relations	Susana Razo	WAU & Company	20	\$58.50	\$1,170	\$187.20	\$3,744
		<b>TASK B2.2 TOTAL</b>					<b>996</b>	<b>\$1,534.67</b>	<b>\$61,991</b>

Agreement No. CS-109 - Specialized Engineering Services for Recycled Water Projects  
 Proposal Submitted by Kennedy/Jenks Consultants - Bahman Sheikh - Water Resources Engineers, JV

**FEE SCHEDULE**

Task No.	Task Summary	Staff Classification	Name of Proposed Staff Person	Consultant Name	Estimated Number of Hours	Base Hourly Rate (\$/hour)	Base Labor Cost (\$) = (F)*(G)	Billing Rate (\$/hour)	Actual Labor Cost (\$) = (F)*(I)
[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>									
B2.3	Regulatory Permitting Services - development of regulatory permitting strategies for the implementation of recycled water projects; conducting assessments of distribution systems for compliance with regulatory requirements; assisting in the preparation of regulatory submittals required for the production and distribution of recycled water, and overall permitting of the projects.	Engineer/Scientist/Specialist 8	Craig Lichty	Kennedy/Jenks	240	\$81.98	\$19,675	\$220.00	\$52,800
		Engineer/Scientist/Specialist 8	Joel Faller	Kennedy/Jenks	8	\$72.00	\$576	\$220.00	\$1,760
		Engineer/Scientist/Specialist 6	Dawn Taffler	Kennedy/Jenks	220	\$47.65	\$10,483	\$166.68	\$36,670
		Engineer/Scientist/Specialist 8	Kerwin Allen	Kennedy/Jenks	40	\$82.21	\$3,288	\$220.00	\$8,800
		Engineer/Scientist/Specialist 7	Jean Debroux	Kennedy/Jenks	40	\$64.83	\$2,593	\$220.00	\$8,800
		Engineer/Scientist/Specialist 7	Tom Gorman	Kennedy/Jenks	280	\$61.57	\$17,240	\$215.37	\$60,304
		Engineer/Scientist/Specialist 4	Jill Chamberlain	Kennedy/Jenks	80	\$39.94	\$3,195	\$139.71	\$11,177
		Engineer/Scientist/Specialist 4	Cathy Berger	Kennedy/Jenks	240	\$39.37	\$9,449	\$137.72	\$33,052
		Engineer/Scientist/Specialist 9	Gary Carlton	Kennedy/Jenks	20	\$81.98	\$1,640	\$220.00	\$4,400
		Engineer/Scientist/Specialist 7	Sachiko Itagaki	Kennedy/Jenks	120	\$62.12	\$7,454	\$217.30	\$26,075
		Engineer/Scientist/Specialist 8	Meredith Durant	Kennedy/Jenks	40	\$67.42	\$2,697	\$220.00	\$8,800
		Engineer/Scientist/Specialist 4	Maria Cristina Correa	Kennedy/Jenks	80	\$42.00	\$3,360	\$146.92	\$11,753
		Engineer/Scientist/Specialist 5	Alicia Stamps	Kennedy/Jenks	80	\$40.22	\$3,218	\$140.69	\$11,255
		Project Administrator	Doreen Brundage	Kennedy/Jenks	60	\$30.11	\$1,807	\$105.32	\$6,319
		Principal	Gustavo Arboleda	WRE	20	\$75.00	\$1,500	\$220.00	\$4,400
		Senior Project Manager	Martin Roche	WRE	40	\$55.00	\$2,200	\$165.00	\$6,600
		Project Engineer	Laura Allen	WRE	20	\$46.85	\$937	\$140.55	\$2,811
		Project Engineer	Ken Kortkamp	WRE	40	\$43.00	\$1,720	\$129.00	\$5,160
		Staff Engineer	May Zhao	WRE	20	\$35.00	\$700	\$105.00	\$2,100
		Staff Engineer	Cynthia Cano	WRE	24	\$35.00	\$840	\$105.00	\$2,520
		Principal	Bahman Sheikh	Bahman Sheikh	140	\$62.50	\$8,750	\$200.00	\$28,000
		Principal	Dave Smith	Merritt Smith Consulting	160	\$81.50	\$13,040	\$220.00	\$35,200
		Principal Engineer	Mike Iverson	CH2Mhill	40	\$87.84	\$3,514	\$220.00	\$8,800
		Water Treatment Engineering	Mary Vorissis	CH2Mhill	40	\$65.66	\$2,626	\$210.11	\$8,404
		Principal	Robert D. Whitley	Whitley Burchette	40	\$90.66	\$3,626	\$220.00	\$8,800
		Engineering Report	Anita Jain	Whitley Burchette	80	\$41.39	\$3,311	\$124.17	\$9,934
		Civil Engineer	Roanne S. Ross	Whitley Burchette	80	\$65.77	\$5,262	\$197.31	\$15,785
		Administrative Assistant	Susanna Banuelos	Whitley Burchette	80	\$22.52	\$1,802	\$67.56	\$5,405
		Civil Engineer	Catherine Avila	Avila & Associates	20	\$75.00	\$1,500	\$202.50	\$4,050
		Civil Engineer	Ernesto A. Avila	Avila & Associates	24	\$75.00	\$1,800	\$202.50	\$4,860
		Irrigation Specialist	James Eddy	Avila & Associates	16	\$60.00	\$960	\$162.00	\$2,592
		Permit Specialist	Sandra Etchell	Avila & Associates	40	\$55.00	\$2,200	\$148.50	\$5,940
		Environmental Scientist	Jonathan Silva	Avila & Associates	16	\$55.00	\$880	\$148.50	\$2,376
		Landscape Architect	Ross Wells	Avila & Associates	16	\$65.00	\$1,040	\$175.50	\$2,808
		Civil Engineer	Steven Jones	Avila & Associates	16	\$50.00	\$800	\$135.00	\$2,160
		Principal	Valerie Young	Valerie Young	210	\$160.00	\$33,600	\$160.00	\$33,600
		Principal	G. Neel Neelakantan, Ph.D., P.E., G.E.	GTC	8	\$73.30	\$586	\$220.00	\$1,760
		Senior Engineer	Nick Ng, P.E., G.E.	GTC	8	\$47.75	\$382	\$152.80	\$1,222
		Senior Geologist	Aurie Patterson, P.G.	GTC	4	\$43.30	\$173	\$138.56	\$554
		Senior Engineer	Amy Killeen, P.E.	GTC	20	\$45.89	\$918	\$146.85	\$2,937
		Project Engineer	Nayantara Nanda Kumar	GTC	4	\$39.85	\$159	\$127.52	\$510
		Principal, Sr. Water Resources Engr.	Winifred Au	WAU & Company	40	\$92.50	\$3,700	\$220.00	\$8,800
		Principal, Reclaimed Water Engineer	Almon M. Shen	WAU & Company	40	\$85.00	\$3,400	\$220.00	\$8,800
		Community Relations	Susana Razo	WAU & Company	40	\$58.50	\$2,340	\$187.20	\$7,488
		<b>TASK B2.3 TOTAL</b>					<b>2,894</b>	<b>\$2,702.18</b>	<b>\$190,941</b>
<b>EASTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION) - SUBTOTAL TASK B2</b>					<b>4,462</b>	<b>\$5,950.19</b>	<b>\$290,452</b>	<b>\$16,978.27</b>	<b>\$814,543</b>

Agreement No. CS-109 - Specialized Engineering Services for Recycled Water Projects  
 Proposal Submitted by Kennedy/Jenks Consultants - Bahman Sheikh - Water Resources Engineers, JV

**FEE SCHEDULE**

Task No.	Task Summary	Staff Classification	Name of Proposed Staff Person	Consultant Name	Estimated Number of Hours	Base Hourly Rate (\$/hour)	Base Labor Cost (\$) = (F)*(G)	Billing Rate (\$/hour)	Actual Labor Cost (\$) = (F)*(I)	
[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]	
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>										
<b>TASK D - OPTIONAL TASKS</b>										
D.1	Technical support during construction for Harding Park Recycled Water project - provide technical support during construction and startup.	Engineer/Scientist/Specialist 8	Craig Lichty	Kennedy/Jenks	16	\$81.98	\$1,312	\$220.00	\$3,520	
		Engineer/Scientist/Specialist 8	Joel Fallor	Kennedy/Jenks	4	\$72.00	\$288	\$220.00	\$880	
		Engineer/Scientist/Specialist 8	Dawn Taffler	Kennedy/Jenks	40	\$47.65	\$1,906	\$166.68	\$6,667	
		Engineer/Scientist/Specialist 8	Kerwin Allen	Kennedy/Jenks	4	\$82.21	\$329	\$220.00	\$880	
		Engineer/Scientist/Specialist 8	Deborah Hart	Kennedy/Jenks	4	\$58.09	\$232	\$203.20	\$813	
		Engineer/Scientist/Specialist 7	Tom Gorman	Kennedy/Jenks	20	\$81.57	\$1,231	\$215.37	\$4,307	
		Engineer/Scientist/Specialist 4	Jimmy Dang	Kennedy/Jenks	4	\$40.15	\$161	\$140.44	\$562	
		Engineer/Scientist/Specialist 4	Jill Chamberlain	Kennedy/Jenks	4	\$39.94	\$160	\$139.71	\$559	
		Engineer/Scientist/Specialist 4	Patrick Treanor	Kennedy/Jenks	2	\$39.25	\$79	\$137.30	\$275	
		Project Administrator	Doreen Brundage	Kennedy/Jenks	2	\$30.11	\$60	\$105.32	\$211	
		Principal	Gustavo Arboleda	WRE	2	\$75.00	\$150	\$220.00	\$440	
		Senior Project Manager	Stephanie Knott	WRE	16	\$55.00	\$880	\$165.00	\$2,640	
		Admin	Gloria Fleitas	WRE	8	\$30.00	\$240	\$90.00	\$720	
		Intern	Nadja Rostalski	WRE	1	\$20.00	\$20	\$60.00	\$60	
		Principal	Bahman Sheikh	Bahman Sheikh	5	\$62.50	\$313	\$200.00	\$1,000	
		Principal	Dave Smith	Merritt Smith Consulting	2	\$81.50	\$163	\$220.00	\$440	
		Principal, Irrigation and Horticultural Analysis	Chris Willig	EWM	2	\$125.00	\$250	\$150.00	\$300	
		Principal	Brendan McDevitt	MCK	8	\$98.91	\$791	\$220.00	\$1,760	
		Project Manager/ Construction Mgr	Nate Gavzy	MCK	24	\$60.00	\$1,440	\$141.00	\$3,384	
		Project Manager/ Construction Mgr	Robert Wanestad	MCK	16	\$77.50	\$1,240	\$182.13	\$2,914	
		Principal Landscape Architect	Cathy Merrill	Merrill Morris Partners	2	\$49.00	\$98	\$156.80	\$314	
		Project Manager-Landscape Architect I	John Potts	Merrill Morris Partners	2	\$37.00	\$74	\$118.40	\$237	
		Landscape Technician II	Bhawna Sapra	Merrill Morris Partners	2	\$31.00	\$62	\$99.20	\$198	
<b>TASK D.1 TOTAL</b>					<b>190</b>	<b>\$1,355.36</b>	<b>\$11,478</b>	<b>\$3,790.55</b>	<b>\$33,080</b>	

Agreement No. CS-109 - Specialized Engineering Services for Recycled Water Projects  
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**FEE SCHEDULE**

Task No.	Task Summary	Staff Classification	Name of Proposed Staff Person	Consultant Name	Estimated Number of Hours	Base Hourly Rate (\$/hour)	Base Labor Cost (\$) = (F)*(G)	Billing Rate (\$/hour)	Actual Labor Cost (\$) = (F)*(I)
[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>									
		Engineer/Scientist/Specialist 8	Craig Lichty	Kennedy/Jenks	240	\$81.98	\$19,675	\$220.00	\$52,800
		Engineer/Scientist/Specialist 8	Joel Fallor	Kennedy/Jenks	20	\$72.00	\$1,440	\$220.00	\$4,400
		Engineer/Scientist/Specialist 6	Dawn Taffler	Kennedy/Jenks	300	\$47.65	\$14,295	\$166.68	\$50,004
		Engineer/Scientist/Specialist 8	Kerwin Allen	Kennedy/Jenks	20	\$82.21	\$1,644	\$220.00	\$4,400
		Engineer/Scientist/Specialist 6	Nelson Schlater	Kennedy/Jenks	16	\$66.50	\$904	\$197.64	\$3,162
		Engineer/Scientist/Specialist 6	Patrick Johnston	Kennedy/Jenks	8	\$45.80	\$365	\$159.51	\$1,276
		Engineer/Scientist/Specialist 7	Todd Reynolds	Kennedy/Jenks	4	\$61.11	\$244	\$213.76	\$855
		Engineer/Scientist/Specialist 9	Bob Ryder	Kennedy/Jenks	8	\$68.09	\$544	\$220.00	\$1,760
		Engineer/Scientist/Specialist 8	Deborah Hart	Kennedy/Jenks	16	\$58.09	\$929	\$203.20	\$3,251
		Engineer/Scientist/Specialist 8	Fred Neal	Kennedy/Jenks	4	\$74.67	\$299	\$220.00	\$880
		Engineer/Scientist/Specialist 7	Gregg Cummings	Kennedy/Jenks	16	\$60.01	\$960	\$209.91	\$3,359
		Project Administrator	Carol Toy	Kennedy/Jenks	8	\$33.11	\$265	\$115.82	\$927
		Engineer/Scientist/Specialist 4	Jimmy Dang	Kennedy/Jenks	8	\$40.15	\$321	\$140.44	\$1,124
		Engineer/Scientist/Specialist 3	Royce Okimoto	Kennedy/Jenks	12	\$42.33	\$508	\$148.07	\$1,777
		Engineer/Scientist/Specialist 5	Mary Trill	Kennedy/Jenks	4	\$47.25	\$189	\$165.28	\$661
		Engineer/Scientist/Specialist 8	Vyacheslav "Val" Frenkel	Kennedy/Jenks	8	\$79.20	\$634	\$220.00	\$1,760
		Engineer/Scientist/Specialist 7	Don Barazza	Kennedy/Jenks	2	\$62.61	\$125	\$219.01	\$458
		Engineer/Scientist/Specialist 6	Sam Jamison	Kennedy/Jenks	8	\$46.10	\$369	\$161.28	\$1,290
		Engineer/Scientist/Specialist 5	Peter Symonds	Kennedy/Jenks	2	\$36.41	\$73	\$127.36	\$255
		Engineer/Scientist/Specialist 3	Sonny Sin	Kennedy/Jenks	16	\$29.10	\$466	\$101.79	\$1,629
		Engineer/Scientist/Specialist 3	Eric Tam	Kennedy/Jenks	12	\$26.78	\$321	\$93.68	\$1,124
		Engineer/Scientist/Specialist 7	Jeff Foray	Kennedy/Jenks	16	\$53.22	\$852	\$186.16	\$2,979
		Engineer/Scientist/Specialist 7	Zachary Harris	Kennedy/Jenks	20	\$52.68	\$1,054	\$184.27	\$3,685
		Engineer/Scientist/Specialist 5	Swaid Alhaji	Kennedy/Jenks	8	\$40.77	\$326	\$142.61	\$1,141
		Engineer/Scientist/Specialist 4	Sean Neprud	Kennedy/Jenks	16	\$35.95	\$575	\$125.75	\$2,012
		Engineer/Scientist/Specialist 3	Napolean Bravo	Kennedy/Jenks	8	\$40.80	\$326	\$142.72	\$1,142
		Engineer/Scientist/Specialist 4	Patrick Treanor	Kennedy/Jenks	24	\$39.25	\$942	\$137.30	\$3,295
		Project Administrator	Doreen Brundage	Kennedy/Jenks	40	\$30.11	\$1,204	\$105.32	\$4,213
		Engineer/Scientist/Specialist 8	Nick Peros	Kennedy/Jenks	8	\$72.21	\$578	\$220.00	\$1,760
		Engineer/Scientist/Specialist 6	Alma Reantaso	Kennedy/Jenks	32	\$43.47	\$1,391	\$152.06	\$4,866
		Engineer/Scientist/Specialist 8	Tony Wakim	Kennedy/Jenks	8	\$67.39	\$539	\$220.00	\$1,760
		Engineer/Scientist/Specialist 4	Alan Chan	Kennedy/Jenks	16	\$31.34	\$501	\$109.63	\$1,754
		Engineer/Scientist/Specialist 3	Weyland Lum	Kennedy/Jenks	40	\$34.99	\$1,400	\$122.40	\$4,896
		Engineer/Scientist/Specialist 8	Bill Ramroth	Kennedy/Jenks	2	\$66.15	\$132	\$220.00	\$440
		Engineer/Scientist/Specialist 8	Dan Wright	Kennedy/Jenks	16	\$69.33	\$1,109	\$220.00	\$3,520
		Engineer/Scientist/Specialist 5	Heidi Vincent	Kennedy/Jenks	4	\$43.47	\$174	\$152.06	\$606
		Engineer/Scientist/Specialist 3	Jon Heimdahl	Kennedy/Jenks	8	\$34.04	\$272	\$119.07	\$953
		Engineer/Scientist/Specialist 6	Jeroen Preiss	Kennedy/Jenks	4	\$51.05	\$204	\$178.57	\$714
		Engineer/Scientist/Specialist 5	Mike Wottrich	Kennedy/Jenks	8	\$46.35	\$371	\$162.13	\$1,297
		Engineer/Scientist/Specialist 3	Jose Mario Osorio	Kennedy/Jenks	2	\$47.50	\$95	\$166.16	\$332
		Engineer/Scientist/Specialist 8	Les Chau	Kennedy/Jenks	24	\$66.80	\$1,603	\$220.00	\$5,280
		Engineer/Scientist/Specialist 4	Mike McLeod	Kennedy/Jenks	24	\$41.06	\$985	\$143.63	\$3,447
		Project Administrator	Michele Limos	Kennedy/Jenks	4	\$23.07	\$92	\$80.70	\$323
		Project Administrator	Michelle Vargas	Kennedy/Jenks	8	\$22.92	\$183	\$80.17	\$641
		Engineer/Scientist/Specialist 8	John Malady	Kennedy/Jenks	4	\$68.48	\$274	\$220.00	\$880
		Engineer/Scientist/Specialist 7	Mike Barnes	Kennedy/Jenks	40	\$67.00	\$2,680	\$220.00	\$8,800
		Engineer/Scientist/Specialist 8	John Wyckoff	Kennedy/Jenks	4	\$78.00	\$312	\$220.00	\$880
		Engineer/Scientist/Specialist 8	Mike Joyce	Kennedy/Jenks	4	\$72.31	\$289	\$220.00	\$880
		Engineer/Scientist/Specialist 7	Mark Minkowski	Kennedy/Jenks	4	\$58.35	\$233	\$204.11	\$816
		Engineer/Scientist/Specialist 4	Jill Chamberlain	Kennedy/Jenks	4	\$39.94	\$160	\$139.71	\$559
		Engineer/Scientist/Specialist 7	Tom Gorman	Kennedy/Jenks	16	\$61.57	\$985	\$215.37	\$3,446
		Engineer/Scientist/Specialist 4	Cathy Berger	Kennedy/Jenks	24	\$39.37	\$945	\$137.72	\$3,305
		Principal	Gustavo Arboleda	WRE	160	\$75.00	\$12,000	\$220.00	\$35,200
		Senior Project Manager	Stephanie Knott	WRE	180	\$55.00	\$9,900	\$165.00	\$29,700
		Senior Project Manager	Martin Roche	WRE	210	\$55.00	\$11,550	\$165.00	\$34,650
		IT/MAXIMO Specialist	Elen Butawan	WRE	180	\$48.51	\$8,732	\$145.53	\$26,195
		Project Engineer	Laura Allen	WRE	210	\$46.85	\$9,839	\$140.55	\$29,516
		Project Engineer	Ken Kortkamp	WRE	180	\$43.00	\$7,740	\$129.00	\$23,220
		Staff Engineer	May Zhao	WRE	210	\$35.00	\$7,350	\$105.00	\$22,050
		Staff Engineer	Cynthia Cano	WRE	180	\$35.00	\$6,300	\$105.00	\$18,900
		Staff Engineer	Sridhar Ponangi	WRE	160	\$35.00	\$5,600	\$105.00	\$16,800
		Admin	Gloria Fielas	WRE	180	\$30.00	\$5,400	\$90.00	\$16,200
		Intern	Nadja Rostalski	WRE	80	\$20.00	\$1,600	\$60.00	\$4,800
		Principal	Bahman Sheikh	Bahman Sheikh	380	\$62.50	\$23,750	\$200.00	\$76,000
		Recycled Water Expert	Larry Schimoller	CH2Mhill	10	\$63.43	\$634	\$202.98	\$2,030
		Principal Engineer	Mike Iverson	CH2Mhill	8	\$87.84	\$703	\$220.00	\$1,760
		Recycled Water Expert	James Lozier	CH2Mhill	4	\$82.82	\$331	\$220.00	\$880
		Wastewater Engineering	Dave Green	CH2Mhill	8	\$72.86	\$583	\$220.00	\$1,760
		Water Treatment Engineering	Scott Boettcher	CH2Mhill	8	\$69.89	\$559	\$220.00	\$1,760
		Operations and Maintenance	Bill Gierer	CH2Mhill	4	\$72.00	\$288	\$220.00	\$880
		Water Treatment Engineering	Zeynep Erdal	CH2Mhill	16	\$54.19	\$867	\$173.41	\$2,775
		Operations and Maintenance	Brian MacDonald	CH2Mhill	4	\$56.64	\$227	\$181.25	\$725
		Wastewater Engineering	Vjay Kumar	CH2Mhill	8	\$80.15	\$641	\$220.00	\$1,760

D.2 As-Needed Staff for Design Services - provide optional design services

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[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>									
		Wastewater/MBR Expert	George Crawford	CH2Mhill	16	\$98.20	\$1,571	\$220.00	\$3,520
		Corrosion Engineering	Tom Price	CH2Mhill	16	\$93.26	\$1,492	\$220.00	\$3,520
		Pipeline and Pump Station Engineer	Jeff Smith	CH2Mhill	16	\$76.08	\$1,217	\$220.00	\$3,520
		CEQA/Low Impact Design	Andreas Gardner	CH2Mhill	4	\$58.02	\$232	\$185.66	\$743
		Utility Management Services	Rex Hester	CH2Mhill	4	\$65.25	\$261	\$208.80	\$835

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[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]		
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>											
D.2 (con't)	<u>As-Needed Staff for Design Services</u> (con't) - provide optional design	Project Engineer	Dustin Agnew	GTC	4	\$33.32	\$133	\$106.62	\$426		
		Project Geologist	Stephen Hnat, P.G.	GTC	2	\$33.65	\$67	\$107.68	\$215		
		Senior Engineer	Amy Kileen, P.E.	GTC	8	\$45.89	\$367	\$146.85	\$1,175		
		Project Engineer	Nayantara Nanda Kumar	GTC	4	\$39.85	\$159	\$127.52	\$510		
		Principal	G. Neel Neelakantan, Ph.D., P.E., G.E.	GTC	2	\$73.30	\$147	\$220.00	\$440		
		Senior Engineer	Nick Ng, P.E., G.E.	GTC	8	\$47.75	\$382	\$152.80	\$1,222		
		Senior Geologist	Aurie Patterson, P.G.	GTC	4	\$43.30	\$173	\$138.56	\$554		
		Senior Engineer	Mark Petersen, P.E., G.E., C.E.G.	GTC	4	\$73.30	\$293	\$220.00	\$880		
		Document Control	Jaya Sastry	GTC	4	\$26.25	\$105	\$84.00	\$336		
		Associate/Geotech Engineer	Joe Seibold, P.E., G.E.	GTC	16	\$55.79	\$893	\$178.53	\$2,856		
		Staff Geologist	Megan Simpson	GTC	8	\$29.70	\$238	\$95.04	\$760		
		Project Assistant	Tanya Telson	GTC	8	\$17.25	\$138	\$55.20	\$442		
		Associate/Geotech Engineer	Deron van Hoff, P.E., G.E.	GTC	16	\$61.35	\$982	\$196.32	\$3,141		
		Sr. Principal	Fu-Lien (Henry) Chang	Structus	4	\$85.00	\$340	\$220.00	\$880		
		Principal	Donald Chappell	Structus	16	\$69.00	\$1,104	\$203.55	\$3,257		
		Project Engineer	Burhan Surjana	Structus	80	\$44.00	\$3,520	\$129.80	\$10,384		
		Project Engineer	Masami Jin	Structus	80	\$44.00	\$3,520	\$129.80	\$10,384		
		Cad Operator	Pavla Furmankova	CADNET	200	\$39.00	\$7,800	\$65.00	\$13,000		
		Cad Operator	Ella Tkach	CADNET	80	\$39.00	\$3,120	\$65.00	\$5,200		
		Cad Operator	Petr Furmanek	CADNET	80	\$39.00	\$3,120	\$65.00	\$5,200		
		Principal	Stanley T. Gray	Meridian Surveying	8	\$113.30	\$906	\$220.00	\$1,760		
		Vice President	Greg Ippolito	Meridian Surveying	4	\$65.33	\$261	\$182.92	\$732		
		Project Manager	Nathan Foley	Meridian Surveying	24	\$59.36	\$1,425	\$166.21	\$3,989		
		Survey Manager	Richard Mather	Meridian Surveying	40	\$65.33	\$2,613	\$182.92	\$7,317		
		Survey Technician	Emily Thomas	Meridian Surveying	40	\$59.36	\$2,374	\$166.21	\$6,648		
		Principal Landscape Architect	Cathy Merrill	Merril Morris Partners	40	\$49.00	\$1,960	\$156.80	\$6,272		
		Principal Landscape Architect	Daniel Morris	Merril Morris Partners	40	\$49.00	\$1,960	\$156.80	\$6,272		
		Project Manager-Landscape Architect I	John Potts	Merril Morris Partners	60	\$37.00	\$2,220	\$118.40	\$7,104		
		Sr. Irrigation Designer	John Edwin Blevens	Merril Morris Partners	60	\$43.25	\$2,595	\$138.40	\$8,304		
		CAD Manager-Senior Technician	Bill Carpenter	Merril Morris Partners	24	\$31.86	\$765	\$101.95	\$2,447		
		Landscape Technician II	Bhawna Sapra	Merril Morris Partners	24	\$31.00	\$744	\$99.20	\$2,381		
		<b>TASK D.2 TOTAL</b>					<b>4,600</b>	<b>\$5,804.78</b>	<b>\$229,151</b>	<b>\$17,870.30</b>	<b>\$681,943</b>



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[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>									
D.3	Presentations As-Requested - to the SFPUC staff and/or commission, the San Francisco Board of Supervisors, SFPUC stakeholders, and neighborhood or community meetings	Engineer/Scientist/Specialist 8	Craig Lichty	Kennedy/Jenks	20	\$81.98	\$1,640	\$220.00	\$4,400
		Engineer/Scientist/Specialist 8	Joel Fallor	Kennedy/Jenks	2	\$72.00	\$144	\$220.00	\$440
		Engineer/Scientist/Specialist 6	Dawn Taffler	Kennedy/Jenks	40	\$47.65	\$1,906	\$166.68	\$6,667
		Engineer/Scientist/Specialist 8	Kerwin Allen	Kennedy/Jenks	10	\$82.21	\$822	\$220.00	\$2,200
		Engineer/Scientist/Specialist 8	Vyacheslav "Val" Frenkel	Kennedy/Jenks	2	\$79.20	\$158	\$220.00	\$440
		Engineer/Scientist/Specialist 7	Jean Debroux	Kennedy/Jenks	2	\$64.83	\$130	\$220.00	\$440
		Engineer/Scientist/Specialist 7	Laura Kennedy	Kennedy/Jenks	2	\$53.87	\$108	\$188.44	\$377
		Engineer/Scientist/Specialist 7	Todd Reynolds	Kennedy/Jenks	2	\$61.11	\$122	\$213.76	\$428
		Project Administrator	Doreen Brundage	Kennedy/Jenks	2	\$30.11	\$60	\$105.32	\$211
		Principal	Gustavo Arboleda	WRE	4	\$75.00	\$300	\$220.00	\$880
		Principal	Bahman Sheikh	Bahman Sheikh	50	\$62.50	\$3,125	\$200.00	\$10,000
		Principal Engineer	Mike Iverson	CH2Mhill	5	\$87.84	\$439	\$220.00	\$1,100
		Water Treatment Engineering	Linda MacPherson	CH2Mhill	5	\$60.70	\$304	\$194.24	\$971
		Principal	Dave Smith	Merritt Smith Consulting	2	\$81.50	\$163	\$220.00	\$440
		Principal	Valerie Young	Valerie Young	60	\$160.00	\$9,600	\$160.00	\$9,600
		Manager, Facilitation Services	Mark Millan	Data Instincts	5	\$65.60	\$328	\$164.00	\$820
		Principal	Natalie Macris	Natalie Macris	2	\$115.00	\$230	\$115.00	\$230
			Shane Snyder	Shane Snyder	10	\$220.00	\$2,200	\$220.00	\$2,200
			George Tchobonogios	George Tchobonogios	10	\$220.00	\$2,200	\$220.00	\$2,200
			Jim Crook	Jim Crook	10	\$200.00	\$2,000	\$200.00	\$2,000
	Bobbi Larson	Somach Simmons & Dunn	10	\$92.08	\$921	\$220.00	\$2,200		
<b>TASK D.3 TOTAL</b>					<b>255</b>	<b>\$2,013.18</b>	<b>\$26,899</b>	<b>\$4,127.44</b>	<b>\$48,243</b>
D.4	Professional consultations, expert testimonies, and peer review	Engineer/Scientist/Specialist 8	Craig Lichty	Kennedy/Jenks	4	\$81.98	\$328	\$220.00	\$880
		Engineer/Scientist/Specialist 8	Joel Fallor	Kennedy/Jenks	2	\$72.00	\$144	\$220.00	\$440
		Engineer/Scientist/Specialist 6	Dawn Taffler	Kennedy/Jenks	8	\$47.65	\$381	\$166.68	\$1,333
		Engineer/Scientist/Specialist 8	Kerwin Allen	Kennedy/Jenks	2	\$82.21	\$164	\$220.00	\$440
		Engineer/Scientist/Specialist 8	Vyacheslav "Val" Frenkel	Kennedy/Jenks	10	\$79.20	\$792	\$220.00	\$2,200
		Engineer/Scientist/Specialist 7	Jean Debroux	Kennedy/Jenks	2	\$64.83	\$130	\$220.00	\$440
		Engineer/Scientist/Specialist 7	Todd Reynolds	Kennedy/Jenks	8	\$61.11	\$489	\$213.76	\$1,710
		Project Administrator	Doreen Brundage	Kennedy/Jenks	2	\$30.11	\$60	\$105.32	\$211
		Principal	Gustavo Arboleda	WRE	40	\$75.00	\$3,000	\$220.00	\$8,800
		Principal	Bahman Sheikh	Bahman Sheikh	40	\$62.50	\$2,500	\$200.00	\$8,000
		Principal Engineer	Mike Iverson	CH2Mhill	5	\$87.84	\$439	\$220.00	\$1,100
		Water Treatment Engineering	Linda MacPherson	CH2Mhill	5	\$60.70	\$304	\$194.24	\$971
		Principal	Dave Smith	Merritt Smith Consulting	2	\$81.50	\$163	\$220.00	\$440
		Principal	Valerie Young	Valerie Young	60	\$160.00	\$9,600	\$160.00	\$9,600
		Manager, Facilitation Services	Mark Millan	Data Instincts	16	\$65.60	\$1,050	\$164.00	\$2,624
			Administrative Assistant	Data Instincts	16	\$34.00	\$544	\$85.00	\$1,360
			Shane Snyder	Shane Snyder	10	\$220.00	\$2,200	\$220.00	\$2,200
			George Tchobonogios	George Tchobonogios	10	\$220.00	\$2,200	\$220.00	\$2,200
			Jim Crook	Jim Crook	10	\$200.00	\$2,000	\$200.00	\$2,000
			Bobbi Larson	Somach Simmons & Dunn	10	\$92.08	\$921	\$220.00	\$2,200
<b>TASK D.4 TOTAL</b>					<b>262</b>	<b>\$1,878.31</b>	<b>\$27,408</b>	<b>\$3,909.01</b>	<b>\$49,149</b>

Agreement No. CS-109 - Specialized Engineering Services for Recycled Water Projects  
 Proposal Submitted by Kennedy/Jenks Consultants - Bahman Sheikh - Water Resources Engineers, JV

**FEE SCHEDULE**

Task No.	Task Summary	Staff Classification	Name of Proposed Staff Person	Consultant Name	Estimated Number of Hours	Base Hourly Rate (\$/hour)	Base Labor Cost (\$) = (F)*(G)	Billing Rate (\$/hour)	Actual Labor Cost (\$) = (F)*(I)		
[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]		
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>											
D.5	Field Inspections - at project sites including confined space entry.	Engineer/Scientist/Specialist 8	Craig Lichty	Kennedy/Jenks	4	\$81.98	\$328	\$220.00	\$880		
		Engineer/Scientist/Specialist 8	Joel Faller	Kennedy/Jenks	2	\$72.00	\$144	\$220.00	\$440		
		Engineer/Scientist/Specialist 6	Dawn Taffler	Kennedy/Jenks	8	\$47.65	\$381	\$166.68	\$1,333		
		Engineer/Scientist/Specialist 8	Kerwin Allen	Kennedy/Jenks	2	\$82.21	\$164	\$220.00	\$440		
		Engineer/Scientist/Specialist 3	James Barrios	Kennedy/Jenks	2	\$33.17	\$66	\$116.03	\$232		
		Engineer/Scientist/Specialist 4	Ronald Moeller	Kennedy/Jenks	2	\$38.28	\$77	\$133.90	\$268		
		Engineer/Scientist/Specialist 7	Tom Gorman	Kennedy/Jenks	2	\$81.57	\$123	\$215.37	\$431		
		Engineer/Scientist/Specialist 8	Deborah Hart	Kennedy/Jenks	2	\$58.09	\$116	\$203.20	\$406		
		Engineer/Scientist/Specialist 4	Jimmy Dang	Kennedy/Jenks	2	\$40.15	\$80	\$140.44	\$281		
		Project Administrator	Doreen Brundage	Kennedy/Jenks	2	\$30.11	\$60	\$105.32	\$211		
		Principal	Gustavo Arboleda	WRE	12	\$75.00	\$900	\$220.00	\$2,640		
		Project Engineer	Laura Allen	WRE	20	\$46.85	\$937	\$140.55	\$2,811		
		Project Engineer	Ken Kortkamp	WRE	20	\$43.00	\$860	\$129.00	\$2,580		
		Staff Engineer	May Zhao	WRE	24	\$35.00	\$840	\$105.00	\$2,520		
		Principal	Bahman Sheikh	Bahman Sheikh	5	\$62.50	\$313	\$200.00	\$1,000		
		Principal	Neel Neelakantan, Ph.D., P.E., G.E.	GTC	2	\$73.30	\$147	\$220.00	\$440		
		Senior Engineer	Amy Killeen, P.E.	GTC	4	\$45.89	\$184	\$146.85	\$567		
		Associate/Geologist	James Thurber, P.G., C.E.G., C.Hg.	GTC	16	\$63.06	\$1,009	\$201.79	\$3,229		
		Associate/Geotech Engineer	Deron van Hoff, P.E., G.E.	GTC	2	\$61.35	\$123	\$196.32	\$393		
		Principal	Brendan McDevitt	MCK	24	\$98.91	\$2,374	\$220.00	\$5,280		
		Project Manager/ Construction Mgr	Nate Gavzy	MCK	40	\$60.00	\$2,400	\$141.00	\$5,640		
		Project Manager/ Construction Mgr	Robert Wamstad	MCK	16	\$77.50	\$1,240	\$182.13	\$2,914		
		Cad Operator	Robert Froio	CADNET	2	\$39.00	\$78	\$65.00	\$130		
		Principal	Stanley T. Gray	Meridian Surveying	8	\$113.30	\$906	\$220.00	\$1,760		
		Vice President	Greg Ippolito	Meridian Surveying	4	\$65.33	\$261	\$182.92	\$732		
		Project Manager	Nathan Foley	Meridian Surveying	24	\$59.36	\$1,425	\$166.21	\$3,989		
		Survey Manager	Richard Mather	Meridian Surveying	42	\$65.33	\$2,744	\$182.92	\$7,683		
		Survey Technician	Emily Thomas	Meridian Surveying	42	\$59.36	\$2,493	\$166.21	\$6,981		
		Principal Landscape Architect	Cathy Merrill	Merrill Morris Partners	2	\$49.00	\$98	\$156.80	\$314		
		Principal Landscape Architect	Daniel Morris	Merrill Morris Partners	2	\$49.00	\$98	\$156.80	\$314		
		Project Manager-Landscape Architect I	John Potis	Merrill Morris Partners	16	\$37.00	\$592	\$118.40	\$1,894		
		CAD Manager-Senior Technician	Bill Carpenter	Merrill Morris Partners	2	\$31.86	\$64	\$101.95	\$204		
Landscape Technician II	Bhawna Sapra	Merrill Morris Partners	2	\$31.00	\$62	\$99.20	\$198				
Principal, Irrigation and Horticultural Analysis	Chris Willig	EWM	20	\$125.00	\$2,500	\$150.00	\$3,000				
<b>TASK D.5 TOTAL</b>					<b>0</b>	<b>\$2,012.11</b>	<b>\$24,187</b>	<b>\$5,610.00</b>	<b>\$62,154</b>		
D.6	Other specific technical expertise within the scope of this RFP - including unusual or specific expertise on short notice, within the scope of this RFP, possibly outside of their existing contract team through an SFPUC approval process.	Engineer/Scientist/Specialist 8	Craig Lichty	Kennedy/Jenks	40	\$81.98	\$3,279	\$220.00	\$8,800		
		Engineer/Scientist/Specialist 8	Joel Faller	Kennedy/Jenks	2	\$72.00	\$144	\$220.00	\$440		
		Engineer/Scientist/Specialist 6	Dawn Taffler	Kennedy/Jenks	40	\$47.65	\$1,906	\$166.68	\$6,667		
		Engineer/Scientist/Specialist 8	Kerwin Allen	Kennedy/Jenks	8	\$82.21	\$658	\$220.00	\$1,760		
		Project Administrator	Doreen Brundage	Kennedy/Jenks	2	\$30.11	\$60	\$105.32	\$211		
		Principal	Gustavo Arboleda	WRE	12	\$75.00	\$900	\$220.00	\$2,640		
		Project Engineer	Laura Allen	WRE	20	\$46.85	\$937	\$140.55	\$2,811		
		Project Engineer	Ken Kortkamp	WRE	20	\$43.00	\$860	\$129.00	\$2,580		
		Staff Engineer	May Zhao	WRE	24	\$35.00	\$840	\$105.00	\$2,520		
		Principal	Bahman Sheikh	Bahman Sheikh	5	\$62.50	\$313	\$200.00	\$1,000		
		Principal	Brendan McDevitt	MCK	24	\$98.91	\$2,374	\$220.00	\$5,280		
		Project Manager/ Construction Mgr	Nate Gavzy	MCK	40	\$60.00	\$2,400	\$141.00	\$5,640		
		Project Manager/ Construction Mgr	Robert Wamstad	MCK	16	\$77.50	\$1,240	\$182.13	\$2,914		
		Manager, Facilitation Services	Mark Millan	Data Instincts	20	\$65.60	\$1,312	\$164.00	\$3,280		
		Research/Copy Writer	Barry Dugan	Data Instincts	20	\$46.00	\$920	\$115.00	\$2,300		
		Research/Copy Writer	Lisa Brew-Miller	Data Instincts	10	\$50.00	\$500	\$125.00	\$1,250		
		<b>TASK D.6 TOTAL</b>					<b>303</b>	<b>\$974.31</b>	<b>\$18,642</b>	<b>\$2,673.88</b>	<b>\$50,093</b>
		<b>OPTIONAL TASKS --- SUBTOTAL TASK D</b>					<b>5,610</b>	<b>\$14,038.05</b>	<b>\$337,765</b>	<b>\$37,980.98</b>	<b>\$924,662</b>

Agreement No. CS-109 - Specialized Engineering Services for Recycled Water Projects  
 Proposal Submitted by Kennedy/Jenks Consultants - Bahman Sheikh - Water Resources Engineers, JV

**FEE SCHEDULE**

Task No.	Task Summary	Staff Classification	Name of Proposed Staff Person	Consultant Name	Estimated Number of Hours	Base Hourly Rate (\$/hour)	Base Labor Cost (\$) = (F)*(G)	Billing Rate (\$/hour)	Actual Labor Cost (\$) = (F)*(I)
[A]	[B]	[C]	[D]	[E]	[F]	[G]	[H]	[I]	[J]
<b>TASK A - WESTSIDE RECYCLED WATER PROJECT (DESIGN AND CONSTRUCTION)</b>									

<b>TOTAL PROJECT LABOR COSTS</b>	20,172	\$36,232.47	\$1,270,953	\$100,483	\$3,564,364
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**Other Direct Costs**

Cost	Description
\$5,000	Out-of-town travel
\$5,000	Out-of town meal, travel and lodging expenses
\$20,000	Specialty printing
\$0	Specialty computer hardware and software
\$3,000	Courier services
\$8,000	Permit fees
\$2,000	Expedited courier services when requested by SFPUC staff.
\$2,000	Safety equipment
\$25,000	Potholing
	<b>TOTAL OTHER DIRECT COSTS</b>
	<b>\$70,000</b>

Effective Project Multiplier<sup>1</sup> **2.80**  
 (= Total Actual Labor Cost / Total Base Labor Cost)  
 Maximum Allowable Effective Project Multiplier = 3.2

**TOTAL PROJECT COST BREAKDOWN**

Total Actual Labor Cost: **\$3,564,364**

Total Fixed Allowance Items **\$70,000**

Markup on Subconsultant Labor Cost **\$54,436**  
 (Maximum Allowable: 5% of subconsultant labor costs)

**TOTAL PROJECT COST<sup>2</sup> \$3,688,801**

**FEE SCHEDULE INSTRUCTIONS:**

The Consultant shall complete the OPS Schedule so that the Actual Labor Costs provided for tasks with specified allowances are consistent with these allowances.

Column A - Task No.: Use the task numbers listed in the Task Description section of Consultant's proposal (Section III.4), including all tasks in the RFP Scope of Services Section (Section III.4) and any additional tasks proposed by Consultant.

Column B - Task Summary: Use the task name from the Task Description section of the proposal and provide very brief description of the task

Column C - Staff Classification: Use classification name for individuals proposed for this project

Column D - Name of Proposed Staff Person: Provide name of individuals proposed for this project.

Column E - Consultant Name: Provide name of consulting firm for each individuals proposed for this project.

Column F - Estimated No. of Hours: Use the SFPUC estimated number of hours that each individual is expected to spend on project tasks.

Column G - Base Hourly Rate: Provide individuals' actual hourly salary. These salaries must be verifiable by certified payroll records if required by SFPUC.

Column H - Base Labor Cost: Calculate the Base Labor Cost by multiplying Column F (Estimated No. of Hours) by Column G (Base Hourly Rate)

Column I - Billing Rate: Provide actual billing rate for each individual. Consultants will only be allowed to escalate billing rates based on the annual percentage change of the Consumer Price Index (CPI) for the San Francisco Bay Area.

Column J - Actual Labor Cost: Calculate the Actual Labor Cost by multiplying Column F (Estimated No. of Hours) by Column I (Billing Rate)

**NOTES:**

1 Refer to Section VI.5 (OPS Evaluation) of the RFP for how the Effective Project Multiplier will be used to evaluate Consultant's Fee Schedule.

2 Refer to Section VI.5 (OPS Evaluation) of the RFP for how the Total Project Cost will be used to evaluate Consultant's Fee Schedule.