



Genesee County Land Bank Authority Blight Elimination Program

Request for Proposals– Environmental Inspection
Services for Residential and Commercial Demolitions
in the City of Flint & Genesee County

BID NUMBER: LB 17-019

DUE DATE: Tuesday, September 5, 2017 at 3:00 pm EST

As part of the Hardest Hit Fund, a partnership between:

Genesee County Land Bank Authority (GCLBA)

Genesee County Treasurer

Michigan State Housing Development Authority (MSHDA)

Michigan Homeowner Assistance Nonprofit Housing Corporation (MHA)

Department of Housing and Urban Development (HUD)

City of Flint



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REQUEST FOR PROPOSALS

ENVIRONMENTAL INSPECTION SERVICES FOR RESIDENTIAL AND COMMERCIAL DEMOLITIONS IN THE CITY OF FLINT & GENESEE COUNTY

INTRODUCTION

A. Overview

Demolition of residential and commercial structures is being undertaken as an approved eligible activity under the Genesee County Land Bank Authority (GCLBA) Demolition Program. GCLBA invites the submission of proposals from contractors experienced and licensed to conduct pre-demolition inspections of environmentally hazardous materials for residential and commercial structures in the City of Flint and Genesee County. Funding sources for services to be provided include but are not limited to:

- Community Development Block Grant
- Neighborhood Stabilization Program
- Hardest Hit Fund
- Genesee County Treasurer Out-county Funding
- Possible future funding from various sources

Qualified hazardous material inspection contractors may submit bids for the Scope of Work defined in this RFP. This proposal will be scored on the evaluation criteria set forth in this RFP. The GCLBA anticipates entering a contract for the Scope of Work set forth herein. GCLBA invites the submission of proposals from environmental consultants with expertise, experience, and licensing to conduct inspections of Asbestos & Environmentally Hazardous Materials from residential and commercial structures.

Addendums to this RFP can be found at www.thelandbank.org under the tab *Current Bids*. Please check any updates to this proposal.

Companies with demonstrated experience in the scopes of work defined in this RFP and with an interest in making their services available to GCLBA are invited to respond to this RFP. “Respondents” means the companies or individuals that submit proposals in response to this RFP. The Respondent shall be financially solvent, and each of its members if a joint venture, its employees, agents or sub-consultants of any tier shall be competent to perform the services required under this RFP document.

Section 3 and MBE/WBE/DVE Requirements:

GCLBA is seeking to encourage participation by respondents who are MBE/WBE/DVBE or Section 3 business enterprises. Section 3 contracting goals for funding received through the City of Flint and the Department of Housing and Urban Development (HUD) are as follows:

10% of construction (demolition) subcontracts are to be awarded to agencies/businesses who are Section 3 certified, and 3% of non-construction subcontracts (ex - architectural,

etc.) are to be awarded to agencies/businesses who are Section 3 certified. These goals will be incorporated into any contract awarded as a result of this RFP and contractors will be required to complete and submit Section 3 Reporting forms included in Attachment E. Respondents to this RFP are also required to submit a written plan to for achieving Section 3 goals.

For additional information please refer to Attachment E and the following links:

https://portal.hud.gov/hudportal/HUD?src=/program_offices/fair_housing_equal_opportunity/section3/section3

<https://portal.hud.gov/hudportal/documents/huddoc?id=11secfags.pdf>

Nothing in this RFP shall be construed to create any legal obligation on the part of GCLBA or any respondents. GCLBA reserves the right, in its sole discretion, to amend, suspend, terminate, or reissue this RFP in whole or in part, at any stage. In no event shall GCLBA be liable to respondents for any cost or damages incurred in connection with the RFP process, including but not limited to, any and all costs of preparing a response to this RFP or any other costs incurred in reliance on this RFP. No respondent shall be entitled to repayment from GCLBA for any costs, expenses or fees related to this RFP. All supporting documentation submitted in response to this RFP will become the property of the GCLBA. Respondents may also withdraw their interest in the RFP, in writing, at any point in time as more information becomes known.

Each respondent is responsible for labeling the exterior of the sealed envelope containing the proposal response with the proposal number, proposal name, proposal due date and time and your firm's name. Late proposals will not be accepted. The proposal request number and due date for this Bid is:

PROPOSAL REQUEST NUMBER: LB 17-019

DUE DATE: Tuesday, September 5, 2017 @ 3:00 pm EST

All inquiries relating to this RFP should be directed in writing to Lucille James, Demolition Program Manager, Genesee County Land Bank, 452 S. Saginaw Street, 2nd Floor, Flint, Michigan 48502; or ljames@thelandbank.org.

No proposal may be withdrawn for a period of thirty (30) days after submission. Proposals offering less than thirty (30) days for acceptance by the Genesee County Land Bank from the date set for opening will be considered non-responsive and will be rejected.

The GCLBA reserves the right to reject any or all proposals and to waive irregularities or informalities as may be deemed in the GCLBA's interest. Proposals will be scored on the evaluation criteria set forth in this RFP. The GCLBA may choose to enter into multiple contracts for the same scope of services to ensure that there is enough capacity to complete the work in a timely manner, as required by the funding sources identified. GCLBA also reserves the right to negotiate pricing.

B. Time of Completion

Any agreement awarded pursuant to this RFP solicitation shall be in accordance with the scope of work and compensation as outlined below, and, within a mutually agreed upon expedited timeframe.

C. Term of Contract

It is anticipated that the Respondent(s) will start work on or around October 2, 2017 depending on the readiness of the projects. Any agreement awarded pursuant to this RFP solicitation shall be for a contract period ending June 30, 2019, or until the funds are exhausted, whichever comes first. Work will be released in batches with a Notice to Proceed. All work must be completed by and final paperwork and payment requests must be submitted to the Demolition Program Manager by the dates specified in Notice to Proceed.

D. Background

The GCLBA recently received funding from the State of Michigan in Hardest Hit Funds (HHF) through the Michigan Homeowner Assistance Nonprofit Housing Corporation (MHA) and the Michigan State Housing Development Authority (MSHDA) and for demolition. The U.S. Department of the Treasury's Hardest Hit Fund, part of the federal Troubled Asset Relief Program (TARP), is designed to help homeowners in states hit hardest by the housing crisis. The Blight Elimination Program (BE) primary purpose and goal is to focus efforts in designated areas across Michigan; on decreasing foreclosures and stabilizing neighborhoods through the demolition and greening of vacant and abandoned single family and multi family structures. See *APPENDIX 2* for maps of the proposed project areas. The GCLBA will be requesting a large volume of work in a short time frame and will need contractors with capacity and the ability to meet quick turnaround deadlines with demanding paperwork requirements. Contractors are expected to be able to handle the GCLBA's needs and be very responsive to GCLBA staff requests.

Additionally, the GCLBA has received funding from the Genesee County Treasurer for residential/commercial demolitions outside of the City of Flint but within Genesee County. The contracting party may also expect work funded under various grants to include, but not limited to, Community Development Block Grant and Neighborhood Stabilization Program funding.

E. Federal Regulations and Additional Requirements

This project will comply with all codes, standards, regulations, and workers' safety rules that are administered by federal agencies (EPA, OSHA, and DOT), state agencies (MIOSHA, MDEQ, and DCH), and any other local regulations and standards that may apply.

Proposals shall be responsible for compliance with the following additional requirements:

1. Certification Form Note
2. Michigan Accredited Asbestos Building Inspector Certification for Company

3. Michigan Accredited Asbestos Certification for Asbestos Supervisor
4. Michigan Accredited Asbestos Certification for workers
5. OSHA 40-hour Hazardous Waste Operations Certification (HAZWOPER)
6. OSHA 8-hour refresher HAZWHOPER Re-certification
7. Laboratory Certificate of Accreditation to ISO/IEC 17025:2005 in accordance with 40 CFR CH.1 (1-1-87 Edition), Part 763, Subpart F, Appendix A, pp.293-299.
8. Compliance with MIOSHA Part 602 Asbestos Standards for Construction (as amended June 5, 2013)
http://www.michigan.gov/documents/CIS_WSH_part602_37719_7.pdf
9. OSHA 29 CFR 1926- Construction Industry Standards
10. 29 CFR 1910.1001, 19326.1101 & 1915.1001 – Procedures of Occupational Exposure to Asbestos
11. 29 CFR 1910.1200 – Hazard Communication
12. 40 CFR Part 261- EPA Regulations
13. HUD Title X parts 1012-1013
14. Federal Labor Standards and Provisions
15. Equal Opportunity Clause
16. Section 3 Clause (See Attachment E)
17. HUD Contract and Subcontract Activity
18. Copeland Anti-kickback Act
19. Bidders Insurance Checklist (Attachment A)
20. Genesee County Labor Standards
21. And other Regulations Referenced throughout this document and attachments

PROFESSIONAL SERVICE REQUIREMENTS

A. Scope of Work

GCLBA seeks sealed proposals from qualified respondents to provide the scope of services described below on residential and commercial structures located in targeted neighborhoods in the City of Flint and Genesee County. *See Appendix 2- Maps & Boundaries*. Applicants can respond to the proposal/ scope of services described below:

Scope of Work #1: Inspection of environmentally hazardous materials

During the contract period through June 30, 2019, GCLBA anticipates up to 1,000 asbestos and environmentally hazardous material inspections across the Demolition Program areas. **Any contract resulting from this RFP will be utilized primarily for the preparation of pre-demolition hazardous materials surveys for the Hardest Hit Fund. As a result, the capacity to complete these surveys will be scored heavily in this RFP.**

The purpose of the survey is to locate and identify asbestos and potential hazardous materials present within the building, or within close proximity to the building, that may require removal and disposal, or other consideration, before a structure is demolished. Structures need to be surveyed for the following materials:

- Asbestos containing building materials (ACM);
- Mechanical and electrical systems containing polychlorinated biphenyls (PCB);
- Potentially hazardous or regulated materials/waste located in containers or drums;
- Potential mercury containing equipment

During preparation of the survey an inspection should be performed to assess and evaluate the presence of hazardous material at the property. As part of the inspection the following methodology should be used for ACM:

1. A survey should be performed to determine the extent and location of ACM in the survey area. The survey should be qualitative and quantitative in that an attempt should be made to locate accessible friable, non-friable and non-ACM areas, as well as an estimate of the amount of ACM. All accessible areas of the survey area should be inspected. **Sampling of Category I & II non-friable ACM including flooring and roofing materials is required. Every effort should be made to conduct a thorough survey, including removal of debris blocking access to certain areas, and possibly dewatering flooded basements/structures as necessary and where applicable.**
2. Bulk samples of all suspect ACM shall be collected by a Michigan Accredited Asbestos Inspector. Samples shall be collected in a safe manner. As required, limited destructive sampling (i.e. interior wall or ceiling demolition) should be conducted as a part of this assessment in order to gain access to suspected ACM.
3. Per EPA recommended sampling guidelines, bulk samples shall be collected in each homogenous area encountered. Homogenous area is defined as an area of material that is uniform in color, texture, and appearance.
4. Samples of suspect ACM shall be analyzed by an accredited National Voluntary Laboratory Accreditation Program via polarized light microscopy and dispersion staining following the EPA Test Method (EPA-600/M4-82-020) and the National Institute of Standards and Technology Bulk Asbestos Handbook.
5. In an effort to minimize costs, contractor/consultant shall utilize first positive stop analysis methodologies.

6. Upon completion of the field inspection, and receipt of laboratory data contractor/consultant shall prepare a report that will include:
 - a. A general description of the ACM identified,
 - b. A determination of the quantity of materials observed, and diagrams indicating the location of the materials and sampling,
 - c. A description of the physical assessment of friable, non-friable and thermal insulating materials,
 - d. A discussion regarding the quality assurance and quality control as well as methodology,
 - e. Laboratory testing results,
 - f. Photos of hazardous materials and conditions limiting the scope of survey along with written descriptions of any limitations, and
 - g. Photos of the front, left side, back, and right side of the structure.

Reports shall be available in PDF format with color photographs and shall be delivered to the GCLBA with an electronic summary of identified materials in an Excel format.

The survey for polychlorinated biphenyls (PCBs), potential mercury containing equipment, and containers that may contain hazardous or regulated/wastes shall be completed according to the following procedures:

1. Inspect the accessible areas of the building for potential hazardous materials such a PCB containing light ballasts, transformers, and mercury light bulbs and switches.
2. Inspect the interior and exterior areas of the building to identify the location of containers, drums, batteries, oil water separator basins, or other features that may contain potentially hazardous or regulated materials/waste. Label identified containers for removal.
3. Note appropriate information identified during this inspection and provide recommendations for the disposal of equipment or containers identified as containing PCBs, mercury, or potentially hazardous or regulated/waste.

Scope of Work #2: Inspection for lead containing materials

During the contract period through June 30, 2019, GCLBA anticipates around 10 lead inspections across the Demolition Program areas. The purpose of the lead/mold survey is to locate and identify lead containing materials present with the building, or within close proximity to the building, that may require removal and disposal, or other consideration, before a structure is renovated, demolished or deconstructed.

Lead Risk Assessment/Clearance inspection in accordance with United States Housing and Urban Development (HUD) Guidelines, which consists of an assessment of identified areas: by reviewing maintenance activities; inspection for visible dust and debris; locating deteriorated

paint and evaluating the extent and causes of deterioration; identifying other potential hazards; the collection of dust wipe samples; and soil samples. Sample types and locations are listed below.

<u>Sample Type</u>	<u>Possible Collection Areas</u>
Paint Chip	Deteriorated painted surfaces
Dust Wipe	Window sills, troughs, and floors
Soil	Drip Line

Lead inspectors must be certified by the State of Michigan as a Risk Assessor.

Scope of Work #3: Environmental Site Assessments

During the contract period through June 30, 2019, GCLBA anticipates requiring the completion of approximately 30 HUD Statutory Environmental Review Checklists per 24 CFR Part 58, Phase I, Phase II, Baseline Environmental Site Assessments. The purpose of these assessments is to evaluate environmental conditions of property so that it may subsequently be redeveloped in compliance with relevant rules and regulations. Each assessment is to be accompanied by a report that includes evaluation/conclusion/recommendations and documents reviewed/produces in reaching said evaluation/conclusion/recommendations. The proposed scope of work includes:

- HUD-mandated Environmental Review per 24 CFR part 58- Tier 2
- Phase I Environmental Site Assessments in accordance with the practices and services scope elements recommended by the American Society for Testing and Materials (ASTM) in their document E-1527-13. The purpose of the Phase I ESA is to identify recognized environmental conditions. Phase I activities to include:
 - Historical records search
 - Regulatory list review of hazardous waste generators and contaminated sites
 - Review of geologic/hydrologic data and/or reports previously prepared for the site
- Phase II Environmental Site Assessments and Non-scope Testing scopes for work and testing results. Phase II activities to include:
 - Sampling activities as needed to evaluate the presence and extent of suspected contaminants in soil and ground water
 - Soil boring to include chemical analysis, soil stratigraphy, and hydrogeologic properties
- Baseline Environmental Assessment (assuming Phase II completed separately)
- Preparation of Due Care or Brownfield Plans
- Field oversight of construction/environmental abatement activities

Please note GCLBA expects the contractor/consultant to be available and responsive to any and all questions/concerns arising from the thoroughness/quality of completed reports/surveys. The GCLBA will not pay for re-inspections resulting from contractor error and fully expects that contractor will correct any oversights that are identified after completion of the original survey.

EVALUATION CRITERIA AND SCORING

The GCLBA will evaluate the qualifications received and identify the submittal that is the most responsive, responsible and offers the best service to the GCLBA. The GCLBA will consider cost of services, consultant qualifications, financial viability, project references, and experience with comparable projects. Specifically, each Qualifications package will be reviewed based on the following selection criteria:

PROPOSAL/EVALUATION CRITERIA:

Evaluation Factors	Maximum Points
Ability to Meet Production Goals within Timelines The bidder's demonstration of understanding of scope of work, readiness to proceed and availability to complete work assigned within timeframes required.	40
HUD Section 3 Contractor provides letter from the City of Flint or Genesee County Metropolitan Planning Commission certifying them as a Section 3 Business Concern	5
Local Contractor Points awarded to contractors that are located in Genesee County	5
Price The ability to demonstrate reasonable costs in performing scope of work identified in the RFP.	50

**** Up to twenty (20) points may be deducted when evaluating Contractor capacity. GCLBA staff will consider past experience with Contractor's response to issues and complaints, including the timeframe in which the Contractor responded to identified issues and where Contractor performed substandard work (work performed by Contractor or Contractor's subcontractors that did not meet bid specifications) on any previous GCLBA projects.**

SUBMITTAL REQUIREMENTS

RFP responses must be submitted both via hard copy and electronic copy. Each respondent shall submit one (1) original, one (1) additional copy of application and one flash drive containing a PDF copy of the following documents in a clear, legible, 12 point font, and 8.5 by 11 inch format. Responses not submitted via hard copy will not be considered. Respondents are advised to adhere to the Submittal Requirements. Failure to comply with the instructions of this RFP will be cause for rejection of submittals.

Bidders may, without prejudice to himself, withdraw Bid/Tender after it has been submitted, provided the request for such withdrawal is received in writing before time set for opening. Verbal communication is not acceptable. After opening, no Bid/Tender may withdraw for period indicated.

If there are any changes with the documents or renewals, it is the contractor's responsibility to submit the correct documents to the GCLBA in a timely manner.

GCLBA reserves the right to seek additional information to clarify responses to this RFP. Each response must include the following:

A. Letter of Interest

Please submit a Cover Letter of Interest on your firms letterhead signed by a duly authorized officer or representative of the Respondent, not to exceed two pages in length. The Letter of Interest must also include the following information:

1. The principal place of business and the contact person, title, telephone/fax numbers and email address.
2. A brief summary of the qualifications of the Respondent and team. Please ensure you are including information for GCLBA to assess your qualifications in regards to the scoring criteria set forth in this RFP.
3. Description of organization (i.e. Corporation, Limited Liability Company, or Joint Venture).
4. The names and business addresses of all Principals of the Respondent. For purposes of this RFP "Principals" shall mean persons possessing an ownership interest in the Respondent.
 - If the Respondent is a partially owned or fully-owned subsidiary of another organization, identify the parent organization and describe the nature and extent of the parent organization's approval rights, if any, over the activities of the Respondent.
5. The Certification Form attached hereto at the end of this RFP and incorporated herein by reference must be signed by Respondent and attached to the Letter of Interest.

B. Minimum Qualifications of Bidders

These documents must be submitted and acceptable before GCLBA will review the Experience and Capacity proposal:

1. Evidence of Financial Stability: The bidder shall be financially stable and has the financial wherewithal to carry out the requirements of this solicitation. All respondents shall include two years of Company tax returns and a most recent audited financial statement provided by their accountant or a letter from their accountant stating evidence of financial stability with the proposal response. This information will assist GCLBA in determining the Respondent's financial condition. GCLBA is seeking this information to ensure that the proposer's have the financial stability and wherewithal to assure good faith performance.
2. Evidence of Insurance: The bidder must have Commercial General Liability with limits not less than: Premises/operations \$1,000,000 per occurrence with \$2,000,000 aggregate; Workers Compensation Statutory limits of Michigan; Employers Liability with limits \$100,000 accident/disease, \$500,000 policy limit, disease; Automobile Liability with limits not less than \$1,000,000 combined single limit each accident-Owned, hired, nonowned; and, Professional Liability with limits not less than \$1,000,000 including errors & omissions \$200,000 per occurrence. A certificate of insurance must be included with submission of qualifications. ***(See Attachment A for Bidder's Insurance Checklist) GCLBA must be listed as an additional insured.***
3. Certificate of Good Standing (Corporation) or Certificate of Existence (Limited Liability Company) issued by the Michigan Secretary of State (If Respondent is a joint venture, a Certificate of Good Standing or Certificate of Existence, as applicable, must be submitted for each entity comprising the joint venture.)
4. Experience: Bidders must have a minimum of **five* (5) years** of proven experience providing professional licensed hazardous material inspection services. ****Required by the State of Michigan.***
5. Debarment and Suspension: The Respondent certifies to the best of its knowledge and belief that it, its agents, and its subcontractor(s):
 - Are not presently debarred, suspended, proposed for debarment, and declared ineligible or voluntarily excluded from covered transactions by any federal department or the State.
 - Have not within a three-year period preceding this Contract been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (federal, MLB, or local) transaction or contract under a public transaction, as defined in 45 CFR 1185; violation of federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property.

- Are not presently indicted or otherwise criminally or civilly charged by a government entity (federal, State, or local) with commission of any of the offenses enumerated in subsection (b).
 - Have not within a three-year period preceding this Contract had one or more public transactions (federal, State, or local) terminated for cause or default.
 - Will comply with all applicable requirements of all other State or federal laws, executive orders, regulations, and policies governing this program.
6. Capacity: The bidder must have the capacity to complete the number projects that is required by the GCLBA on a weekly basis.
- Hazardous Material Inspection: Complete thirty (30) or more hazardous material inspections per week.
7. References: Three (3) references of related projects, including date of project, contact person and phone number, and a brief description of the project. Please include at least one reference that can attest to experience under Scope #3. (See Attachment B)
8. Conflict of Interest Statement & Supporting Documentation: Respondent shall disclose any professional or personal financial interests that may be a conflict of interest in representing the GCLBA. In addition, all Respondents shall further disclose arrangement to derive additional compensation from various investment and reinvestment products, including financial contracts.
9. Michigan Accredited Asbestos Building Inspector Certification
10. Staff certifications in 40-hour and 8-hour OSHA HAZWOPER
11. Lead Risk Assessor Inspector License
12. Copy of Laboratory Certificate of Accreditation to ISO/IEC 17025:2005
13. Certification Form Note (Attachment G)

C. Information Required of Bidders

Please provide the following information for each scope:

1. Experience and capacity to implement scope of work described in Scope of Services.
Please ensure you are including information for GCLBA to assess your qualifications in regards to the scoring criteria set forth in this RFP.
2. Familiarity with the GCLBA and basic understanding of programs (see www.thelandbank.org for more information) including previous experience with other Land Banks.
3. **The qualification of assigned project staff and subcontracts, including:**
 - a. Relevant professional and educational experience,
 - b. Identification of specific staff individuals with experience managing each assessment listed in Scope #1 thru 3, and

- c. Past projects will be reviewed to determine if the respondent has successfully completed projects similar in nature and scope. Respondents should provide narrative examples of three (3) projects that are similar in nature to projects described in the RFP.
- 4. Capacity to complete multiple inspections on a weekly basis. Must provide an itemized list of the firm's equipment, number of employees and number of inspections that can be completed in one week. (See Attachment D)
- 5. Pricing proposal. The contractor should provide a fixed price fee schedule including unit rates to the GCLBA for all work and services provided (please complete Attachment D)
- 6. Reporting format for Scope #1: Inspection of Environmentally Hazardous Materials to facilitate use of information collected to complete demolition. (Please refer to listed requirements under Scope #1 and provide a sample report.)
- 7. Respondents should state whether they are a Section 3 business enterprise, or a business located in Genesee County. If so, please provide certification letter from the City of Flint or Genesee County Planning Commission. If you have not received a letter/response, please complete forms in Attachment E & G.

SELECTION PROCESS

The Selection Committee comprised of GCLBA staff will review qualifications in accordance with the evaluation criteria set forth herein and Demolition Program objectives and policies. Proposals that are submitted timely and comply with the mandatory requirements of the RFP will be evaluated in accordance with the terms of the RFP. **Any contract resulting from this RFP will not necessarily be awarded to the vendor with the lowest price. Instead, contract(s) shall be awarded to vendor(s) whose proposal(s) is the most responsive, responsible and offer the best service to the GCLBA in accordance with criteria set forth in RFP.**

IMPORTANT DATES

Bids Due	Tuesday, September 5, 2017
Notice of Award	Friday, September 15, 2017
Contract Signed	On or around Wednesday, September 20, 2017
Start Work	On or around Monday, October 2, 2017
Contract Ends	On or before June 30, 2019
Final Paperwork and Payment Request	<ul style="list-style-type: none">• GCLBA pay on a net 30-60 day cycle upon receiving a <u>COMPLETE</u> payment request packet.• Notice to Proceed - Properties will be released in batches• Timelines/schedules will be specified in Notice to Proceeds.

QUESTIONS

Questions regarding this RFP should be submitted in writing via email to Lucille James at ljames@thelandbank.org.

SUBMITTAL DUE DATE

Responses to this RFP are due by 3:00 pm on Tuesday, September 5, 2017. Each Respondent is responsible for labeling the exterior of the sealed envelope containing the proposal response with the proposal number, proposal name, proposal due date and time, and your firm's name. Hard copies must be delivered to:

Lucille James
Genesee County Land Bank Authority
452 S. Saginaw St. 2nd Floor
Flint, MI 48502

RFP SUBMITTAL REQUIREMENTS CHECKLIST

Please provide Checklist with response to RFP. These documents must be submitted in this order and found acceptable. Failure to submit, incomplete information or documents found to be unacceptable will result in disqualifying the bidder's qualifications. No additional review for experience or other factors will be considered.

- ☐ Please provide the Submittal Requirements as stated under Section A. This section provides instruction for the written portion of your proposal. It will be comprised of the following sections:
 - ☐ Section A: Letter of Interest
 - ☐ Section C: Information Required from Bidders
- ☐ Sample Report (As requested under Section C: Information Required from Bidders)
- ☐ Certification Form Note
- ☐ Certificate of Good Standing (Corporation) or Certificate of Existence (Limited Liability Company) issued by the Michigan Secretary of State (If Respondent is a joint venture, a Certificate of Good Standing or Certificate of Existence, as applicable, must be submitted for each entity comprising the joint venture.)
- ☐ Evidence of Insurance
- ☐ Michigan Accredited Asbestos Building Inspector Certification
- ☐ Lead Risk Assessor Inspector License
- ☐ Staff certifications in 40-hour and 8-hour OSHA HAZWOPER
- ☐ Copy of Laboratory Certificate of Accreditation to ISO/IEC 17025:2005
- ☐ Evidence of Financial Stability
- ☐ References (Attachment B)
- ☐ Conflict of Interest Statement & Supporting Documentation
- ☐ Description of Company
- ☐ Capacity of Company
- ☐ Unit Rate Pricing Bid Tab/Pricing Proposal (Attachment D)
- ☐ HUD Section 3, if applicable (Attachment E & G) or Section 3 letter from the City of Flint or Genesee County
- ☐ Debarment Certification (Attachment I)
- ☐ RFP Submittal Requirements Checklist
- ☐ Any other State License and/or Certification that is deemed necessary
- ☐ Received Addendum(s): _____

ADDITIONAL INFORMATION

ATTACHMENTS

- A – GENESEE COUNTY BIDDERS INSURANCE CHECK LIST
- B – LIST OF REFERENCES (3)
- C – CERTIFICATION FORM NOTE
- D – UNIT RATE PRICING BID TAB
- E – SECTION 3 CERTIFICATION FORMS
- F – CONFLICT OF INTEREST/NON-COLLUSION AFFIDAVIT
- G – CERTIFICATION FORM OF BUSINESS ENTERPRISE
- H – MEDC – COMMUNITY VENTURES FLYER
- I – DEBARMENT CERTIFICATION FORM

APPENDICES

- 1 – MDEQ – NESHAP PROGRAM
- 2 – MAP AND BOUNDARIES OF TARGET AREAS
- 3 – FEDERAL AND COUNTY REGULATIONS
- 4 – SAMPLE CONTRACT

ATTACHMENTS

- A – GENESEE COUNTY BIDDERS INSURANCE CHECK LIST
- B – LIST OF REFERENCES (3)
- C – CERTIFICATION FORM NOTE
- D – CAPACITY & UNIT RATE PRICING BID TAB
- E – SECTION 3 CERTIFICATION INFORMATION
- F – CONFLICT OF INTEREST/NON-COLLUSION AFFIDAVIT
- G – CERTIFICATION FORM OF BUSINESS ENTERPRISE
- H – MEDC – COMMUNITY VENTURES FLYER
- I – DEBARMENT CERTIFICATION FORM

ATTACHMENT A: GENESEE COUNTY BIDDER'S INSURANCE CHECKLIST

Coverages Required

- | Coverages Required | Limits (Figures denote minimums) |
|--|--|
| 1. Workers' Compensation | \$500,000 or Statutory limits of Michigan – whichever is greater |
| 2. Employers Liability | \$100,000 accident/disease
\$500,000 policy limit, disease |
| 3. General Liability 1,000,000/OCC/AGG | Including Premises/operations
\$1,000,000 per occurrence with \$2,000,000 aggregate |
| 4. Professional liability | \$100,000 including errors & omissions
\$200,000 per occurrence |
| 5. Products/Completed operations | \$1,000,000 per occurrence with \$2,000,000 aggregate |
| 6. Contractual liability | \$1,000,000 general aggregate (gen. agg.) |
| 7. Explosion, Collapse, Subsidence | Excess Policy with limits at least \$2,000,000 |
| 8. Automobile liability
Owned, hired, nonowned | \$1,000,000 combined single limit each
accident-Owned, hired, nonowned |
| 9. Authorities and Contractors Protective | |
| 10. Genesee County named as an additional insured on other than workers' compensation via endorsement. A copy of the endorsement must be included with the certificate. | |
| 11. Cancellation notice is to read:
Should any of the above described policies be cancelled before the expiration date thereof, the issuing insurer will mail 30 days written notice to the certificate holder named to the left or 10 day notice for non-payment of premium. | |
| 12. The certificate must state bid number and title | |

A copy of the insurance certificate with the Genesee County Land Bank listed as a certificate holder is required and must be attachment to the response to this proposal.

Bidder's Statement

I understand the insurance requirements and will comply in full if awarded the contract.

Bidder

Signature



ATTACHMENT B: LIST OF REFERENCES (3) RELATED TO SCOPE OF WORK FROM THE LAST 5 YEARS

Reference #1:

Company/Municipality: _____

Contact Person: _____ Title: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____ Fax: _____

Email: _____ Project Timeline (Dates): _____

Type of Project: _____

Budget: _____

Reference #2:

Company/Municipality: _____

Contact Person: _____ Title: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____ Fax: _____

Email: _____ Project Timeline (Dates): _____

Type of Project: _____

Budget: _____

Reference #3:

Company/Municipality: _____

Contact Person: _____ Title: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____ Fax: _____

Email: _____ Project Timeline (Dates): _____

Type of Project: _____

Budget: _____

RFP/BID #: _____

ATTACHMENT C: CERTIFICATION FORM NOTE

THIS PAGE MUST BE COMPLETED AND INCLUDED WITH THE SUBMITTAL CERTIFICATION

The undersigned hereby certifies, on behalf of the Respondent named in this Certification (the "Respondent"), that the information provided in this RFP submittal to GCLBA is accurate and complete and I am duly authorized to submit same. I hereby certify that the Respondent has reviewed this RFP in its entirety and accepts its terms and conditions.

(Name of Respondent)

_____ **Will** be responding to this RFP.

_____ **Will not** be responding to this RFP, but to remain on the Genesee County Land Bank approved contractors list. (Please return only this form. **)

(Signature of Authorized Representative)

(Typed Name of Authorized Representative)

(Title)

(Date)

Email: _____ Phone: _____

Federal Identification Number: _____ License Number: _____

NAME OF AUTHORIZED REPRESENTATIVES FOR SUBCONTRACTORS:

(Typed Name of Subcontractor's Authorized Representative)

(Title)

(Typed Name of Subcontractor's Authorized Representative)

(Title)

(Typed Name of Subcontractor's Authorized Representative)

(Title)

****It is the contractor responsibility to ensure that all documents, licenses and certifications on file with the GLBA are current. Failure to comply may result in the removal from the GCLBA approved contractors list.**

ATTACHMENT D: UNIT RATE PRICING BID COVERSHEET & BID TAB

Company Name: _____

Statement of Experience

Years of Company Experience: _____

Years of Individual Experience: _____

Licenses, Certificates, Accreditations held by firm and/or employees (Provide documentation):

The qualification of assigned project staff and subcontracts, including:

- Relevant professional and educational experience (Provide documentation on attached sheet)
- Identification of specific staff individuals with experience managing demolition projects:

Provide three (3) examples of projects completed in the past 5 years that are similar in nature to projects described in the RFP.

Demonstration of Capacity

Number of pre-demolition surveys that can be completed in a week period: ☐ 20 ☐ 30 ☐ 40

☐ Other _____

Number of employees: _____

List of equipment (can attach list if need): _____

Subcontractor

(If using more than one sub-contractor, please attach separate sheet with the same information as requested below for each sub-contractor)

Will you be using a sub-contractor? _____ Subcontractor DBA: _____

Type of work sub-contractor will perform: _____

Sub-contractor Authorized Representative: _____

Sub-Contractor Years of Experience: _____

Sub-Contractors License or Certification: _____

Sub-Contractor's Number of employees: _____

List of equipment (can attach list if need): _____

Does Contractor or subcontractor have any EPA, MDEQ, or MIOSHA active investigations? If yes, please give dates and describe incident.

Has the Contractor or subcontractor been the recipient any EPA, MDEQ, or MIOSHA violations or fines in the past three (3) years? If yes, please give dates and describe incident.

I certify that I have the necessary equipment and staffing available in order to complete the Scope of Work outlined in this bid. I certify that I have read the Scope of Work included in this bid.

Signed this _____ day of _____, _____

(Name of Contractor/ Authorized Representative)

(Signature of Contractor /Authorized Representative)

(Contractor Address)

(Phone)

(Email)

BID/TENDER FORM #LB 17-019

SUBMITTED TO: Genesee County Land Bank
452 S. Saginaw Street
Flint, Michigan 48502

FOR: Invitation to Bid #LB 17-019 Inspection of Environmentally Hazardous Materials for
Residential and Commercial Demolitions in the City of Flint & Genesee County:

DATE: _____
NAME OF
BIDDER: _____
ADDRESS _____
TELEPHONE: _____

TO: Genesee County Land Bank Authority (hereinafter called "GCLBA")

Gentlemen:

The Bidder, in compliance with your invitation for bids for the inspection of asbestos and environmentally hazardous materials for residential and commercial structures in the City of Flint & Genesee County having examined Bid #LB: 17-019 prepared by the Genesee County Land Bank, and other related documents and being familiar with conditions and area of proposed work, and with all conditions surrounding surveying properties including availability of materials and labor, hereby propose to furnish all labor, materials, tools, equipment, machinery, equipment rental, transportation, superintendence, perform all work, provide all services, and to perform all work in accordance with Bid #LB: 17-019, within time set forth herein or by each Notice to Proceed, at prices stated below. These prices are to cover all expenses incurred in performing work required under Scope of Work, of which this Bid/Tender is a part.

SUMMARY FEE SCHEDULE SHEET

SCOPE #1: INSPECTION OF ASBESTOS AND ENVIRONMENTALLY HAZARDOUS MATERIALS FOR DEMOLITION			
ITEM NO.	Description	FEE	# OF SAMPLES INCLUDED IN PRICE
1	Vacant Lot/ Occupied Structures (No inspection completed)		
2	Burnout/unsafe Structures (Limited inspection completed)		
3	Single Family Residential Structures up to 1,500 square feet		
4	Single Family Residential Structures 1,501 square feet and over		
5	Residential duplexes		
6	Commercial Structures up to 1,500 square feet		
7	Commercial Structures between 1,501 square feet and 5,000 square feet		
8	Commercial Structures 5,001 square feet and over		

ITEM NO.	SCOPE #1: ADDITIONAL ITEMS	FEE
9	Cost per sample	
10	Cost per additional sample-layers	
Cost for rush pricing - Per Sample or Per Order? (Please indicate)		
11	Cost for rush pricing for 24-hour turnaround	
12	Cost for rush pricing for 36-hour turnaround	
13	Number of Hazardous Material inspections completed in a week period. Please state a whole number that Respondent can absolutely commit to completing. No ranges.	
14	From date of inspection, how long will it take to complete an asbestos survey report?	
15	From date of Notice to Proceed, how many days will it take for Respondent to complete and submit the number of inspections note noted in No. 11 above?	
16	How many reports can you forward to us at a time?	
17	How many employees does Respondent currently employ?	
18	How many employees will Respondent dedicated to GCLBA projects? Please state a whole number that Respondent can absolutely commit to this project. No ranges.	
19	Cost of mobilization?	
20	How much to re-inspect? Per Structure	
21	Cost for additional oversight if needed? Per hour	
22	Cost per hour for debris removal to access blocked areas of structure?	
23	Cost per hour to dewater inaccessible areas of a structure due to flooding?	

***Please note the GCLBA will not pay for re-inspections due to contractor error.**

SCOPE #1 WRITE-INS: Any additional costs associated with Hazardous Material Inspections?		
ITEM NO.	Support Tasks	Cost

ITEM NO.	Unit Cost Tasks	Unit Cost/hour

Be sure to include a sample survey.

SCOPE #2: INSPECTION FOR LEAD CONTAINING MATERIALS			
ITEM NO.	Description	FEE	# OF SAMPLES INCLUDED IN PRICE
1	Lead Hazard Risk Assessment for a unit with 8 rooms or less		
2	Lead Hazard Risk Assessment for a unit with 9 rooms or more		
3	Mold Inspection and Assessment for any size unit		

SCOPE #2 WRITE-INS: Any additional costs associated with Hazardous Material Inspections?		
ITEM NO.	Support Tasks	Cost

ITEM NO.	Unit Cost Tasks	Unit Cost/hour

SCOPE #3 ENVIRONMENTAL SITE ASSESSMENTS		
ITEM NO.	Description	FEE
1	Completion of a Phase I Environmental Site Assessment for undeveloped property, any size	
2	Completion of a Phase I Environmental Site Assessment for developed property, 1 acre or less	
3	Completion of a Phase I Environmental Site Assessment for developed property, more than 1 acre	
4	Completion of a Phase II Environmental Site Assessment for undeveloped property, any size	
5	Completion of a Phase II Environmental Site Assessment for developed property, 1 acre or less	
6	Completion of a Phase II Environmental Site Assessment for developed property, more than 1 acre	
7	Completion of a Baseline Environmental Survey (assuming Phase II completed separately)	
8	Due Care Plan	
9	Brownfield Plan	
10	Completion HUD Statutory Tier II Site Specific Review	
11	Field Oversight per hour	
12	Davis Bacon Interviews and documentation per hour	

SCOPE #3 WRITE-INS: Any additional costs associated with Hazardous Material Inspections?		
ITEM NO.	Support Tasks	Cost

ITEM NO.	Unit Cost Tasks	Unit Cost/hour

Bidder Name: _____

Bidder, if awarded a Contract, hereby agrees to commence work under this contract on or around Monday, October 2, 2017; and to fully complete on or before Friday, June 30, 2019.

Bidder understands that the GCLBA reserves right to reject any or all Bid/Tenders and to waive any informalities or irregularities herein.

Bidder acknowledges receipt of following addenda:

ADDRESS, LEGAL STATUS, AND SIGNATURE OF BIDDER

The undersigned does hereby designate the address, given below, as the legal address to which all notices, directions, or other communications may be served or mailed.

P.O. Box (if
applicable) _____

Street _____

City _____ State _____ Zip
Code _____

Phone _____ Fax _____

The undersigned does hereby declare that it has the legal status checked below.

_____ Individual
_____ Co-Partnership
_____ Corporation Incorporated under the laws and State

of _____

The names and address of all persons indicated as partners in this Bid Proposal are as follows:

NAME

ADDRESS

This Bid Proposal is submitted in the name of:

(Name of Contractor)

By _____

Title _____

Signed and sealed this _____ Day of _____ 20_____

INSTRUCTIONS: Submit this form to GCLBA.

END OF SECTION

ATTACHMENT E: Section 3 Clause and City of Flint Section 3 Business Certification Program Information

To become Section 3 Certified, bidders the contact information is provided below:

City of Flint Section 3 Business Certification Program - Contact City of Flint's Department of Community and Economic Development at (810) 766-7436 for information regarding their Section 3 Business Certification Program. Download the following forms from the Genesee County Land Bank's website for the City of Flint's Section 3 Certification Program.

City of Flint Section 3 Certification Program forms are as follows:

- Certification for Resident Seeking Section 3 Training and Employment
- Mott Workforce Development Contact Information Sheet
- Certification for Business Concern Seeking Section 3 Preference in Contracting and Demonstration of Capacity
- Genesee County Land Bank Section 3 Reporting form (Program requirement regardless of contractors Section 3 status, all contractors must fill out this form with payment requests)

SUBMIT THESE FORMS TO THE CITY OF FLINT DEPARTMENT OF COMMUNITY AND ECONOMIC DEVELOPMENT TO BECOME SECTION 3 CERTIFIED

SUBMISSION OF LOW-INCOME EMPLOYEE INFORMATION:

Bidders are required to submit the following information with their RFP regarding their low-income employees:

- a. List of low-income employees
- b. Date of hire
- c. Position

Samples of type of eligible Section 3 positions are as follows:

Construction: cement/masonry, demolition, electrical, engineering, fencing, heating, machine operation, painting, and surveying;

Administrative Management: accounting, payroll, research, bookkeeping, purchasing, and word processing;

Services: marketing, janitorial, photography, catering, landscaping, printing, computer/information, manufacturing, and transportation.

FY 2017 MEDIAN FAMILY INCOME FOR FLINT AND GENESEE COUNTY -- \$53,700

MAXIMUM HIP INCOME LIMITS

Household Size	30% Extremely Low Income	50% Very Low Income	60% Low Income	80% Moderate Income
One Person	\$12,060	\$19,550	\$22,450	\$31,300
Two Person	\$16,240	\$22,350	\$25,700	\$35,750
Three Person	\$20,420	\$25,150	\$28,900	\$40,200
Four Person	\$24,600	\$27,900	\$32,100	\$44,650
Five Person	\$28,780	\$30,150	\$34,650	\$48,250
Six Person	\$32,400	\$32,400	\$37,250	\$51,800
Seven Person	\$34,600	\$34,600	\$39,800	\$55,400
Eight Person	\$36,850	\$36,850	\$42,350	\$58,950

SECTION 3 CLAUSE

All Section 3 covered contracts shall include the following clause (referred to as the "Section 3 Clause"):

A. The work to be performed under this contract is subject to the requirements of Section 3 of the Housing and Urban Development Act of 1968, as amended, [12 U.S.C. 1701u](#) (section 3). The purpose of section 3 is to ensure that employment and other economic opportunities generated by HUD assistance or HUD-assisted projects covered by section 3, shall, to the greatest extent feasible, be directed to low- and very low-income persons, particularly persons who are recipients of HUD assistance for housing.

B. The parties to this contract agree to comply with HUD's regulations in 24 CFR Part 135, which implement section 3. As evidenced by their execution of this contract, the parties to this contract certify that they are under no contractual or other impediment that would prevent them from complying with the part 135 regulations.

C. The contractor agrees to send to each labor organization or representative of workers with which the contractor has a collective bargaining agreement or other understanding, if any, a notice advising the labor organization or workers' representative of the contractor's commitments under this section 3 clause, and will post copies of the notice in conspicuous places at the work site where both employees and applicants for training and employment positions can see the notice. The notice shall describe the section 3 preference, shall set forth minimum number and job titles subject to hire, availability of apprenticeship and training positions, the qualifications for each; and the name and location of the person(s) taking applications for each of the positions; and the anticipated date the work shall begin.

D. The contractor agrees to include this section 3 clause in every subcontract subject to compliance with regulations in 24 CFR Part 135, and agrees to take appropriate action, as provided in an applicable provision of the subcontract or in this section 3 clause, upon a finding that the subcontractor is in violation of the regulations in 24 CFR Part 135. The contractor will not subcontract with any subcontractor where the contractor has notice or knowledge that the subcontractor has been found in violation of the regulations in 24 CFR Part 135.

E. The contractor will certify that any vacant employment positions, including training positions, that are filled (1) after the contractor is selected by before the contract is executed, and (2) with persons other than those to whom the regulations of 24 CFR part 135 require employment opportunities to be directed, were not filled to circumvent the contractor's obligations under 24 CFR part 135.

F. Noncompliance with HUD's regulations in 24 CFR part 135 may result in sanctions, termination of this contract for default, and debarment or suspension from future HUD assisted contracts.

G. With respect to work performed in connection with section 3 covered Indian housing assistance, section 7(b) of the Indian Self-Determination and Education Assistance Act (25 U.S.C. 450e) also applies to the work to be performed under this contract. Section 7(b) requires that to the greatest extent feasible (i) preference in the award of contracts and subcontracts shall be given to Indian organizations and Indian-owned Economic Enterprises. Parties to this contract that are subject to the provisions of section 3 and section 7(b) agree to comply with section 3 to the maximum extent feasible, but not in derogation of compliance with section 7(b).

ATTACHMENT F: CONFLICT OF INTEREST / NON-COLLUSION AFFIDAVIT

State of _____:

S.S.

County of _____:

I, _____ of

(Name of Company/Firm)

And that I am authorized to make this affidavit on behalf of my firm, its owner, directors and officers. I am the person responsible in my firm for the price(s) and the amount of the bid.

I state:

1. This company, corporation, firm, partnership or individual has not prepared this proposal in collusion with any other provider, and the contents of this proposal as to prices, terms or conditions of said proposal have not been communicated by the undersigned nor by any employee or agent to any other person in this type of business prior to the official opening of this proposal.
2. No attempt has been made or will be made to induce any firm or person to refrain from bidding on this contract, or to submit a bid higher than this bid, or to submit any intentionally high or noncompetitive or other form of complementary bid.
3. _____, its affiliates, subsidiaries, officers, directors and employees are not currently under investigation by any governmental agency and have not in the last four years been convicted or found liable for any act prohibited by State or Federal law in any jurisdiction, involving conspiracy or collusion with respect to bidding on any public contract.
4. This company, corporation, firm, partnership or individual is fully aware that this contract is wholly or partially federally funded, and further, by submission of the bid or proposal that the individual or form certifies that there is no conflict of interest with any public official, employee, agency, commission, or committee with the GCLBA.

I state that _____ understands and

(Name of my Company/Firm)



Acknowledges that the above representations are material and important, and will be relied on by the Genesee County Land Bank Authority in awarding the contract(s) for which this bid is submitted. I understand and my firm understands that misstatements in this affidavit is and shall be treated as fraudulent concealment from the Genesee County Land Bank Authority of the true facts relating to the submission bids for this contract.

SIGNATURE SECTION

<hr/>	
(Signature)	(Title)
<hr/>	
(Company Name)	(Street / P. O. Box)
<hr/>	
(Company Telephone Number)	(City) (State) (Zip)

NOTARIZATION SECTION

Subscribed and sworn to before me this _____ Day of _____, 20____

<hr/>	<hr/>
Notary Public Signature	My Commission Expires:



ATTACHMENT G: CERTIFICATION FORM OF BUSINESS ENTERPRISE

Company Name: _____

Business Enterprise Status:

Check all that apply: MBE _____ WBE _____ SBE _____

 LBE _____ DVBE _____ OBE _____

Ethnicity of Owner (s):

Check all that apply: White _____ Black _____ Hispanic _____

 Asian _____ Native American _____

I undersigned, certify the above information to be accurate and is satisfied that the above company meets the requirements for self-certification as an MBE, WBE, SBE, LBE, DVBE, and/or OBE.

Signed this _____ day of _____, _____

Contractor Name (please print)

Contractor Signature

(See other side for explanation)



Explanation of Business Enterprise Status

A Minority Business Enterprise (MBE) is a business entity which is at least 51% owned by one or more minorities who are citizens or lawful permanent residents of the United States and a member of a recognized ethnic or racial group.

A Women Business Enterprise (WBE) is a business entity at least 51% owned by one or more women who are citizens or lawful permanent residents of the United States.

An Other Business Enterprise (OBE) is any business which does not otherwise qualify as a Minority or Women Business Enterprise.

A Small Business Enterprise (SBE) is an independently owned and operated business; with 50 or fewer employees and net profits of 100,000 or less.

A Local Business Enterprise (LBE) is a business entity whose principal place of business is located within the boundaries of Genesee County.

A Disabled Veteran Business Enterprise (DVBE) is a business concern certified by the administering agency as meeting all of the following: 1) a veteran of the military, naval, or air service of the United States with a service-connected disability of at least 10 percent, and who is also a resident of California, 2) one or more disabled veterans own 51% percent of the firm, 3) the management and control of the daily business operations are by one or more disabled veterans, and 4) it is a sole proprietorship corporation or partnership with its home office located in the United States and is not a subsidiary of a foreign firm.



**Michigan Employers
and the MEDC**

...Working Together!

Community Ventures

*Michigan employers and the Michigan Economic Development Corporation
... a unique partnership to provide jobs for structurally unemployed individuals.*

Here's how the wage incentive
works for your full-time,
permanent employees:

*Community Ventures
Monthly Wage Incentive
\$500 x Number of
Employees*

Monthly Example

\$10 x 160 hours

**Monthly Wages
= \$1,600**

\$1,600 - \$500 = \$1,100

**Your Monthly Wage Cost
= \$1,100**

Examples of Annual Grant Awards

*Grant amount your company
could receive based on number of
employees who are eligible for the
Community Ventures program.*

5 employees =	\$25,000
10 employees =	\$50,000
15 employees =	\$75,000
20 employees =	\$100,000
25 employees =	\$125,000
100 employees =	\$500,000

Advantages for Employers

Employer Wage Incentive Under Community Ventures' guidelines, Michigan employers who agree to hire structurally unemployed people (from key target communities) in permanent, full-time positions will **receive a one-time \$5,000 wage reimbursement incentive for each employee. The grant is paid in monthly installments.**

Pre-Screened Talent Community Ventures is designed to ensure that both employers and companies are well-matched. Community Ventures works with the local Michigan Works agencies to provide job applicants who reside in target areas. **In the Flint area the target areas are Flint, Burton, Mt. Morris, and Mt. Morris Township.** Michigan Works will pre-screen applicants for you to interview.

Employee Retention Services Another key component of our program is the availability of **supportive services and resources** to help individuals who are hired at your company to remain successfully employed.

Streamlined Process Our wage reimbursement process is streamlined to make it as easy as possible for employers. **We require a monthly wage verification form with copies of pay stubs for each employee and an invoice on your company's letterhead.**

Contact

Valerie Jemerson, Project Coordinator-Flint
Community Ventures
810-233-5627, extension 140
517-488-5101 (cell)
jemersonv@michigan.org

ATTACHMENT I: DEBARMENT CERTIFICATION

BID# _____

Certification Regarding Debarment, Suspension, and Other Responsibility Matters

The prospective participant certifies, to the best of its knowledge and belief, that it and its principals:

- (1) Are not presently or proposed to be debarred or suspended, declared ineligible, or voluntarily excluded from federal, state, or local (hereinafter "public") transactions;
- (2) Have not within a three year period preceding this Agreement been convicted of or had a civil judgment rendered against them for
 - (i) Fraud or commission of a criminal offence in connection with obtaining, attempting to obtain, or performing a public transaction or contract under a public transaction,
 - (ii) Violation of federal or state antitrust laws, or
 - (iii) Embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements or receiving stolen property;
- (3) Have not within the preceding three years had a public transaction terminated for cause or default; and
- (4) Are not presently indicted for or otherwise criminally or civilly charged by a public entity with commission of any of the offenses enumerated under the above.

I understand that a false statement on this certification may be grounds for the rejection of this proposal or the termination of the award.

Name and Title of Authorized Representative

Name of Participant Agency or Firm

Signature of Authorized Representative

Date

☐ I am unable to certify to the above statement. Attached is my explanation.

APPENDICES

- 1 – MDEQ – NESHAP PROGRAM
- 2 – MAP AND BOUNDARIES OF TARGET AREA
- 3 – FEDERAL AND COUNTY REGULATIONS
- 4 – SAMPLE CONTRACT



INSTRUCTIONS FOR THE ASBESTOS NOTIFICATION SYSTEM (ANS)

Register your business. You will need to register the business using the business owner information. **Once you register you will receive a confirmation email that you must click on to confirm registration.** After registration is confirmed you can log into the Asbestos Notification System.

Once you are able to log into the site, you will see several tabs - **Workspace, Notification Management, Notification, Profile and Manage Delegated Authority.**

The **Manage Delegated Authority** allows you to add additional users to the system. . You can add multiple delegated users to enter notifications for your business.

The **Profile Tab** allows you to update your business information or change your password


The **Workspace Tab** is where you begin your notification entry. Start your notification by clicking the button that looks like




on the right side of the screen. You can also click on the **Notification Tab** to start a new notification.

Once you are under the **Notification Tab**, you must fill in all of the required information. If there is an exclamation point (!) on any tab, information is missing or incorrect and you **will not** be able to submit your notification.

Notifications that are saved for further editing and are not submitted can be found under the **Workspace Tab**. You can

revise your notification by clicking on the  tab.

Once you submit your notification, it will be saved under the **Notification Management Tab**. Under the Actions header, you can view attachments, copy, revise and cancel your notifications. You can sort by clicking the headers, and export information to Excel. You can click on the document number to print or save it.

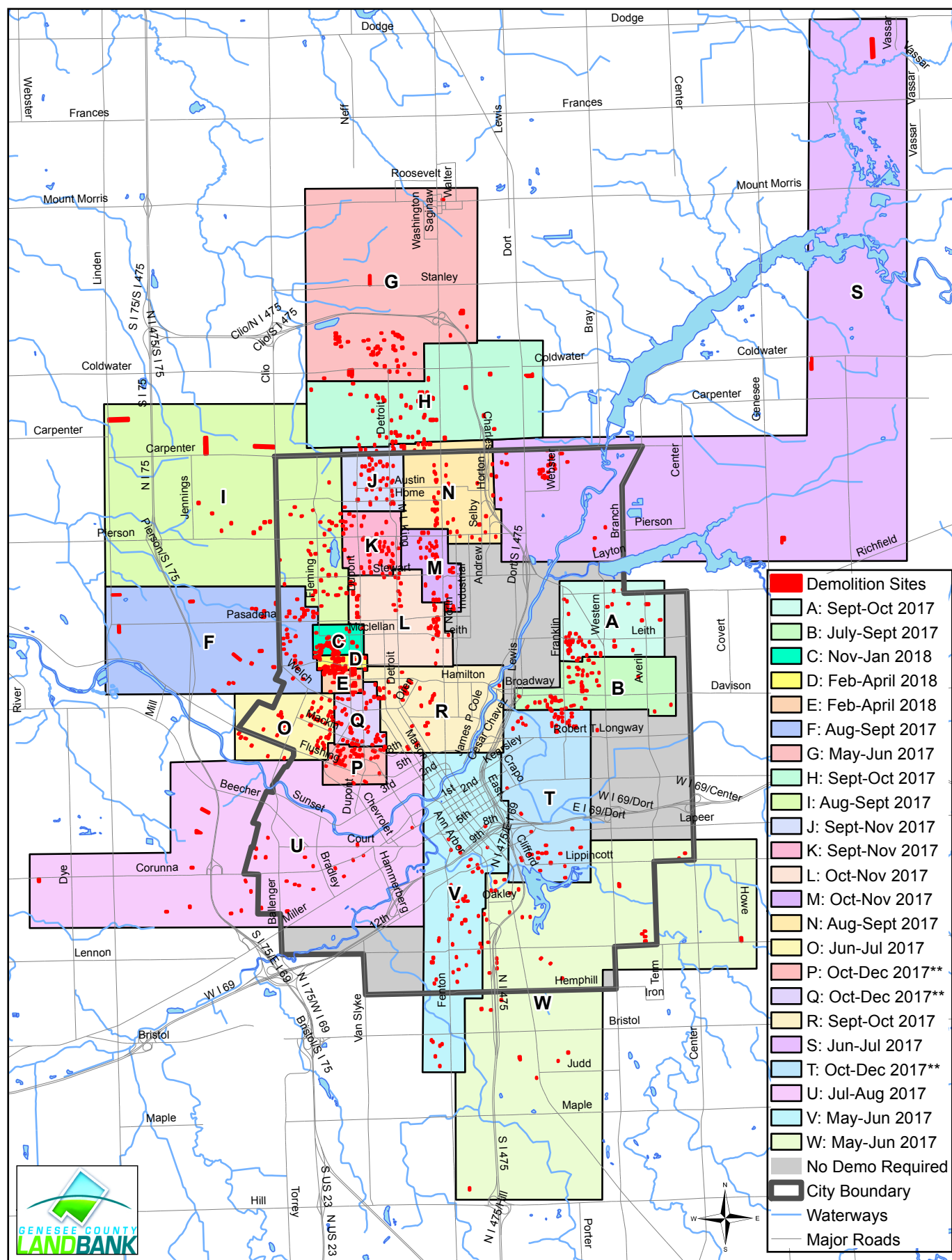
The delete button  is for housekeeping purposes only. REMEMBER – if you delete a notification you are also deleting all notifications associated with it and will not be able to edit them once they are deleted.

You must submit your Demolition and Renovation notifications separate and mark the appropriate project type!

- The ANS currently supports the following browsers:
 - Internet Explorer 10 & 11.
Note: In IE the ANS is presently experiencing issues when generating the PDF and Excel spreadsheet. You must select the option to Always Allow pop-ups for “*.state.mi.us” in order for these features to work.
 - Firefox 25 and above
 - Chrome
 - Safari

If you have questions pertaining to the new system, please contact Kim Dohm at 517-284-6777 or dohmk@michigan.gov.

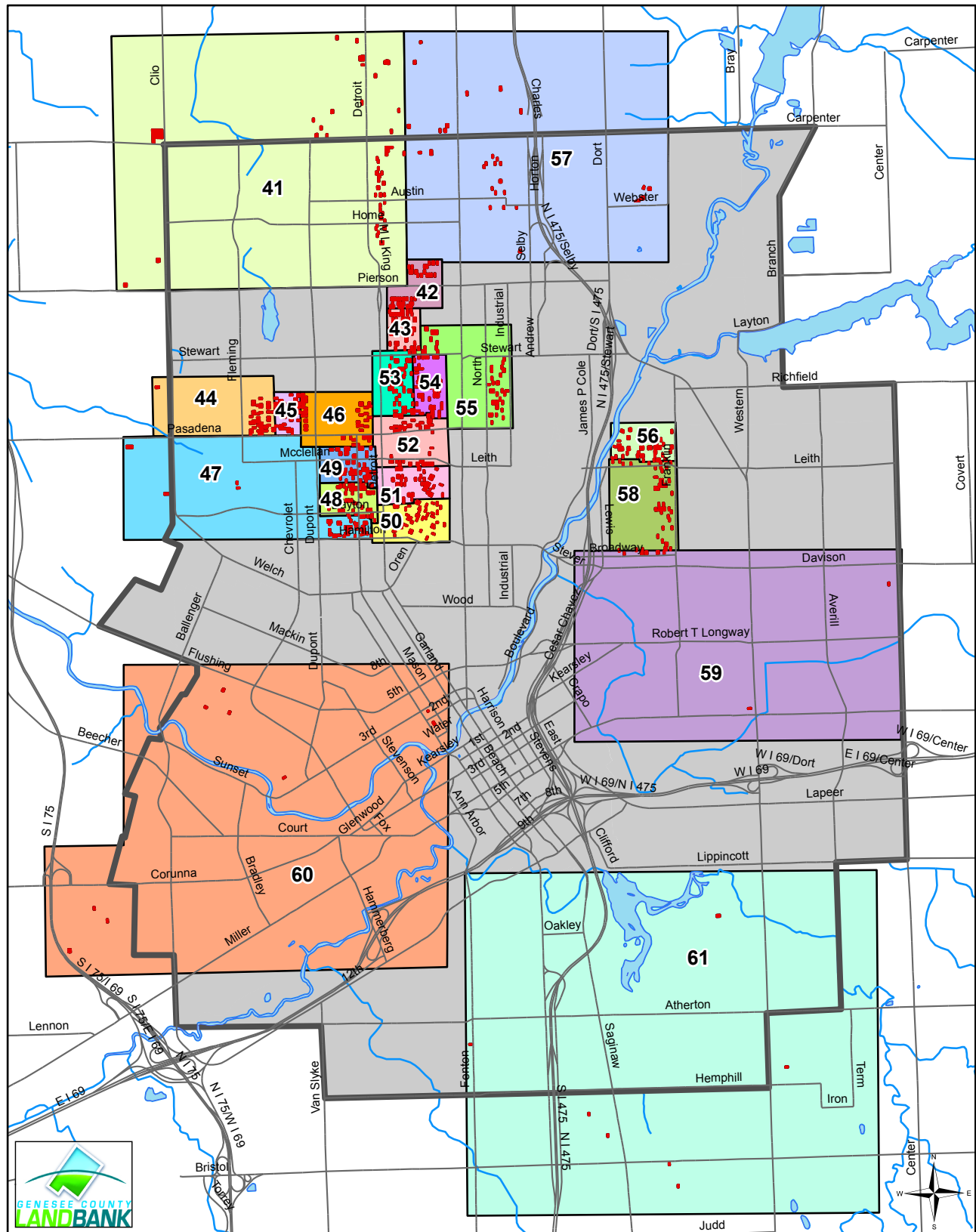
Hardest Hit Funds 4 & 6 (HHF4, HHF6) Demolition Sections



Completed 4/14/2017

**Schedule is Tentative and
May Be Subject to Change

Hardest Hit Fund 5 (HHF5) Demolition Sections



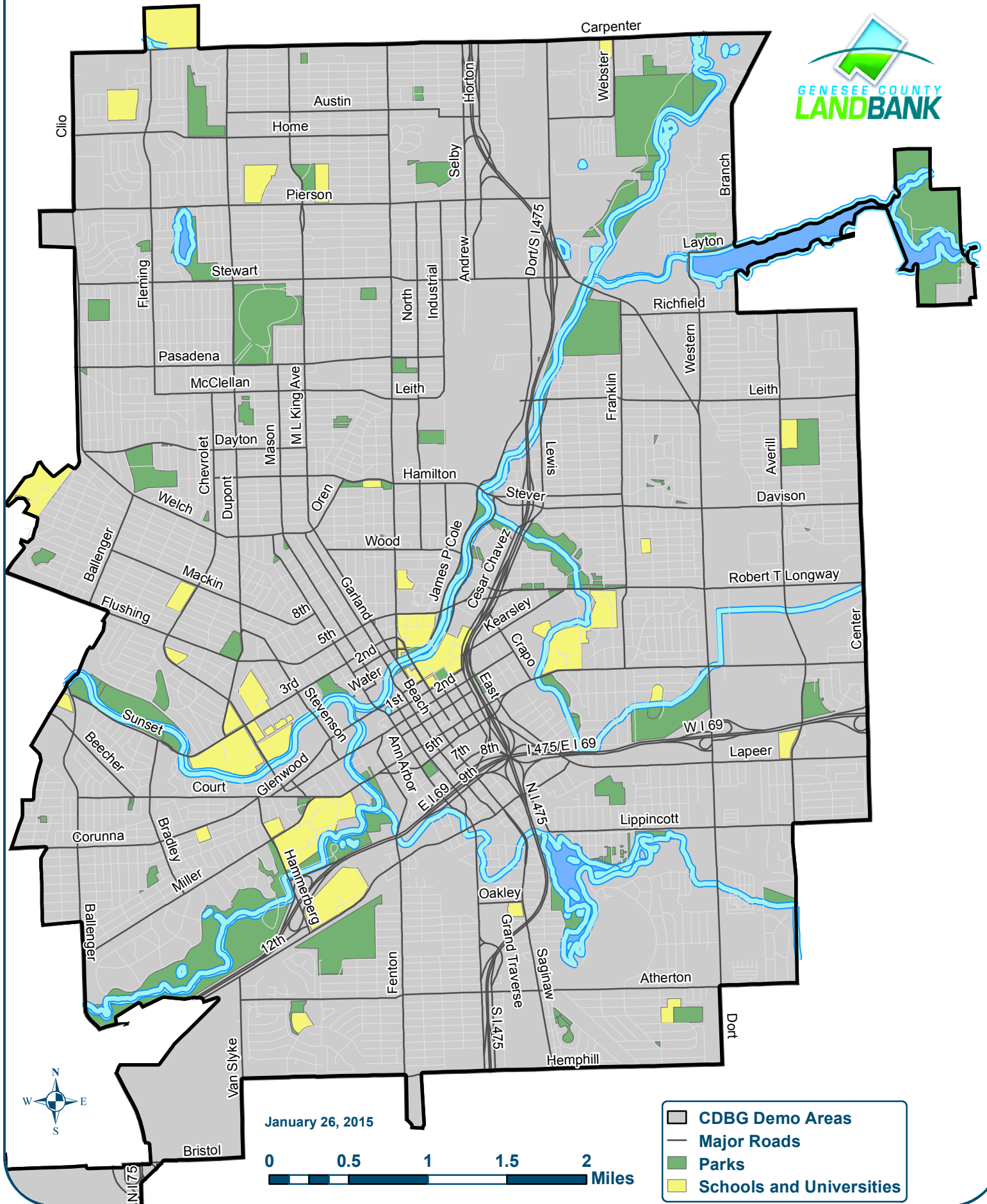
- | | | | | |
|--|--|--|---|--|
| ■ Demolition Sites | ■ 57: Nov-Dec 2017 | ■ 52: Oct-Dec 2017** | ■ 47: Oct-Dec 2017 | ■ 42: July-Sept 2017 |
| ■ 61: Jan-Mar 2018 | ■ 56: Oct-Nov 2017 | ■ 51: Oct-Dec 2017** | ■ 46: Aug-Oct 2017 | ■ 41: July-Sept 2017 |
| ■ 60: Jan-Mar 2018 | ■ 55: Oct-Nov 2017 | ■ 50: Oct-Dec 2017** | ■ 45: Aug-Oct 2017 | ■ No Demo Required |
| ■ 59: Nov-Dec 2017 | ■ 54: Oct-Nov 2017 | ■ 49: Oct-Dec 2017** | ■ 44: Sept-Nov 2017 | ■ City Boundary |
| ■ 58: Nov-Dec 2017 | ■ 53: Oct-Nov 2017 | ■ 48: Oct-Dec 2017 | ■ 43: Sept-Nov 2017 | — Major Roads |
| | | | | — Water Features |

**Schedule is Tentative and May Be Subject to Change

0 0.375 0.75 1.5 2.25 3 Miles

Completed 4/14/2017

CDBG Map of Flint for Procurement

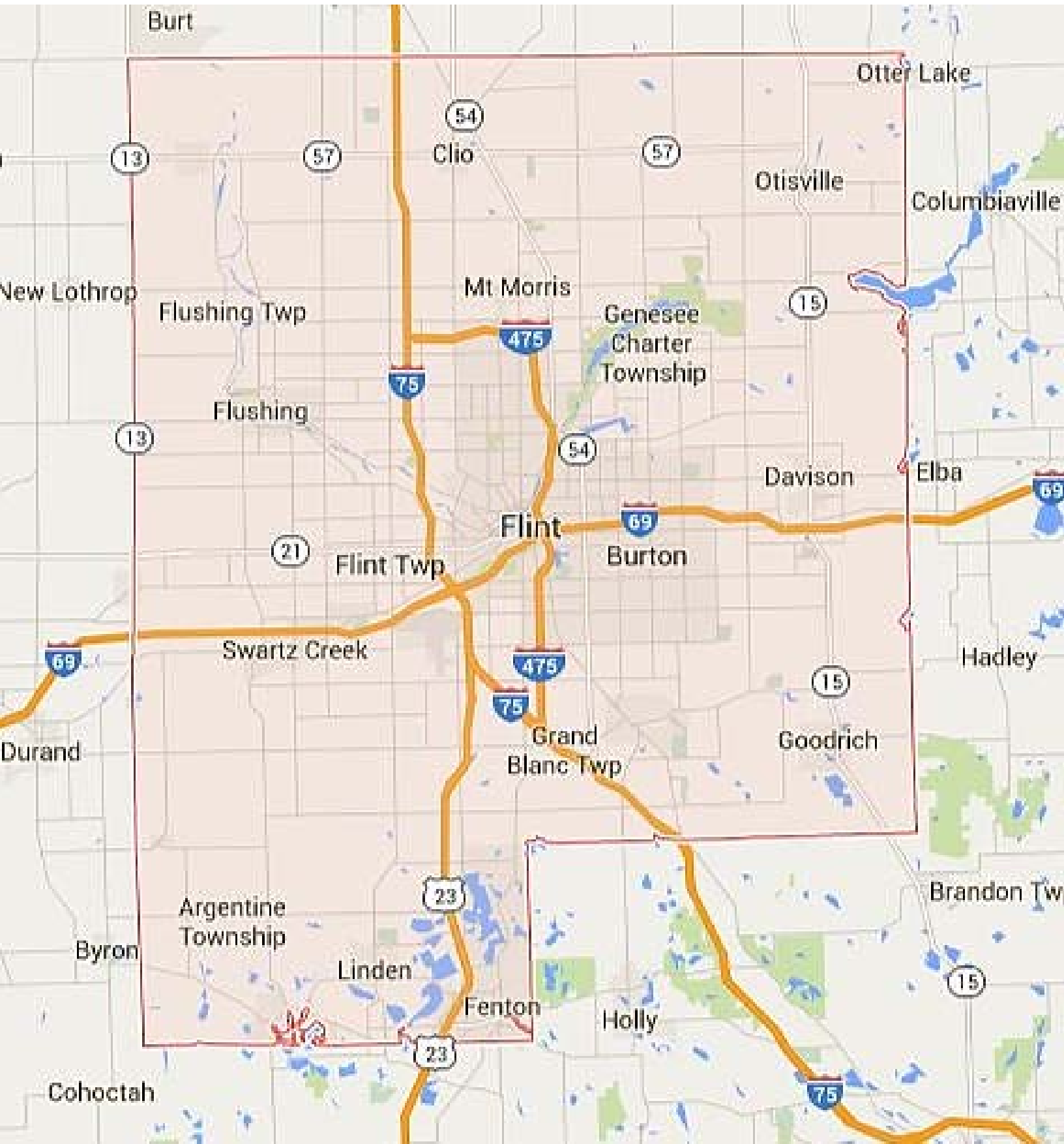


January 26, 2015

0 0.5 1 1.5 2 Miles

- CDBG Demo Areas
- Major Roads
- Parks
- Schools and Universities

APPENDIX 2D
MAPS & BOUNDARIES
GENESEE COUNTY TREASURER OUT-COUNTY FUNDING BOUNDARIES



APPENDIX 4 – FEDERAL AND COUNTY REGULATIONS

1. Federal Labor Standard Provisions
2. Equal Opportunity Clause (Executive Order 11246)
3. Genesee County Prevailing Wage Policy

Applicability

The Project or Program to which the construction work covered by this contract pertains is being assisted by the United States of America and the following Federal Labor Standards Provisions are included in this Contract pursuant to the provisions applicable to such Federal assistance.

A. 1. (i) Minimum Wages. All laborers and mechanics employed or working upon the site of the work will be paid unconditionally and not less often than once a week, and without subsequent deduction or rebate on any account (except such payroll deductions as are permitted by regulations issued by the Secretary of Labor under the Copeland Act (29 CFR Part 3), the full amount of wages and bona fide fringe benefits (or cash equivalents thereof) due at time of payment computed at rates not less than those contained in the wage determination of the Secretary of Labor which is attached hereto and made a part hereof, regardless of any contractual relationship which may be alleged to exist between the contractor and such laborers and mechanics. Contributions made or costs reasonably anticipated for bona fide fringe benefits under Section I(b)(2) of the Davis-Bacon Act on behalf of laborers or mechanics are considered wages paid to such laborers or mechanics, subject to the provisions of 29 CFR 5.5(a)(1)(iv); also, regular contributions made or costs incurred for more than a weekly period (but not less often than quarterly) under plans, funds, or programs, which cover the particular weekly period, are deemed to be constructively made or incurred during such weekly period.

Such laborers and mechanics shall be paid the appropriate wage rate and fringe benefits on the wage determination for the classification of work actually performed, without regard to skill, except as provided in 29 CFR 5.5(a)(4). Laborers or mechanics performing work in more than one classification may be compensated at the rate specified for each classification for the time actually worked therein: Provided, That the employer's payroll records accurately set forth the time spent in each classification in which work is performed. The wage determination (including any additional classification and wage rates conformed under 29 CFR 5.5(a)(1)(ii) and the Davis-Bacon poster (WH-1321) shall be posted at all times by the contractor and its subcontractors at the site of the work in a prominent and accessible, place where it can be easily seen by the workers.

(ii) (a) Any class of laborers or mechanics which is not listed in the wage determination and which is to be employed under the contract shall be classified in conformance with the wage determination. HUD shall approve an additional classification and wage rate and fringe benefits therefor only when the following criteria have been met:

- (1)** The work to be performed by the classification requested is not performed by a classification in the wage determination; and
- (2)** The classification is utilized in the area by the construction industry; and
- (3)** The proposed wage rate, including any bona fide fringe benefits, bears a reasonable relationship to the wage rates contained in the wage determination.

(b) If the contractor and the laborers and mechanics to be employed in the classification (if known), or their representatives, and HUD or its designee agree on the classification and wage rate (including the amount designated for fringe benefits where

appropriate), a report of the action taken shall be sent by HUD or its designee to the Administrator of the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, Washington, D.C. 20210. The Administrator, or an authorized representative, will approve, modify, or disapprove every additional classification action within 30 days of receipt and so advise HUD or its designee or will notify HUD or its designee within the 30-day period that additional time is necessary. (Approved by the Office of Management and Budget under OMB control number 1215-0140.)

(c) In the event the contractor, the laborers or mechanics to be employed in the classification or their representatives, and HUD or its designee do not agree on the proposed classification and wage rate (including the amount designated for fringe benefits, where appropriate), HUD or its designee shall refer the questions, including the views of all interested parties and the recommendation of HUD or its designee, to the Administrator for determination. The Administrator, or an authorized representative, will issue a determination within 30 days of receipt and so advise HUD or its designee or will notify HUD or its designee within the 30-day period that additional time is necessary. (Approved by the Office of Management and Budget under OMB Control Number 1215-0140.)

(d) The wage rate (including fringe benefits where appropriate) determined pursuant to subparagraphs (1)(ii)(b) or (c) of this paragraph, shall be paid to all workers performing work in the classification under this contract from the first day on which work is performed in the classification.

(iii) Whenever the minimum wage rate prescribed in the contract for a class of laborers or mechanics includes a fringe benefit which is not expressed as an hourly rate, the contractor shall either pay the benefit as stated in the wage determination or shall pay another bona fide fringe benefit or an hourly cash equivalent thereof.

(iv) If the contractor does not make payments to a trustee or other third person, the contractor may consider as part of the wages of any laborer or mechanic the amount of any costs reasonably anticipated in providing bona fide fringe benefits under a plan or program, Provided, That the Secretary of Labor has found, upon the written request of the contractor, that the applicable standards of the Davis-Bacon Act have been met. The Secretary of Labor may require the contractor to set aside in a separate account assets for the meeting of obligations under the plan or program. (Approved by the Office of Management and Budget under OMB Control Number 1215-0140.)

2. Withholding. HUD or its designee shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld from the contractor under this contract or any other Federal contract with the same prime contractor, or any other Federally-assisted contract subject to Davis-Bacon prevailing wage requirements, which is held by the same prime contractor so much of the accrued payments or advances as may be considered necessary to pay laborers and mechanics, including apprentices, trainees and helpers, employed by the contractor or any subcontractor the full amount of wages required by the contract. In the event of failure to pay any laborer or mechanic, including any apprentice, trainee or helper, employed or working on the site of the work, all or part

of the wages required by the contract, HUD or its designee may, after written notice to the contractor, sponsor, applicant, or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds until such violations have ceased. HUD or its designee may, after written notice to the contractor, disburse such amounts withheld for and on account of the contractor or subcontractor to the respective employees to whom they are due. The Comptroller General shall make such disbursements in the case of direct Davis-Bacon Act contracts.

3. (i) Payrolls and basic records. Payrolls and basic records relating thereto shall be maintained by the contractor during the course of the work preserved for a period of three years thereafter for all laborers and mechanics working at the site of the work. Such records shall contain the name, address, and social security number of each such worker, his or her correct classification, hourly rates of wages paid (including rates of contributions or costs anticipated for bona fide fringe benefits or cash equivalents thereof of the types described in Section I(b)(2)(B) of the Davis-Bacon Act), daily and weekly number of hours worked, deductions made and actual wages paid. Whenever the Secretary of Labor has found under 29 CFR 5.5 (a)(1)(iv) that the wages of any laborer or mechanic include the amount of any costs reasonably anticipated in providing benefits under a plan or program described in Section I(b)(2)(B) of the Davis-Bacon Act, the contractor shall maintain records which show that the commitment to provide such benefits is enforceable, that the plan or program is financially responsible, and that the plan or program has been communicated in writing to the laborers or mechanics affected, and records which show the costs anticipated or the actual cost incurred in providing such benefits. Contractors employing apprentices or trainees under approved programs shall maintain written evidence of the registration of apprenticeship programs and certification of trainee programs, the registration of the apprentices and trainees, and the ratios and wage rates prescribed in the applicable programs. (Approved by the Office of Management and Budget under OMB Control Numbers 1215-0140 and 1215-0017.)

(ii) (a) The contractor shall submit weekly for each week in which any contract work is performed a copy of all payrolls to HUD or its designee if the agency is a party to the contract, but if the agency is not such a party, the contractor will submit the payrolls to the applicant sponsor, or owner, as the case may be, for transmission to HUD or its designee. The payrolls submitted shall set out accurately and completely all of the information required to be maintained under 29 CFR 5.5(a)(3)(i). This information may be submitted in any form desired. Optional Form WH-347 is available for this purpose and may be purchased from the Superintendent of Documents (Federal Stock Number 029-005-00014-1), U.S. Government Printing Office, Washington, DC 20402. The prime contractor is responsible for the submission of copies of payrolls by all subcontractors. (Approved by the Office of Management and Budget under OMB Control Number 1215-0149.)

(b) Each payroll submitted shall be accompanied by a "Statement of Compliance," signed by the contractor or subcontractor or his or her agent who pays or supervises the payment of the persons employed under the contract and shall certify the following:

(1) That the payroll for the payroll period contains the information required to be maintained under 29 CFR 5.5 (a)(3)(i) and that such information is correct and complete;

(2) That each laborer or mechanic (including each helper, apprentice, and trainee) employed on the contract during the payroll

period has been paid the full weekly wages earned, without rebate, either directly or indirectly, and that no deductions have been made either directly or indirectly from the full wages earned, other than permissible deductions as set forth in 29 CFR Part 3;

(3) That each laborer or mechanic has been paid not less than the applicable wage rates and fringe benefits or cash equivalents for the classification of work performed, as specified in the applicable wage determination incorporated into the contract.

(c) The weekly submission of a properly executed certification set forth on the reverse side of Optional Form WH-347 shall satisfy the requirement for submission of the "Statement of Compliance" required by subparagraph A.3.(ii)(b).

(d) The falsification of any of the above certifications may subject the contractor or subcontractor to civil or criminal prosecution under Section 1001 of Title 18 and Section 231 of Title 31 of the United States Code.

(iii) The contractor or subcontractor shall make the records required under subparagraph A.3.(i) available for inspection, copying, or transcription by authorized representatives of HUD or its designee or the Department of Labor, and shall permit such representatives to interview employees during working hours on the job. If the contractor or subcontractor fails to submit the required records or to make them available, HUD or its designee may, after written notice to the contractor, sponsor, applicant or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds. Furthermore, failure to submit the required records upon request or to make such records available may be grounds for debarment action pursuant to 29 CFR 5.12.

4. Apprentices and Trainees.

(i) Apprentices. Apprentices will be permitted to work at less than the predetermined rate for the work they performed when they are employed pursuant to and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship Training, Employer and Labor Services, or with a State Apprenticeship Agency recognized by the Office, or if a person is employed in his or her first 90 days of probationary employment as an apprentice in such an apprenticeship program, who is not individually registered in the program, but who has been certified by the Office of Apprenticeship Training, Employer and Labor Services or a State Apprenticeship Agency (where appropriate) to be eligible for probationary employment as an apprentice. The allowable ratio of apprentices to journeymen on the job site in any craft classification shall not be greater than the ratio permitted to the contractor as to the entire work force under the registered program. Any worker listed on a payroll at an apprentice wage rate, who is not registered or otherwise employed as stated above, shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any apprentice performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. Where a contractor is performing construction on a project in a locality other than that in which its program is registered, the ratios and wage rates (expressed in percentages of the journeyman's hourly rate) specified in the contractor's or subcontractor's registered program shall be observed. Every apprentice must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the

journeymen hourly rate specified in the applicable wage determination. Apprentices shall be paid fringe benefits in accordance with the provisions of the apprenticeship program. If the apprenticeship program does not specify fringe benefits, apprentices must be paid the full amount of fringe benefits listed on the wage determination for the applicable classification. If the Administrator determines that a different practice prevails for the applicable apprentice classification, fringes shall be paid in accordance with that determination. In the event the Office of Apprenticeship Training, Employer and Labor Services, or a State Apprenticeship Agency recognized by the Office, withdraws approval of an apprenticeship program, the contractor will no longer be permitted to utilize apprentices at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

(ii) Trainees. Except as provided in 29 CFR 5.16, trainees will not be permitted to work at less than the predetermined rate for the work performed unless they are employed pursuant to and individually registered in a program which has received prior approval, evidenced by formal certification by the U.S. Department of Labor, Employment and Training Administration. The ratio of trainees to journeymen on the job site shall not be greater than permitted under the plan approved by the Employment and Training Administration. Every trainee must be paid at not less than the rate specified in the approved program for the trainee's level of progress, expressed as a percentage of the journeyman hourly rate specified in the applicable wage determination. Trainees shall be paid fringe benefits in accordance with the provisions of the trainee program. If the trainee program does not mention fringe benefits, trainees shall be paid the full amount of fringe benefits listed on the wage determination unless the Administrator of the Wage and Hour Division determines that there is an apprenticeship program associated with the corresponding journeyman wage rate on the wage determination which provides for less than full fringe benefits for apprentices. Any employee listed on the payroll at a trainee rate who is not registered and participating in a training plan approved by the Employment and Training Administration shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. In addition, any trainee performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. In the event the Employment and Training Administration withdraws approval of a training program, the contractor will no longer be permitted to utilize trainees at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

(iii) Equal employment opportunity. The utilization of apprentices, trainees and journeymen under 29 CFR Part 5 shall be in conformity with the equal employment opportunity requirements of Executive Order 11246, as amended, and 29 CFR Part 30.

5. Compliance with Copeland Act requirements. The contractor shall comply with the requirements of 29 CFR Part 3 which are incorporated by reference in this contract

6. Subcontracts. The contractor or subcontractor will insert in any subcontracts the clauses contained in subparagraphs 1 through 11 of this paragraph A and such other clauses as HUD or its designee may by appropriate instructions require, and a copy of the applicable prevailing wage decision, and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor with all the contract clauses in this paragraph.

7. Contract termination; debarment. A breach of the contract clauses in 29 CFR 5.5 may be grounds for termination of the contract and for debarment as a contractor and a subcontractor as provided in 29 CFR 5.12.

8. Compliance with Davis-Bacon and Related Act Requirements. All rulings and interpretations of the Davis-Bacon and Related Acts contained in 29 CFR Parts 1, 3, and 5 are herein incorporated by reference in this contract

9. Disputes concerning labor standards. Disputes arising out of the labor standards provisions of this contract shall not be subject to the general disputes clause of this contract. Such disputes shall be resolved in accordance with the procedures of the Department of Labor set forth in 29 CFR Parts 5, 6, and 7. Disputes within the meaning of this clause include disputes between the contractor (or any of its subcontractors) and HUD or its designee, the U.S. Department of Labor, or the employees or their representatives.

10. (i) Certification of Eligibility. By entering into this contract the contractor certifies that neither it (nor he or she) nor any person or firm who has an interest in the contractor's firm is a person or firm ineligible to be awarded Government contracts by virtue of Section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1) or to be awarded HUD contracts or participate in HUD programs pursuant to 24 CFR Part 24.

(ii) No part of this contract shall be subcontracted to any person or firm ineligible for award of a Government contract by virtue of Section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1) or to be awarded HUD contracts or participate in HUD programs pursuant to 24 CFR Part 24.

(iii) The penalty for making false statements is prescribed in the U.S. Criminal Code, 18 U.S.C. 1001. Additionally, U.S. Criminal Code, Section 1010, Title 18, U.S.C., "Federal Housing Administration transactions", provides in part: "Whoever, for the purpose of . . . influencing in any way the action of such Administration..... makes, utters or publishes any statement knowing the same to be false..... shall be fined not more than \$5,000 or imprisoned not more than two years, or both."

11. Complaints, Proceedings, or Testimony by Employees. No laborer or mechanic to whom the wage, salary, or other labor standards provisions of this Contract are applicable shall be discharged or in any other manner discriminated against by the Contractor or any subcontractor because such employee has filed any complaint or instituted or caused to be instituted any proceeding or has testified or is about to testify in any proceeding under or relating to the labor standards applicable under this Contract to his employer.

B. Contract Work Hours and Safety Standards Act. The provisions of this paragraph B are applicable only where the amount of the prime contract exceeds \$100,000. As used in this paragraph, the terms "laborers" and "mechanics" include watchmen and guards.

(1) Overtime requirements. No contractor or subcontractor contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed on such work to work in excess of 40 hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of 40 hours in such workweek.

(2) Violation; liability for unpaid wages; liquidated damages. In the event of any violation of the clause set forth in subparagraph

graph (1) of this paragraph, the contractor and any subcontractor responsible therefor shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in subparagraph (1) of this paragraph, in the sum of \$10 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of 40 hours without payment of the overtime wages required by the clause set forth in sub paragraph (1) of this paragraph.

(3) Withholding for unpaid wages and liquidated damages.

HUD or its designee shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld, from any moneys payable on account of work performed by the contractor or subcontractor under any such contract or any other Federal contract with the same prime contract, or any other Federally-assisted contract subject to the Contract Work Hours and Safety Standards Act which is held by the same prime contractor such sums as may be determined to be necessary to satisfy any liabilities of such contractor or subcontractor for unpaid wages and liquidated damages as provided in the clause set forth in subparagraph (2) of this paragraph.

(4) Subcontracts. The contractor or subcontractor shall insert in any subcontracts the clauses set forth in subparagraph (1) through (4) of this paragraph and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in subparagraphs (1) through (4) of this paragraph.

C. Health and Safety. The provisions of this paragraph C are applicable only where the amount of the prime contract exceeds \$100,000.

(1) No laborer or mechanic shall be required to work in surroundings or under working conditions which are unsanitary, hazardous, or dangerous to his health and safety as determined under construction safety and health standards promulgated by the Secretary of Labor by regulation.

(2) The Contractor shall comply with all regulations issued by the Secretary of Labor pursuant to Title 29 Part 1926 and failure to comply may result in imposition of sanctions pursuant to the Contract Work Hours and Safety Standards Act, 40 USC 3701 et seq.

(3) The Contractor shall include the provisions of this paragraph in every subcontract so that such provisions will be binding on each subcontractor. The Contractor shall take such action with respect to any subcontract as the Secretary of Housing and Urban Development or the Secretary of Labor shall direct as a means of enforcing such provisions.

**EQUAL OPPORTUNITY CLAUSE
(EXECUTIVE ORDER 11246)**

"During the performance of this contract, the contractor agrees as follows:

"(1) The contractor will not discriminate against any employee or applicant for Employment because of race, creed, color, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, creed, color, or national origin. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.

"(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, creed, color, or national origin.

"(3) The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer, advising the labor union or workers' representative of the contractor's commitments under Section 202 of Executive Order No. 11246 of September 24, 1965, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

"(4) The contractor will comply with all provisions of Executive Order No. 11246 of Sept. 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

"(5) The contractor will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the contracting agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

"(6) In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any of such rules, regulations, or orders, this contract may be cancelled, terminated or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order No. 11246 of Sept 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

"(7) The contractor will include the provisions of Paragraphs (1) through (7) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to Section 204 of Executive Order No. 11246 of Sept. 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as the contracting agency may direct as a means of enforcing such provisions including sanctions for noncompliance: Provided, however, That in the event the contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the contractor may request the United States to enter into such litigation to protect the interests of the United States."

GENESEEE COUNTY POLICIES PREVAILING WAGE POLICY

1. Every contract executed with the County of Genesee or with a contracting agent must contain express terms as follows:

a. That the rates of wages and fringe benefits to be paid to each class of construction mechanics by the contractor and all of his subcontractors, on the project which is the subject of the contract, shall not be less than the wage and fringe benefits currently prevailing in the County of Genesee.

b. That the contractor and all of his subcontractors shall not discriminate against any employee or applicant for employment with respect to hire, tenure, terms, conditions, or privileges of employment because of race, color, religion, national origin, ancestry, sex, or age.

2. Each contracting agent, before awarding any contract, shall determine the schedule of prevailing wages and fringe benefits for all classes of construction mechanics called for in the contract. Such wages and fringe benefits shall be those prevailing in the County of Genesee, on projects of a character similar to that being contracted, under collective agreements or understandings between bona fide organizations or construction mechanics and their employers. Such agreements and understandings, to meet the requirements of this section, shall not be controlled in any way by either an employee or employer organization. Such schedule of prevailing rates or wages and fringe benefits shall be made a part of the specifications for the work to be performed. Such schedule may be the minimum wage and fringe benefit scale for Genesee County compiled and published by the Building and Construction Trades Department of the AFL-CIO.

3. Every contractor shall keep posted on the construction site, in a conspicuous place, a copy of all prevailing wage and fringe benefit rates prescribed in the contract and shall keep an accurate record showing the names and occupation of, and actual wages and benefits paid to, each construction mechanic employed by him in connection with said contract.

4. If the contractor or subcontractor is in default in the performance of the covenants set forth in paragraph 1 above, the contracting agent shall proceed to enforce said covenants, and upon the failure of the contractor or subcontractor to abide by said covenants, the contracting agent shall proceed with its remedies as provided by state and federal law.

5. Any interested party may challenge the performance of the contractor or subcontractor of the covenants of paragraph 2 above by filing a written complaint with the contracting agent. The contracting agent shall then conduct an investigation, which may include a public hearing, to determine whether it will proceed as provided in paragraph 4 above.

6. As used herein,

a. "Contracting agent" means any officer, board, commission, or organization which receives directly or indirectly monies or properties from or on behalf of the County of Genesee, including without limitation a lessee or sub-lessee of land owned by Genesee County.

b. "Contract" means any agreement, as a result of competitive Proposals or otherwise, for new construction, alteration, repair, installation, painting, decorating, completion, demolition, conditioning, reconditioning, or improvement of public buildings, works, bridges, highways or roads, which is to be performed in Genesee County and either on County of Genesee property or financed by or through the County of Genesee.

c. "Construction mechanic" means any skilled or unskilled mechanic, laborer, worker, helper, assistant, apprentice or driver, but shall not include executive, administrative, professional, office, or custodial employees, and shall not include Genesee County employees who are working pursuant to a collective bargaining agreement between said County and a bona fide labor organization.

7. Contracts which contain provisions requiring the payment of prevailing wages as determined by the United States Secretary of Labor pursuant to the Federal Davis-Bacon Act (United States Code, title 40, section 276a et seq.) or which contain provisions requiring the payment of prevailing wages as determined by the Department of Labor pursuant to P.A. 166 of 1965, as amended, MCL 408.551 et seq., or which contain minimum wage schedules which are the same as prevailing wages in the locality as determined by collective bargaining agreements or understandings between bona fide organizations or construction mechanics and their employers, are exempt from the provisions of this resolution.

8. Any lease of property owned by Genesee County shall include a provision that new construction, alteration, repair, installation, painting, decorating, completion, demolition, conditioning, reconditioning, or improvement of buildings, works, bridges, highways, or roads on such property shall be considered work on public buildings, works, bridges, highways, or roads, within the meaning or provision 6(b) of this resolution and that the lessee or any sub-lessee will be bound by the provisions of this resolution.

9. It is the intent of this Board of Commissioners that every contracting agent shall adopt the preceding paragraphs of this resolution.

10. The Genesee County Purchasing Agent, the Genesee County Controller, and the Genesee County Chief Engineer, are hereby directed to effectuate this resolution, on behalf of this Board, within their respective spheres of responsibility.

11. The Genesee County Clerk is hereby directed to forward to each Genesee County board, commission, elected official, agency, and department, a copy of this resolution and a notation of the adoption of same.

12. The previous resolution of this Board concerning payment of prevailing wages, as adopted on June 23, 1969, and as set forth as pages 337 through 339 of the compiled 1969 Proceedings of this Board, is hereby rescinded."

Resol. #79-558

Approved 10/23/79

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5/94



RICK. SNYDER
GOVERNOR



STATE OF MICHIGAN

Prevailing Wages

PO Box 30476

Lansing, MI 48909

517-322-1825

Informational Sheet: Prevailing Wages on State Projects

REQUIREMENTS OF THE PREVAILING WAGES ON STATE PROJECTS ACT, PUBLIC ACT 166 OF 1965

The State of Michigan determines prevailing rates pursuant to the Prevailing Wages on State Projects Act, Public Act 166 of 1965, as amended. The purpose of establishing prevailing rates is to provide minimum rates of pay that must be paid to workers on construction projects for which the state or a school district is the contracting agent and which is financed or financially supported by the state. By law, prevailing rates are compiled from the rates contained in collectively bargained agreements which cover the locations of the state projects. The official prevailing rate schedule provides an hourly rate which includes *wage and fringe benefit totals* for designated construction mechanic classifications. The overtime rates also include *wage and fringe benefit totals*. Please pay special attention to the overtime and premium pay requirements. Prevailing wage is satisfied when wages plus fringe benefits paid to a worker are equal to or greater than the required rate.

State of Michigan responsibilities under the law:

- The department establishes the prevailing rate for each classification of construction mechanic ***requested by a contracting agent*** prior to contracts being let out for bid on a state project.

Contracting agent responsibilities under the law:

- If a contract is not awarded or construction does not start within 90 days of the date of the issuance of rates, a re-determination of rates must be requested by the contracting agent.
- Rates for classifications needed but not provided on the Prevailing Rate Schedule, ***must*** be obtained ***prior*** to contracts being let out for bid on a state project.
- The contracting agent, by written notice to the contractor and the sureties of the contractor known to the contracting agent, may terminate the contractor's right to proceed with that part of the contract, for which less than the prevailing rates have been or will be paid, and may proceed to complete the contract by separate agreement with another contractor or otherwise, and the original contractor and his sureties shall be liable to the contracting agent for any excess costs occasioned thereby.

Contractor responsibilities under the law:

- Every contractor and subcontractor shall keep posted on the construction site, in a conspicuous place, a copy of all prevailing rates prescribed in a contract.
- Every contractor and subcontractor shall keep an accurate record showing the name and occupation of and the actual wages and benefits paid to each construction mechanic employed by him in connection including certified payroll, as used in the industry, with said contract. This record shall be available for reasonable inspection by the contracting agent or the department.
- Each contractor or subcontractor is separately liable for the payment of the prevailing rate to its employees.
- The prime contractor is responsible for advising all subcontractors of the requirement to pay the prevailing rate prior to commencement of work.
- The prime contractor is secondarily liable for payment of prevailing rates that are not paid by a subcontractor.
- A construction mechanic ***shall only*** be paid the apprentice rate if registered with the United States Department of Labor, Bureau of Apprenticeship and Training and the rate is included in the contract.

Enforcement:

A person who has information of an alleged prevailing wage violation on a state project may file a complaint with the State of Michigan. The department will investigate and attempt to resolve the complaint informally. During the course of an investigation, if the requested records and posting certification are not made available in compliance with Section 5 of Act 166, the investigation will be concluded and a referral to the Office of Attorney General for civil action will be made. The Office of Attorney General will pursue costs and fees associated with a lawsuit if filing is necessary to obtain records.



RICK. SNYDER
GOVERNOR



STATE OF MICHIGAN

Prevailing Wages

PO Box 30476

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Informational Sheet: Prevailing Wages on State Projects

General Information Regarding Fringe Benefits

Certain fringe benefits **may** be credited toward the payment of the Prevailing Wage Rate:

- If a fringe benefit is paid directly to a construction mechanic
- If a fringe benefit contribution or payment is made on behalf of a construction mechanic
- If a fringe benefit, which may be provided to a construction mechanic, is pursuant to a written contract or policy
- If a fringe benefit is paid into a fund, for a construction mechanic

When a fringe benefit is not paid by an hourly rate, the hourly credit will be calculated based on the annual value of the fringe benefit divided by 2080 hours per year (52 weeks @ 40 hours per week).

The following is an example of the types of fringe benefits allowed and how an hourly credit is calculated:

Vacation	40 hours X \$14.00 per hour = \$560/2080 =	\$0.27
Dental insurance	\$31.07 monthly premium X 12 mos. = \$372.84 /2080 =	\$0.18
Vision insurance	\$5.38 monthly premium X 12 mos. = \$64.56/2080 =	\$0.03
Health insurance	\$230.00 monthly premium X 12 mos. = \$2,760.00/2080 =	\$1.33
Life insurance	\$27.04 monthly premium X 12 mos. = \$324.48/2080 =	\$0.16
Tuition	\$500.00 annual cost/2080 =	\$0.24
Bonus	4 quarterly bonus/year x \$250 = \$1000.00/2080 =	\$0.48
401k Employer Contribution	\$2000.00 total annual contribution/2080 =	\$0.96
Total Hourly Credit		<u>\$3.65</u>

Other examples of the types of fringe benefits allowed:

- Sick pay
- Holiday pay
- Accidental Death & Dismemberment insurance premiums

The following are examples of items that **will not** be credited toward the payment of the Prevailing Wage Rate

- Legally required payments, such as:
 - Unemployment Insurance payments
 - Workers' Compensation Insurance payments
 - FICA (Social Security contributions, Medicare contributions)
- Reimbursable expenses, such as:
 - Clothing allowance or reimbursement
 - Uniform allowance or reimbursement
 - Gas allowance or reimbursement
 - Travel time or payment
 - Meals or lodging allowance or reimbursement
 - Per diem allowance or payment
- Other payments to or on behalf of a construction mechanic that are not wages or fringe benefits, such as:
 - Industry advancement funds
 - Financial or material loans



State of Michigan
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
MICHIGAN OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION
MARTHA B. YODER
DIRECTOR

OVERTIME PROVISIONS for MICHIGAN PREVAILING WAGE RATE COMMERCIAL SCHEDULE

1. Overtime is represented as a nine character code. Each character represents a certain period of time after the first 8 hours Monday thru Friday.

	Monday thru Friday	Saturday	Sunday & Holidays	Four 10s
First 8 Hours		4	8	9
9th Hour	1	5		
10th Hour	2	6		
Over 10 hours	3	7		

Overtime for Monday thru Friday after 8 hours:

the 1st character is for time worked in the 9th hour (8.1 - 9 hours)

the 2nd character is for time worked in the 10th hour (9.1 - 10 hours)

the 3rd character is for time worked beyond the 10th hour (10.1 and beyond)

Overtime on Saturday:

the 4th character is for time worked in the first 8 hours on Saturday (0 - 8 hours)

the 5th character is for time worked in the 9th hour on Saturday (8.1 - 9 hours)

the 6th character is for time worked in the 10th hour (9.1 - 10 hours)

the 7th character is for time worked beyond the 10th hour (10.01 and beyond)

Overtime on Sundays & Holidays

The 8th character is for time worked on Sunday or on a holiday

Four Ten Hour Days

The 9th character indicates if an optional 4-day 10-hour per day workweek can be worked ***between Monday and Friday without paying overtime after 8 hours worked, unless otherwise noted in the rate schedule. To utilize a 4 ten workweek, notice is required from the employer to employee prior to the start of work on the project.***

2. Overtime Indicators Used in the Overtime Provision:

H - means TIME AND ONE-HALF due

X - means TIME AND ONE-HALF due after 40 HOURS worked

D - means DOUBLE PAY due

Y - means YES an optional 4-day 10-hour per day workweek can be worked without paying overtime after 8 hours worked

N - means NO an optional 4-day 10-hour per day workweek *can not* be worked without paying overtime after 8 hours worked

3. EXAMPLES:

HHHHHHHDN - This example shows that the 1½ rate must be used for time worked after 8 hours Monday thru Friday (*characters 1 - 3*); for all hours worked on Saturday, 1½ rate is due (*characters 4 - 7*). Work done on Sundays or holidays must be paid double time (*character 8*). The N (*character 9*) indicates that 4 ten-hour days is not an acceptable workweek at regular pay.

XXXHHHHDY - This example shows that the 1½ rate must be used for time worked after 40 hours are worked Monday thru Friday (*characters 1-3*); for hours worked on Saturday, 1½ rate is due (*characters 4 – 7*). Work done on Sundays or holidays must be paid double time (*character 8*). The Y (*character 9*) indicates that 4 ten-hour days is an acceptable alternative workweek.

LARA is an equal opportunity employer.

Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.

Wage & Hour Division

7150 HARRIS DRIVE • P.O. BOX 30476 • LANSING, MICHIGAN 48909

www.michigan.gov/wagehour • Phone : (517) 322-1825

ENGINEERS - CLASSES OF EQUIPMENT LIST

UNDERGROUND ENGINEERS	
CLASS I	Backfiller Tamper, Backhoe, Batch Plant Operator, Clam-Shell, Concrete Paver (2 drums or larger), Conveyor Loader (Euclid type), Crane (crawler, truck type or pile driving), Dozer, Dragline, Elevating Grader, End Loader, Gradall (and similar type machine), Grader, Power Shovel, Roller (asphalt), Scraper (self propelled or tractor drawn), Side Broom Tractor (type D-4 or larger), Slope Paver, Trencher (over 8' digging capacity), Well Drilling Rig, Mechanic, Slip Form Paver, Hydro Excavator.
CLASS II	Boom Truck (power swing type boom), Crusher, Hoist, Pump (1 or more 6" discharge or larger gas or diesel powered by generator of 300 amps or more, inclusive of generator), Side Boom Tractor (smaller than type D-4 or equivalent), Tractor (pneu-tired, other than backhoe or front end loader), Trencher (8' digging capacity and smaller), Vac Truck.
CLASS III	Air Compressors (600 cfm or larger), Air Compressors (2 or more less than 600 cfm), Boom Truck (non-swinging, non-powered type boom), Concrete Breaker (self-propelled or truck mounted, includes compressor), Concrete Paver (1 drum, ½ yard or larger), Elevator (other than passenger), Maintenance Man, Mechanic Helper, Pump (2 or more 4" up to 6" discharge, gas or diesel powered, excluding submersible pump), Pumpcrete Machine (and similar equipment), Wagon Drill Machine, Welding Machine or Generator (2 or more 300 amp or larger, gas or diesel powered).
CLASS IV	Boiler, Concrete Saw (40HP or over), Curing Machine (self-propelled), Farm Tractor (w/attachment), Finishing Machine (concrete), Firemen, Hydraulic Pipe Pushing Machine, Mulching Equipment, Oiler (2 or more up to 4", exclude submersible), Pumps (2 or more up to 4" discharge if used 3 hrs or more a day-gas or diesel powered, excluding submersible pumps), Roller (other than asphalt), Stump Remover, Vibrating Compaction Equipment (6' wide or over), Trencher (service) Sweeper (Wayne type and similar equipment), Water Wagon, Extend-a-Boom Forklift.

HAZARDOUS WASTE ABATEMENT ENGINEERS	
CLASS I	Backhoe, Batch Plant Operator, Clamshell, Concrete Breaker when attached to hoe, Concrete Cleaning Decontamination Machine Operator, Concrete Pump, Concrete Paver, Crusher, Dozer, Elevating Grader, Endloader, Farm Tractor (90 h.p. and higher), Gradall, Grader, Heavy Equipment Robotics Operator, Hydro Excavator, Loader, Pug Mill, Pumpcrete Machines, Pump Trucks, Roller, Scraper (self-propelled or tractor drawn), Side Boom Tractor, Slip Form Paver, Slope Paver, Trencher, Ultra High Pressure Waterjet Cutting Tool System Operator, Vactors, Vacuum Blasting Machine Operator, Vertical Lifting Hoist, Vibrating Compaction Equipment (self-propelled), and Well Drilling Rig.
CLASS II	Air Compressor, Concrete Breaker when not attached to hoe, Elevator, End Dumps, Equipment Decontamination Operator, Farm Tractor (less than 90 h.p.), Forklift, Generator, Heater, Mulcher, Pigs (Portable Reagent Storage Tanks), Power Screens, Pumps (water), Stationary Compressed Air Plant, Sweeper, Water Wagon and Welding Machine.

2017 Prevailing Wage Rates for State Funded Projects**Unofficial Rates For Informational Purposes Only****Genesee County**

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Asbestos, Lead and Mold Abatement Laborer					
Asbestos, Lead and Mold Abatement Laborer 4 ten hour days @ straight time allowed Monday-Saturday, must be consecutive calendar days	MLDC	\$41.25	\$55.00	\$68.75	H H H X X X X D Y
Asbestos, Lead and Mold Abatement, Hazardous Material Handler					
Asbestos, Lead and Mold Abatement, Hazardous Material Handler 4 ten hour days @ straight time allowed Monday-Saturday, must be consecutive calendar days	AS207	\$40.75	\$54.25	\$67.75	H H H X X X X D Y
Boilermaker					
Boilermaker	BO169	\$54.70	\$81.08	\$107.45	H H H H H H H D Y
Apprentice Rates:					
1st 6 months		\$40.31	\$59.49	\$78.67	
2nd 6 months		\$41.45	\$61.21	\$80.95	
3rd 6 months		\$42.57	\$62.88	\$83.19	
4th 6 months		\$43.69	\$64.57	\$85.43	
5th 6 months		\$44.81	\$66.24	\$87.67	
6th 6 months		\$48.63	\$72.50	\$96.36	
7th 6 months		\$49.32	\$73.01	\$96.69	
8th 6 months		\$51.58	\$76.40	\$101.21	

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Bricklayer					
Bricklayer and Block	BR9-12-BL	\$49.69	\$63.74	\$77.80	H H H H H H D Y
Make up day allowed	Comment				
	4 10s allowed M-F; Saturday make up day				
	Apprentice Rates:				
	0 - 749 hours	\$37.45	\$45.68	\$53.92	
	750 - 1,499 hours	\$38.98	\$47.98	\$56.98	
	1,500 - 2,249 hours	\$40.51	\$50.27	\$60.04	
	2,250 - 2,999 hours	\$42.04	\$52.56	\$63.10	
	3,000 - 3,749 hours	\$43.57	\$54.86	\$66.16	
	3,750 - 4,499 hours	\$45.10	\$57.16	\$69.22	
	4,500 - 5,249 hours	\$46.63	\$59.45	\$72.28	
	5,250 - 6,000 hours	\$48.16	\$61.74	\$75.34	
Stone Mason, Artificial Masonry, Marble Masonry, and Pointing, Cleaning and Caulking	BR9-12-S	\$49.69	\$63.74	\$77.80	H H H H H H D Y
4 10s allowed M-F					
	Apprentice Rates:				
	0-749 hours	\$38.98	\$47.98	\$56.98	
	750-1499 hours	\$40.51	\$50.27	\$60.04	
	1500-2249 hours	\$42.04	\$52.56	\$63.10	
	2250-2999 hours	\$43.57	\$54.86	\$66.16	
	3000-3749 hours	\$45.10	\$57.16	\$69.22	
	3750-4499 hours	\$46.63	\$59.45	\$72.28	

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Carpenter					
Carpet and Resilient Floor Layer, (does not include installation of prefabricated formica & parquet flooring which is to be paid carpenter rate)	CA1045	\$51.94	\$73.28	\$94.62	X X H X X X D Y
Apprentice Rates:					
1st 6 months		\$25.87	\$34.92	\$43.98	
2nd 6 months		\$29.86	\$40.92	\$51.96	
3rd 6 months		\$32.07	\$44.23	\$56.38	
4th 6 months		\$34.27	\$47.52	\$60.78	
5th 6 months		\$36.47	\$50.83	\$65.18	
6th 6 months		\$38.69	\$54.16	\$69.62	
7th 6 months		\$40.90	\$57.48	\$74.04	
8th 6 months		\$43.10	\$60.77	\$78.44	
Carpenter, Acoustical Ceiling Tile Erector, Piledriver	CA706F	\$44.75	\$57.22	\$69.69	X X H H H H D N
Apprentice Rates:					
1st year		\$34.77	\$42.25	\$49.73	
2nd year		\$37.27	\$46.00	\$54.73	
3rd year		\$38.52	\$47.88	\$57.23	
4th year		\$41.01	\$51.61	\$62.21	
Cement Finisher					
Cement Finisher - 4 10s allowed M-F	BR9-12-CF	\$44.02	\$56.73	\$69.43	X X H X X X H D Y
Apprentice Rates:					
0-749 hours		\$34.36	\$42.49	\$50.64	
750-1499 hours		\$35.74	\$44.57	\$53.40	
1500-2249 hours		\$37.12	\$46.63	\$56.16	
2250-2999 hours		\$38.50	\$48.71	\$58.92	
3000-3749 hours		\$39.88	\$50.77	\$61.68	
3750-4499 hours		\$41.26	\$52.85	\$64.44	

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<u>Classification</u>		Straight	Time and	Double	Overtime Provision
Name	Description	Hourly	a Half	Time	
Cement Mason					
Cement Mason	PL16-6	\$41.92	\$55.93	\$69.94	H H H H H H D Y
Four 10s allowed Monday-Thursday with Friday or Saturday inclement weather make up days. Saturday hours for inclement weather make up shall be paid straight rate unless over 40 hours worked.					
Make up day allowed	Comment Friday or Saturday for inclement weather				
Apprentice Rates:					
1st year		\$32.11	\$41.22	\$50.32	
2nd year		\$34.92	\$45.43	\$55.94	
3rd year		\$37.72	\$49.63	\$61.54	
Drywall					
Finisher-hand finishing	PT-1052-DF	\$37.97	\$50.98	\$63.99	X X H X X X H D Y
The regular weekly work schedule may consist of 4 10s on consecutive days, Monday thru Saturday. A make-up day may be scheduled for work missed due to holiday or inclement weather.					
Make up day allowed					
Apprentice Rates:					
1st year		\$24.96	\$31.47	\$37.97	
2nd year, 1st 6 months		\$27.56	\$35.37	\$43.17	
2nd year, 2nd 6 months		\$30.16	\$39.27	\$48.37	
3rd year, 1st 6 months		\$32.77	\$43.18	\$53.59	
Until completion		\$35.37	\$47.08	\$58.79	
Electrician					
Inside Wireman	EC-948-IW	\$56.65	\$81.15	\$105.65	H H H H H H D Y
Apprentice Rates:					
1st period		\$22.83	\$31.29	\$39.75	
2nd period		\$24.95	\$34.48	\$43.99	
3rd period		\$27.06	\$37.64	\$48.21	
4th period		\$31.29	\$43.98	\$56.67	
5th period		\$33.41	\$47.17	\$60.91	
6th period		\$37.64	\$53.50	\$69.37	

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Sound and Communication Installer/Technician Four 10s may be worked Monday-Thursday or Tuesday-Friday.	EC-948-SC	\$42.76	\$60.44	\$78.11	H H H H H H D Y
Apprentice Rates:					
	1st year	\$15.44	\$21.90	\$28.37	
	2nd year	\$16.87	\$24.05	\$31.23	
	3rd year	\$21.02	\$30.45	\$39.88	
	4th year	\$24.15	\$35.70	\$46.88	
Elevator Constructor					
Elevator Constructor Mechanic	EL-85	\$70.77		\$116.32	D D D D D D D Y
Comment 4 tens allowed M-TH					
Apprentice Rates:					
	1st year	\$50.27		\$75.32	
	2nd year	\$54.83		\$84.44	
	3rd year	\$57.10		\$88.98	
	4th year	\$61.66		\$98.10	
Glazier					
Glazier 4 tens allowed on consecutive days	GL-826	\$44.78	\$60.87	\$76.95	H H H H H H D Y
Apprentice Rates:					
	1st 6 months	\$31.91	\$41.57	\$51.21	
	2nd 6 months	\$33.52	\$43.98	\$54.43	
	3rd 6 months	\$35.12	\$46.38	\$57.63	
	4th 6 months	\$36.74	\$48.81	\$60.87	
	5th 6 months	\$38.35	\$51.22	\$64.09	
	6th 6 months	\$39.96	\$53.64	\$67.31	
	7th 6 months	\$41.57	\$56.05	\$70.53	
	8th 6 months	\$43.17	\$58.45	\$73.73	
Heat and Frost Insulator					
Spray Insulation - Qualified Senior Sprayer, application of all products	AS25S	\$29.04	\$42.35		X X X H H H H N

Unofficial Rates For Informational Purposes Only

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Heat and Frost Insulator and Asbestos Worker					
Heat and Frost Insulator and Asbestos Worker	AS47	\$45.25	\$59.86	\$74.47	H H H H H H D Y
Make up day allowed	Comment				
	Friday for cancelled work in a 4 10 schedule				
	Apprentice Rates:				
	1st year	\$26.38	\$33.69	\$40.99	
	2nd year	\$30.15	\$38.92	\$47.68	
	3rd year	\$33.92	\$44.15	\$54.37	
	4th year	\$37.70	\$49.39	\$61.08	
	5th year	\$41.48	\$54.63	\$67.78	
Ironworker					
Fence, Sound Barrier & Guardrail erection/installation and Exterior Signage work	IR-25-F1	\$35.95	\$48.05	\$60.15	X X H X X X H D Y
Four ten hour work days may be worked during Monday-Saturday.					
	Apprentice Rates:				
	60% Level	\$25.39	\$32.65	\$39.91	
	65% Level	\$26.71	\$34.58	\$42.44	
	70% Level	\$28.03	\$36.51	\$44.98	
	75% Level	\$29.35	\$38.42	\$47.50	
	80% Level	\$30.67	\$40.35	\$50.03	
	85% Level	\$31.99	\$42.28	\$52.56	
Siding, Glazing, Curtain Wall	IR-25-GZ2	\$48.13	\$59.92	\$71.70	X X H H H H D D Y
4 tens may be worked Monday thru Thursday @ straight time.					
Make up day allowed	Comment				
	Friday				
	Apprentice Rates:				
	Level 1	\$31.20	\$37.93	\$44.65	
	Level 2	\$33.31	\$40.67	\$48.02	
	Level 3	\$35.42	\$43.41	\$51.39	
	Level 4	\$37.54	\$46.16	\$54.77	
	Level 5	\$39.66	\$48.92	\$58.17	
	Level 6	\$41.78	\$51.67	\$61.55	

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Pre-engineered Metal Work	IR-25-PE-Z1	\$48.09	\$58.86	\$69.63	X X H X X X D Y
Make up day allowed	Comment 4 tens allowed M-Th with Saturday make up day				
	Apprentice Rates:				
	Probation 1st Year	\$26.83	\$32.03	\$37.23	
	1st Level	\$28.96	\$34.92	\$40.88	
	2nd Level	\$28.96	\$34.92	\$40.88	
	3rd Level	\$31.08	\$37.79	\$44.50	
	4th Level	\$33.21	\$40.68	\$48.15	
	5th Level	\$35.33	\$43.55	\$51.77	
	6th Level	\$37.46	\$46.43	\$55.41	
Reinforced Iron Work	IR-25-RF	\$57.30	\$85.66	\$114.02	H H D H D D D N
Make up day allowed					
	Apprentice Rates:				
	Level 1	\$40.32	\$59.89	\$79.46	
	Level 2	\$42.68	\$63.43	\$84.18	
	Level 3	\$45.22	\$67.24	\$89.26	
	Level 4	\$47.75	\$71.04	\$94.32	
	Level 5	\$50.29	\$74.84	\$99.40	
	Level 6	\$50.29	\$74.84	\$99.40	
Rigging Work	IR-25-RIG	\$63.51	\$95.00	\$126.49	H H H H H H D N
	Apprentice Rates:				
	Level 1 & 2	\$38.22	\$56.16	\$74.85	
	Level 3	\$41.05	\$61.54	\$82.01	
	Level 4	\$43.87	\$65.76	\$87.65	
	Level 5	\$46.70	\$70.01	\$93.31	
	Level 6	\$49.53	\$74.25	\$98.97	
Decking	IR-25-SD	\$55.47	\$82.87	\$110.26	X X H H H H D Y
4 tens may be worked Monday thru Thursday @ straight time. If bad weather, Friday may be a make up day. If holiday celebrated on a Monday, 4 10s may be worked Tuesday thru Friday. Work in excess of 12 hours per day must be paid @ double time.					
Make up day allowed	Comment Friday for 4 tens M-Th Saturday for 5 eights M-F				

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision	
Name	Description					
	Structural, ornamental, welder and pre-cast 4 tens may be worked Monday thru Thursday @ straight time. If bad weather, Friday may be a make up day. If holiday celebrated on a Monday, 4 10s may be worked Tuesday thru Friday. Work in excess of 12 hours per day must be paid @ double time. Make up day allowed	IR-25-STR	\$63.64	\$95.12	\$126.60	H H H H H H D D Y
	Apprentice Rates:					
	Levels 1 & 2	\$38.22	\$56.99	\$75.75		
	Level 3	\$41.05	\$61.24	\$81.41		
	Level 4	\$43.87	\$65.46	\$87.05		
	Level 5	\$46.70	\$69.71	\$92.71		
	Level 6	\$49.53	\$73.95	\$98.37		
	Level 7	\$52.35	\$78.18	\$104.01		
	Level 8	\$55.18	\$82.43	\$109.67		
	Industrial Door erection & construction Make up day allowed Comment Friday for bad weather when 4 tens scheduled for M-Th. If holiday celebrated on M, 4 tens may be worked T-F. Work in excess of 12 hours per day must be paid @ double time.	IR-25-STR-D	\$43.74	\$65.27	\$86.80	H H H H H H D D Y
Laborer						
	Carpenter tender, mason tender, cement finisher tender, plasterer tender, signal man & top man (sewer work), watchman, tunnel mucker, jackhammer & air spade operator, tunnel man (concrete shoveler, car pusher) bottom man (sewer work), windlass operator (caisson work), demolition laborer, mortar mixer, air, electric, gas tool operator, pump operator (all 3" pumps and below), air & electric bush hammers, concrete gas buggy, concrete saw operator, crock and pipe layers (conduit & vitrified tile, except 4" drain tile around buildings), & Caisson work inside building. Make up day allowed Comment Saturday	L1075	\$36.26	\$47.57	\$58.87	X X H H H H H D Y
	Apprentice Rates:					
	0-1,000 work hours	\$30.61	\$39.09	\$47.57		
	1,001-2,000 work hours	\$31.74	\$40.79	\$49.83		
	2,001-3,000 work hours	\$32.87	\$42.48	\$52.09		
	3,001-4,000 work hours	\$35.13	\$45.87	\$56.61		
	Cleaner/Sweeper Make up day allowed Comment Saturday	L1075-CLN	\$27.22	\$34.29	\$41.35	X X H H H H H D Y

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Laborer - Hazardous					
Class A Laborer - performing work in conjunction with site preparation and other preliminary work prior to actual removal, handling, or containment of hazardous waste substances not requiring use of personal protective equipment required by state or federal regulations; or a laborer performing work in conjunction with the removal, handling, or containment of hazardous waste substances when use of personal protective equipment level "D" is required.	LHAZ-Z7-A	\$35.24	\$49.96	\$64.68	H H H H H H D Y
Make up day allowed	Comment				
	4 10s allowed M-Th or T-F; inclement weather makeup day Friday				
Apprentice Rates:					
	0-1,000 work hours	\$29.64	\$41.56	\$53.48	
	1,001-2,000 work hours	\$30.76	\$43.24	\$55.72	
	2,001-3,000 work hours	\$31.88	\$44.92	\$57.96	
	3,001-4,000 work hours	\$34.12	\$48.28	\$62.44	
Class B Laborer - performing work in conjunction with the removal, handling, or containment of hazardous waste substances when the use of personal protective equipment levels "A", "B" or "C" is required.	LHAZ-Z7-B	\$36.24	\$51.46	\$66.68	H H H H H H D Y
Make up day allowed	Comment				
	4 10s allowed M-Th or T-F; inclement weather makeup day Friday				
Apprentice Rates:					
	0-1,000 work hours	\$30.39	\$42.68	\$54.98	
	1,001-2,000 work hours	\$31.56	\$44.44	\$57.32	
	2,001-3,000 work hours	\$32.73	\$46.20	\$59.66	
	3,001-4,000 work hours	\$35.07	\$49.70	\$64.34	
Laborer Underground - Tunnel, Shaft and Caisson					
Class I - Tunnel, shaft and caisson laborer, dump man, shanty man, hog house tender, testing man (on gas), and watchman.	LAUCT-Z2-1	\$35.67	\$47.07	\$58.47	X X X X X X D Y
Apprentice Rates:					
	0-1,000 work hours	\$30.52	\$39.35	\$48.17	
	1,001-2,000 work hours	\$31.55	\$40.90	\$50.23	
	2,001-3,000 work hours	\$32.58	\$42.44	\$52.29	
	3,001-4,000 work hours	\$34.64	\$45.53	\$56.41	

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision	
Name	Description					
	Class II - Manhole, headwall, catch basin builder, bricklayer tender, mortar man, material mixer, fence erector, and guard rail builder	LAUCT-Z2-2	\$35.76	\$47.21	\$58.65	X X X X X X X D Y
	Apprentice Rates:					
	0-1,000 work hours		\$30.58	\$39.44	\$48.29	
	1,001-2,000 work hours		\$31.62	\$41.00	\$50.37	
	2,001-3,000 work hours		\$32.66	\$42.56	\$52.45	
	3,001-4,000 work hours		\$34.72	\$45.65	\$56.57	
	Class III - Air tool operator (jack hammer man, bush hammer man and grinding man), first bottom man, second bottom man, cage tender, car pusher, carrier man, concrete man, concrete form man, concrete repair man, cement invert laborer, cement finisher, concrete shoveler, conveyor man, floor man, gasoline and electric tool operator, gunnite man, grout operator, welder, heading dinky man, inside lock tender, pea gravel operator, pump man, outside lock tender, scaffold man, top signal man, switch man, track man, tugger man, utility man, vibrator man, winch operator, pipe jacking man, wagon drill and air track operator and concrete saw operator (under 40 h.p.).	LAUCT-Z2-3	\$35.86	\$47.36	\$58.85	X X X X X X X D Y
	Apprentice Rates:					
	0-1,000 work hours		\$30.66	\$39.56	\$48.45	
	1,001-2,000 work hours		\$31.70	\$41.12	\$50.53	
	2,001-3,000 work hours		\$32.74	\$42.68	\$52.61	
	3,001-4,000 work hours		\$34.82	\$45.80	\$56.77	
	Class IV - Tunnel, shaft and caisson mucker, bracer man, liner plate man, long haul dinky driver and well point man.	LAUCT-Z2-4	\$36.02	\$47.60	\$59.17	X X X X X X X D Y
	Apprentice Rates:					
	0-1,000 work hours		\$30.78	\$39.74	\$48.69	
	1,001-2,000 work hours		\$31.83	\$41.32	\$50.79	
	2,001-3,000 work hours		\$32.88	\$42.89	\$52.89	
	3,001-4,000 work hours		\$34.97	\$46.02	\$57.07	

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Class V - Tunnel, shaft and caisson miner, drill runner, keyboard operator, power knife operator, reinforced steel or mesh man (e.g. wire mesh, steel mats, dowel bars)	LAUCT-Z2-5	\$36.28	\$47.99	\$59.69	X X X X X X X D Y
Apprentice Rates:					
	0-1,000 work hours	\$30.98	\$40.04	\$49.09	
	1,001-2,000 work hours	\$32.04	\$41.63	\$51.21	
	2,001-3,000 work hours	\$33.10	\$43.22	\$53.33	
	3,001-4,000 work hours	\$35.22	\$46.40	\$57.57	
Class VI - Dynamite man and powder man.	LAUCT-Z2-6	\$36.59	\$48.45	\$60.31	X X X X X X X D Y
Apprentice Rates:					
	0-1,000 work hours	\$31.21	\$40.38	\$49.55	
	1,001-2,000 work hours	\$32.28	\$41.99	\$51.69	
	2,001-3,000 work hours	\$33.36	\$43.61	\$53.85	
	3,001-4,000 work hours	\$35.51	\$46.84	\$58.15	
Class VII - Restoration laborer, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood chips, planter boxes and flagstones.	LAUCT-Z2-7	\$28.86	\$36.86	\$44.85	X X X X X X X D Y
Apprentice Rates:					
	0-1,000 work hours	\$25.41	\$31.68	\$37.95	
	1,001-2,000 work hours	\$26.10	\$32.72	\$39.33	
	2,001-3,000 work hours	\$26.79	\$33.76	\$40.71	
	3,001-4,000 work hours	\$28.17	\$35.82	\$43.47	
Landscape Laborer					
Landscape Specialist includes air, gas, and diesel equipment operator, skidsteer (or equivalent), lawn sprinkler installer on landscaping work where seeding, sodding, planting, cutting, trimming, backfilling, rough grading or maintenance of landscape projects occurs.	LLAN-Z1-A	\$28.98	\$40.04	\$51.09	X X H X X X H D Y
Sundays paid at time & one half. Holidays paid at double time.					

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Skilled Landscape Laborer: small power tool operator, lawn sprinkler installers' tender, material mover, truck driver when seeding, sodding, planting, cutting, trimming, backfilling, rough grading or maintaining of landscape projects occurs Sundays paid at time & one half. Holidays paid at double time.	LLAN-Z1-B	\$24.76	\$33.71	\$42.65	X X H X X X H D Y
Marble, Mosaic, Tile and Terrazzo Setter					
Marble, Mosaic, Tile and Terrazzo Setter - 4 10s allowed M-F	BR9-12-TL	\$43.37	\$55.83	\$68.29	H H H H H H D Y
Apprentice Rates:					
	0-749 hours	\$33.89	\$41.87	\$49.85	
	750-1499 hours	\$35.25	\$43.91	\$52.57	
	1500-2249 hours	\$36.60	\$45.93	\$55.27	
	2250-2999 hours	\$37.95	\$47.96	\$57.97	
	3000-3749 hours	\$39.31	\$50.00	\$60.69	
	3750-4499 hours	\$40.66	\$52.03	\$63.39	
Operating Engineer					
Compressor or Welding Machine	EN-AC	\$46.07	\$57.38	\$68.68	X X H H D D D D Y
Four 10 hour days may be scheduled Monday-Thursday or Tuesday-Friday. Work not performed due to weather, Monday-Thursday may be scheduled on Friday.					
Make up day allowed Comment Friday					
Forklift or Straight Mast	EN-F	\$47.52	\$59.55	\$71.58	X X H H D D D D Y
Four 10 hour days may be scheduled M-Th or T-F. Work not performed due to weather on M-Th may be scheduled on Friday					
Make up day allowed Comment Friday					
Fireman or Oiler	EN-FO	\$45.04	\$55.83	\$66.62	X X H H D D D D Y
Four 10 hour days may be scheduled Monday-Thursday or Tuesday-Friday. Work not performed due to weather, Monday-Thursday may be scheduled on Friday.					
Make up day allowed Comment Friday					

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Lull or Extend-a-Boom Forklift	en-l	\$53.38	\$68.34	\$83.30	X X H H D D D D Y
Four 10 hour days may be scheduled M-Th or T-F. Work not performed due to weather on M-Th may be scheduled on Friday					
Make up day allowed Comment Friday					
Crane with main boom & jib 120' or longer	en-os120	\$56.92	\$80.60	\$104.28	X X H H D D D D Y
Four 10 hour days may be scheduled Monday-Thursday or Tuesday-Friday. Work not performed due to weather, Monday-Thursday may be scheduled Friday					
Make up day allowed Comment Friday					
Crane w/ main Boom & Jib 220' or longer	EN-OSA	\$58.03	\$75.32	\$92.60	X X H H D D D D Y
Four 10 hour days may be scheduled Monday-Thursday or Tuesday-Friday. Work not performed due to weather, Monday-Thursday may be scheduled on Friday.					
Make up day allowed Comment Friday					
Crane w/ main Boom & Jib 300' or longer	EN-OSA3	\$59.54	\$74.73	\$90.41	X X H H D D D D Y
Four 10 hour days may be scheduled Monday-Thursday or Tuesday-Friday. Work unable to be performed due to weather, Monday-Thursday may be scheduled on Friday.					
Make up day allowed Comment Friday					
Crane w/ main Boom & Jib 400' or longer	EN-OSA4	\$61.04	\$79.83	\$98.62	X X H H D D D D Y
Four 10 hour days may be scheduled Monday-Thursday or Tuesday-Friday. Work not performed due to weather, Monday-Thursday may be scheduled on Friday.					
Make up day allowed Comment Friday					
Crane with main boom and jib 140' or longer	EN-OSB	\$57.74	\$74.88	\$92.02	X X H H D D D D Y
Four 10 hour days may be scheduled Monday-Thursday or Tuesday-Friday. Work unable to be performed due to weather, Monday-Thursday may be scheduled on Friday.					
Make up day allowed Comment Friday					

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Regular Crane Operator, Job Mechanic, Concrete Pump with Boom	EN-RC	\$56.06	\$72.36	\$88.66	X X H H D D D D Y
Four 10 hour days may be scheduled Monday-Thursday or Tuesday-Friday. Work not performed due to weather, Monday-Thursday may be scheduled on Friday.					
Make up day allowed	Comment				
	Friday				
Apprentice Rates:					
	0-999 hours	\$44.78	\$56.19	\$67.60	
	1,000-1,999 hours	\$46.41	\$58.64	\$70.86	
	2,000-2,999 hours	\$48.04	\$61.08	\$74.12	
	3,000-3,999 hours	\$49.67	\$63.53	\$77.38	
	4,000-4,999 hours	\$51.31	\$65.98	\$80.66	
	5,000-5,999 hours	\$52.93	\$68.42	\$83.90	
Regular Engineer, Hydro Excavator & Remote Controlled Concrete Breaker	en-re	\$55.11	\$70.94	\$86.76	X X H H D D D D Y
Four 10 hour days may be scheduled Monday-Thursday or Tuesday-Friday. Work not performed due to weather, Monday-Thursday may be scheduled on Friday.					
Make up day allowed	Comment				
	Friday				
Operating Engineer - DIVER					
Diver/Wet Tender/Tender/Rov Pilot/Rov Tender	GLF D	\$52.80	\$79.20	\$105.60	H H H H H H H D N
Operating Engineer - Marine Construction					
Diver/Wet Tender, Engineer (hydraulic dredge)	GLF-1	\$72.32	\$93.82	\$115.32	X X H H H H H D Y
Holiday pay = 2.5 times the straight hourly rate					
Make up day allowed					
Subdivision of county	all Great Lakes, islands therein, & connecting & tributary waters				
Crane/Backhoe Operator, 70 ton or over Tug Operator, Mechanic/Welder, Assistant Engineer (hydraulic dredge), Leverman (hydraulic dredge), Diver Tender	GLF-2	\$70.82	\$91.57	\$112.32	X X H H H H H D Y
Holiday pay = 2.5 times the straight hourly rate					
Make up day allowed					
Subdivision of county	All Great Lakes, islands therein, & connecting & tributary waters				
Friction, Lattice Boom or Crane License Certification	GLF-2B	\$72.32	\$93.82	\$115.32	X X H H H H H D Y
Holiday pay = 2.5 times the straight hourly rate					
Make up day allowed					

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<div>Classification</div> <div>Name Description</div>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
<u>Subdivision of county</u> All Great Lakes, islands, therein, & connecting & tributary waters					
Deck Equipment Operator, Machineryman, Maintenance of Crane (over 50 ton capacity) or Backhoe (115,000 lbs or more), Tug/Launch Operator, Loader, Dozer on Barge, Deck Machinery	GLF-3	\$66.27	\$84.75	\$103.22	X X H H H H D Y
Holiday pay = 2.5 times the straight hourly rate Make up day allowed					
<u>Subdivision of county</u> All Great Lakes, islands therein, & connecting & tributary waters					
Deck Equipment Operator, (Machineryman/Fireman), (4 equipment units or more), Off Road Trucks, Deck Hand, Tug Engineer, & Crane Maintenance 50 ton capacity and under or Backhoe 115,000 lbs or less, Assistant Tug Operator	GLF-4	\$60.07	\$75.45	\$90.82	X X H H H H D Y
Holiday pay = 2.5 times the straight hourly rate Make up day allowed					
<u>Subdivision of county</u> All Great Lakes, islands therein, & connecting & tributary waters					
Operating Engineer Steel Work					
Forklift, 1 Drum Hoist	EN-324-ef	\$60.41	\$79.00	\$97.58	H H D H H H D Y
Make up day allowed Comment 4 10s allowed M-Th with Friday makeup day because of bad weather					
Crane w/ 120' boom or longer	EN-324-SW120	\$63.11	\$83.05	\$102.98	H H D H H H D Y
Make up day allowed Comment 4 10s allowed M-Th with Friday makeup day because of bad weather					
Crane w/ 120' boom or longer w/ Oiler	EN-324-SW120-O	\$64.11	\$84.55	\$104.98	H H D H H H D Y
Make up day allowed Comment 4 10s allowed M-Th with Friday makeup day because of bad weather					
Crane w/ 140' boom or longer	EN-324-SW140	\$64.29	\$84.82	\$105.34	H H D H H H D Y
Make up day allowed Comment 4 10s allowed M-Th with Friday makeup day because of bad weather					
Crane w/ 140' boom or longer W/ Oiler	EN-324-SW140-O	\$65.29	\$86.32	\$107.34	H H D H H H D Y
Make up day allowed Comment 4 10s allowed M-Th with Friday makeup day because of bad weather					
Boom & Jib 220' or longer	EN-324-SW220	\$64.56	\$85.22	\$105.88	H H D H H H D Y
Make up day allowed Comment 4 10s allowed M-Th with Friday makeup day because of bad weather					
Crane w/ 220' boom or longer w/ Oiler	EN-324-SW220-O	\$65.56	\$86.72	\$107.88	H H D H H H D Y
Make up day allowed Comment 4 10s allowed M-Th with Friday makeup day because of bad weather					

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Boom & Jib 300' or longer	EN-324-SW300	\$66.06	\$87.47	\$108.88	H H D H H H D D Y
Make up day allowed	Comment 4 10s allowed M-Th with Friday makeup day because of bad weather				
Crane w/ 300' boom or longer w/ Oiler	EN-324-SW300-O	\$67.06	\$88.97	\$110.88	H H D H H H D D Y
Make up day allowed	Comment 4 10s allowed M-Th with Friday makeup day because of bad weather				
Boom & Jib 400' or longer	EN-324-SW400	\$67.56	\$89.72	\$111.88	H H D H H H D D Y
Make up day allowed	Comment 4 10s allowed M-Th with Friday makeup day because of bad weather				
Crane w/ 400' boom or longer w/ Oiler	EN-324-SW400-O	\$68.56	\$91.22	\$113.88	H H D H H H D D Y
Make up day allowed	Comment 4 10s allowed M-Th with Friday makeup day because of bad weather				
Crane Operator, Job Mechanic, 3 Drum Hoist & Excavator	EN-324-SWCO	\$62.75	\$82.51	\$102.26	H H D H H H D D Y
Make up day allowed	Comment 4 10s allowed M-Th with Friday makeup day because of bad weather				
Apprentice Rates:					
	0-999 hours	\$49.40	\$63.26	\$77.11	
	1,000-1,999 hours	\$51.38	\$66.23	\$81.07	
	2,000-2,999 hours	\$53.35	\$69.19	\$85.01	
	3,000-3,999 hours	\$55.33	\$72.16	\$88.97	
	4,000-4,999 hours	\$57.30	\$75.11	\$92.91	
	5,000 hours	\$59.28	\$78.08	\$96.87	
Crane Operator w/ Oiler	EN-324-SWCO-O	\$63.75	\$84.01	\$104.26	H H D H H H D D Y
Make up day allowed	Comment 4 10s allowed M-Th with Friday makeup day because of bad weather				
Compressor or Welder Operator	EN-324-SWCW	\$55.30	\$71.33	\$87.36	H H D H H H D D Y
Make up day allowed	Comment 4 10s allowed M-Th with Friday makeup day because of bad weather				
Hoisting Operator, 2 Drum Hoist, & Rubber Tire Backhoe	EN-324-SWHO	\$62.11	\$81.55	\$100.98	H H D H H H D D Y
Make up day allowed	Comment 4 10s allowed M-Th with Friday makeup day because of bad weather				
Oiler	EN-324-SWO	\$53.89	\$69.22	\$84.54	H H D H H H D D Y
Make up day allowed	Comment 4 10s allowed M-Th with Friday makeup day because of bad weather				

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Tower Crane & Derrick where work is 50' or more	EN-324-SWTD50	\$63.84	\$84.14	\$104.44	H H D H H H D D Y
Make up day allowed	Comment 4 10s allowed M-Th with Friday makeup day because of bad weather				
Tower Crane & Derrick 50' or more w/ Oiler	EN-324-SWTD50-O	\$64.84	\$85.64	\$106.44	H H D H H H D D Y
Make up day allowed	Comment 4 10s allowed M-Th with Friday makeup day because of bad weather				
Operating Engineer Underground					
Class I Equipment	EN-324A1-UC1	\$54.54	\$70.33	\$86.12	H H H H H H H D Y
Apprentice Rates:					
	0-999 hours	\$43.26	\$54.31	\$65.36	
	1,000-1,999 hours	\$44.84	\$56.68	\$68.52	
	2,000-2,999 hours	\$46.43	\$59.07	\$71.70	
	3,000-3,999 hours	\$48.00	\$61.42	\$74.84	
	4,000-4,999 hours	\$49.58	\$63.79	\$78.00	
	5,000-5,999 hours	\$51.16	\$66.17	\$81.16	
Class II Equipment	EN-324A1-UC2	\$49.81	\$63.24	\$76.66	H H H H H H H D Y
Class III Equipment	EN-324A1-UC3	\$49.08	\$62.14	\$75.20	H H H H H H H D Y
Class IV Equipment	EN-324A1-UC4	\$48.51	\$61.29	\$74.06	H H H H H H H D Y
Master Mechanic	EN-324A1-UMM	\$54.79	\$70.71	\$86.62	H H H H H H H D Y

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Painter					
Painter	PT-1052-BR	\$35.80	\$47.68	\$59.55	X X H X X X H D Y
The regular weekly work schedule may consist of 4 10s on consecutive days, Monday thru Saturday.					
Make up day allowed Comment A make-up day may be scheduled for work missed due to holiday or inclement weather.					
Apprentice Rates:					
1st year		\$23.93	\$29.87	\$35.81	
2nd year, 1st 6 months		\$26.30	\$33.43	\$40.55	
2nd year, 2nd 6 months		\$28.67	\$36.98	\$45.29	
3rd year, 1st 6 months		\$31.05	\$40.55	\$50.05	
Until completion		\$33.43	\$44.12	\$54.81	
Work of a high risk nature of a falling height up to 30 feet	PT-1052-HR	\$36.10	\$48.48	\$60.85	X X H X X X H D Y
The regular weekly work schedule may consist of 4 10s on consecutive days, Monday thru Saturday.					
Make up day allowed Comment A make-up day may be scheduled for work missed due to holiday or inclement weather.					
Apprentice Rates:					
1st year		\$23.73	\$29.92	\$36.11	
2nd year, 1st 6 months		\$26.20	\$33.63	\$41.05	
2nd year, 2nd 6 months		\$28.67	\$37.33	\$45.99	
3rd year, 1st 6 months		\$31.15	\$41.05	\$50.95	
Until completion		\$33.63	\$44.77	\$55.91	
All work of a falling height of 31 - 44 feet	PT-1052-HR01	\$36.40	\$48.93	\$61.45	X X H X X X H D Y
The regular weekly work schedule may consist of 4 10s on consecutive days, Monday thru Saturday.					
Make up day allowed Comment A make-up day may be scheduled for work missed due to holiday or inclement weather.					
Apprentice Rates:					
1st year		\$23.87	\$30.13	\$36.39	
2nd year, 1st 6 months		\$26.38	\$33.89	\$41.41	
2nd year, 2nd 6 months		\$28.89	\$37.66	\$46.43	
3rd year, 1st 6 months		\$31.39	\$41.41	\$51.43	
Until completion		\$33.89	\$45.16	\$56.43	

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
All work of a falling height of 45 - 59 feet	PT-1052-HR02	\$36.50	\$49.08	\$61.65	X X H X X X H D Y
The regular weekly work schedule may consist of 4 10s on consecutive days, Monday thru Saturday.					
Make up day allowed Comment					
A make-up day may be scheduled for work missed due to holiday or inclement weather.					
Apprentice Rates:					
1st year		\$23.93	\$30.22	\$36.51	
2nd year, 1st 6 months		\$26.44	\$33.99	\$41.53	
2nd year, 2nd 6 months		\$28.95	\$37.75	\$46.55	
3rd year, 1st 6 months		\$31.47	\$41.53	\$51.59	
Until completion		\$33.99	\$45.31	\$56.63	
All work of a falling height of 60 - 74 feet	PT-1052-HR03	\$36.60	\$49.23	\$61.85	X X H X X X H D Y
The regular weekly work schedule may consist of 4 10s on consecutive days, Monday thru Saturday.					
Make up day allowed Comment					
A make-up day may be scheduled for work missed due to holiday or inclement weather.					
Apprentice Rates:					
1st year		\$23.97	\$30.28	\$36.59	
2nd year, 1st 6 months		\$26.50	\$34.07	\$41.65	
2nd year, 2nd 6 months		\$29.02	\$37.85	\$46.69	
3rd year, 1st 6 months		\$31.55	\$41.65	\$51.75	
Until completion		\$34.07	\$45.43	\$56.79	
All work of a falling height of 75 - 89 feet	PT-1052-HR04	\$36.70	\$49.38	\$62.05	X X H X X X H D Y
The regular weekly work schedule may consist of 4 10s on consecutive days, Monday thru Saturday.					
Make up day allowed Comment					
A make-up day may be scheduled for work missed due to holiday or inclement weather.					
Apprentice Rates:					
1st year		\$24.03	\$30.37	\$36.71	
2nd year, 1st 6 months		\$26.56	\$34.17	\$41.77	
2nd year, 2nd 6 months		\$29.09	\$37.96	\$46.83	
3rd year, 1st 6 months		\$31.63	\$41.77	\$51.91	
Until completion		\$34.17	\$45.58	\$56.99	

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
All work of a falling height of 90 - 104 feet	PT-1052-HR05	\$36.80	\$49.53	\$62.25	X X H X X X H D Y
The regular weekly work schedule may consist of 4 10s on consecutive days, Monday thru Saturday.					
Make up day allowed Comment					
A make-up day may be scheduled for work missed due to holiday or inclement weather.					
Apprentice Rates:					
1st year		\$24.07	\$30.43	\$36.79	
2nd year, 1st 6 months		\$26.62	\$34.25	\$41.89	
2nd year, 2nd 6 months		\$29.16	\$38.07	\$46.97	
3rd year, 1st 6 months		\$31.71	\$41.89	\$52.07	
Until completion		\$34.25	\$45.70	\$57.15	
All work of a falling height of 105 - 119 feet	PT-1052-HR06	\$36.90	\$49.68	\$62.45	X X H X X X H D Y
The regular weekly work schedule may consist of 4 10s on consecutive days, Monday thru Saturday.					
Make up day allowed Comment					
A make-up day may be scheduled for work missed due to holiday or inclement weather.					
Apprentice Rates:					
1st year		\$24.13	\$30.52	\$36.91	
2nd year, 1st 6 months		\$26.68	\$34.35	\$42.01	
2nd year, 2nd 6 months		\$29.23	\$38.17	\$47.11	
3rd year, 1st 6 months		\$31.79	\$42.01	\$52.23	
Until completion		\$34.35	\$45.85	\$57.35	
All work of a falling height of 120 - 134 feet	PT-1052-HR07	\$37.00	\$49.83	\$62.65	X X H X X X H D Y
The regular weekly work schedule may consist of 4 10s on consecutive days, Monday thru Saturday.					
Make up day allowed Comment					
A make-up day may be scheduled for work missed due to holiday or inclement weather.					
Apprentice Rates:					
1st year		\$24.17	\$30.58	\$36.99	
2nd year, 1st 6 months		\$26.74	\$34.43	\$42.13	
2nd year, 2nd 6 months		\$29.30	\$38.27	\$47.25	
3rd year, 1st 6 months		\$31.87	\$42.13	\$52.39	
Until completion		\$34.43	\$45.97	\$57.51	

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
All work of a falling height of 135 - 149 feet	PT-1052-HR08	\$37.10	\$49.98	\$62.85	X X H X X X H D Y
The regular weekly work schedule may consist of 4 10s on consecutive days, Monday thru Saturday.					
Make up day allowed Comment					
A make-up day may be scheduled for work missed due to holiday or inclement weather.					
Apprentice Rates:					
1st year		\$24.23	\$30.67	\$37.11	
2nd year, 1st 6 months		\$26.80	\$34.53	\$42.25	
2nd year, 2nd 6 months		\$29.37	\$38.38	\$47.39	
3rd year, 1st 6 months		\$31.95	\$42.25	\$52.55	
Until completion		\$34.53	\$46.12	\$57.71	
All work of a falling height of 150 - 164 feet	PT-1052-HR09	\$37.20	\$50.13	\$63.05	X X H X X X H D Y
The regular weekly work schedule may consist of 4 10s on consecutive days, Monday thru Saturday.					
Make up day allowed Comment					
A make-up day may be scheduled for work missed due to holiday or inclement weather.					
Apprentice Rates:					
1st year		\$24.27	\$30.73	\$37.19	
2nd year, 1st 6 months		\$26.86	\$34.61	\$42.37	
2nd year, 2nd 6 months		\$29.45	\$38.50	\$47.55	
3rd year, 1st 6 months		\$32.03	\$42.37	\$52.71	
Until completion		\$34.61	\$46.24	\$57.87	
All work of a falling height of 165 - 179 feet	PT-1052-HR10	\$37.30	\$50.28	\$63.25	X X H X X X H D Y
The regular weekly work schedule may consist of 4 10s on consecutive days, Monday thru Saturday.					
Make up day allowed Comment					
A make-up day may be scheduled for work missed due to holiday or inclement weather.					
Apprentice Rates:					
1st year		\$24.33	\$30.82	\$37.31	
2nd year, 1st 6 months		\$26.92	\$34.71	\$42.49	
2nd year, 2nd 6 months		\$29.51	\$38.59	\$47.67	
3rd year, 1st 6 months		\$32.11	\$42.49	\$52.87	
Until completion		\$34.71	\$46.39	\$58.07	

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
All work of a falling height of 180 - 194 feet	PT-1052-HR11	\$37.40	\$50.43	\$63.45	X X H X X X H D Y
The regular weekly work schedule may consist of 4 10s on consecutive days, Monday thru Saturday.					
Make up day allowed Comment					
A make-up day may be scheduled for work missed due to holiday or inclement weather.					
Apprentice Rates:					
1st year		\$24.37	\$30.88	\$37.39	
2nd year, 1st 6 months		\$26.98	\$34.79	\$42.61	
2nd year, 2nd 6 months		\$29.59	\$38.71	\$47.83	
3rd year, 1st 6 months		\$32.19	\$42.61	\$53.03	
Until completion		\$34.79	\$46.51	\$58.23	
All work of a falling height of 195 - 209 feet	PT-1052-HR12	\$37.50	\$50.58	\$63.65	X X H X X X H D Y
The regular weekly work schedule may consist of 4 10s on consecutive days, Monday thru Saturday.					
Make up day allowed Comment					
A make-up day may be scheduled for work missed due to holiday or inclement weather.					
Apprentice Rates:					
1st year		\$24.43	\$30.97	\$37.51	
2nd year, 1st 6 months		\$27.04	\$34.89	\$42.73	
2nd year, 2nd 6 months		\$29.65	\$38.80	\$47.95	
3rd year, 1st 6 months		\$32.27	\$42.73	\$53.19	
Until completion		\$34.89	\$46.66	\$58.43	
All work of a falling height of 210 - 224 feet	PT-1052-HR13	\$37.60	\$50.73	\$63.85	X X H X X X H D Y
The regular weekly work schedule may consist of 4 10s on consecutive days, Monday thru Saturday.					
Make up day allowed Comment					
A make-up day may be scheduled for work missed due to holiday or inclement weather.					
Apprentice Rates:					
1st year		\$24.47	\$31.03	\$37.59	
2nd year, 1st 6 months		\$27.10	\$34.97	\$42.85	
2nd year, 2nd 6 months		\$29.73	\$38.92	\$48.11	
3rd year, 1st 6 months		\$32.35	\$42.85	\$53.35	
Until completion		\$34.97	\$46.78	\$58.59	

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Pipe and Manhole Rehab					
General Laborer for rehab work or normal cleaning and cctv work-top man, scaffold man, CCTV assistant, jetter-vac assistant	TM247	\$28.20	\$38.20		H H H H H H H N
Tap cutter/CCTV Tech/Grout Equipment Operator: unit driver and operator of CCTV; grouting equipment and tap cutting equipment	TM247-2	\$32.70	\$44.95		H H H H H H H N
CCTV Technician/Combo Unit Operator: unit driver and operator of cctv unit or combo unit in connection with normal cleaning and televising work	TM247-3	\$31.45	\$43.07		H H H H H H H N
Boiler Operator: unit driver and operator of steam/water heater units and all ancillary equipment associated	TM247-4	\$33.20	\$45.70		H H H H H H H N
Combo Unit driver & Jetter-Vac Operator	TM247-5	\$33.20	\$45.70		H H H H H H H N
Pipe Bursting & Slip-lining Equipment Operator	TM247-6	\$34.20	\$47.20		H H H H H H H N
Plasterer					
Plasterer - 4 10s allowed M-F	BR9-12-PL	\$44.02	\$56.73	\$69.43	H H H H H H H D Y
Apprentice Rates:					
0-749 hours		\$34.36	\$42.49	\$50.64	
750-1499 hours		\$35.74	\$44.57	\$53.40	
1500-2249 hours		\$37.12	\$46.63	\$56.16	
2250-2999 hours		\$38.50	\$48.71	\$58.92	
3000-3749 hours		\$39.88	\$50.77	\$61.68	
3750-4499 hours		\$41.26	\$52.85	\$64.44	
Plasterer	PL16-3	\$36.61	\$48.48	\$60.34	H H H H H H H D N
Apprentice Rates:					
1st year		\$28.30	\$36.01	\$43.72	
2nd year		\$30.68	\$39.58	\$48.48	
3rd year		\$33.05	\$43.14	\$53.22	

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Plumber, Pipefitter					
Plumber & Pipefitter 4 10s allowed M-F	PL-370	\$55.01	\$82.07	\$109.12	H H H H H H D Y
Apprentice Rates:					
	1st 6 months	\$26.19	\$39.01	\$51.83	
	2nd 6 months	\$27.99	\$41.71	\$55.43	
	3rd 6 months	\$34.80	\$51.93	\$69.05	
	4th 6 months	\$36.61	\$54.64	\$72.67	
	5th 6 months	\$38.41	\$57.34	\$76.27	
	6th 6 months	\$40.22	\$60.05	\$79.89	
	7th 6 months	\$42.02	\$62.75	\$83.49	
	8th 6 months	\$43.83	\$65.47	\$87.11	
	9th 6 months	\$45.63	\$68.17	\$90.71	
	final 6 months	\$47.44	\$70.89	\$94.33	
Pipe Trades Helper (Mechanical Helper) 4 10s allowed M-F	PL-370-PFH	\$22.69	\$34.04	\$45.38	H H H H H H D Y
Plumber trainee helper 4 10s allowed M-F	PL-370-PLH	\$22.69	\$34.04	\$45.38	H H H H H H D Y
Roofer					
Commercial Roofer	RO-149-MMA	\$38.61	\$50.72	\$62.82	H H H H H H D Y
Straight time is not to exceed ten (10) hours per day or forty (40) hours per week.					
Make up day allowed					
Apprentice Rates:					
	Apprentice 1	\$23.23	\$27.64	\$32.06	
	Apprentice 2	\$25.14	\$30.51	\$35.88	
	Apprentice 3	\$27.09	\$33.44	\$39.78	
	Apprentice 4	\$29.00	\$36.30	\$43.60	
	Apprentice 5	\$30.92	\$39.18	\$47.44	
	Apprentice 6	\$32.83	\$42.04	\$51.26	

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Sewer Relining					
Class I-Operator of audio visual CCTV system including remote in-ground cutter and other equipment used in conjunction with CCTV system.	SR-I	\$43.66	\$59.01	\$74.36	H H H H H H D N
Class II-Operator of hot water heaters and circulation system; water jetters; and vacuum and mechanical debris removal systems and those assisting.	SR-II	\$42.13	\$56.72	\$71.30	H H H H H H D N
Sheet Metal Worker					
Sheet Metal Worker 4 10s allowed as consecutive days, M-Th or T-F	SHM-7-4	\$51.40	\$65.95	\$80.49	H H H X H H D Y
Make up day allowed	Comment				
	Saturday				
Apprentice Rates:					
	1st 6 months	\$26.68	\$33.23	\$39.77	
	2nd 6 months	\$28.14	\$35.42	\$42.69	
	3rd 6 months	\$29.59	\$37.59	\$45.59	
	4th 6 months	\$31.04	\$39.77	\$48.49	
	5th 6 months	\$40.77	\$50.23	\$59.68	
	6th 6 months	\$42.22	\$52.40	\$62.58	
	7th 6 months	\$43.68	\$54.59	\$65.50	
	8th 6 months	\$45.13	\$56.77	\$68.40	
Sprinkler Fitter					
Sprinkler Fitter Make up day allowed	SP 669	\$51.64	\$68.45	\$85.26	H H H H H H D Y
Apprentice Rates:					
	Class 1	\$23.03	\$30.60	\$38.16	
	Class 2	\$24.71	\$33.12	\$41.52	
	Class 3	\$34.01	\$43.26	\$52.50	
	Class 4	\$35.69	\$45.78	\$55.86	
	Class 5	\$37.62	\$48.55	\$59.47	
	Class 6	\$39.30	\$51.07	\$62.83	
	Class 7	\$40.99	\$53.60	\$66.21	
	Class 8	\$42.67	\$56.12	\$69.57	
	Class 9	\$44.35	\$58.64	\$72.93	
	Class 10	\$46.03	\$61.16	\$76.29	

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Tile, Marble and Terrazzo Finisher					
Finisher - 4 10s allowed M-F	BR9-12-TF	\$36.72	\$47.07	\$57.42	H H H H H H D Y
Apprentice Rates:					
	0-749 hours	\$28.83	\$35.45	\$42.08	
	750-1499 hours	\$29.96	\$37.15	\$44.34	
	1500-2249 hours	\$31.09	\$38.84	\$46.60	
	2250-2999 hours	\$32.21	\$40.52	\$48.84	
	3000-3749 hours	\$33.34	\$42.21	\$51.10	
	3750-4499 hours	\$34.47	\$43.91	\$53.36	
Truck Driver					
on all trucks of 8 cubic yard capacity or less (except dump trucks of 8 cubic yard capacity or over, tandem axle trucks, transit mix and semis, euclid type equipment, double bottoms and low boys)	TM-RB1	\$44.10	\$48.81		H H H H H H H Y
of all trucks of 8 cubic yard capacity or over	TM-RB1A	\$44.20	\$48.96		H H H H H H H Y
on euclid type equipment Make up day allowed	TM-RB1B	\$44.35	\$49.19		H H H H H H H Y
Underground Laborer Open Cut, Class I					
Construction Laborer	LAUC-Z3-1	\$33.61	\$43.93	\$54.25	X X X X X X D Y
Apprentice Rates:					
	0-1,000 work hours	\$29.08	\$37.14	\$45.19	
	1,001-2,000 work hours	\$29.98	\$38.49	\$46.99	
	2,001-3,000 work hours	\$30.89	\$39.86	\$48.81	
	3,001-4,000 work hours	\$32.70	\$42.57	\$52.43	

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision	
Name	Description					
Underground Laborer Open Cut, Class II						
	Mortar and material mixer, concrete form man, signal man, well point man, manhole, headwall and catch basin builder, guard rail builders, headwall, seawall, breakwall, dock builder and fence erector.	LAUC-Z3-2	\$33.75	\$44.14	\$54.53	X X X X X X X D Y
Apprentice Rates:						
	0-1,000 work hours		\$29.18	\$37.29	\$45.39	
	1,001-2,000 work hours		\$30.10	\$38.67	\$47.23	
	2,001-3,000 work hours		\$31.01	\$40.04	\$49.05	
	3,001-4,000 work hours		\$32.84	\$42.78	\$52.71	
Underground Laborer Open Cut, Class III						
	Air, gasoline and electric tool operator, vibrator operator, drillers, pump man, tar kettle operator, bracers, rodder, reinforced steel or mesh man (e.g. wire mesh, steel mats, dowel bars, etc.), cement finisher, welder, pipe jacking and boring man, wagon drill and air track operator and concrete saw operator (under 40 h.p.), windlass and tugger man, and directional boring man.	LAUC-Z3-3	\$33.87	\$44.32	\$54.77	X X X X X X X D Y
Apprentice Rates:						
	0-1,000 work hours		\$29.27	\$37.42	\$45.57	
	1,001-2,000 work hous		\$30.19	\$38.80	\$47.41	
	2,001-3,000 work hours		\$31.11	\$40.18	\$49.25	
	3,001-4,000 work hours		\$32.95	\$42.94	\$52.93	
Underground Laborer Open Cut, Class IV						
	Trench or excavating grade man.	LAUC-Z3-4	\$33.92	\$44.40	\$54.87	X X X X X X X D Y
Apprentice Rates:						
	0-1,000 work hours		\$29.31	\$37.48	\$45.65	
	1,001-2,000 work hours		\$30.23	\$38.86	\$47.49	
	2,001-3,000 work hours		\$31.15	\$40.24	\$49.33	
	3,001-4,000 work hours		\$33.00	\$43.02	\$53.03	

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<u>Classification</u>		Straight Hourly	Time and a Half	Double Time	Overtime Provision
Name	Description				
Underground Laborer Open Cut, Class V					
Pipe Layer	LAUC-Z3-5	\$34.06	\$44.61	\$55.15	X X X X X X D Y
Apprentice Rates:					
	0-1,000 work hours	\$29.41	\$37.64	\$45.85	
	1,001-2,000 work hours	\$30.34	\$39.03	\$47.71	
	2,001-3,000 work hours	\$31.27	\$40.42	\$49.57	
	3,001-4,000 work hours	\$33.13	\$43.22	\$53.29	
Underground Laborer Open Cut, Class VI					
Grouting man, top man assistant, audio visual television operations and all other operations in connection with closed circuit television inspection, pipe cleaning and pipe relining work and the installation & repair of water service pipe & appurtenances	LAUC-Z3-6	\$31.36	\$40.56	\$49.75	X X X X X X D Y
Apprentice Rates:					
	0-1,000 work hours	\$27.39	\$34.60	\$41.81	
	1,001-2,000 work hours	\$28.18	\$35.79	\$43.39	
	2,001-3,000 work hours	\$28.98	\$36.99	\$44.99	
	3,001-4,000 work hours	\$30.57	\$39.38	\$48.17	
Underground Laborer Open Cut, Class VII					
Restoration laborer, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood chips, planter boxes, flagstones etc.	LAUC-Z3-7	\$28.51	\$36.28	\$44.05	X X X X X X D Y
Apprentice Rates:					
	0-1,000 work hours	\$25.25	\$31.40	\$37.53	
	1,001-2,000 work hours	\$25.90	\$32.37	\$38.83	
	2,001-3,000 work hours	\$26.56	\$33.36	\$40.15	
	3,001-4,000 work hours	\$27.86	\$35.31	\$42.75	

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APPENDIX 4 –SAMPLE CONTRACT

**(FUNDING SOURCE) Contract for (SCOPE OF WORK) of (TYPE) Structures in (LOCATION) Genesee
County
– BID#: LB- (RFP NUMBER)**

THIS CONTRACT made and entered into **(MONTH) (DAY), (YEAR)**, between **(NAME OF BUSINESS ENTITY)**, hereinafter referred to as the "Contractor" conducting business at **(BUSINESS ADDRESS)**, and the Owner, GENESEE COUNTY LAND BANK (GCLBA) conducting business at 452 S. Saginaw Street – 2nd Floor, Flint, Michigan 48502, hereinafter referred to as "GCLBA".

The GCLBA **(FUNDING)** for the demolition of residential and commercial structures **(LOCATION)** in Genesee County, outside the City of Flint, from the (FUNDER). GCLBA desires to engage the Contractor to perform the services and obligations as defined in Request for Proposals **(RFP NAME AND SCOPE)**, including all attachments thereto, hereinafter referred to as the "Work" as an independent contractor and not as an employee(s) of and for the GCLBA. All work performed under this contract is to comply with all relevant rules, regulations, or orders applicable with respect to the funding source identified in this paragraph. This Contract is intended to define the business relationship between the two entities with regards to general **(SCOPE OF WORK)** services undertaken for the **(FUNDING SOURCE) Demolition Funding**.

REPRESENTATIVES OF GCLBA AND CONTRACTOR. *(NAME OF AUTHORIZED BUSINESS REPRESENTATIVE)* of the GCLBA has the authority to act on behalf of the GCLBA, **(CONTRACTOR AUTHORIZED BUSINESS REPRESENTATIVE)** has the authority to act on behalf of the Contractor.

TERM OF CONTRACT. The respective duties and obligations of the contracting parties is for a period beginning **(MONTH) (DAY), (YEAR)**. The end date of term of service will be no later than **(MONTH) (DAY), (YEAR)**, with all demolition work, including backfill and winter-grade completed no later than **(MONTH) (DAY), (YEAR)**, unless otherwise agreed to in writing by both parties.

All demolition and winter-grade work must be completed and GCLBA inspections requested by **(MONTH) (DAY), (YEAR)** and paperwork and payment requests must be submitted to the Grant/Compliance Manager by **(MONTH) (DAY), (YEAR)**. All final-grade work must be completed by **(DAY), (MONTH) (DAY), (YEAR)** and final paperwork and payment requests must be submitted to the (DEMOLITION MANAGER) by **(DAY), (MONTH) (DAY), (YEAR)**.

ORDER TO PROCEED. Work will be released in batches with a Notice To Proceed. All work must be completed and final paperwork and payment requests must be submitted to the appropriate GCLBA staff by dates specified in the Notice to Proceed.

SECTION 3. Section 3 is a provision of the Housing and Urban Development (HUD) Act of 1968 that helps foster local economic development, neighborhood economic improvement, and individual self-sufficiency. Section 3 applies to HUD-funded Housing and Community Development projects.

For Section 3 covered contracts: The Contractor will comply with the Section 3 Clause as described in Attachment A. By signing this contract the Contractor is providing a Statement of Assurances that they will comply with these Federal Contract Provisions and other requirements set forth in this contract.

All other contracts: GCLBA strives to support the objectives of the Section 3 Program as implemented by HUD. Contractor agrees, to the greatest extent feasible, to document and provide job training, employment, and contracting opportunities for low- or very-low income residents in connection with projects and activities in their neighborhoods.

SCOPE OF WORK. The Contractor will provide labor and/or materials for the Work.

(SCOPE OF WORK; RETAINAGE IF APPLY)

Contractors must provide updated work schedules to the GCLBA. Contractor must submit all required submittal documents as listed in Request for Proposals and Payment Request Packet (Contact Attachment B).

FEES AND PAYMENT. The GCLBA will pay the Contractor fees for the **(SCOPE OF WORK)** as included in the fee schedule, Attachment B. The GCLBA will not pay for services beyond the funds available in the **(FUNDING SOURCE)** funding or the contract amount, unless agreed to, in advance and in writing, by both parties to this Contract. Payment to Contractor is made by the GCLBA on a net 30 to 60 day cycle upon receiving completed payment request packet for each project/address and all required submittals (invoice, sworn statement, lien waivers, manifests, etc.).

EQUAL EMPLOYMENT OPPORTUNITY. During the performance of this contract, the contractor (Contractor) agrees as follows:

During the performance of this contract, the contractor agrees as follows:

- 1) The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.
- 2) The contractor will, in all solicitations or advancements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.
- 3) The contractor will not discharge or in any other manner discriminate against any employee or applicant for employment because such employee or applicant has inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant. This provision shall not apply to instances in which an employee who has access to the compensation information of other employees or applicants as a part of such employee's essential job functions discloses the compensation of such other employees or applicants to individuals who do not otherwise have access to such information, unless such disclosure is in response to a formal complaint or charge, in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or is consistent with the contractor's legal duty to furnish information.
- 4) The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer, advising the labor union or workers' representative of the contractor's commitments under Section 202 of Executive Order No. 11246 of September 24, 1965, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

- 5) The contractor will comply with all provisions of Executive Order No. 11246 of Sept. 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.
- 6) The contractor will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the contracting agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.
- 7) In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any of such rules, regulations, or orders, this contract may be cancelled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order No. 11246 of Sept. 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.
- 8) The contractor will include the provisions of paragraphs (1) through (8) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to Section 204 of Executive Order No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as may be directed by the Secretary of Labor as a means of enforcing such provisions including sanctions for noncompliance: Provided, however, that in the event the contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

NONDISCRIMINATION. The Contractor agrees that it will comply with the Elliot Larsen Civil Rights Act, 1976 PA 453, as amended, MCL 37.2101 *et seq.*, the Persons with Disabilities Civil Rights Act, 1976 PA 220, as amended, MCL 37.1101 *et seq.*, and all other federal, State and local fair employment practices and equal opportunity laws. The Contractor agrees that it shall not discriminate against an employee or applicant of employment with respect to hire, tenure, terms, conditions, or privileges of employment, or a matter directly or indirectly related to employment, because of race, color, religion, national origin, age, sex, height, weight, marital status or a disability that is unrelated to the individual's ability to perform the duties of a particular job or position, and that it will require the same non-discrimination assurances from any subcontractor who may be used to carry out duties described in this contract. Contractor covenants that it will not discriminate against businesses that are owned by women, minorities or persons with disabilities in providing Work covered by this Contract, and that it shall require the same assurances from subcontractors. Breach of this agreement shall be regarded as a material breach of this contract.

UNFAIR LABOR PRACTICES. The Contractor shall comply with the Employers Engaging in Unfair Labor Practices Act, 1980 PA 278, as amended, MCL 423.321 *et seq.*

FREEDOM OF INFORMATION ACT. This Agreement and all attachments, as well as all other information submitted by the Contractor to the County, are subject to disclosure under the provisions of MCL 15.231, *et seq.*, known as the "Freedom of Information Act".

RIGHTS TO INVENTIONS Made Under a Contract or Contract. Contracts or subcontracts for the performance of experimental, developmental, or research work shall provide for the rights of the Federal Government and the recipient in any resulting invention in accordance with 37 CFR part 401, "Rights to Invention Made by Nonprofit Organizations and Small Business Firms. Under Government

Grants, Contracts and Cooperative Contracts,” and any implementing regulations issued by the awarding agency.

CLEAN AIR ACT (42 U. S.C. 7401 et seq.) and the **FEDERAL WATER POLLUTION CONTROL ACT** (33 U.S.C. 1251 et seq.), as amended. For contracts and subcontracts of amounts in excess of \$100,000 the Contractor or subcontractor shall comply with all applicable standards, orders, or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401 et seq.). Violations are reported to the Federal awarding agency and the Regional Agency (EPA).

BYRD ANTI-LOBBYING AMENDMENT (31 U.S.C. 1352). Contractors who apply or bid for an award of \$100,000 or more shall file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier shall also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the recipient.

DEBARMENT AND SUSPENSION (Executive Orders 12549 and 12689). No contract shall be made to parties listed on the General Services Administration’s List of Parties Excluded from Federal Procurement or Non-procurement Programs in accordance with E.O.s 12549 and 12689, “Debarment and Suspension,” as set forth at 24 CFR part 24. This list contains the names of parties debarred, suspended, or otherwise excluded by agencies, and contractors declared ineligible under statutory or regulatory authority other than E.O. 12549. Contractors with awards that exceed the small purchase threshold shall provide the required certification regarding its exclusion status and that of its principal employees.

FAIR HOUSING. Contractors must comply with the Fair Housing Act Title VIII of the Civil Rights Act of 1968 as amended and the Genesee County Land Bank Authority Fair Housing Policy as stated: “Equal housing opportunity for all persons, regardless of race, color, national origin, religion, age, sex, familial status, marital status, sexual orientation or disability, is a fundamental policy of the Genesee County Land Bank Authority (GCLBA). GCLBA is committed to diligence in assuring equal housing opportunity and non-discrimination to all aspects of its housing activities. As a county governmental authority undertaking housing activities, GCLBA has an ethical as well as legal imperative to work aggressively to ensure that GCLBA housing programs comply fully with all local, state and federal fair housing laws.”

INTEREST OF THE GCLBA AND LOCAL PUBLIC OFFICIALS. The undersigned certifies, to the best of his or her knowledge and belief that: no member of the governing body of the GCLBA who exercises any functions or responsibilities in connection with the administration of the Hardest Hit Fund (HHF) or Genesee County Treasurer Funding, no other officer or employee or public official of the GCLBA, who exercises such functions or responsibilities, and no member of the City Government of the City of Flint, shall have any interest, direct or indirect, in this Contract. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of the GCLBA.

RETENTION AND ACCESS TO RECORDS. The Contractor shall maintain for a period of five (5) years all supporting documents, financial records, statistical records and all other records pertinent to this contract. GCLBA, the State of Michigan, U.S. Department of Treasury, the Comptroller General of the United States, or any of their duly authorized representatives as well as any and all relevant governmental agencies shall have access to any books, documents, papers and records of the Contractor

which are pertinent to a specific program for the purpose of making audits, examinations, excerpts, and transcriptions.

ARBITRATION CLAUSE. Any dispute arising out of or relating to this agreement that has not been resolved by good-faith negotiations will be finally settled by arbitration in accordance with Michigan statute 2012 PA 371, MCL 691.1681 et. seq. by a sole arbitrator. The place of arbitration will be Flint, Michigan. The arbitrator is not empowered to award damages in excess of any lawful limitations on damages provided in this agreement.

The statute of limitations of State of Michigan applicable to the commencement of the lawsuit will apply to the commencement of an arbitration under this section.

LIQUIDATED DAMAGES. Contractor and the GCLBA recognize that time is of the essence for this Contract and that GCLBA will suffer financial loss if the Work is not completed within the times specified in the Term of Contract, plus any extensions thereof allowed in accordance of the Contract. The parties also recognize the delays, expense, and difficulties involved in proving in a legal or arbitration proceeding the actual loss suffered by GCLBA if the Work is not completed on time. Accordingly, instead of requiring any such proof, GCLBA and Contractor agree that as liquidated damages for delay (but not as a penalty), Contractor shall pay GCLBA \$250.00 for each day that expires after the time specified in Notices to Proceed, as well as, Term of Contract for Substantial Completion until the Work is substantially complete. After Substantial Completion, if Contractor shall neglect, refuse, or fail to complete the remaining Work within the Contract Time or any proper extension thereof granted by GCLBA, Contractor shall pay GCLBA \$250.00 for each day that expires after the time specified in the Term of Contract for completion and readiness for final payment until the Work is completed and ready for final payment.

INDEMNIFICATION AND INSURANCE. During the term of the contract the Contractor must carry and maintain current insurance coverage of the types and amounts required as set forth in the Insurance Checklist as defined in Attachment A of the Request for Proposals documents. The GCLBA must be named as additional insured on all certificates of insurance. If insurance information changes the Contractor must notify the GCLBA immediately of the change.

Contractor shall defend, indemnify and hold harmless GCLBA, and their respective directors, officers, employees, agents, sureties and servants, from and against all damages, liabilities, claims, suits demands, judgments and awards (including attorney's fees and other expenses) on account of any damage to property or injury (including death) to persons (including any damage or injury to the property or person of any employee of contractor, other subcontractor, or which may occur or be alleged to have occurred in connection with the performance of the Work, whether or not GCLBA is alleged to be concurrently negligent; provided, however, Contractor does not assume responsibility for liability to the proportional extent it arises from the active negligence of GCLBA.

TERMINATION. Either party may terminate this contract at its convenience at any time by giving written notice at least 30 days before the effective date of such termination to the other party of such termination and specifying the effective date. Partial terminations of the Work may only be undertaken with the prior approval of the GCLBA. In the event of any termination for convenience, all finished or unfinished documents, data, studies, surveys, maps, models, photographs, reports or other materials prepared by Contractor under this agreement shall, at the option of the GCLBA, become the property of the GCLBA, and Contractor shall be entitled to receive just and equitable compensation for any satisfactory work completed on such documents or materials prior to the termination. The Contractor

agrees to adhere to all requirements as outlined in 2 CFR 200 Subpart D, §200.339 - §200.342. These requirements include all contracts in excess of \$10,000 must address termination for cause and for convenience by the non-federal entity including the manner by which it will be effected and the basis for settlement.

The GCLBA may also immediately suspend or terminate this Contract for cause if Contractor materially fails to comply with any term of this Contract, or with any of the rules, regulations or provisions referred to herein; and the GCLBA may declare the Contractor ineligible for any further participation in GCLBA contracts in accordance with 2 CFR 200.

This contract may also be immediately terminated by the GCLBA for reasons of substandard or non-performance, diminution of funds, or any reasons related to changing objectives of the GCLBA. The GCLBA reserves the right to cancel contracts for non-compliance with the terms of this Contract, reporting requirements as defined in the Work, and any of such rules, regulations, or orders as may be applicable to the Work and the funding source under which the Work is undertaken. Three months of non-compliance may result in automatic termination.

USE OF CITY OF FLINT WATER: Any contractor that is illegally using the City of Flint water/fire hydrants will face consequences including the possibility of debarment by the Genesee County Land Bank.

WARRANTY. In addition to any other warranties set forth elsewhere in this Contract, Contractor warrants that Work performed and materials furnished under this Contract conform to the Contract requirements and as required in the Request For Proposals, and are free of any defect of equipment, material or design furnished, or workmanship performed by Contractor or any of its subcontractors or suppliers of any tier. Such warranty shall continue for a period of one (1) year from the date of final acceptance of the Work by GCLBA. Under this warranty, Contractor shall remedy at its own expense any such failure to conform or any such defect. In addition, Contractor shall remedy at its own expense any damage to real or personal property owned or controlled by Owner/Relevant Parties when that damage is the result of Contractor's failure to conform to Contractor requirements or of any defect in equipment, material, workmanship or design furnished by Contractor. Contractor shall also restore any work damaged in fulfilling the terms of this Article.

RE-INSPECTION FEE. If the Contractor's work fails the GCLBA's inspection, the GCLBA will charge Contractor a \$75 fee per re-inspection.

(HARDEST HIT FUND CONTRACTS) FRAUD, WASTE, AND ABUSE POLICY. In an effort to deter misconduct, fraud, waste and abuse, and to ensure that HHF funds are spent in the most responsible manner, MHA will closely monitor all transactions. This includes, but is not limited to, analyzing demolition costs based on size of structure and reasonableness compared to other work being done in each city and other areas of the state. Any and all questionable transactions will be brought to the attention of the GCLBA and additional justification may be requested. Any problems identified will immediately be brought to the attention of MHA management, who will be provided with detailed information and any materials used to make the claim of misconduct, fraud, waste and abuse. Further disclosure will be made as appropriate to U.S. Treasury, MSHDA's legal team, Michigan's Attorney General's office, and other relevant law enforcement organizations. Action taken may include but is not limited to criminal prosecution, debarment of individuals or organizations, and suspension of any future funding.

MODIFICATION OF CONTRACT. No modification of this Contract will be made except by the written addendum, signed by the Contractor and the GCLBA.

NOTICES. Any notices or modifications given under this contract will be in writing and served personally or sent by certified or registered mail. Such notice is effective upon receipt by the other party.

Notices for the OWNER/GCLBA should be sent to:

(NAME OF AUTHORIZED BUSINESS
REPRESENTATIVE)
GENESEE COUNTY LAND BANK AUTHORITY
452 S. Saginaw Street, 2nd Floor
Flint, Michigan 48502

Notices for the Contractor should be sent to:

(NAME OF AUTHORIZED BUSINESS
REPRESENTATIVE)
(NAME OF BUSINESS ENTITY)
(ADDRESS OF BUSINESS ENTITY)

CONTRACT ENTERED INTO BY:

GENESEE COUNTY LAND BANK AUTHORITY

(NAME OF BUSINESS ENTITY)

(NAME OF AUTHORIZED BUSINESS REPRESENTATIVE)

(NAME OF AUTHORIZED BUSINESS
REPRESENTATIVE)

Date

Date

Witnessed by:

Witnessed by:

Email: _____

Phone: _____

Federal Identification Number: _____

ATTACHMENT A

SECTION 3 CLAUSE. All Section 3 covered contracts shall include the following clause (referred to as the "Section 3 Clause"):

- A. The work to be performed under this contract is subject to the requirements of Section 3 of the Housing and Urban Development Act of 1968, as amended, [12 U.S.C. 1701u](#)(section 3). The purpose of section 3 is to ensure that employment and other economic opportunities generated by HUD assistance or HUD-assisted projects covered by section 3, shall, to the greatest extent feasible, be directed to low- and very low-income persons, particularly persons who are recipients of HUD assistance for housing.
 - B. The parties to this contract agree to comply with HUD's regulations in 24 CFR Part 135, which implement section 3. As evidenced by their execution of this contract, the parties to this contract certify that they are under no contractual or other impediment that would prevent them from complying with the part 135 regulations.
 - C. The contractor agrees to send to each labor organization or representative of workers with which the contractor has a collective bargaining agreement or other understanding, if any, a notice advising the labor organization or workers' representative of the contractor's commitments under this section 3 clause, and will post copies of the notice in conspicuous places at the work site where both employees and applicants for training and employment positions can see the notice.
 - D. The notice shall describe the section 3 preference, shall set forth minimum number and job titles subject to hire, availability of apprenticeship and training positions, the qualifications for each; and the name and location of the person(s) taking applications for each of the positions; and the anticipated date the work shall begin.
 - E. The contractor agrees to include this section 3 clause in every subcontract subject to compliance with regulations in 24 CFR Part 135, and agrees to take appropriate action, as provided in an applicable provision of the subcontract or in this section 3 clause, upon a finding that the subcontractor is in violation of the regulations in 24 CFR Part 135. The contractor will not subcontract with any subcontractor where the contractor has notice or knowledge that the subcontractor has been found in violation of the regulations in 24 CFR Part 135.
 - F. The contractor will certify that any vacant employment positions, including training positions, that are filled (1) after the contractor is selected by before the contract is executed, and (2) with persons other than those to whom the regulations of 24 CFR part 135 require employment opportunities to be directed, were not filled to circumvent the contractor's obligations under 24 CFR part 135.
 - G. Noncompliance with HUD's regulations in 24 CFR part 135 may result in sanctions, termination of this contract for default, and debarment or suspension from future HUD assisted contracts.
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