ST. LOUIS LAMBERT INTERNATIONAL AIRPORT

SOLICITATION FOR BID FOR
SNOW REMOVAL SERVICES

BID INFORMATION

Solicitation: Snow Removal Services

The Airport is requesting bids from qualified bidders to perform the above services.

Pre-Bid Meeting: May 5, 2020, 10:00 am (Teleconference)

RSVP to Gigi Glasper, gxglasper@flystl.com

Questions Due: On or before May 8, 2020

Bid Due Date: June 3, 2020, 2:00pm

STL Contact: Gigi Glasper
Contracts Supervisor
Airport Properties Division
(314) 890-1802
gxglasper@flystl.com
April 20, 2020

PROSPECTIVE BIDDERS:

Attached is the Solicitation for Bids for Snow Removal Services at St. Louis Lambert International Airport. Sealed bids will be received at the St. Louis Lambert International Airport, Airport Properties Division, 10701 Lambert International Drive, MTN 2501, St. Louis, Missouri 63145 until 2:00 p.m., June 3, 2020 at which time they will be publicly opened and read. Bids will be opened in the Airport Properties Division Conference Room (Terminal 1, Lower Level adjacent to the A Checkpoint Security Gates) at the above address.

Bids must be submitted on the included APPENDIX “C.” Four copies (one original and three (3) copies) of the bid must be presented in a sealed envelope addressed to the Airport Contract Supervisor at the address provided above, with the words “BID FOR SNOW REMOVAL SERVICES” clearly written across the left hand face of the envelope. Any conditioned bid, any bid with erasures, alterations, or alternatives, or any bid not accompanied by all of the items identified on the enclosed Bidder’s Checklist may be rejected. The City of St. Louis reserves the right to reject any or all bids, to cancel this Solicitation For Bids, and/or to advertise for new bids.

A Pre-Bid Meeting will be conducted via teleconference on May 5, 2020 at 10:00 a.m. local time. The Pre-Bid Meeting is mandatory so interested bidders must participate in the pre-bid meeting in order to submit a bid. Please see Appendix A, Section 35 of the SFB for more information.

The successful bidder(s) will be determined on the basis of the lowest and best bid submitted on APPENDIX “C” along with the bidders’ ability to comply with Appendix “A,” Technical Specifications and Appendix “B,” General Specifications.

It is the policy of the City of St. Louis Airport Authority to provide disadvantaged, minority and women owned businesses the maximum opportunity to participate in contracting opportunities at St. Louis Lambert International Airport. All inquiries regarding this solicitation are to be made in writing on or before May 8, 2020 and should be addressed to Gigi Glasper, Contract Supervisor.

Sincerely,

Gigi Glasper
Contract Supervisor

Enclosure
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APPENDIX “C”

BID FOR SNOW REMOVAL SERVICES .............................................................. 5 pages

ATTACHMENTS/FORMS

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ATTACHMENT 1 ................................................................................................. 1 page
Proposal To Bond Form

ATTACHMENT 2 ................................................................................................. 4 pages
CREA Forms

ATTACHMENT 3 ................................................................................................. 1 page
M/WBE Utilization Plan

ATTACHMENT 4 ................................................................................................. 7 pages
M/WBE Good Faith Efforts Forms

ATTACHMENT 5 ................................................................................................. 2 pages
Notice of Intent To Perform As A Subcontractor/Material Supplier

ATTACHMENT 6 ................................................................................................. 1 page
Authorized Submission Form

ATTACHMENT 7 ................................................................................................. 1 page
Airport Authority Subcontractor/Supplier List

EXHIBITS

EXHIBIT “A” .................................................................................................... 1 pages
Missouri Unauthorized Aliens Law Acknowledgement & Acceptance Declaration

EXHIBIT “B” .................................................................................................... 1 page
Missouri Unauthorized Aliens Law Affidavit

EXHIBIT “C” .................................................................................................... 1 page
Living Wage Acknowledgement & Acceptance Declaration

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EXHIBIT “E” .................................................................................................... 13 pages
Maps
1. DEFINITIONS

The following terms and definitions are used in this solicitation:

A. "Agreement" means the contract that the City intends to be awarded to the Successful Bidder under this SFB and executed between The City of St. Louis and the Contractor for Snow Removal Services.

B. "Airport" means the property owned by the City at St. Louis Lambert International Airport.

C. "Airport Representative" means the Assistant Airport Director Operations & Maintenance or his/her authorized or designated representative.

D. "Airport Rules and Regulations" means those lawful and not unjustly discriminatory rules and regulations, including ordinances and operating directives, promulgated by the Airport Director, the Airport Commission, or the City from time to time for the orderly administration or operation of the Airport.

E. "Bid" means the Bid as defined in Appendix A, Section 2.A of this SFB.

F. "Bidder" mean a person or entity submitting a Bid under this SFB as more fully described in Appendix A, Section 2.B of this SFB.

G. "City" means the City of St. Louis, owner and operator of St. Louis Lambert International Airport.

H. "Commencement Date" means the date the term of the Agreement begins which is October 1, 2020 as provided for in Appendix A, Section 12.

I. "Contractor" used herein means the Successful Bidder.

J. "Contract Year" means a consecutive twelve (12) calendar month period beginning on the Commencement Date and each twelve (12) consecutive calendar month period thereafter during the term of the Agreement.

K. "days" means consecutive calendar days unless otherwise expressly stated.
L. “Director” as used herein means the Director of Airports of the City of St. Louis and to his/her authorized representatives or designated representative.

M. “Equipment” means the Equipment listed and more fully described in Appendix A, Section 5.A that is to be repaired, adjusted, and maintained in accordance with the Provisions of the Agreement.

N. “Expiration Date” means the date the term of the Agreement ends which is September 30, 2023 as provided for in Appendix A, Section 12.

O. “Extras” means additional service work or modifications, additions, or extras ordered in writing by the Director, as more fully described in Appendix A, Section 11 entitled “Extra Work.”


Q. “Minimum Onsite Required Equipment” means the minimum inventory of equipment that must remain onsite during the Snow Removal (See Appendix A, Section 6, Figure 2.)

R. “Mobilization Fee” means the fee paid by the City to the Contractor for procuring, renting, preparing, maintaining, fabricating and stationing the “Minimum Onsite Required Equipment” at the Airport during the Snow Removal Season. The Mobilization Fee should be based on the Contractor’s total costs or expenses including, without limitation, overhead and profit, for procuring, renting, preparing, maintaining, fabricating, and stationing the “Minimum Onsite Required Equipment” at the Airport, as specified in this SFB. The Mobilization Fee will be paid by the City at the beginning of each Snow Removal Season upon receipt of an invoice from the Contractor and confirmation that all Required Equipment is in an operationally ready state in accordance with the Provisions of the Agreement. (See Appendix A, Section 15.B.)

S. “Pre-Season Equipment Inspection” means on the first business day prior to November 1st of each calendar year during the term of the Agreement, the Contractor shall have all “Required Equipment” staged on Airport property and ready for an inspection by the Airport Authority. The Contractor shall provide a Supervisor as well as maintenance personnel to operate said equipment.

T. “Provision” means the terms, covenants, conditions, warranties, and provisions of the Agreement.

U. Response Time” means the Contractor will have all designated equipment and operators’ available onsite, and ready to commence Snow Removal Services in accordance with the Provisions of the Agreement no more than two (2) hours
from the notification from an Airport Representative unless a specified time has been provided by the Airport Representative.

V. **"Requested Rental Equipment"** means any optional equipment above and beyond the Required Equipment that the Airport Representative may require the selected contractor to rent or provide, which shall be invoiced to the Airport by the Contractor at cost plus 15% to cover the administration, handling and preventive maintenance fees.

W. **"Required Equipment"** means all of the equipment described and listed in Appendix A, Section 6, Figure 1.

X. **"Snow Removal Season"** means the period of time beginning on November 1 and ending on April 1 of each calendar year during the term of the Agreement.

Y. **"Solicitation For Bid"** or **"SFB"** means this request for bids.

Z. **"Successful Bidder"** means a responsive and qualified Bidder submitting the lowest and best bid as determined by the City in accordance with the Provisions of this SFB.

2. **SOLICITATION**

   a) **Bid Award**

   The Contractor will be selected on the basis of the lowest and best Bid submitted on Appendix C along with the Bidder's qualifications and ability to comply with the Appendix A, Technical Specifications and Appendix B, General Specifications (collectively referred to as the **"Bid"**). The award of a contract to the Contractor as well as the Provisions of the contract to be awarded, must be approved by the City's Airport Commission and its Board of Estimate and Apportionment. The City reserves the right to award the Agreement to a qualified and responsive Bidder that submits the lowest and best Bid as determined by the City in its sole discretion.

   b) **Disqualifications**

   If a bidder (**"Bidder"**) submits more than one Bid under the same or different names, the City will not consider any of that Bidder's Bids. Bids will be rejected if there is reason to believe collusion exists among Bidders and no participant in such collusion will be considered in future bids for providing the Snow Removal Services.

   c) **Rights Reserved by City**
1. The City reserves the right to thoroughly investigate the financial status, experience, qualifications, competence, reputation, and record of the Bidder and the City reserves the right to reject any or all bids.

2. The City reserves the right to reject any Bid if, in the City’s sole opinion:
   a. Bidder does not have the minimum qualifications as stated below, (see Appendix A, Section 3), including the necessary experience, the financial capacity or the ability to perform the scope of work;

3. The City reserves the right to disqualify any Bidder and reject any Bid that is not, in the City’s sole judgment:
   a) competent, experienced, or qualified to perform the work or service; or
   b) not in the City’s best interest.

4. The City reserves the right to reject any Bid if the Bid:
   a) is a conditioned Bid;
   b) contains erasures, alterations, or alternatives;
   c) is not accompanied by all the items identified on the Bidder’s Checklist;
   d) is submitted without the required or requested Bid information; or
   e) is not in compliance with the procedural requirements for submitting a Bid as set out in the cover letter to this Solicitation for Bids (“SFB”);

5. The City reserves the right in its sole discretion to reject any Bid from any Bidder that:
   f) is in arrears or is currently in default to the City upon any debt or contract; or that is a defaulter as surety or otherwise upon any obligation to the City within the last three (3) years; or
   g) has failed in the City’s sole determination and discretion to properly, adequately, or faithfully perform any previous contract within the last three (3) years with the City.
6. The City reserves the right in its sole discretion to reject any Bid from any Bidder that is currently involved in litigation with the City regarding any previous contract obligations.

7. The City reserves the right to perform one, all, or any combination of the following:
   a) Reject any or all Bids;
   b) Advertise for new Bids;
   c) Cancel this SFB.

8. The City, in its sole determination reserves the right to:
   a. Waive minor irregularities and formalities;
   b. Establish a "cure" period, if a Bidder or Bidders have not submitted the required Bid information for the purpose of obtaining complete Bid submittals and correcting other defects in a Bid.

9. This list of the City’s rights is not all inclusive.

D. Bidders Responsible For Bid

1. The Bidder will carefully examine this SFB (including any attachments, addenda) and the premises of the Airport, and will judge for itself all circumstances and conditions affecting the Bidder’s Bid.

2. All information or data in this SFB and any subsequent addenda is to be used by the Bidder at its sole risk, and the City does not accept any responsibility or liability in any fashion for its use in structuring a Bid by any Bidder in a response to this SFB.

E. Forfeiture

1. If a Successful Bidder refuses or neglects to timely execute the Agreement with the City or fails to furnish the required insurance certificates and endorsements, bonds, affidavits, or other required or requested documents or information within twenty (20) days after notice of the award, the Bid Bond submitted (if any) with the Bid will be forfeited by the Bidder and retained by the City as liquidated damages. No pleas by a Bidder of error or mistake in its Bid or change in circumstances will be available to the Bidder as a basis for the recovery of its deposit.
2. The City, in its sole discretion, may select the next lowest and best Bidder as determined by the City, who will be subject to the same procedures and timetables as provided for in this Section 2.E. If the second lowest and best Bidder also refuses or neglects to timely execute the Agreement or fails to furnish the required insurance certificates and endorsements, bonds, affidavits, or other required or requested documents or information, then the next lowest and best Bidder, if selected, will be subject to the foregoing Provisions, and so on, as determined by the City.

F. Not A Contract

This SFB is not a contract or a commitment of any kind by the City or the Airport. Nor does it commit the City to pay for any costs incurred by the Bidder in the submission of its Bid or any cost incurred prior to the approval and execution of a formal contract with the City. The award of the Agreement to the Contractor under this SFB as well as the Provisions of the Agreement to be awarded must be approved by the City’s Airport Commission and its Board of Estimate and Apportionment.

G. The City, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, sex, disability, or national origin in consideration for an award.

3. QUALIFICATIONS

Bidder shall provide as part of its Bid, a written synopsis, which illustrates that the Bidder has the experience and qualifications required in this SFB and satisfies the minimum experience requirements of this SFB. The term “Large Scale” as used in this SFB means an operation requiring a minimum of twenty-five pieces of equipment or an operation covering a continuous area of at least two million (2,000,000) square feet (See Bidder’s Checklist, Item 10). All Bidders, at a minimum must satisfy the following qualifications:

A. Bidder must have a minimum of eight (8) years of experience within the last nine (9) years as a company working in the business of and performing Large Scale Snow Removal Services of the nature described herein at a Small Hub, Medium Hub or Large Hub Airport, as classified by the FAA.

B. The airport(s) listed by the Bidder in response to 3.A above, must have been designated as a Small Hub, Medium Hub or Large Hub commercial airport during the time that the Bidder performed operations at the airport.
C. The City will not accept the experience of individual employees or combinations of employees as company experience.

D. Bidder must have the financial capability to perform the “Scope of Work” as described in Appendix A, Section 5 of this SFB and must submit the last two (2) years financial statements, prepared in accordance with generally accepted accounting principles, including an independent CPA’s statement attached, if said CPA’s statement is available. Examples of acceptable financial statements include Balance Sheets, Statement of Changes in Financial Position, and Income Statements, as well as all accompanying footnotes. (See Bidder’s Checklist, Item 9.)

E. Bidder and all proposed subcontractors must be licensed to do business in the State of Missouri at the time of execution of the Agreement and will submit a current Certificate of Good Standing from the Missouri Secretary of State, if applicable. The Bidder and all proposed subcontractors must also submit proof of registration with the Missouri Secretary of State. (See Bidder’s Checklist, Item 11.)

F. Bidder must submit, at a minimum, three (3) business references, including contact name, telephone number, and address. These references must be from customers to whom the Bidder has provided Snow Removal Services of the same nature and type described in this SFB. (See Bidder’s Checklist Item 8.)

G. Bidder must submit as part of its Bid a written synopsis, which fully discloses and explains either of the following events occurring in the last three (3) years:

1. Any termination for cause of a Snow Removal Services contract in which the Bidder or the Bidder’s affiliates, are or were a party to; and

2. Any debarment proceedings recommended or initiated, or debarment decisions against the Bidder or the Bidder’s respective directors, officers or employees, including their respective affiliates.

Bidder must include as part of its Bid copies of any termination notices, debarment notices, complaints, or reports, finding of fact or law, rulings or decisions of debarment. (See Appendix A. Section 2.C.)

For purposes of this Section 3.G, an “affiliate(s)” means a person or entity that directly or indirectly thorough one or more intermediates controls, or is controlled by, or is under common control with, the Bidder.

H. The City will not enter into an Agreement with any Bidder who is found to be delinquent on City of St. Louis Earnings Taxes or is unable to procure a City of
4. **INVESTIGATION OF CONDITIONS**

A. The Bidder should:

   h) Investigate all conditions for the required work,

   i) Carefully read the specifications; and

   j) Inform itself fully of the conditions under which the work is to be performed.

The City will not provide additional compensation to a Bidder who has failed to investigate the conditions carefully, read the specifications, or fully inform itself of items prior to submitting a Bid or for a change in the Bidder’s circumstances.

B. The submission of a Bid means that the Bidder has made such examinations and investigations, and agrees to fulfill all requirements of the Agreement in full accordance with the Provisions of the Agreement and the specifications, and that the Bidder is entirely familiar with and thoroughly understands all such requirements.

5. **SCOPE OF WORK**

A. Contractor will furnish the “**Snow Removal Services**” contemplated herein on call, twenty-four (24) hours a day, seven (7) days a week, including weekends and Holidays as ordered and directed by the Airport Representative subject to and in accordance with the Provisions of the Agreement. All equipment used in the performance of the Agreement will be operated at all times by a qualified equipment operator. The Contractor may be required to perform Snow Removal Services anywhere on Airport property; however, the primary areas anticipated to be cleared by the Contractor’s equipment are, without limitation, as follows:

1. AREA #1 – Apron area/CHARLIE PAD from TWY SIERRA to AREA #3 (475,000 sq. ft.).

2. AREA #2 – Apron and gate areas from Gate A-3 to Gate A-18 to west and south limits of pavement (392,500 sq. ft.).

3. AREA #3 – Apron and gate areas from Gate A-18 to Gate B-12 to North edge of pavement and AREA #1 (662,500 sq. ft.).
4. AREA #4 – Apron and gate areas from Gate B-12 to Gate C-12 to north edge of pavement (455,000 sq. ft.).

5. AREA #5 – Apron and gate areas from Gate C-12 to Gate C-34 to north edge of pavement (560,000 sq. ft.).

6. AREA #6 – Apron and gate areas from Gate C-34 to Gate C-25 to LIMA PAD and to Apron Service Road (1,320,000 sq. ft.).

7. AREA #7 – Apron and gate areas from Gate C-25 to Gate D-16 to Gate C-1 (600,000 sq. ft.).

8. AREA #8 – Apron and gate areas from Gate D-16 to Gate E-34 to Apron Service Road (480,000 sq. ft.).

9. AREA #9 – Apron and gate areas from Gate E-34 to Gate E-18 to edge of Movement Area (1,000,000 sq. ft.).

10. AREA #10 – Apron and gate areas from Gate E-18 to east of edge of pavement to edge of Movement Area (700,000 sq. ft.).

11. 2.5 miles of two-lane undivided elevated ramps, entrance/exit road access for Terminals 1 and 2.

12. .5 Miles of two-lane individual elevated ramps, entrance/exit road access for Terminals 1 and 2.

13. Other service roads, public access roads, loading dock areas, Fire Department apron areas and vehicle parking areas as directed by the Airport Representative (1,340,000 sq. ft.).

14. Tug Road as well as the Vehicle Service Road that runs from Gate 17S to Gate 7S

All areas, locations and sizes are subject to change

B. All operating equipment will be under direct supervision of the Contractor’s supervisors/foremen who will be under the direction of the Airport Representative.

C. The Contractor shall provide all necessary management, supervision, labor, tools, equipment, materials, vehicles, plants, mulch and any other such items required to complete any or all of the following service task(s) at any or all of the designated Airport service areas as set forth within this scope of work.
1. Services may include but not limited to; landscaping maintenance, watering, mulching, grading, mowing, cleaning, decorations, trimming, as well as the installation of plants and materials.

2. Submission of services with this proposal for Supplies, Equipment, laborers and other employees provided by the Contractor may not exceed a mark-up of 10%. Receipts for materials purchased will be required if requested by the Airport. Materials will be of the best quality.

NOTE: All measurements given are approximate and should be considered as such for planning purposes. The drawings (see Exhibit E entitled “Maps”, which is attached hereto and incorporated herein) show the general layout of the areas in which the Contractor can expect to provide the Snow Removal Services as ordered and directed by the Airport Representative in accordance with the Provisions of the Agreement. Exhibit E may be amended or modified by the City at any time without the Contractor’s approval by giving the Contractor written notice.

6. **EQUIPMENT**

The Contractor will maintain at all times a current and detailed “Equipment List” identifying the required pieces of equipment in a form acceptable to the Airport Representative. Contractor will provide a copy of the Equipment List to the Airport Representative upon his/her request. Contractor shall promptly and timely call up additional pieces of equipment, if so required by Airport Representative, in accordance with and subject to the Provisions of the Agreement. Listed below in Figure 1 is a listing of the “Required Equipment” under the Agreement as well as the number of required Supervisors and Mechanics:

<table>
<thead>
<tr>
<th>&quot;Required Equipment&quot; Type/Size</th>
<th>Pieces</th>
</tr>
</thead>
<tbody>
<tr>
<td>Truck with minimum 2.1 cu.yd. spreader and 8 ft. plow</td>
<td>7</td>
</tr>
<tr>
<td>Truck with minimum 8 cu.yd. spreader and 10 ft. plow</td>
<td>3</td>
</tr>
<tr>
<td>Front End Loader with minimum 4.2 cu.yd. bucket</td>
<td>7</td>
</tr>
<tr>
<td>Skid Steer Loader/Snow Bucket and/or 8 ft. plow</td>
<td>13</td>
</tr>
<tr>
<td>12 ft. Ramp Pusher Plow</td>
<td>4</td>
</tr>
<tr>
<td>16 ft. Ramp Pusher Plow</td>
<td>2</td>
</tr>
<tr>
<td>24 ft. Ramp Pusher Plow</td>
<td>2</td>
</tr>
<tr>
<td>Equipment Type</td>
<td>Count</td>
</tr>
<tr>
<td>--------------------------------------------</td>
<td>-------</td>
</tr>
<tr>
<td>28 ft. Ramp Pusher Plow</td>
<td>6</td>
</tr>
<tr>
<td>Tandem Dump truck with 12 cu.yd. capacity</td>
<td>30</td>
</tr>
<tr>
<td>Supervisor (see Appendix A, Section 7 entitled “Personnel”)</td>
<td>5</td>
</tr>
<tr>
<td>Mechanic</td>
<td>2</td>
</tr>
</tbody>
</table>

*Figure 1*

A. **Pre-Season Equipment Inspections** - On the first business day prior to November 1\(^{st}\) of each calendar year during the term of the Agreement, the Contractor shall have all Required Equipment on Airport property and ready for an inspection by the Airport’s mechanics and personnel for the purpose of verifying that the Required Equipment is available and in serviceable condition and ready to respond to events in accordance with the Provisions of the Agreement. Airport mechanics and personnel will be using Airport inspection forms provided by the Airport Representative. The Contractor’s mechanic must also be onsite during the Pre-Season Equipment Inspection.

1. Required Equipment not part of the “Minimum Onsite Required Equipment” may be removed by the Contractor after it has been found acceptable by the Airport Representative.

B. **In-Season Staging** - Contractor acknowledges and agrees that the Minimum Onsite Required Equipment must remain onsite during the Snow Removal Season (November 15\(^{th}\) to April 1\(^{st}\)). The remaining Required Equipment may be removed from the Airport by the Contractor after the Pre-Season Equipment Inspections have been completed by the Airport and the equipment found acceptable by the Airport Representative in accordance with the Provisions of the Agreement. It being understood and agreed that any Required Equipment being removed by the Contractor must still satisfy the required Response Time, as provided for in the Agreement. The Airport Representative may authorize requests received in writing including emails for an occasional and infrequent deviation from the requirement that the Minimum Onsite Required Equipment remain at the Airport during the Snow Removal Season. The Minimum Required Onsite Equipment is more fully described below in *Figure 2*. 
<table>
<thead>
<tr>
<th>“Minimum Onsite Required Equipment”</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Site Nov 15th through April 1st</td>
<td></td>
</tr>
<tr>
<td>Skid Steer Loader/Snow Bucket and/or 8 ft. plow</td>
<td>4</td>
</tr>
<tr>
<td>Front End Loader with minimum 4.2 cu.yd. bucket</td>
<td>4</td>
</tr>
<tr>
<td>12 ft. Ramp Pusher Plow</td>
<td>1</td>
</tr>
<tr>
<td>16 ft. Ramp Pusher Plow</td>
<td>1</td>
</tr>
<tr>
<td>24 ft. Ramp Pusher Plow</td>
<td>1</td>
</tr>
<tr>
<td>28 ft. Ramp Pusher Plow</td>
<td>5</td>
</tr>
<tr>
<td>Pickup Truck w/ minimum 8 cu.yd. spreader and 10 ft. plow</td>
<td>1</td>
</tr>
</tbody>
</table>

*Figure 2*

C. Road Crew

The Contractor will be required to station the Road Crew Required Equipment listed below on or nearby the Airport in a location approved by the City, in order for the “Road Crew” to be ready to timely initiate Snow Removal Services within the required Response Time. Where an advance specified time cannot be given, the Contractor will meet a Response Time of no more than two (2) hours from the time of notification. The Contractor acknowledges and agrees that the Road Crew may be called to initiate Snow Removal Services as a group separate from the Ramp Crew. Additionally, the Skid Steer units may or may not be utilized during a Level 2 & Level 3 activation, and their use is at the discretion of the Airport Representative. The Airport reserves the right to cancel a callout without penalties within two (2) hours of the proposed start time. If the Road Crew is called into action, the City guarantees that the Contractor will be paid for four (4) hours of work at a minimum should the call out be terminated early, unless a specific piece arrived late. The Road Crew Required Equipment for Level 1, Level 2 and Level 3 are more fully described below in *Figure 3*.

<table>
<thead>
<tr>
<th>“Road Crew Required Equipment”</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3 (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Truck with minimum 2.1 cu.yd. spreader and 8 ft. plow</td>
<td>4</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Truck with minimum 8 cu.yd. spreader and 10 ft. plow</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Skid Steer Loader/Snow Bucket and/or 8 ft. plow</td>
<td>0</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Supervisor</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

*Figure 3*

D. Ramp Crew

The Contractor will be required to station equipment on or nearby the Airport in a location approved by the City, in order for the “Ramp Crew Required Equipment” (Level 1 or Level 2)” to be ready to timely initiate Snow Removal
Services within the required Response Time. Where an advanced specified time cannot be given, the **Contractor will meet a Response Time of no more than two (2) hours from time of notification.** The Airport reserves the right to cancel a callout without penalties within two (2) hours of the proposed start time. If the Ramp Crew is called into action, the City guarantees that the Contractor will be paid for four (4) hours of work at a minimum should the call out be terminated early, unless a specific piece of equipment arrived late. The Ramp Crew Required Equipment for Level 1 and Level 2 are more fully described below in Figure 4.

<table>
<thead>
<tr>
<th>“Ramp Crew Required Equipment”</th>
<th>Level 1</th>
<th>Level 2 (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skid Steer Loader/Snow Bucket and/or 8 ft. plow</td>
<td>6</td>
<td>10</td>
</tr>
<tr>
<td>12 ft. Ramp Pusher Plow</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>16 ft. Ramp Pusher Plow</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>24 ft. Ramp Pusher Plow</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>28 ft. Ramp Pusher Plow</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Supervisor</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

*Figure 4*

E. The Contractor will be required to station the Snow Pile Crew Required Equipment on or nearby the Airport in a location approved by the City, in order for the **Snow Pile Crew** to be ready to timely initiate Snow Removal Services within the required Response Time. Where an advance specified time cannot be given, the **Contractor will meet a Response Time of no more than two (2) hours from the time of notification.** The Contractor acknowledges and agrees that the Snow Pile Crew may or may not be called to initiate Snow Removal Services as a group separate from the other crews. Additionally, the 2 pieces of equipment for the “Snow Dump” crew may be called in individually, and will only be called in when necessary, as determined by the Airport Representative. The Airport reserves the right to cancel a callout without penalties within two (2) hours of the proposed start time. If the Snow Pile Crew (or Snow Dump Crew) is called into action, the City will pay the Contractor for four (4) hours of work at a minimum should the call out be terminated early, unless a specific piece of equipment arrived late. The Snow Pile Crew Required Equipment for Level 1, Level 2 and Snow Dump are more fully described below in Figure 5.
“Snow Pile Crew Required Equipment”

<table>
<thead>
<tr>
<th>Equipment Description</th>
<th>Level 1</th>
<th>Level 2 (Total)</th>
<th>Snow Dump</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 ft. Ramp Pusher Plow</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Front End Loader with minimum 4.2 cu.yd. bucket</td>
<td>3</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>Tandem Dump truck with 12 cu.yd. capacity (see section J.1)</td>
<td>15</td>
<td>30</td>
<td>0</td>
</tr>
</tbody>
</table>

**Figure 5**

F. All equipment will be rubber tired and equipped with adequate lights, including front headlights, rear taillights and stoplights, and roof mounted amber rotating beacon light. All equipment will be of heavy-duty manufacture comparable to the standard construction equipment utilized in the St. Louis metropolitan area.

G. The Contractor at its cost will provide on-site, a work trailer with telephone service and any facilities reasonably necessary or required for the proper and safe operating, servicing and repair of its equipment.

H. All of the Contractor’s equipment will be kept in good and safe operating condition and present a neat appearance. The Contractor, at its cost, will clean maintain, and make easily identifiable, all its equipment as directed by the Airport Representative. All replacement, maintenance and repair costs related to the Contractor’s equipment will be borne by the Contractor.

I. The City reserves the right to inspect any or all snow removal equipment at any time. Contractor agrees that all discrepancies found by the Airport Representative will be promptly and timely corrected within two (2) weeks, at the Contractor’s cost.

J. Substitution of Equipment

The Contractor, may substitute alternate pieces of equipment in place of the required equipment listed in Appendix C provided that the alternate piece(s) of equipment are acceptable for use in an aviation environment and satisfy the requirements for substitution set out below. The City at its sole and absolute discretion, will determine whether a substituted piece of equipment is acceptable for
use in an aviation environment and satisfies the requirements set out below. Any such substitutions after this Agreement goes into effect must be approved in advance and in writing by the Airport Representative. Contractor must provide written documentation showing that any equipment being substituted is acceptable for use in an aviation environment and meets the following conditions:

1. Proposed equipment’s performance must equal or exceed that of the Required Equipment listed on Appendix C; and

2. Proposed equipment must provide a significant cost savings to the Airport when compared to the Required Equipment listed on Appendix C.

K. The Contractor shall, for planning purposes, push the snow in the snow collection zones to the designated snow pile areas and commence hauling operations as shown in Exhibit E entitled “Maps.” The Contractor understands that the dynamics of Snow Removal Services in and around moving aircraft may necessitate the Airport Representative altering the plan during any snow and ice event.

L. The Contractor shall for planning purposes, utilize the following for hauling snow from the snow collection zones to the designated storage area at the old MoANG ramp, south of Lambert International Boulevard. The Contractor understands that the dynamics of snow removal services in and around moving aircraft may necessitate the Airport Representative altering the plan during any snow and ice event.

1. As stated, the current snow storage area is the old MoANG north of LIB and on the south side of the airfield. If an additional or different snow storage area is needed, the Airport will require the Contractor to utilize a different snow storage location, and may require the Contractor to provide additional (or less) Dump Trucks, subject to the rate for such in Appendix C.

2. All trucks loaded in Areas 1, 2, 3, 4 5, 6, 7, 8, 9, and 10 to use Perimeter Gate 18S on the West end.

3. Snow will be placed at designated storage area on the MoANG ramp, or as determined by the Airport Representative.

7. PERSONNEL

A. Prior to the performance of any work under the Agreement, the Contractor shall supply the Airport Representative with telephone numbers of four (4) “Supervisory Personnel” who are on call twenty-four (24) hours a day, seven (7) days a week, including Holidays during the Snow Removal Season. The Contractor shall designate one responsible manager who will be in charge of checking and directing all of the Contractor’s equipment involved in Snow Removal Services at the Airport.
(the “Equipment Supervisor”). When called, the Equipment Supervisor shall timely report to the Airport’s Snow Crew Leader at the equipment staging area for instructions. The Equipment Supervisor shall report any property damage or personnel injuries immediately after it occurs to the Airport Representative.

B. The Contractor, will provide and invoice the City for qualified mechanics for the duration of each snow call, to maintain a rate of performance and amount of work acceptable to the Airport Representative. Contractor, at his/her own cost, will employ qualified mechanics at times other than snow calls if that is necessary to keep the equipment in a safe, operable and ready condition.

C. The Contractor will provide at its cost, four-wheel drive vehicles separate from the actual snow removal equipment, and equipped with adequate lights, a roof mounted green rotating beacon, and two-way radio on company frequency for supervisor personnel.

D. All Contractor’s personnel will obtain, at Contractors cost, an Airport Photo Identification Badge in accordance with Appendix A, Section 25 and 49 CFR Part 1500 as may be amended from time to time (“TSA 1500”). Any and all violations pertaining to Airport Security resulting in a fine or penalty will be the responsibility of the Contractor (see Appendix A, Sections 13.B & 25).

E. The Contractor will designate one supervisor to act as the “Supervisor Point of Contact”. The Supervisor Point of Contact must be provided with an 800 mhz radio during an event to have contact with the Airports Operations Center at all times. The Supervisor Point of Contact must remain on the airfield and in contact with the Airport’s Operation Center 24/7 during an event.

F. The Contractor will be responsible for insuring that all supervisors’ vehicles are equipped with a Portable FAA approved Handheld NAV/COM Aviation Radio capable of monitoring ground control (121.9).

G. Contractor will insure that all front-end loader operators provided by the Contractor must have at a minimum not less than two (2) years of experience operating a front-end loader. When requested by the City, the Contractor shall promptly and timely provide the Airport Representative with proof of such experience.

H. The Contractor must employ only competent and efficient workers. Whenever, in the opinion of the Director or an Airport Representative, any worker is careless, incompetent, violates safety or security rules, or fails to follow the safety requirements set forth in the Agreement, Contractor will promptly remove that worker from the Airport and will not use that worker again on Airport property (see Appendix A, Section 17 entitled “Replacement of Personnel”).
8. **TRAINING**

A. All Contractors and subcontractors are required to take annual airport safety ramp training prior to the start of each Snow Removing Season. The Contractor is responsible for maintaining all records for its own and subcontractor's employees. No contractors or subcontractors will be allowed to drive on the airfield if they have not attended the annual safety ramp training.

B. The annual ramp safety training will be provided on multiple days and times to insure all contractors attend. The class can last up to two hours in length and will be held in the B Concourse safety training room.

C. A maximum of 4 hours will be paid to attend training at the worker hourly rate of $35/hour.

9. **HOURS OF OPERATION**

The Contractor agrees to the following:

A. Time, for billing purposes, begins at the designated Response Time as directed by the Airport Representative. Time ends when Snow Removal Services cease upon direction of the Airport Representative.

B. Only the Airport Representative or his/her authorized representative will decide when to halt Snow Removal Services and when the Contractor should secure its equipment.

C. The Contractor will not permit any operator to be on duty for an extended period so as to affect the safety of Snow Removal Services. Contractor agrees that under no circumstances will the Contractor permit an operator to be on duty for more than twenty-four (24) consecutive hours without a rest period of not less than twelve (12) hours following.

10. **EXTRA WORK**

A. At the written request and direction of the Director, additional Snow Removal Services work, or modifications, additions, or extras ("Extras") may be required. The fee or charge for Extras will be agreed upon in advance in writing on a case-by-case basis. See Appendix A, Section 15.A. For all work conducted under the Agreement, the total amount to be paid to the Contractor must not exceed the total Contract Not-To-Exceed Amount of the Agreement. See Appendix A, Section 15.D.
B. Any work not specified in the Agreement that may be fairly implied as included in the Agreement will be done by the Contractor without extra charge. The Director will be the sole judge.

1. The Contractor will do all Extras that may be requested or ordered in writing by the Director. No claim for Extras will be allowed unless such Extras have been ordered in advance by written request of the Director.

2. The Contractor will furnish the Director with itemized bills for all items included under this heading, and such bills may be verified or audited by the City.

3. All bills for Extras done in any month, will be submitted to the Director, in writing, before the 15th day of the following month, and the amounts therein must be in accordance with the daily time, material, and equipment statements approved by the Director.

4. As proof of costs, the Contractor must submit copies of itemized invoices received from the Contractor’s approved subcontractor(s) which have been previously reviewed and approved by the Contractor.

5. Extras will be paid for based on a fixed amount, rate, charge, or any combination thereof agreed upon and approved by the Contractor and the Director in writing prior to such Extras being performed. See Appendix A, Section 15.A.

6. For all Extras performed under this Agreement, the Contractor shall submit detailed work order tickets identifying, at a minimum, each piece of Equipment called in for repair, the reason for the repair, a description of the problem, and the maintenance/repair work performed.

11. TERM

The term of the Agreement will be for thirty-six (36) months beginning on the Commencement Date specified below and ending 36 months thereafter unless terminated or cancelled as provided for in Appendix B, Section 2. The Agreement is expressly subject to, and will not become effective or binding on the City until, fully executed by all signatories of the City. The commencement and expiration dates are as follows:

“Commencement Date”: October 1, 2020  “Expiration Date”: September 30, 2023

12. ADMINISTRATIVE PROCEDURES

A. Before commencing work under the Agreement, the Contractor will designate, by written notice to the Airport Representative, an experienced, competent and
knowledgeable, full-time employee of the Contractor as the Contractor's "Project Coordinator." The Project Coordinator will be fully authorized to act for the Contractor in all matters covered by the Agreement. The Contractor will also furnish all supervisory personnel with copies of these specifications and will make certain that all such personnel understand the Provisions thereof.

B. When necessary, or as requested by the Airport Representative, the Contractor will make periodic reports and recommendations to the Airport Representative concerning conditions, transactions, situations or circumstances encountered by the Contractor relating to the services performed under the Agreement.

C. The Contractor's performance must meet the highest standards of care, skill, and diligence provided by professionals who perform services similar to the services required by the Agreement. All work will be executed in the most workman-like, safe and substantial manner. The Contractor will furnish everything necessary to complete and perfect the aforesaid work according to the design and intention, whether particularly specified or which may be inferred from the Agreement and its specifications. Work which should properly be performed by skilled laborers, will not be attempted by common laborers.

D. The Contractor will ensure that all equipment and temporary offices and trailers used on the job are conspicuously marked with the Contractor's name and telephone number (if applicable).

E. The Contractor must clean up the work site each day. This clean-up must include placing material, tools, and equipment in a neat, safe, and orderly arrangement. Equipment must never block access to existing facilities. Rubbish, debris, rubble, and garbage must be properly removed daily and disposed of in accordance with all applicable local, state, and federal laws and regulations. The City and its officers, agents, representatives, or employees are not responsible or liable for, in any way whatsoever, any hazardous condition created by, arising out of, or incidental to the Boiler Control & Repair Services performed by the Contractor or its officers, employees, contractors, representatives, or agents under the Agreement. (See Appendix B, Section 1.)

F. The Contractor will have on the job at all times, ample equipment to properly and safely carry out the required work including such tools or equipment as may be necessary to meet emergency requirements.

G. The Contractor will furnish to the Airport Representative a list of all employees (including subcontractor's employees) performing services under the Agreement. (See also Appendix B, Section 3.) The Contractor will maintain and update this list throughout the term of the Agreement. The Contractor will be present at the work site continuously during working hours throughout the progress of the work, either in person, or through his Project Coordinator or supervisory personnel to receive directions and furnish information. Any instructions or directions given to
the Project Coordinator or supervisory personnel of the Contractor will be considered the same as given to the Contractor in person.

H. Contractor, at its cost, will secure all applicable permits and licenses and approvals required or necessary to fulfill the Provisions of the Agreement.

I. The Contractor will attend a pre-performance conference prior to commencement of any work under the Agreement. Said conference will be after the date of Agreement execution, and prior to start of the work.

J. The work under the Agreement may be on an active airport. If so, prior to the start of any work under the Agreement, the Contractor will provide the Airport Representative with a work schedule which will indicate a proposed sequence and time schedule of the work to be accomplished for the Airport Representative’s prior written approval. (See Appendix A, Section 5.)

K. In case of an emergency, the Airport Director, Deputy Director of Operations and Maintenance, or the Airport Representative will have authority to order the Contractor to immediately terminate work and clear the area of personnel and equipment. The Contractor will immediately comply to such an order with all possible speed.

L. The Airport Representative will determine the amount, classifications, acceptability, and fitness of all work to be done, and will decide all questions which may arise related to the proper performance of the Agreement, and his decisions will be final, except as provided for in Appendix A, Section 19.

M. The City reserves the right to solicit bids and award contracts to other contractors for any modifications or additions to the Boiler Control & Repair Services. The City reserves the right to furnish components, parts, supplies, and materials at its discretion or to perform the required work. (See Appendix A, Sections 15.D. and 29.G.)

13. **RULES AND REGULATIONS**

A. The Bidder will comply with all applicable rules and regulations including, resolutions, plans, operating directives, Airport Certification Manual, and directives promulgated or established by the Airport Authority, the Airport Commission, the Director, or the City, as amended, in performing the required work or services. The Bidder will comply with all statutes, laws, ordinances, orders, judgments, decrees, permits, regulations, environmental plans and programs, environmental permits, directions, and requirements of the City as amended, and all federal, state, city, local and other governmental authorities, now or hereafter applicable, in performing the required work and service.
B. The Contractor will be responsible for compliance with all Airport Security Regulations, Airport Security procedures, and TSA 1500 as amended. Any and all violations by the Contractor or its officers, employees, subcontractors, independent contractors, agents, or representatives pertaining to Airport Security resulting in a fine or penalty to the City or the Contractor, or its officers, employees, agents, or representatives, will be the responsibility of the Contractor. City will be reimbursed within ten (10) days of the City’s request, for any such fines or penalties imposed on the City.

C. The Contractor will be responsible for the work of all subcontractors and agents, and all work must be kept under the Contractor's control. A complete list of all such subcontractors will be submitted to the Airport Representative for his/her prior written approval. (See Appendix B, Section 3.)

D. The Contractor will not be entitled to any claim for damages or losses whatsoever against the City or its officers, employees, agents, representatives, due to hindrance or delay from any cause whatever in the progress of the work or any portion thereof including without limitation, loss of profits, and actual, consequential, special, or incidental damages.

14. **REPAIR OF DAMAGE**

The Contractor will promptly report any City or third party property damaged by Contractor’s operations or employees. The Contractor will not make repairs or replacements to damaged City property without the prior written approval of the Airport Director.

15. **PAYMENTS**

A. The Contractor shall submit to the Airport Representative for payment by the City, a monthly itemized invoice and supporting documentation for work or services performed under the Agreement at the rates, changes and amounts outlined in the attached Appendix C. Invoices will be submitted to the Airport Accounting Department at:

AirportAccountsPayable@flyslt.com (preferred) or
St. Louis Lambert International Airport
Accounts Payable
P. O. Box 10036
St. Louis, MO 63145
Contact Phone Number: (314) 426-1303

1. The invoice must include:
   a. Contract number;
b. Ordinance number;
c. Type of Equipment;
d. Service(s) performed;
e. Date service was performed;
f. Starting Time;
g. Ending Time;
h. Monthly amount owed by the City;
i. Subcontractor invoice(s);

For Extras authorized in writing by the Director, the Contractor will invoice the City at the rates, charges, and amounts as authorized in writing by the Director as set out in Section 6. All payments are contingent upon the appropriations of sufficient funds by the City annually.

B. At the beginning of each Snow Removal Season but after the successful required Equipment Pre-Season Inspection (November 1 of each year), the Contractor shall submit to the Airport Representative for payment by the City, an invoice for the annual Mobilization Fee charged by the Contractor. (Bidder shall bid a Mobilization Fee for Contract Year 1, Contract Year 2, and Contract Year 3 as provided for on Appendix C.)

C. Acceptance by Contractor of the final payment will constitute payment in full for all work done.

D. The Agreement will not create a debt, liability, or obligation of any kind whatsoever on the City for the City to order or request any particular amount of work or services. (See also Appendix A, Sections 12.M and 29.G.)

E. The Contractor will submit invoices for the services and work performed pursuant to the Agreement in a timely manner and as provided for in the Agreement. The City will not be required or obligated to pay any invoice submitted to the City by the Contractor more than six (6) months after the expiration or earlier termination of the Agreement or be responsible for any costs or expenses incurred by the Contractor for services or work performed pursuant to the Agreement for which invoices have not been submitted to the City for payment within six (6) months of the expiration or earlier termination of the Agreement.

F. The total Contract Not-To Exceed Amount of the Agreement is $__________.

16. **NOTICE OF LOSS OR CLAIMS**

A. The Contractor will indemnify, defend, and save harmless the City, its officers, k) employees, and agents from all suits or actions, or losses brought against or suffered by the City, its officers, employees or agents, for or on account of any
injuries or damages received or sustained by any party or parties by or from the Contractor, its employees, representative, or agents, in the performance of the work herein specified, or in consequence of any negligence in guarding the same, or any defective materials or equipment used, or by or on account of any act or omission of the said Contractor.

B. The Contractor will indemnify, defend, and save harmless the City, its officers, employees, representatives, and agents from the payment of any and all claims, demands, damages, or costs arising out of any infringement, or alleged infringement of intellectual property rights including, without limitation, the use of any patent or patented device, article, system, arrangement, material or process used by the Contractor or its officers, employees, representative, or agent in the execution of the Agreement.

C. The Contractor will provide written notification to the Director of all suits or action or losses arising out of the Agreement within seven (7) days of service or demand.

17. REPLACEMENT OF PERSONNEL

Contractor will promptly replace the manager or any employee working under the Agreement should the Airport Director believe and recommend that such should be done for the good of the services being rendered. The Airport Director’s decision will be final and binding.

18. PROHIBITED ACTS

A. Contractor will not do or permit to be done any act which:

1. Will invalidate or be in conflict with any insurance policies covering the Airport or the City, or any part thereof, or upon the contents of any building thereon;

2. Will increase rates of any insurance, extended coverage or rental insurance on the Airport or the City, or any part thereof, or upon the contents of any building thereon;

3. In the opinion of the Airport Representative, will constitute a hazardous condition, so as to increase risks normally attendant upon the operations enumerated in the Agreement;

4. Will constitute a nuisance in or on the Airport or which may result in creation, commission, or maintenance or a nuisance in or on the Airport; or;
5. May interfere with the effectiveness or accessibility of the drainage of any sewage system, fire protection system, sprinkler system, alarm system, fire hydrants and hoses if any, installed or located in or on the Airport.

B. If by reason of the Contractor’s failure to comply with the Provisions of this Section 14, any fire insurance, extended coverage or rental insurance rate on the Airport, or any part thereof, or upon the contents of any building thereon will be at any time higher than it otherwise would be, then the Contractor will on demand, pay the City the increase in the cost of insurance premiums paid or payable by the Airport which was charged because of such violation by the Contractor. For the purpose of this section, “Airport” includes all structures or improvements located thereon.

19. **RIGHT OF REVIEW**

Contractor may request that the Director review any decision or direction of the Airport Representative. The decision of the Director will be final and binding. All requests for review must be in writing and within twenty-four (24) hours of the Airport Representative’s decision in dispute, and must set forth clearly the cause for such request of review. No review will be allowed by the Director which has not first been considered by the Airport Representative. (See Appendix A, Section 12.L.)

20. **GOVERNING LAW AND FORUM SELECTION**

The Agreement is entered into in the State of Missouri, and Missouri law, the City’s charter and ordinances, as amended, will govern and apply to the Agreement. Any cause of action, claim, suit, demand, or other case or controversy arising from or related to the Agreement must be brought in only a federal or state court in The City of St. Louis, Missouri. Bidder and the City consent to the jurisdiction and venue of such courts. The Provisions of this section survive the expiration or early termination of the Agreement.

21. **WAIVERS OF LIEN**

Upon completion of all work, and if requested by the City, the Contractor will submit within five (5) business days of the City’s request full waivers of lien from every entity involved in the performance of the Agreement. Lien waivers must be submitted on forms and executed in a manner acceptable to the Airport Representative. Contractor will not permit any mechanics’ or materialmen’s liens or any other lien or encumbrance to be attached or foreclosed upon the City’s property or any part or parcel thereof, or on the improvements thereon, by reason of any work or labor performed or materials furnished by any mechanic, materialman, contractor, or any other reason.
22. **FACILITIES PROVIDED BY THE AIRPORT**

City, subject to and in accordance with the Provisions of the Agreement, shall provide the right of ingress and egress to all areas herein specified in order for the Contractor to perform the required work and services.

23. **PRECAUTIONARY MEASURES**

Contractor will exercise every precaution to prevent injury to persons, damage to property, and inconvenience to the City’s travelers, licensees, invitees, airlines operating at the Airport, and other users of the Airport. Contractor will place watchmen, erect barricades and railings, give warnings, display lights, signals, or signs and exercise precautions against fire, or electrocution, and take other precautions as may be necessary, proper, and desirable. See Appendix B, Section 1.)

24. **STORAGE AND STAGING AREA**

A. The Airport Representative will assign storage and transfer area ("Transfer Area") in writing (if applicable). If assigned, the Transfer Area will be used for storage of the Contractor’s equipment and property, and will be maintained by the Contractor at its cost and to the City’s standards as provided for in the Agreement. Assignment of the Transfer Area will be based on availability of space.

B. The Contractor will be responsible for the security of its equipment and will maintain and improve the Transfer Area as directed by the Airport Representative. The City (including its officers, employees, agents or representatives) will not be responsible or liable for any vandalism, theft, casualty, loss, or damages of any kind whatsoever to the Contractor’s equipment, containers, compactors, parts, tools, or supplies, or other personal property.

C. City will provide the right of ingress and egress to all areas required in the performance of the Contractor’s services.

25. **BADGING**

A. The Contractor will comply with all applicable federal, state and local governmental laws and regulations and Airport rules and regulations as amended. (See Appendix A, Section 13.A.)

B. The Contractor at its cost will supply to and update as needed for the Airport Police Security Operations Bureau, a list of the Contractor’s employees to be issued an Airport ID Badge.
C. The Contractor will, when directed by the Airport Representative, schedule its employees to be issued an Airport ID Badge and fingerprinted for a criminal history check by the Airport Police Security Operations Bureau. This process will be used to issue Airport ID Badges to all Contractor employees assigned to work within the Security Identification Display Area ("SIDA"). The Contractor will maintain at all times adequate control of said identification badges. All employees issued identification badges will be required to attend the SIDA class, and any other security or ID Badge-related training class required by the Airport.

D. The Contractor will bear the cost of providing badges for the Contractor’s employees working under the Agreement. The cost for initial badging is $85.00 per employee. This fee includes the cost of the badge, fingerprinting, mandatory Security Threat Assessment, and the SIDA class. Badges must be renewed every 12 months at a cost of $35.00 per badge. Replacement cost for lost, stolen, or damaged identification badges will be the sole responsibility of the Contractor. The replacement cost for a lost badge is $75.00 for the first badge, $100.00 for the second badge, and $175.00 for a third badge. No fourth badge will be issued. Rates for Airport ID Badges are subject to change during the term of this Agreement.

E. The Contractor will be responsible for compliance with all Airport Security Regulations, Airport Security procedures, and TSA 1542 as amended. Any and all violations by the Contractor or its officers, employees, subcontractors, agents, or representatives pertaining to Airport Security resulting in a fine or penalty to the City or the Contractor, or its officers, employees, agents, or representatives, will be the responsibility of the Contractor. The City will be reimbursed within ten (10) days of the City’s request, for any such fines or penalties imposed on the City. (See Appendix A, Section 13.B.)

26. **UNIFORMS**

Contractor, at its costs, will provide uniforms for all its employees assigned to the Airport. Such uniforms are to bear the company’s name and be approved by the Airport Representative in writing.

27. **PERFORMANCE & PAYMENT BOND**

A. At or prior to the execution of the Agreement, the Contractor will execute a Performance Bond and a Payment Bond each in the amount of Fifty Thousand Dollars ($50,000.00) with surety satisfactory to the City conditioned on the full and faithful performance of all Provisions of the Agreement to be executed. Affirmation by the Surety Company to execute the Performance Bonds and the Payment Bonds must be executed by Attorney-In-Fact for the surety company before a licensed Notary Public. The Payment Bonds must comply with the coverage requirements and conditions of Section 107.170 RSMo. The City will allow
submittal of one year renewable bonds to meet the requirements of this Section 27. The Contractor will notify the City no later than thirty (30) days prior to the termination, cancellation, or non-extension of the Performance Bonds or Payment Bonds. If the Contractor’s Performance Bonds or Payment Bonds are terminated, cancelled, not renewed or extended, the Contractor shall promptly provide the City with a replacement bond(s) in full compliance with this Section 27. Any sum or sums derived from said Performance or Payment Bonds will be used for the completion of the Agreement and the payment of laborers and material suppliers.

B. Copies of the Performance Bonds and the Payment Bonds, in a form acceptable to the City, must be given to the Airport Representative for approval before the work of the Agreement begins.

C. Bidder will submit along with the Bidder’s Bid, a completed “Proposal To Bond Form” attached hereto as Attachment 1 and incorporated herein, executed by the Bidder’s Surety Company or a Proposal To Bond on the Surety Company’s stationary. (See Bidder’s Checklist Item 2 and Attachment 1, entitled “Proposal to Bond Form” incorporated herein.)

28. MISSOURI UNAUTHORIZED ALIENS LAW

A. Requirements: Bidders are advised that the Agreement executed with the successful Bidder pursuant to this SFB, is subject to Sections 285.525 through 285.555 of the Revised Statutes of Missouri 2000, as amended (the “Missouri Unauthorized Aliens Law”). As a condition for the award of the Agreement, the successful Bidder, will, by sworn affidavit and provision of documentation, affirm its enrollment and participation in a federal work authorization program with respect to the employees working in connection with the Agreement. The successful Bidder will also affirm in said affidavit that it does not knowingly employ any person who is an unauthorized alien in connection with the Agreement. A copy of an affidavit in a form acceptable to the City is attached hereto and incorporated herein as Exhibit B entitled “Affidavit.” See Bidder’s Checklist Item 13. Each Bidder must submit the attached “Missouri Unauthorized Aliens Law Acknowledgment & Acceptance Declaration” with its Bid (see attached Exhibit A, incorporated herein and Bidder’s Checklist Item 12.) Failure to submit this declaration with your Bid will result in rejection of the Bid. A successful Bidder’s failure to comply with the Provisions of the Agreement related to the Missouri Unauthorized Aliens Law may result in the termination of the Agreement by the City and other remedies available to the City at law or in equity. In addition, the State of Missouri may impose penalties for violation of the Missouri Unauthorized Aliens Law as set forth therein. The successful Bidder will deliver a fully executed original of the Affidavit (see Exhibit B) including required documentation in accordance with the Missouri Unauthorized Aliens Law, within twenty (20) days after notice to the successful Bidder of the award and prior to performing any work under the Agreement.

29. GENERAL PROVISIONS

A. The Contractor is an independent contractor and nothing herein will be interpreted or construed to mean that the Contractor or any of its employees or agents is an employee or agent of the City.

B. The Contractor will coordinate the services performed under the Agreement with the Airport Representative.

C. The Agreement will be the entire agreement and no amendment or modification will be made (except as expressly provided for herein) unless in writing and signed by the parties hereto.

D. The Agreement and all contracts entered into under the Provisions of the Agreement will be binding upon the parties and their successors and permitted assigns.

E. A waiver by one party of any the Provision(s) to be performed by the other party will not waive any subsequent default or breach of any of the Provisions of the Agreement. Any waiver by either party must be in writing and signed by the party waiving.

F. The Contractor will keep and maintain such records and reports necessary for the City to determine compliance with the Agreement. Records must be maintained by the Contractor for at least three (3) years after the expiration or termination of the Agreement. The City reserves the right to investigate, audit, and review, upon written request, such records and documents, to determine compliance with the Agreement. (See Appendix B, Section 6.)

G. The City retains the right to receive bids and award contracts on any modifications, deletions, or additions to the Boiler Control & Repair Services. In addition, the City retains the right to furnish materials or supplies at its discretion, or perform for itself, any required work. (See Appendix A, Sections 12.M and 15.D.)

H. No alderman, commissioner, director, board member, officer, employee or other agent of the City will be personally liable under or in connection with the Agreement.
I. Neither party will be in violation of the Agreement, if it is prevented from performing any of the obligations by reason of strikes, boycotts, labor disputes, embargoes, shortage of material, acts of God, acts of a public enemy, acts of a superior governmental authority, riots, rebellion, or sabotage, or any other circumstances for which it is not responsible and which is not within its control. (See Appendix A, Section 29.K below.)

J. If any Provision herein contained is held to be invalid by a court of competent jurisdiction, the invalidity of any such Provision will in no way affect any other Provision, herein contained, provided the invalidity of such Provision does not materially prejudice either party hereto in its respective rights and obligations contained in the valid Provisions of the Agreement.

K. The parties agree that time will be of the essence in the performance of each and every obligation and understanding of the Agreement.

L. Unless otherwise expressly provided for herein, when the consent, approval, waiver, release, or certification (“Approval”) of either party is required under the Provisions the Agreement, such Approval must be in writing and signed by the party making the Approval. Whenever the Approval of the City or the Director of Airports is required, the Approval must be from the City’s Director of Airports or his/her authorized or designated representative.

30. **PREVAILING WAGE AND FRINGE BENEFITS**

The Contractor agrees that all employees and subcontractor’s employees performing any work under and subject to the Provisions of the Agreement at the Airport will be paid not less than the prevailing hourly rate of wages and fringe benefits as determined by the United States Secretary of Labor, or his/her authorized representative, in accordance with prevailing rates in the locality of the metropolitan St. Louis area pursuant to 41 U.S.C. 351 et seq., as amended, except for any person engaged in an executive, administrative or professional capacity. This Section 30 is subject to and is in accordance with City Ordinance No. 62124.

31. **MEDIA INQUIRIES / ADVERTISING**

A. If contacted by any media entity or other third party ("Media Entity") about the Agreement or the services performed by the Contractor under the Agreement ("Airport Project"), the Contractor will refer the Media Entity to the Airport’s Public Relations Manager. This includes, without limitation, trade publications.

B. Any printed articles, press releases, web articles, social media communications or case studies about an Airport Project must be approved in writing by the Airport’s Public Relations Manager prior to being made public by the Contractor. Contractor will have no right to use the trademarks, symbols, logos, trade names
or the name of the City or the Airport, either directly or indirectly, in connection with any production, promotional service, publication or advertising without the prior written consent of the Airport’s Public Relations Manager.

C. Contractor will treat all knowledge of the City’s intentions, operations or procedures, and business as confidential and at no time divulge such information without the prior written consent of the Director, unless otherwise required by a court order or subpoena. Contractor will timely inform the City of any such order or subpoena prior to releasing said confidential information.

D. Advertisements discussing an Airport Project must be approved by the Airport’s Public Relations Manager in writing prior to publication or must include a prominent disclaimer that neither the City nor the Airport necessarily endorses the Contractor’s work.

E. Any quotes or testimonials from City or Airport staff may not be used unless pre-approved in writing by the Airport’s Public Relations Manager.

F. Photos taken by Contractor of Airport Projects must be pre-approved in writing by the Airport’s Public Relations Manager. Contractor acknowledges and understands that some photos may contain security-sensitive information and publication may violate federal laws or regulations or Airport security rules or procedures.

G. The Airport’s Public Relations office must be given at least three (3) business days’ notice to review request and materials. The Airport’s Public Relations office coordinates media, web, postings, printed materials, advertisements and other public communication about Airport Projects. Public Relations main number is: 314-426-8125.

32. **CUSTOMER SERVICE**

Contractor, on behalf of itself and all subcontractors, acknowledges that customer service to the traveling public is a primary concern for the City and that customer service is the shared responsibility of all employees and service providers at the Airport, no matter their role or function. Contractor agrees that all of its employees performing service at the Airport pursuant to the Agreement will:

A. Demonstrate excellent customer service at all times when in contact with users of the Airport.

B. Act in a courteous and helpful manner at all times with travelers, fellow employees, and all other users of the Airport, including but not limited to, appropriate greetings and assistance to travelers, if and when applicable.
C. Help ensure that travelers have a positive Airport experience and at all times, behave in a businesslike and professional manner while on Airport property.

D. Refrain from using foul or inappropriate language in public areas; smile and use a pleasant tone of voice when conversing with travelers and all other Airport users; be actively working while on duty and refrain from gathering and "chatting" in groups while on duty, unless necessary; refrain from the use of non-business cell phones while on duty; refrain from napping or sleeping in public areas.

E. Not utilize public seating, boarding areas, gate areas or lounge areas within the terminals and concourses. The above areas are intended for use by the traveling public and not as rest or lounge facilities for Contractor’s employees.

33. **INSPECTIONS**

A. The Airport Representative will at all times have free access to Contractor’s worksites, equipment, and shops to determine Contractor’s compliance with the Provisions of the Agreement. The Airport Representative may perform periodic inspections of the work as outlined in the Agreement to determine if Contractor’s services meet required standards. Contractor will be required to timely and promptly make any improvements required by the Airport Representative at no additional charge to the City. (See Appendix A, Sections 5 and 12.)

34. **FAILURE TO PERFORM**

A. Every six (6) months the Airport Representative, in consultation with Operations personnel, will complete a “Performance Review” of the work performed by the Contractor.

B. If the Airport Representative determines at his/her sole discretion that the quality or quantity of any work required to be performed under the Agreement is unacceptable or that the Contractor has failed or refused to perform the work, the City may take reasonable and necessary actions to perform the work or remedy the Contractor’s failed or under performance(s). See Appendix A, Sections 12.C and 12.L.

C. All reasonable costs or expenses incurred by the City will be promptly and timely paid or reimbursed by the Contractor as provided for herein. The City may deduct such costs, plus 15% for administrative costs, from any payments due to the Contractor under the Agreement or the City may invoice the Contractor for such costs which will be due within thirty (30) days of the City’s written request.

D. The work, if necessary, and any other actions taken by the City pursuant to this subsection may be performed only after first providing at least five (5)
working days’ notice to Contractor of such failure to comply. Subsequent to receipt of notice that the City will perform the work or remedy the breach or default, the Contractor must not undertake further performance of such work without the specific prior authorization from the Airport Representative.

E. During the five (5) days’ notice the Contractor may demonstrate to the City why no such alleged failure is present or to timely remedy such alleged failure. However, the City's right to perform such work will not arise, if such failure cannot be reasonably cured within five (5) working days and the Contractor promptly and with due diligence takes prompt and appropriate corrective action and diligently purses until the failure is corrected to the City's reasonable satisfaction.

35. PRE-BID MEETING

A pre-bid meeting will be held via teleconference on May 5, 2020 at 10:00 A.M. At the conclusion of the Pre-Bid Meeting, attendees are encouraged to remain and participate in a presentation on the M/WBE Program requirements, with special emphasis on the Good Faith Efforts area. Participation in the Pre-Bid Meeting teleconference is mandatory. If you have questions regarding the teleconference or wish to participate, please contact the Airport Properties Division at 314-890-1802. The call in number and access code for the teleconference are:

Conference call # 1-888-204-5987
Access Code: 7517752
CITY OF ST. LOUIS
ST. LOUIS LAMBERT INTERNATIONAL AIRPORT

APPENDIX "B"

GENERAL SPECIFICATIONS
(SNOW REMOVAL SERVICES)

1. INSURANCE AND INDEMNIFICATION

A. The Contractor, at its expense, at all times during the term hereof, will cause St. Louis County, the City, and its Board of Alderman, the Airport Commission, and their respective officers, agents and employees and the Contractor to be insured on an occurrence basis against all claims and demands by third persons for bodily injury (including wrongful death) and property damage arising or alleged to arise out of the activities or omissions of the Contractor, its officers, agents, employees, contractors, subcontractors, licensees, invitees, representatives, and independent contractors pursuant to the Agreement under the following types of coverage:

1. Comprehensive General Liability;

2. Comprehensive Automobile Liability (any vehicles, including owned, hired and non-owned).

B. The minimum limits of coverage for the above classes of insurance must equal a single limit of Ten Million Dollars ($10,000,000.00) comprised of such primary and excess policies of insurance as the Contractor finds it feasible to purchase during the term of the Agreement and will name St. Louis County, the City, and its Board of Alderman, the Airport Commission, and their respective officers, agents (the “CITY” as used in this Section) by endorsement as an "Additional Insured." Prior to execution of the Agreement, Contractor will provide certificates of said insurance and all endorsements required pursuant to the Agreement to the Airport Representative in form and content satisfactory to the City. In addition, the Contractor will also mail or fax a copy of the Certificate of Insurance and all required endorsements to:

St. Louis Airport Police Department
P.O. Box 10212, Lambert Station
St. Louis, Missouri 63145
Attn: Sharon Wilson, Bureau of Security Operations
Phone: 314-426-8002
Fax: 314-890-1325

C. Such liability insurance coverage must also extend to damage, destruction and injury to CITY owned or leased property and CITY personnel, and caused by or
resulting from work, acts, operations, or omissions of Contractor, its officers, agents, employees, contractors, subcontractors, licensees, invitees, representatives, and independent contractors and, contractual liability insurance sufficient to cover Contractor’s indemnity obligations in the Agreement. The CITY will have no liability for any premiums charged for such coverage, and the inclusion of the CITY as an Additional Insured is not intended to, and does not make the CITY a partner or joint venturer with Contractor in its operations in the Agreement. Each such insurance policy must, by endorsement, provide primary coverage to the CITY when any policy issued to the CITY provides duplicate or similar coverage and in such circumstances, the CITY’s policy will be excess over Contractor’s policy.

D. The Contractor will protect, defend, and hold St. Louis County, the City, and its Board of Alderman, the Airport Commission, and their respective officers, agents and employees completely harmless from and against all liabilities, losses, suits, claims, judgments, and fines or demands arising by reason of injury or death of any person or damage to any property, including all reasonable costs for investigation and defense thereof (including but not limited to attorneys’ fees, court costs, and expert fees), of any nature whatsoever arising out of or incident to the Agreement and the use or occupancy of the City’s premises and the acts or omissions of Contractor's officers, agents, employees, contractors, subcontractors, licensees, invitees, or independent contractors regardless of where the injury, death, or damage may occur, unless and to the extent such injury, death or damage is caused by the negligence of the City. The Director or his/her designee will give to Contractor reasonable notice of any such claims or actions. The Contractor will also use counsel reasonably acceptable to the City Counselor of the City or his/her designee, after consultation with the Director or his/her designee, in carrying out its obligations in the Agreement. The Provisions of this section survive the expiration or early termination of the Agreement.

E. The Contractor will maintain Workers’ Compensation and Employers Liability Insurance at least at the statutory requirement and in accordance with Missouri laws and regulations. Contractor will require that all of its subcontractors or licensees similarly provide such coverage. The City, its officers, employees, or agents will not be liable or responsible for any claims or actions occasioned by Contractor’s failure to comply with the Provisions of this subsection. The indemnification Provisions of the Agreement apply to this subsection. It is expressly agreed that the employees of the Contractor are not employees of the City for any purpose, and that employees of the City are not employees of the Contractor.

2. CANCELLATION

A. The City retains the right to cancel the Agreement immediately upon written notice to Contractor if:
1. Contractor fails to properly keep any Provision of the Agreement; or,

2. The quality of service falls below the specified standards as determined by the City; or,

3. Contractor fails or refuses to render the amount of service required.

B. Contractor has the right to cancel the Agreement if:

1. The City fails to keep, perform, or observe any material Provision of this Agreement for a period of ninety (90) days after written notice by Contractor specifying the material breach by the City;

   a. Failure to keep, perform, or observe any material Provision of this Agreement will not give rise to Contractor’s right to terminate this Agreement if the material breach can be cured but cannot, with due diligence, be cured within ninety (90) days’, if the City institutes corrective action within ninety (90) days’ and diligently pursued until the material breach is corrected.

C. Contractor retains the right to cancel the Agreement without cause upon one hundred twenty (120) days written notice to the City. There will be no liability to Contractor and such a cancellation will be a no-fault cancellation.

D. The City retains the right to cancel the Agreement without cause upon thirty (30) days’ written notice to Contractor. There will be no liability to the City and such a cancellation will be a no-fault cancellation.

E. Notwithstanding anything to the contrary herein, it is expressly understood by the parties that the Agreement will terminate immediately upon the failure of budgetary appropriations with no resulting liability to the City.

F. Upon cancellation, termination, or the expiration of the Agreement, or if requested in writing by the Airport Representative, all tools, parts, equipment, supplies, materials, maps, plans and specifications, manuals, schedules, records, files, logs, work product, or property paid for, supplied or owned by the City will be returned to the City by Contractor within one (1) business day.

3. **ASSIGNMENT AND SUBCONTRACTING**

A. Contractor will not assign or transfer the Agreement without the prior written approval of the City, as provided for in Ordinance 63687 approved in 1996. At least ninety (90) days prior to any assignment of the Agreement, Contractor will submit a written request to the City along with a copy of the proposed assignment
agreement. The City reserves the right to refuse without cause or justification, such requests. No assignment will be made or will be effective unless Contractor is not in default on any of the other Provisions of the Agreement. The party to whom such assignment is made will expressly assume in writing the Provisions of the Agreement. The parties to the Agreement understand and agree that the Contractor is and will remain responsible for the performance of its assign under the Agreement. No assignment will be effective as it pertains to the City until such time as the City receives a fully executed copy of the approved assignment agreement as provided for above.

B. Contractor will not subcontract or transfer any part of the services or work to be performed in the Agreement without the prior written approval of the Director of Airports. At least sixty (60) days prior to any subcontracting of service or work or the transfer of any part of the services or work to be performed in the Agreement, Contractor will submit a written request to the Director of Airports. This request must include a copy of the proposed subcontract or agreement. The City reserves the right to refuse without cause or justification, such requests. At a minimum, any subcontractor agreement must expressly require strict compliance with the Provisions of the Agreement. The Contractor will furnish all authorized subcontractors or agents a copy of the Agreement. The parties understand and agree that the Contractor is responsible for the performance of its subcontractors or agents under the Agreement. No subcontract or any other agreement will be effective as it pertains to the City until such time as the City receives a fully executed copy of the approved subcontract or agreement as provided for above.

C. Any such assignment or transfer or subcontracting of services without the consent of the City, as provided for in this Section 3, will constitute default on the part of the Contractor under the Agreement. No action or failure to act on the part of any officer, agent, or employee of the City will constitute a waiver by the City of this Provision.

D. Contractor will submit along with the Contractor’s Bid a completed “SUBCONTRACTOR/SUPPLIER LIST” (attached hereto as Attachment 7).

E. Notwithstanding any other term or provision in the Agreement, the City may assign the Agreement at its sole discretion by providing Notice to Contractor as described above.

4. **AFFIRMATIVE ACTION PROGRAM AND NON-DISCRIMINATION**

A. Contractor agrees during performance under the Agreement, that discrimination will not be permitted against any employee, worker, or applicant for employment because of race, creed, color, religion, sex, age, disability, national ancestry or origin.
B. Contractor agrees during performance under the Agreement, that all printed or
circulated solicitations, or other advertisement or publication for employees placed
by or on behalf of the Contractor, state that all qualified applicants will receive
meaningful consideration for employment without regard to race, creed, color,
religion, sex, age, disability, national origin or ancestry.

C. If the Contractor or City determine that Contractor will be unable to conform to
the approved positive employment program, submitted to determine eligibility
under the Fair Employment Division Practices Provisions of the City Code, then
the Contractor will notify the Fair Employment Division of the St. Louis Council
on Human Relations within ten (10) days as to the steps to be taken by the
Contractor to achieve the provisions of this program.

D. Contractor will permit reasonable access by the City to such persons, reports and
records as are necessary to ascertain compliance with fair employment practices.

E. If the Contractor fails to comply with the nondiscrimination clauses of the
Agreement, or fails to furnish information or permit records and accounts to be
inspected, within twenty (20) days from the date requested, the Airport may
cancel, terminate, or suspend the Agreement, in whole or part. Further, the
Airport may declare the Contractor ineligible for further City contracts for a
period of one year, at the City’s option. If the contract is canceled, terminated, or
suspended for failure to comply with fair employment practices, the Contractor
will have no claim for any damages against the City.

F. Contractor will incorporate Section 4.A through 4.E in all contracts or agreements
entered into with suppliers of materials or services, contractors and subcontractors
and all labor organizations furnishing skilled, unskilled and craft union skilled
labor, or who may perform any such labor or services in connection with the
Agreement.

G. If the Contractor is sued or threatened with litigation by a subcontractor, vendor,
individual, group or association, as a result of compliance with Sections 4.A
through 4.E, such contractor will notify the City Counselor in writing of such suit
or threatened suit within ten (10) days.

H. The Contractor must submit evidence from the City’s Civil Rights
Enforcement Agency (CREA) stating that Contractor has complied with the
City's requirements for an affirmative action program as required by the Mayor's
Executive Order on Equal Opportunity in Employment.

I. Contractor will comply with all applicable nondiscriminatory requirements that
may be imposed pursuant to the Federal Aviation Act of 1958, as amended; Title
VI of the Civil Rights Act of 1964, as amended; 49 C.F.R. Parts 21, 23, and 26, as amended; and state and local laws.

5. **MINORITY BUSINESS ENTERPRISE AND WOMEN BUSINESS ENTERPRISE (MBE/WBE) PARTICIPATION**

   **A. Definitions:**

   As used in this requirement, "Minority Business Enterprise" or "MBE" and "Women Business Enterprise" or "WBE" are defined as follows:

   1. "**Minority Business Enterprise**" or "**MBE**" means a minority business enterprise as defined in the Mayor’s Executive Order #28, as amended.

   2. "**Women Business Enterprise**" or "**WBE**" means a women’s business enterprise as defined the Mayor’s Executive Order #28, as amended.

   **B. Policy:**

   It is the policy of the City of St. Louis Airport Authority to ensure the maximum utilization of minority and women's business enterprises in contracting and the provision of goods and services to the City, its departments, agencies and authorized representative and to all entities receiving City funds or City-administered government funds while at the same time maintaining the quality of goods and services provided to the City and its subrecipients through the competitive bidding process. The provisions of this Policy apply to all contracts awarded by the City, its departments and agencies and to all recipients of City funds or City-administered government funds and will be liberally construed for the accomplishments of its policies and purposes.

   **C. Goal:**

   A goal of 25% MBE and 5% WBE utilization has been established in connection with the Agreement. This goal is based on the original Agreement amount and remains in effect throughout the term of the Agreement. If an award of the Agreement is made and the MBE/WBE participation is less than the Agreement goal, the Contractor must continue good faith efforts throughout the term of the Agreement to increase MBE/WBE participation and to meet the Agreement goal. Please note: Contractors certified as either an MBE or WBE must still fill both goals. In addition, Contractors certified as both an MBE and a WBE can only fulfill either the MBE goal or the WBE goal, **not both goals**.

   **D. Obligation:**
1. The Contractor agrees to take all reasonable steps to ensure that MBEs/WBEs have maximum opportunity to participate in contracts and subcontracts financed by the City of St. Louis Airport Authority provided under the Agreement. The Contractor will not discriminate on the basis of race, color, national origin, or sex in the award or in the performance of contracts financed by the City of St. Louis Airport Authority.

2. A current Directory of M/W/BE firms certified by the City of St. Louis is available online at [www.flystl.com/bdd](http://www.flystl.com/bdd).

E. Good Faith Efforts Requirement:

1. The quality, quantity and intensity of the Bidder’s good faith efforts will be evaluated by the City. Regardless of whether the Bidder meets the 25% MBE and 5% WBE goal, the Bidder must demonstrate and document those efforts by submitting the “Good Faith Efforts Report Form” attached hereto as Attachment 4 with the bid. Additionally, when the M/WBE goals cannot be met, the Bidder must also include a statement as to why the goals could not be met. (See Bidder’s Checklist Item 5). Examples of good faith efforts are but not limited to the following:

   a. Efforts made to select portions of the work proposed to be performed by M/WBEs in order to increase the likelihood of achieving the stated goal, including, where appropriate, but not limited to, breaking down contracts into economically feasible units to facilitate M/WBE participation. Selection of portions of work are required to at least equal the goal for M/WBE utilization specified in the contract.

   b. Written notification at least fourteen (14) days prior to the opening of bids, soliciting individual M/WBEs interested in participation in the contract as a subcontractor, regular dealer, manufacturer, consultant, or service agency and for what specific items or type of work.

   c. Written notification to disadvantaged economic development assistance agencies and organizations which provide assistance in recruitment and placement of M/WBEs, of the type of work, supplies, or services being considered for M/WBEs on this contract.

   d. Efforts made to negotiate with M/WBEs for specific items of work including evidence on:

      i. The names, addresses, telephone numbers of M/WBEs who were contacted, the dates of initial contact and whether
initial solicitations of interest were followed up by contacting the M/WBEs to determine with certainty whether the M/WBE is interested. Personal or phone contacts are expected.

ii. A description of the information provided the M/WBEs regarding the plans and specifications and estimated quantities for portions of the work to be performed.

iii. A statement of why additional agreements with M/WBEs were not reached, and

iv. Documentation of each M/WBE contacted but rejected and the reasons for the rejection

e. Absence of any agreements between the contractor and the M/WBE in which M/WBE promises not to provide subcontracting quotations to other bidders.

f. Efforts made to assist the M/WBEs that need assistance in obtaining bonding, insurance, or lines of credit required by the contractor.

g. Documentation that qualified M/WBEs are not available, or not interested.

h. Attendance at any meeting scheduled by the user department, or the SLDC to encourage better contractor-subcontractor relationships, forthcoming M/WBE utilization opportunities (i.e. pre-bid, workshops, seminars), etc.

i. Advertisement, in general circulation media, trade association publications, disadvantaged-focused media, of interest in utilizing M/WBEs and area of interest.

j. Efforts to effectively use the services of available disadvantaged community organizations; disadvantaged contractor's groups; local, state and federal disadvantaged business assistance offices; and other organizations that provide assistance in recruitment and placement of M/WBEs.

2. Examples of actions not acceptable as reasons for failure to meet the M/WBE goal.

a. M/WBE unable to provide performance or payment bonds or both.
b. Rejection of reasonable bid based on price.

c. M/WBE would not agree to perform items of work at the unit bid price.

d. Union versus nonunion status.

e. Contractor normally would perform all or most of the work of the contract.

f. Solicitation by mail only.

g. Restricting to only those general group of items which may be listed in bids under such headings "Items Subcontractible to M/WBE firms."

3. The demonstration of good faith efforts by the contractor must prove the Contractor actively and aggressively sought out M/WBEs to participate in the project.

4. The information provided will be evaluated to determine if the low bidder is responsive. All the information provided must be accurate and complete in every detail. The apparent low bidder's attainment of the M/WBE goal or demonstration of good faith effort will assist in determining the award of the contract.

F. Eligibility:

Contractor should access the online directory at [www.flysti.com/bdd](http://www.flysti.com/bdd) to obtain a list of eligible MBEs/WBEs certified by the City of St. Louis and to verify the eligibility of the MBE/WBE firms it intends to utilize in the Agreement.

G. Counting MBE/WBE Participation toward Goals:

MBE/WBE participation towards the attainment of the goals will be credited on the basis of the total subcontract prices agreed to between the Contractor and subcontractors for the contract items being sublet as reflected on the “MBE/WBE Utilization Plan” attached hereto as Attachment 3 and incorporated herein. Bidder must complete and submit with its bid the MBE/WBE Utilization Plan (See Bidders Checklist, Item 4). Firms must be certified prior to the bid opening in order to be used to fulfill the participation goals.

In addition, the Bidder must also submit the “Notice of Intent to Perform as a Subcontractor or Material Supplier Form,” attached hereto as Attachment 5 and incorporated herein. (See Bidder’s Checklist, Item 6.).
H. Post Award Compliance:

If the contract is awarded on less than full MBE/WBE goal participation, such award will not relieve the Contractor of the responsibility to continue good faith efforts to maximize participation of MBEs/WBEs during the term of the Agreement.

I. Substitution of MBE/WBE Firms after Award:

1. The Contractor will conform to the scheduled MBE/WBE participation goal. When a listed MBE/WBE is unwilling or unable to perform the items of work or supply the goods or services specified in the MBE/WBE Utilization Plan, the Contractor will immediately notify the contracting department and City of St. Louis Airport Authority Business Diversity Development (BDD) office prior to replacement of the firm.

2. Substitutions of MBE/WBE must be approved in writing by the Director. See Appendix B, Section 3. Substitutions of MBE/WBE will be allowed only when the MBE/WBE has failed to perform due to a default (material breach) of its subcontract or agreement. Contractor will not cancel or terminate its agreement with the MBE/WBE without cause and will timely forward supporting documentation substantiating the cause of the default or termination to the Director for review.

J. Record Keeping Requirements:

The Contractor shall keep such records (copies of subcontracts, paid invoices, documentation of correspondence) as are necessary for the City of St. Louis Airport Authority to determine compliance with the MBE/WBE contract obligations. The City of St. Louis Airport Authority reserves the right to investigate, monitor and review actions, statements, and documents submitted by any contractor, subcontractor, or MBE/WBE.

K. Reporting Requirement:

The Contractor must submit monthly reports on MBE/WBE involvement to the City of St. Louis Airport Authority Business Diversity Development Office via the BDD online reporting system. Actual payments to MBEs/WBEs will be verified. The Contractor shall ensure its subcontractors are also submitting monthly reports on MBE/WBE participation via the BDD online reporting System.

1. Liquidated Damages. The Contractor hereby agrees and stipulates that their or their subcontractor(s)'s failure to comply with the MBE/WBE reporting requirements could result in an administrative or financial burden or both to the City. Therefore, the Contractor agrees and stipulates
that the Director, on behalf of the City, may elect to implement liquidated
damages after written notice to the Contractor for failure to report. The
stated liquidated damages in this sub-section are cumulative over the term
of the Agreement and are in addition to any other remedies City may have
under the Agreement or at law or in equity:

a. The first failure to report violation will result in a warning letter;
b. The second failure to report violation will require Contractor to
pay liquidated damages to the City not to exceed $25.00 for each
week past due;
c. The third failure to report violation will require Contractor to pay
liquidated damages to the City not to exceed $50.00 for each week
past due; and
d. The fourth failure to report violation will require Contractor to pay
liquidated damages to the City not to exceed $75.00 for each week
past due.

i. Payment of Liquidated Damages. All liquidated damages
will be deducted by the City's next payment schedule. If
there is no future payment(s), the Contractor will make the
liquidated damage payment to the City within thirty (30)
days' written notice of the violation.

ii. Notice. For any failure to report a violation specified in this
section with associated liquidated damages, the City will
provide written notice. Including liquidated damages due
and payable to the City

L. Applicability of Provisions to MBE/WBE Contractors:

These provisions are applicable to all contractors including MBE/WBE
contractors. If the MBE/WBE contractor intends to sublet any portion of the
Agreement, the MBE/WBE contractor shall comply with provisions regarding
contractor and subcontractor relationships.

6. RIGHT TO AUDIT CLAUSE

A. The Contractor's "records" must be open to inspection and subject to audit and
reproduction during normal working hours and kept within the greater St. Louis
metropolitan area. A City representative or an outside representative engaged by
the City may perform such audits. The City or its designee may conduct such
audits or inspections throughout the term of the Agreement, and for a period of
three (3) years after the early termination or the expiration of the Agreement or
longer if required by law.

B. The Contractor’s "records" as referred to in the Agreement include any and all information, materials, and data of every kind and character, including without limitation, records, books, papers, documents, subscriptions, recordings, agreements, purchase orders, leases, contracts, communities, arrangements, notes, daily diaries superintendent reports, drawings, receipts, vouchers and memoranda, and any and all other agreements, sources of information and matters that may in City’s judgment have any bearing on or pertain to any matters, rights, duties or obligations under or covered by the Agreement. Such records subject to audit also include, but are not limited to, those records necessary to evaluate and verify direct and indirect costs, (including overhead allocations) as they may apply to costs associated with the Agreement. Such records include (hard copy, as well as computer readable data if reasonably available), written policies and procedures; time sheets; payroll registers; cancelled checks; original estimates; estimating work sheets; correspondence; change order files (including documentation covering negotiated settlements); back charge logs and supporting documentation; general ledger entries detailing cash and trade discounts earned, insurance rebates and dividends; and any other Contractor records which may have a bearing on matters of interest to the City in connection with the Contractor’s work for the City (all foregoing hereinafter referred to as “records”) to the extent necessary to adequately permit evaluation of:

1. Contractor’s compliance with the Provisions of the Agreement or the performance of the services; or

2. Compliance with provisions for pricing, change orders, invoices or claims submitted by the Contractor or any of its payees or subcontractors, if any.

7. CIVIL RIGHTS GENERAL PROVISIONS

A. The Contractor agrees that it will comply with pertinent statutes, Executive Orders and such rules as are promulgated to ensure that no person will, on the grounds of race, creed, color, national origin, sex, age, or disability be excluded from participating in any activity conducted with or benefiting from Federal assistance.

B. The provisions bind the Contractor and sub tier contractors from the bid solicitation period through the completion of the contract. This provision is in addition to that required of Title VI of the Civil Rights Act of 1964.
8. **CIVIL RIGHTS AND NON-DISCRIMINATION PROVISIONS**

A. During the performance of the Agreement, the Contractor, for itself, its assignees, and successors in interest agrees as follows:

1. **Compliance with Regulations:** The Contractor (hereinafter includes consultants) will comply with the Title VI List of Pertinent Nondiscrimination Acts And Authorities, as amended, which are herein incorporated by reference and made a part of the Agreement.

2. **Non-discrimination:** The Contractor, with regard to the work performed by it during the Agreement, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The Contractor will not participate directly or indirectly in the discrimination prohibited by the Nondiscrimination Acts and Authorities, including employment practices when the Agreement covers any activity, project, or program set forth in Appendix B of 49 CFR part 21.

3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the Contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor’s obligations under this contract and the Nondiscrimination Acts And Authorities on the grounds of race, color, or national origin.

4. **Information and Reports:** The Contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto. The Contractor will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the sponsor or the Federal Aviation Administration to be pertinent to ascertain compliance with such Nondiscrimination Acts and Authorities and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the sponsor or the Federal Aviation Administration, as appropriate, and will set forth what efforts it has made to obtain the information.

5. **Sanctions for Noncompliance:** If a Contractor fails to comply with this Section, the City will impose such contract sanctions as it or the Federal Aviation Administration may determine to be appropriate, including, but not limited to:

   a. Withholding payments to the Contractor under the Agreement until the contractor complies; and
b. Cancelling, terminating, or suspending the Agreement, in whole or in part.

6. **Incorporation of Provisions:** The Contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The Contractor will take action with respect to any subcontract or procurement as the sponsor or the Federal Aviation Administration may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the Contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the Contractor may request the sponsor to enter into any litigation to protect the interests of the sponsor. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

B. During the performance of the Agreement, the Contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the “contractor”) agrees to comply with the following non-discrimination statutes and authorities; including but not limited to:

1. Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);

2. 49 CFR part 21 (Non-discrimination In Federally-Assisted Programs of The Department of Transportation—Effectuation of Title VI of The Civil Rights Act of 1964);

3. The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);


5. The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);

6. Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
7. The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms “programs or activities” to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);

8. Titles II and III of the Americans with Disabilities Act of 1990, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131 – 12189) as implemented by Department of Transportation regulations at 49 CFR parts 37 and 38;

9. The Federal Aviation Administration’s Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);

10. Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures non-discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;

11. Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100); or

12. Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).

9. FEDERAL FAIR LABOR STANDARDS ACT PROVISION

A. All contracts and subcontracts that result from this solicitation must incorporate by reference the provisions of 29 CFR Sect. 201, the Federal Fair Labor Standards Act (FLSA), with the same force and effect as if given in full text.
The FLSA sets minimum wage, overtime pay, recordkeeping, and child labor standards for full and part-time workers.

B. The Contractor has full responsibility to monitor compliance to the referenced statute or regulation. The Contractor must address any claims or disputes that arise from this requirement directly with the U.S. Department of Labor – Wage and Hour Division.

10. **OCCUPATIONAL SAFETY AND HEALTH ACT OF 1970**

All Contracts and subcontracts that result from this solicitation must incorporate by reference the requirements of 29 CFR Section 1910 with the same force and effect as if given in full text. Contractor must provide a work environment that is free from recognized hazards that may cause death or serious physical harm to the employee. The Contractor retains full responsibility to monitor its compliance and its subcontractor’s compliance with the applicable requirements of the Occupational Safety and Health Act of 1970 (20 CFR Part 1910). Contractor must address any claims or disputes that pertain to a referenced requirement directly with the U.S. Department of Labor – Occupational Safety and Health Administration.

11. **SEISMIC SAFETY**

When applicable, the Contractor agrees to ensure that all work performed under the Agreement, including work performed by its subcontractor(s), conforms to a building code standard that provides a level of seismic safety and substantially equivalent to standards established by the National Earthquake Hazards Reduction Program (“NEHRP”). Local building codes that model their code after the current version of the International Building Code meet the NEHRP equivalency level for seismic safety.

12. **DISTRACTED DRIVING**

The City encourages the Contractor to promote policies and initiatives for its employees and other work personnel that decrease accidents caused by distracted drivers, including policies that ban text messaging while driving. The Contractor must include the substance of this section in all subcontracts that involve driving a motor vehicle in performance of the work associated with the Agreement.

13. **CLEAN AIR AND WATER POLLUTION CONTROL**

Contractor agrees to comply with all applicable standards, Executive Orders, and regulations issued pursuant to the Clean Air Act (42 U.S.C. Sec. 740-7671q) and the Federal Water Pollution Act as amended (33 U.S.C. Sec. 1251-1387). The Contractor agrees to report any violation to the City immediately upon discovery. The City assumes
responsibility for notifying the Environmental Protection Agency and the Federal Aviation Administration.

14. **LIVING WAGE**

A. Living Wage Requirements: Bidders are hereby advised that the City’s Living Wage Ordinance 65597 ("Ordinance") and associated “Regulations” apply to the service for which Bids are being sought herein. This Ordinance requires that, unless specific exemptions apply, all individuals who perform work pursuant to a contract executed between the successful Bidder and the City must be paid a minimum of the applicable Living Wage rates set forth in the attached Living Wage Bulletin (see Exhibit D, attached and incorporated herein), and, if the rates are adjusted during the term of the Agreement pursuant to the Ordinance, applicable rates after such adjustment is made. Each Bidder must submit the “Living Wage Acknowledgment and Acceptance Declaration” with its Bid which is attached hereto as Exhibit C and incorporated herein (See Bidder’s Checklist, Item 16). Failure to submit this declaration with the Bid will result in rejection of the Bid. A successful Bidder’s failure to comply with contract provisions related to the Living Wage Ordinance may result in termination of the Agreement and the imposition of additional penalties as set forth in the Ordinance and Regulations.

B. Living Wage Compliance Provisions: The Agreement to be awarded under the SFB is subject to the St. Louis Living Wage Ordinance Number 65597 ("Ordinance") and the “Regulations” associated therewith as may be amended, which are incorporated herein by this reference. The Ordinance and Regulations require the following compliance measures, and Bidder hereby agrees to comply with these measures:

1. **Minimum Compensation:** Bidder hereby agrees to pay an initial hourly wage to each employee performing services related to the Agreement in an amount no less than the amount stated on the attached Living Wage Bulletin (See Exhibit D, attached and incorporated herein). The initial rate will be adjusted each year no later than April 1, and Bidder hereby agrees to adjust the initial hourly rate to the adjusted rate specified in the Living Wage Bulletin at the time the Living Wage Bulletin is issued.

2. **Notification:** Contractor will provide the Living Wage Bulletin to all employees together with a “Notice of Coverage,” in English, Spanish, and other languages spoken by a significant number of the Contractor’s employees within thirty (30) days of contract execution for existing employees and within thirty (30) days of employment for new employees.

3. **Posting:** Contractor will post the Living Wage Bulletin, together with a “Notice of Coverage,” in English, Spanish, and other languages spoken by a significant number of the Contractor’s employees, in a prominent place in a
communal area of each worksite covered by the Agreement.

4. **Subcontractors**: Bidder hereby agrees to require Subcontractors, as defined in the Regulations, to comply with the requirements of the Living Wage Regulations, and hereby agrees to be responsible for the compliance of such Subcontractors. Contractor will include these Living Wage Compliance Provisions in any contract with such Subcontractors.

5. **Term of Compliance**: Bidder hereby agrees to comply with these Living Wage Compliance Provisions and with the Regulations for as long as work related to the Agreement is being performed by Bidder’s employees, and to submit the reports required by the Regulations for each calendar year or portion thereof during which such work is performed.

6. **Reporting**: Contractor will provide the Annual Reports and attachments required by the Ordinance and Regulations.

7. **Penalties**: Bidder acknowledges and agrees that failure to comply with any provision of the Ordinance or Regulations may result in penalties specified in the Ordinance or Regulations. Penalties may include, without limitation, suspension or termination of the Agreement, forfeiture or repayment of City funds, disbarment, and the payment of liquidated damages, as provided in the Ordinance and Regulations.
BID FORM
CITY OF ST. LOUIS  
ST. LOUIS LAMBERT INTERNATIONAL AIRPORT  
APPENDIX "C"  

BID FOR SNOW REMOVAL SERVICES  

The Undersigned, _______________________, acting on behalf of _______________________, the Contractor, understands all the requirements of the work set out in APPENDIX "A," the requirements set out in APPENDIX "B" and agrees to perform the work contemplated herein for the following amounts subject to and in accordance with the Provisions of the Agreement.

The amount to be paid to the Contractor will be determined by the charges or rates listed below. The charges or rates will include all labor, personnel, supervision, equipment, supplies, tools, parts, and materials required to properly perform the Snow Removal Services contemplated herein as ordered and directed by the City and in accordance with the Provisions of the Agreement. (See Bidder’s Checklist Item 7 & Attachment 6.)

<table>
<thead>
<tr>
<th>Signature</th>
<th>Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title</td>
<td>City, State, Zip</td>
</tr>
<tr>
<td>Contractor</td>
<td>Telephone Number</td>
</tr>
<tr>
<td>Federal I.D. #</td>
<td>Email Address</td>
</tr>
</tbody>
</table>
CITY OF ST. LOUIS  
ST. LOUIS LAMBERT INTERNATIONAL AIRPORT  
APPENDIX "C"  
BID FOR SNOW REMOVAL SERVICES  
YEAR 1

Subject to the Provisions of the Agreement, an hourly rate will be paid for each piece of equipment the Contractor places in service to perform the work as directed by the Airport Representative (See Appendix A, Section 5). The Airport’s Required Equipment under this SFB for the number of pieces of equipment is based upon the type of equipment utilized in past seasons. *The Contractor may substitute alternative pieces of equipment under this bid in accordance with Appendix A, Section 6.J.

<table>
<thead>
<tr>
<th>Airport Required Equipment Type/Size</th>
<th>*Bidder Compatible Equipment Type/Size</th>
<th>A Number</th>
<th>B Rate per Hour Per Unit</th>
<th>C Total Per Hour (AxB)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Truck with minimum 2.1 cu.yd. spreader and 8 ft. plow</td>
<td></td>
<td>1500</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Truck with minimum 8 cu.yd. spreader and 10 ft. plow</td>
<td></td>
<td>1000</td>
<td>+</td>
<td>$</td>
</tr>
<tr>
<td>Front End Loader with minimum 4.2 cu.yd. bucket</td>
<td></td>
<td>500</td>
<td>+</td>
<td>$</td>
</tr>
<tr>
<td>Skid Steer Loader/Snow Bucket and/or 8 ft. plow</td>
<td></td>
<td>1724</td>
<td>+</td>
<td>$</td>
</tr>
<tr>
<td>12 ft. Ramp Pusher Plow</td>
<td></td>
<td>500</td>
<td>+</td>
<td>$</td>
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<tr>
<td>16 ft. Ramp Pusher Plow</td>
<td></td>
<td>500</td>
<td>+</td>
<td>$</td>
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<td>+</td>
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<tr>
<td>28 ft. Ramp Pusher Plow</td>
<td></td>
<td>500</td>
<td>+</td>
<td>$</td>
</tr>
<tr>
<td>Tandem Dump truck with 12 cu.yd. capacity</td>
<td></td>
<td>3000</td>
<td>+</td>
<td>$</td>
</tr>
<tr>
<td>Supervisor</td>
<td></td>
<td>512</td>
<td>+</td>
<td>$</td>
</tr>
<tr>
<td>Mechanic</td>
<td></td>
<td>256</td>
<td>+</td>
<td>$</td>
</tr>
<tr>
<td>Laborer</td>
<td></td>
<td>2,000</td>
<td>+</td>
<td>$</td>
</tr>
</tbody>
</table>

Year 1 Total Hourly Cost $ 

Year 1 Mobilization Fee + $ 

YEAR 1 TOTAL (Subtotal Hourly Cost + Mobilization Fee = YEAR 1 TOTAL) $
CITY OF ST. LOUIS
ST. LOUIS LAMBERT INTERNATIONAL AIRPORT

APPENDIX "C"
BID FOR SNOW REMOVAL SERVICES

YEAR 2

Subject to the Provisions of the Agreement, an hourly rate will be paid for each piece of equipment the Contractor places in service to perform the work as directed by the Airport Representative (See Appendix A, Section 5). The Airport’s Required Equipment under this SFB for the number of pieces of equipment is based upon the type of equipment utilized in past seasons. *The Contractor may substitute alternative pieces of equipment under this bid in accordance with Appendix A, Section 6.J.

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<td>Laborer</td>
<td>2,000</td>
<td>$</td>
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</tbody>
</table>

Year 2 Total Hourly Cost

$__________________________

Year 2 Mobilization Fee

$__________________________

YEAR 2 TOTAL
(Subtotal Hourly Cost + Mobilization Fee = YEAR 2 TOTAL)

$__________________________
CITY OF ST. LOUIS  
ST. LOUIS LAMBERT INTERNATIONAL AIRPORT  

APPENDIX "C"  
BID FOR SNOW REMOVAL SERVICES  

YEAR 3  

Subject to the Provisions of the Agreement, an hourly rate will be paid for each piece of equipment the Contractor places in service to perform the work as directed by the Airport Representative (See Appendix A, Section 5). The Airport’s Required Equipment under this SFB for the number of pieces of equipment is based upon the type of equipment utilized in past seasons. *The Contractor may substitute alternative pieces of equipment under this bid in accordance with Appendix A, Section 6.J.

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</table>

Year 3  
Total Hourly Cost

$  

Year 3  
Mobilization Fee

$  

YEAR 3 TOTAL
(Subtotal Hourly Cost + Mobilization Fee = YEAR 3 TOTAL)

$
Notes:
*All costs are to be shown in dollars and cents.

**The annual estimated numbers as referenced above are not to be construed as an indication of the amount of work to be completed by the Bidder. They are used only as a model to aid in determining the lowest and best bidder. The actual amount of work to be performed by the successful Bidder and equipment to be used, may be greater or less than the amounts used in the model.

***The sum of the values entered for the Total Amount for years 1-3 should be used as the “Total Dollar Amount of Contract” by Bidders when completing the MBE/WBE Utilization Plan.
BIDDER'S CHECKLIST  
(Required Submittals)

Please review the enclosed Bidder’s checklist VERY carefully. ALL Bidders MUST SUBMIT EACH AND EVERY DOCUMENT LISTED ON THE CHECKLIST.

Note to certified M/WBEs: If M/WBE participation is included, you MUST complete, sign and submit the Utilization Plan and Good Faith Effort Forms. Please include your company as one of the participants on the M/WBE Utilization Plan along with your chosen M/WBE subcontractors, if any. (See Appendix B, Section 5 of this SFB.)

ONLY certified M/WBEs (as noted in the document!!) may be counted towards participation goals! Read the related solicitation specification carefully! (See Appendix B, Section 5 of this SFB.)

Any and all questions about the M/WBE Program and what companies are and are not certified may be answered by the Airport DBE Program Office (314) 426-8111. Or see the web: http://www.mwdbe.org.

1. Signed Original Bid Form  
   (See Appendix C)

2. Proposal To Bond Form  
   (See Appendix A, Section 27 & Attachment 1)

3. Completed CREA Forms  
   (See Appendix B, Section 4.H & Attachment 2)

4. Completed M/WBE Utilization Plan  
   (See Appendix B, Sections 5 & Attachment 3)

5. Completed Good Faith Efforts Documentation Forms  
   (See Appendix B, Section 5 & Attachment 4)

6. Notice of Intent To Perform As A Subcontractor/Material Supplier  
   (See Appendix B, Section 5 & Attachment 5; Submit one Notice of Intent for each proposed MBE or WBE subcontractor)

7. Completed Authorized Submission Form  
   (See Attachment 6)

8. List of References  
   (See Appendix A, Section 3.F)
9. **Financial Statements**  
   (See Appendix A, Section 3.D)

10. **Synopsis of Bidder’s Experience On Similar Projects**  
    (See Appendix A, Section 3.A)

11. **State of Missouri Certificate of Good Standing**  
    (See Appendix A, Section 3.E)

12. **Missouri Unauthorized Aliens Law Acknowledgement Form**  
    (See Appendix A, Section 28 and Exhibit A)

13. **Missouri Unauthorized Aliens Law Affidavit**  
    (See Appendix A, Section 28 and Exhibit B)

14. **Synopsis of any Termination or Debarments**  
    (See Appendix A, Section 3.G)

15. **Airport Authority Subcontractor/Supplier List**  
    (See Appendix B, Section 3 and Attachment 7)

16. **Living Wage Acknowledgement & Acceptance Form**  
    (See Appendix B, Section 14 and Exhibit C)
Attachment 1

Proposal To Bond Form
PROPOSAL TO BOND

The authorized representative of [Surety Company Name & Address]:

________________________________________

________________________________________

________________________________________

licensed in Missouri, as Surety, does hereby state that he/she understands the obligation of the Bidder under the bid(s) presented above and further understands and agrees to perform as surety for the Bidder as required by APPENDIX “A” Technical Specifications, Section 27, PERFORMANCE AND PAYMENT BOND, in the event that the bid(s) of __________________________, the Bidder, is accepted by the City of St. Louis, Missouri.

Signature __________________________________

Title ______________________________________

Date _______________________________________

PERFORMANCE AND PAYMENT BONDS

A. At or prior to the execution of the Agreement, the Contractor will immediately execute a Performance Bond and a Payment Bond each in the amount of Fifty Thousand Dollars ($50,000.00) with surety satisfactory to the City conditioned on the full and faithful performance of all Provisions of the Agreement to be executed. Affirmation by the Surety Company to execute the Performance Bonds and the Payment Bonds must be executed by Attorney-In-Fact for the surety company before a licensed Notary Public. The Payment Bonds must comply with the coverage requirements and conditions of Section 107.170 RSMo. The City will allow submittal of one year renewable bonds to meet the requirements of this Section 27. The Contractor will notify the City no later than thirty (30) days prior to the termination, cancellation, or non-extension of the Performance Bonds or Payment Bonds and if the Contractor’s Performance Bonds or Payment Bonds are terminated, cancelled, not renewed or extended, the Contractor shall promptly provide the City with a replacement bond(s) in full compliance with this Section 27. Any sum or sums derived from said Performance or Payment Bonds will be used for the completion of the Agreement and the payment of laborers and material suppliers, as the case may be.

B. A copy of the bonds, in a form acceptable to the City, will be given to the Airport Representative for review and approval before the Contractor performs any work under the Agreement.

C. Bidder will submit along with the Bidder’s Bid, a completed “Proposal To Bond Form” executed by the Bidder’s Surety Company or a Proposal To Bond on the Surety Company’s stationary. (See Bidder’s Checklist Item 2 and the attached “Proposal to Bond Form.”)
Attachment 2

CREA Forms
CITY OF ST. LOUIS

CIVIL RIGHTS ENFORCEMENT AGENCY
906 OLIVE, SUITE 1100 * THE FRISCO BUILDING * ST. LOUIS, MISSOURI 63101 * (314) 622-3301

CONTRACTOR'S COMPLIANCE REPORT

I. FIRM DESCRIPTION

Firm Name ____________________________________________
 and ______________________________________________
Address _______________________________________________________
Phone No. _______________________________________________________
Chief Executive Officer ____________________________________________
Title ____________________________________________________________
Letting No. __________________ FOR ________________________________
_______________________________________________________________
_______________________________________________________________

II. POLICIES AND PRACTICES

A. Is it this company's policy to recruit, hire, train, upgrade, promote, and discipline persons without regards to race, sex, color, age, religion, or national origin?

B. To whom has responsibility been assigned to develop procedures which will assure that this policy is understood and carried out by managerial, administrative, and supervisory personnel?
Name __________________________ Position ____________________________

C. Has this company notified all recruitment sources that all qualified applicants will be considered for employment without regard to race, sex, color, age, religion, or national origin?

D. When advertising is used does it specify that all qualified applicants will be considered for employment without regard to race, sex, color, age, religion, or national origin?

E. Does this company have bargaining agreements with employee organizations?

F. If yes, have such organizations been notified of the company's responsibility to comply with the non-discrimination clause as it applies to apprentices and all other employees?

G. Has the company notified all of its subcontractors of their obligation to comply with the non-discrimination clauses?

H. Identity of Employee Organizations
   International Union
   ____________________________________________________________
   ____________________________________________________________
   ____________________________________________________________
   ____________________________________________________________

Describe any other actions taken which show that all employees are recruited, hired trained, and promoted without regard to their race, sex, color, age, religion, or national origin?
CITY OF ST. LOUIS

CIVIL RIGHTS ENFORCEMENT AGENCY
906 OLIVE, SUITE 1100 * THE FRISCO BUILDING * ST. LOUIS, MISSOURI 63101 * (314) 622-3301

COMPLIANCE EVALUATION FORM
FOR
GENERAL AND SUB-CONTRACTORS

Firm Name

Address ___________________________ Zip Code _____________ Phone _____________

Name and Title of Person completing this form:
____________________________________________________________________________

Contract No: ____________________________________________________________________ For: ____________________________________________________________________

1. Identify employee organizations which will be utilized in performance of captioned contract. If labor organization,
give name of International Union and Local Number:

INTERNATIONAL UNION

____________________________________________________________________________

____________________________________________________________________________

____________________________________________________________________________

____________________________________________________________________________

LOCAL NUMBER

____________________________________________________________________________

____________________________________________________________________________

____________________________________________________________________________

____________________________________________________________________________

2. Estimated number of persons to be used in performing this contract. Breakdown by labor of craft category (refer
to Question #1 above and minority group designation:

LABOR CATEGORY

TOTAL

MINORITY

(Black, Asian, Native, Hispanic)

____________________________________________________________________________

____________________________________________________________________________

____________________________________________________________________________

____________________________________________________________________________

____________________________________________________________________________

____________________________________________________________________________

____________________________________________________________________________
Compliance Evaluation Form for General and Sub contractors

3. Indicate date work will commence on contract, anticipated duration of project, and estimated completion date.

4. Person a representative should contact when conducting a job site survey:

5. List total number of employees hired in the last six (6) months by job category and minority group status.

<table>
<thead>
<tr>
<th>JOB CATEGORY</th>
<th>TOTAL</th>
<th>MINORITY (Black, Asian, Native, Hispanic)</th>
<th>NUMBER OF THESE MINORITY HIRES RETAINED</th>
</tr>
</thead>
<tbody>
<tr>
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</tbody>
</table>

Date: ____________________________  Company Representative
### III. CURRENT EMPLOYMENT ANALYSIS

<table>
<thead>
<tr>
<th>OCCUPATIONS</th>
<th>MALE EMPLOYEES</th>
<th>FEMALE EMPLOYEES</th>
<th>TOTAL</th>
<th>MINORITY GROUPS</th>
<th>TOTAL</th>
<th>MINORITY GROUPS</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>TOTAL</td>
<td></td>
<td></td>
<td>ASIAN</td>
<td></td>
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<tr>
<td></td>
<td>MALES</td>
<td></td>
<td></td>
<td>BLACK</td>
<td></td>
<td></td>
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<tr>
<td>Officials &amp; Managers</td>
<td></td>
<td></td>
<td></td>
<td>AMERICAN</td>
<td></td>
<td></td>
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<tr>
<td>Professionals</td>
<td></td>
<td></td>
<td></td>
<td>AMERICAN</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Technicians</td>
<td></td>
<td></td>
<td></td>
<td>HISPANIC</td>
<td></td>
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<tr>
<td>Sales Workers</td>
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<tr>
<td>Office &amp; Clerical</td>
<td></td>
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<tr>
<td>Craftsmen (skilled)</td>
<td></td>
<td></td>
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<tr>
<td>Operatives (semi-skilled)</td>
<td></td>
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<tr>
<td>Laborers (unskilled)</td>
<td></td>
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<tr>
<td>Service Workers</td>
<td></td>
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<tr>
<td>TOTAL</td>
<td></td>
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<tr>
<td>Total Employment</td>
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<tr>
<td>from previous report (if any)</td>
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</tbody>
</table>

Figures for the following classification must be included in appropriate category above.

<table>
<thead>
<tr>
<th>APPRENTICES</th>
<th>Registered</th>
<th>Unregistered</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRAINEES ON THE White Collar JOB Production</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TRAINEEES</td>
<td>White Collar Production</td>
<td></td>
</tr>
</tbody>
</table>

2) Employment Figures were obtained from: __________ Available Records

   Visual Check __________ Other (specify) __________

3) Name and title of person completing this form: ________________________________

4) Date: ________________________________
Attachment 3

MBE/WBE Utilization Plan
CONTRACT NAME: ____________________________

NAME OF CONTRACTOR: __________________________

The Contractor shall utilize and require all subcontractors to utilize the maximum number of certified minority and women owned business enterprises (MBE/WBEs) possible and will purchase materials and supplies from minority and women owned business enterprises to the maximum extent feasible, and to this end, the Contractor will inform each subcontractor of this requirement.

The Contractor shall utilize the services and/or supplies to be provided by the following certified minority and women owned business enterprises in the execution of this contract.

NOTE: Firms must be certified prior to bid opening, in order to count towards the City’s MBE/WBE goals. The directory of currently certified firms is available at http://www.flystl.com/bdd

<table>
<thead>
<tr>
<th>FIRM NAME</th>
<th>ADDRESS &amp; PHONE NUMBER</th>
<th>PHONE NUMBER</th>
<th>CONTACT PERSON</th>
<th>FEDERAL ID NO.</th>
<th>CERT. CATEGORY (MBE or WBE)</th>
<th>BID ITEM(S) OF WORK TO BE PERFORMED/ MATERIALS SUPPLIED</th>
<th>BID AMOUNT</th>
</tr>
</thead>
<tbody>
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</table>

Suppliers: for subcontractors who will supplying materials for this project or contract, the listed “Bid Amount” should be calculated at 20% of the total projected expenditure. (For example, if a prime plans to purchase $1,000 in supplies from an MBE, the Bid Amount should be listed as $200.00).

Insurance: for MBE and/or WBE subcontractors who will be providing insurance and/or surety services, the amount presented as the “Bid Amount” column should represent the estimated fees or commissions that the firm will charge. This amount should not include the cost of the bond or the insurance premiums.

TOTAL DOLLAR AMOUNT OF CONTRACT*: $ ______________

TOTAL DOLLAR AMOUNT OF MBE SUBCONTRACTS: $ ____________ PERCENT MBE: ______

TOTAL DOLLAR AMOUNT OF WBE SUBCONTRACTS: $ ____________ PERCENT WBE: ______

CONTRACTOR AUTHORIZED SIGNATURE __________________________ DATE ____________

*TOTAL DOLLAR AMOUNT OF CONTRACT is the sum of values entered for “Total Amounts” in each table of Appendix C for years 1 through 3. This “Total Dollar Amount of Contract” is being used to determine projected MBE and WBE participation, and the actual contract not-to-exceed amount may be greater or less than this figure.
Attachment 4

MBE/WBE Contractor’s Good Faith Efforts Forms
ST. LOUIS AIRPORT AUTHORITY
CONTRACTOR'S GOOD FAITH EFFORTS REPORT (Part I)

CONTRACT NAME: ____________________________________________

NAME OF CONTRACTOR: ______________________________________

In addition to the minority and women owned business enterprises (MBE/WBEs) that are listed and proposed for utilization on this contract, the following MBE/WBEs were also contacted regarding this contract.

<table>
<thead>
<tr>
<th>FIRM NAME ADDRESS, PHONE # CONTACT PERSON</th>
<th>SUPPLIES, SERVICES, OR MATERIALS FOR WHICH A BID WAS REQUESTED</th>
<th>BID or ESTIMATE AMOUNTS</th>
<th>DATES &amp; METHODS OF SOLICITATION</th>
<th>COMMENTS REASON REJECTED</th>
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<tbody>
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</table>

CONTRACTOR AUTHORIZED SIGNATURE ________________ DATE ________________
MINORITY/WOMEN BUSINESS ENTERPRISE UTILIZATION
CONTRACTOR'S GOOD FAITH EFFORTS REPORT Part II

Please indicate those efforts you made to maximize the participation of minority and women business enterprises (MBE/WBEs) on this contract.

<table>
<thead>
<tr>
<th>Good Faith Efforts Activities</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attend the pre-bid conference held on this contract.</td>
<td></td>
</tr>
<tr>
<td>Selected portions of work proposed to be performed by MBE/WBEs in order to increase the likelihood of meeting the stated goals.</td>
<td></td>
</tr>
<tr>
<td>Solicited individual MBE/WBEs by written notification at least (14) calendar days prior to bid opening to participate in the contract as a subcontractor, supplier, manufacturer, consultant, or service agency for specific items or types of work.</td>
<td></td>
</tr>
<tr>
<td>Notified, in writing, organizations which provide assistance in recruitment and placement of MBE/WBEs of the type of work, supplies, or services being considered on this contract.</td>
<td></td>
</tr>
<tr>
<td>Made efforts to negotiate with MBE/WBEs for specific items of work.</td>
<td></td>
</tr>
<tr>
<td>Made efforts to assist MBE/WBEs that requested assistance in obtaining bonding, insurance, or line of credit required to participate in the contract.</td>
<td></td>
</tr>
<tr>
<td>Advertised in general circulation media, trade association publications, and MBE/WBE focused media for MBE/WBEs to participate on this contract.</td>
<td></td>
</tr>
<tr>
<td>Publication: __________________________</td>
<td></td>
</tr>
<tr>
<td>Date: __________________________</td>
<td></td>
</tr>
<tr>
<td>List the minority and women community organizations; contractor’s groups, local, state, and federal minority and women business assistance offices; and other organizations that provide assistance in recruitment of MBE/WBEs you contacted related to achieving maximum participation of MBE/WBEs on this contract.</td>
<td></td>
</tr>
</tbody>
</table>

Please note the name of the person contacted and the date of contact.

| Organization: __________________________ |
| Contact Person: __________________________ |
| Date: __________________________ |
| Organization: __________________________ |
| Contact Person: __________________________ |
| Date: __________________________ |
GOOD FAITH EFFORTS DOCUMENTATION

A. Pre-Award Good Faith Efforts

A determination of “good faith efforts” by the City is necessary before the award of the contract.

Good faith efforts should be aggressive and sincere for the specific project and go far beyond the pro forma or simple paperwork exercises. Efforts should include written communication, personal contact, follow-up and earnest negotiations with M/WBEs. Good faith efforts must occur prior to bid opening. The Good Faith Efforts requirement is reviewed further in Appendix B, Section 5 of this SFB and summarized online in the “Good Faith Efforts Presentation,” available at www.flystl.com/business/business-diversity-development-2/compliance.

Documentation of a bidder’s good faith efforts should minimally consist of the following:

1. A reasonable number of relevant M/WBEs were contacted.

   In order to satisfy the requirement for a “reasonable” number of firms to contact, it is required that the prime contractor contact M/WBE firms listed in the Directory as having an interest in performing the types of work for which bids are being sought. It is expected that all such firms be contacted. The necessity of contacting firms located considerable distances from the work site will depend on such factors as the size of the contract, number of work items, the nature of the work and whether results of previous contacts were satisfactory. Additionally, the contact should be made to allow sufficient time for the M/WBEs to respond in writing if they so desire.

2. The work selected by the bidder for allocation to M/WBEs was chosen in order to increase the likelihood of achieving the City’s M/WBE goals.

   Prime contractors must attempt to match the work to be subcontracted to the types of work M/WBE firms are capable of performing. Prime contractors must utilize the Directory for assistance in identifying categories of work for which M/WBE firms are readily available.

3. The bidder negotiated in good faith with the potential M/WBEs by not imposing any conditions which are not imposed on all other subcontractors or by denying benefits ordinarily conferred on subcontractors for the type of work in which bids are solicited.
A prime contractor must not require M/WBE subcontractors to submit bids in a more restricted time frame than is afforded non-M/WBE subcontractors. Additionally, there must be no other "special" requirements or demands placed on an M/WBE firm that are not required of non-M/WBE firms.

B. Reasons Often Cited For Failing To Meet The City’s M/WBE Goals

1. Lack of response to solicitation—When M/WBE firms do not respond to solicitation, it is necessary to provide the City with appropriate documentation such as the names of firms contacted and whether or not follow-up contact was made.

2. Bid price too high—The City does not require a prime contractor to accept an unreasonable bid. A prime contractor may reject an M/WBE bid when it can be clearly demonstrated that no reasonable price can be obtained from an M/WBE firm. A determination of reasonable price is based on such factors as the City’s estimate for the specific subcontract item(s), the prime contractor’s bid and the bids received from potential subcontractors. An M/WBE bid for a subcontract will be considered reasonable if their bid does not exceed by more than 10%, the average of the City’s estimate, the prime contractor’s bid and other bids received. For the SLAA to be able to make this analysis, a tabulation or spread sheet of all bids received must be submitted. The SLAA may modify this process in certain situations.

3. The prime contractor is not satisfied with the quality of work or the competency of an M/WBE firm—If a prime contractor feels that a particular firm is unable to perform certain categories of work at an acceptable level, documentation must be supplied. Such documentation will be thoroughly reviewed before any consideration will be given to waive the goal.

4. The project contains too few items to subcontract—It is possible that a project has changed substantially since the time the goal was established by the City. If the prime contractor feels that the project contains too few items which can be subcontracted, the prime contractor must provide a rationale to support this position.

C. Evidence of M/WBEs contacted

The following information must be submitted in order to document initial and follow-up contact:

1. An Initial Bid Solicitation List indicating the names of the firms contacted, date of contact, type of work for which bids were solicited, method of contact, e. g., letter (specify if regular, express or registered mail),
telephone or face-to-face contact, whether or not a response was received and summary of the response. The solicitations will contain at least the project identification, project location, types of work for which quotations are sought, the date, time and place for which quotations are due, location of plans and specifications, name and telephone number for a contact person with the bidder, etc.

2. Copies of all Contact Letters If the prime contractor contacts M/WBE firms by letter, the letter must clearly encourage participation and specifically define the types of work for which bids are being sought.

3. A Follow-Up Telephone Log Follow-up telephone contact must accompany all types of initial contact. A telephone log must be submitted indicating the individual contacted, date of contact and response.

4. In addition to the required elements which must be shown by the bidder to demonstrate good faith efforts, the bidder may submit any other relevant information which supports the waiver request, including but not limited to the following:
   a. The bidder attended the City’s Pre-Bid Conference scheduled to inform M/WBEs of contracting and subcontracting opportunities.
      i. If a prime contractor is experiencing difficulty in attaining the contract goal, the SLAA and the City’s supportive services contractor must be contacted. They are familiar with certified firms in their area and are aware of what types of work they usually perform. Prime contractors must provide documentation of the fact that the SLAA and the City’s supportive services contractor were contacted. The documentation must include the name of the person(s) contacted, the date of contact and the response.
   b. Notice of pre-bid meetings are published in general circulation media. These meetings can be very beneficial to the prime contractor in meeting and finding firms to contact.
   c. That the historical track record of the bidder discloses a meaningful effort on the part of the bidder to achieve the goal of the program on City contracts.
      i. If a prime contractor has a history of consistently meeting the goals and seldom requesting waivers, this type of background may reflect favorably as to the prime contractor’s level of efforts to secure participation. However, efforts on the current contract must meet good faith requirements.
D. Post Award Good Faith Efforts

1. Post award “Good Faith” efforts can be defined as efforts taken by the prime contractor to meet the M/WBE goal after the contract has been awarded. Once the Utilization Plan is approved by the SLAA, M/WBE firms cannot be changed or replaced by other M/WBE firms without:
   a. Good cause (such as M/WBE firm being unable or unwilling to perform), and;
   b. Prior approval by the SLAA and the Contracting Agency.

2. Even if quantities for pay items which are subcontracted to M/WBE firms are decreased or completely deleted by the City, it is still the prime contractor’s responsibility to meet the M/WBE goal. The prime contractor should try to subcontract other work to M/WBE firms to meet the M/WBE goal. All efforts to secure additional M/WBE participation should be documented. On the date the contractor becomes aware that the M/WBE goal may not be met, the amount of contract work left at that point must be carefully reviewed to determine available work which may be subcontracted to M/WBE firms.

3. Efforts to secure additional M/WBE participation must include the following:
   a. Contact the SLAA for assistance.
   b. Contact the City’s supportive services contractor for assistance.
   c. Keep a list of firms contacted, date of contact, type of work for which bids were solicited, method of contact (letter, telephone, face-to-face) and responses. If M/WBE firms were not utilized, an explanation and suitable documentation must be provided.
   d. A follow-up telephone log which indicates the firms, date contacted and response received.
   e. Submit additional M/WBE participation or documented efforts or both to the Contracting Agency, Managing Department and the SLAA for approval to proceed.
   f. Please refer to the Pre-Award section on the good faith efforts for more details and explanation regarding good faith efforts.
   g. Since every situation is considered unique, depending on the pertinent facts, each request is evaluated on its own merits.
   h. Simply submitting the documentation in the format specified and following the necessary steps for demonstrating Good Faith Efforts
does not guarantee that a waiver will be approved. The SLAA must be convinced that the contractor exercised diligence in seeking firms for subcontracting in order to meet the contract goal.

i. No changes to a contractor’s approved M/WBE Utilization Plan may be made without prior approval from the SLAA, the Managing Department and the Contracting Agency.
Attachment 5

Notice of Intent To Perform As A Subcontractor And/Or Material Supplier
CITY OF ST. LOUIS
NOTICE OF INTENT TO PERFORM AS A SUBCONTRACTOR
AND/OR MATERIAL SUPPLIER

NAME OF PROJECT: Snow Removal Services

Pursuant to the City’s policies firms participating in the M/WBE Program must have “current” certification status with the City. If a firm listed by a general/prime contractor has not been certified as MBE or WBE by the city the amount of participation it represents will be deducted from the total MBE or WBE participation proposed to determine the actual level of MBE and WBE participation. The M/WBE certification of a firm is effective for five (5) years from the date of written notification of certification.

(Name of Prime Contractor)

1. The undersigned intends to perform work in connection with the above project as (check one):

   □ an individual / sole proprietorship   □ a partnership
   □ a corporation                       □ a joint venture

2. The undersigned has been certified by the St. Louis Airport Authority (SLAA) as:

   □ MBE   □ WBE

3. The undersigned is prepared to perform the following described work and/or supply the material listed in connection with the above project (where applicable specify “supply” or “install” or both)

   and at the dollar value $__________.
4. List the information below for all non M/WBE subcontractors who have proposed subcontractors, sublet and/or have been awarded contracts on this project.

<table>
<thead>
<tr>
<th>Name of Firm Receiving Subcontract</th>
<th>Work to be Performed</th>
<th>Amount of Subcontract</th>
</tr>
</thead>
<tbody>
<tr>
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Total Amount **subcontracted** out by M/WBE: ____________________

(Name of General/Prime Contractor)  

(PHONE: __________  DATE: ___/___/___)

(Print Name)  

(Signature)

(Name of M/WBE Firm)  

(PHONE: __________  DATE: ___/___/___)

(Print Name)  

(Signature)
Attachment 6

Authorized Submission Form
AUTHORIZED SUBMISSION

The undersigned, in submitting this Bid, represents that he/she is authorized to obligate his/her firm and that the firm is not currently in arrears or default to the City upon any debt or contract and is not a defaulter as surety or otherwise, upon any obligation to the City within the last three (3) years and to the best of the undersigned's knowledge and belief, the information provided in this bid submission is true and correct.

Submitted by:

______________________________________________________________
(Firm Name)

By:

______________________________________________________________
(Signature)

______________________________________________________________
(Typed or Printed Name)

(Title) ____________________ (Date) ____________________

Address: ______________________________________________________

_________________________________________________________________

Telephone Number: ______________________________________________

Federal ID Number: ______________________________________________

Email: ________________________________
Attachment 7

Airport Authority Subcontractor/Supplier List
Pursuant to Appendix B, Section 3, the Contractor agrees that it will not subcontract or transfer any part of the services or work to be performed hereunder without the prior written approval of the Director of Airports. The list below represents all subcontractors and suppliers the Contractor contemplates utilizing in performing the above-referenced service, and if awarded the contract, the Contractor will furnish all authorized subcontractors or agents a copy of the Agreement.

No subcontract or any other agreement will be effective as it pertains to the City until such time as the City receives a fully executed copy of the approved subcontract or agreement as provided for above.

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<th>COMPANY NAME</th>
<th>CERT. STATUS</th>
<th>CONTACT NAME PHONE &amp; E-MAIL</th>
<th>SCOPE OF WORK or MATERIALS TO BE SUPPLIED</th>
<th>SUBCONTRACT AMT / %</th>
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TOTAL DOLLAR AMOUNT OF CONTRACT *: $ ____________

* TOTAL DOLLAR AMOUNT OF CONTRACT is the sum of values entered for “Total Amounts” in all tables of Appendix C for each of years 1 through 3. This “Total Dollar of Amount of Contract” is being used to determine subcontractor participation and the actual Contract-Not-To-Exceed Amount may be greater or less than this figure.
Exhibit A

Missouri Unauthorized Aliens Law
Acknowledgment & Acceptance Declaration
MISSOURI UNAUTHORIZED ALIENS LAW
ACKNOWLEDGMENT & ACCEPTANCE DECLARATION

Contracting Agency: St. Louis Airport Authority

Agency Contract No.: ____________

Bidder’s Name: _________________________________________________

Date Prepared: _________________________________________________

Prepared By: _________________________________________________

Preparer’s Phone No.: __________________________________________

Preparer’s Address and Zip Code: _________________________________

As the authorized representative of the above-referenced Bidder, I hereby acknowledge that the Bidder understands that the contracts or agreements that may be executed with a successful Bidder pursuant to this SFB are subject to Sections 285.525 through 285.555 of the Revised Statutes of Missouri 2000, as amended (the “Missouri Unauthorized Aliens Law”). If awarded a contract pursuant to this solicitation, the Bidder hereby agrees to comply with all applicable sections of the Missouri Unauthorized Aliens Law including, without limitation, Section 285.530(2) & (5) of RSMo. 2000, as amended. I am authorized to make the above representations on behalf of the Bidder.

AUTHORIZED REPRESENTATIVE CERTIFICATION:

________________________________________
Signature

Name (Printed): _______________________________________________

Title: ________________________________________________________

Date: ________________________________________________________
Exhibit B

Missouri Unauthorized Aliens Law Affidavit
STATE OF ____________________

) ) SS.
COUNTY OF ____________________

) )

AFFIDAVIT

Before me, the undersigned Notary Public, personally appeared ____________________ (Name of Affiant) who, by me being duly sworn, deposed as follows:

My name is ____________________ (Name of Affiant), I am of sound mind, capable of making this Affidavit, and personally acquainted with the facts herein stated:

I am the ____________________ (Position/Title) of ____________________________________________ (Contractor).

I have the legal authority to make the following assertions:

1. __________________________________________ (Contractor) is currently enrolled in and actively participates in a federal work authorization program with respect to the employees working in connection with ___________________________ (the "Agreement"), as required pursuant to Sections 285.525 through 285.555 of the Revised Statutes of Missouri 2000, as amended.

2. Pursuant to Sections 285.525 through 285.555 of the Revised Statutes of Missouri 2000, as amended, __________________________________________ (Contractor) does not knowingly employ any person who is an unauthorized alien in connection with the Agreement.

________________________________________

Affiant

IN WITNESS WHEREOF, I have hereunto subscribed my name and affixed my official seal this ___ day of ____________, 20__.

________________________________________

Notary Public

My Commission Expires:
Exhibit C

Living Wage Acknowledgement & Acceptance Declaration
ST. LOUIS LIVING WAGE ORDINANCE
LIVING WAGE ACKNOWLEDGEMENT & ACCEPTANCE DECLARATION

Contracting Agency: St. Louis Airport Authority

Agency Contract No.: NA

Bidder’s Name: ____________________________________________

Date Prepared: ____________________________________________

Prepared By: _____________________________________________

Preparer’s Phone No.: ______________________________________

Preparer’s Address and Zip Code: ____________________________

As the authorized representative of the above-referenced Bidder or Proponent, I hereby acknowledge that the Bidder/Proponent understands that the contract or agreement that will be executed with a successful Bidder/ Proponent pursuant to this solicitation is subject to the St. Louis Living Wage Ordinance and the Regulations associated therewith. The Bidder/Proponent hereby agrees to comply with the Ordinance and the associated Regulations if awarded a contract pursuant to this solicitation. I am authorized to make the above representations on behalf of the Bidder or Proponent.

AUTHORIZED REPRESENTATIVE CERTIFICATION:

________________________________________________________

Signature

Name (Printed): __________________________________________

Title: ___________________________________________________

Date: ___________________________________________________
Exhibit D

Living Wage Adjustment Bulletin
ST. LOUIS LIVING WAGE ORDINANCE

LIVING WAGE ADJUSTMENT BULLETIN

NOTICE OF ST. LOUIS LIVING WAGE RATES
EFFECTIVE APRIL 1, 2020

In accordance with Ordinance No. 65597, the St. Louis Living Wage Ordinance ("Ordinance") and the Regulations associated therewith, the City Compliance Official for the City of St. Louis has determined that the following living wage rates are now in effect for employees of covered contracts:

1) Where health benefits as defined in the Ordinance are provided to the employee, the living wage rate is $13.57 per hour (130% of the federal poverty level income guideline for a family of three); and

2) Where health benefits as defined in the Ordinance are not provided to the employee, the living wage rate is $18.05 per hour (130% of the federal poverty level income guideline for a family of three, plus fringe benefit rates as defined in the Ordinance).

3) Wages required under Chapter 6.20 of the Revised Code of the City of St. Louis: $4.48 per hour.

These rates are based upon federal poverty level income guidelines as defined in the Ordinance and these rates are effective as of APRIL 1, 2020. These rates will be further adjusted periodically when the federal poverty level income guideline is adjusted by the U.S. Department of Health and Human Services or pursuant to Chapter 6.20 of the Revised Code of the City of St. Louis.

The Ordinance applies to employers who are covered by the Ordinance as defined in the Ordinance, where the contract or grant is entered into or renewed after the effective date of the Ordinance, which is November 3, 2002. A copy of the Ordinance may be viewed online at http://www.flystl.com/bdd or obtained from:

City Compliance Official
c/o St. Louis Airport Authority
St. Louis, Missouri
(314) 426-8111
Exhibit E

Maps