



REQUEST FOR BIDS (by Email)

101 Elliott Avenue W, Suite 100, PO Box 79015, Seattle, WA 98119

Date: 06/30/2026		To: Potential Bidders for SHA Solicitation # 6097 Sunrise Manor Cellular Signal Enhancement System (DAS)	
The work described below is subject to the conditions described on Attachment A, version 1 <input type="checkbox"/> version 2 <input checked="" type="checkbox"/>			
SHA Reference No.: 6097	(Federal Prevailing Wages) <u>Federal Wage Decision No.:</u> HUD Determined Service, no required rates involved	OR	(State Prevailing Wages) <u>Date of State Prevailing Wage Schedule:</u> State Prevailing Wages, King County, Residential, Effective Date: 08/12/2026
Number of Calendar Days to Complete Work: Sixty (60) plus two (2) 1-year extensions for post-installation services	For Questions Contact: Jawed Rahmani, Design & Construction Contract Administrator	Phone No.: (206) 239-1570	E-mail: purchasing@seattlehousing.org
<p>Project Description</p> <ul style="list-style-type: none"> • Scope of Work: See Scope of Work attached. • Asbestos Disclosure: SHA has performed, or caused to be performed, a good faith inspection to determine whether materials to be worked on or removed contain asbestos. Inspection reports are attached. <p>This project is estimated to be between \$95,000 and \$105,000.</p>			
PRE-BID SITE VISIT: SHA will conduct two site visits on the following dates:			
SITE VISIT #1:	Tuesday, 07/07/26 1:00 PM - <u>Walk-through is expected to take approximately 30 minutes</u>		
SITE VISIT #2:	Friday, 07/24/2026 1:00 PM - <u>Walk-through is expected to take approximately 30 minutes</u>		
Meet at:			
Location/address:	Sunrise Manor Apartments 1530 NW 57 th St, Seattle, WA 98107		
Parking Instructions: Bidders may use the visitor parking spaces or street parking on NW 57th Street.			
All prospective bidders are strongly encouraged to attend any of the above two site visits. Non-attendance on the part of the Bidder shall not relieve the bidder of any responsibility for adherence to any of the provisions of the bid documents or any Addenda.			
DEADLINE FOR QUESTIONS: Tuesday, July 28, 2026, no later than 5:00 PM.			
Email your questions to: purchasing@seattlehousing.org			
BID DUE DATE AND TIME: Wednesday, August 12, 2026, no later than 1:00 PM.			
EMAIL YOUR BID TO: purchasing@seattlehousing.org			
The bidder is responsible for ensuring that its Bid is received prior to the deadline. Bids received after the deadline will not be considered. This document ("Request for Bids") and ATTACHMENT E forms need to be Completed, Signed and Returned. Please refer to the Submission Checklist on the next page for more details.			
Bids for Small Works Roster advertised projects will only be accepted from contractors who are listed on Seattle Housing Authority's Small Works Roster at the time bid is due. SHA utilizes the Small Public Works Roster maintained by MRSC to solicit bids from contractors for this solicitation. Register for FREE at www.mrscrosters.org and select Seattle Housing Authority. All companies on the roster must meet the agency's minimum qualifications for licensing, bonding, and insurance and not be on any state or federal debarment lists.			

BIDDER ACKNOWLEDGES RECEIPT OF ADDENDA(S) NUMBER(S): _____

BIDDER MUST COMPLETE THE INFORMATION BELOW. In addition, if bidder has never done business with SHA, it must submit a Vendor Fact Sheet with its bid form. Bidder must also submit the required Section 3 forms with its bid form.

If checked, Bidder must complete the attached Detailed Bid Price Forms and provide the total bid price below.

Basic Bid Price (without Sales Tax)	Sales Tax on Materials (see Attachment A)	Total Bid Price (with Sales Tax)
Bidder's Business Name:	Telephone No.:	E-Mail Address:
Address:		City, State, Zip Code:
Business Classification: <input type="checkbox"/> WBE <input type="checkbox"/> MBE <input type="checkbox"/> MWBE <input type="checkbox"/> Section 3		Contractor Registration No.:
Signature:	Date:	Printed Name and Title of Person Signing Bid:

By signing above, the Bidder acknowledges receipt of Attachment A and any addenda issued for this project, and proposes to furnish all material and labor and to perform all work described herein for the Bid Price noted above. The Bidder also certifies the following: to have personally and carefully evaluated the Project Description and Attachment A, and to have a clear understanding of the same, including the requirement to pay prevailing wages.

- ATTACHMENT A: Terms and Conditions and Instructions to Bidders**
 - 1. Version 2 – Terms and Conditions
 - 2. Instructions To Bidders
- ATTACHMENT B: Project Details - Scope of Work (SOW)**
- ATTACHMENT C: Prevailing Wage Rates**
 - 1. WA State Prevailing Wages, King County, Residential, Effective Date 08/12/2026
 - 2. Benefit Code Key – Effective 3/4/206 thru 9/1/2026
- ATTACHMENT D: Sample Contract**
- ATTACHMENT E: Forms**
 - 1. SHA Vendor Fact Sheet
 - 2. Section 3 Business Concern Certification for Contracting, if applicable
 - Section 3 Benchmarks for Creating Economic Opportunities for Low- and Very Low-Income Persons and Eligible Businesses (for informational purposes)
 - Section 3 Quarterly Reporting Form for SHA Projects (for informational purposes)
 - 3. Suspension and Debarment Compliance Certificate for Contractor/Subcontractor
 - 4. Non-Collusive Affidavit
 - 5. Certification of Compliance with Wage Payment Statutes (SSB5301)
 - 6. RESERVED
 - 7. Detailed Bid Price Form

SUBMISSION CHECKLIST - THE FOLLOWING FORMS NEED TO BE COMPLETED, SIGNED AND RETURNED

_____ **Request for Bids (Page 1 and Page 2)**

_____ **SHA Vendor Fact Sheet**

_____ **Section 3 Business Concern Certification for Contracting, if applicable**
Only if bidder wants to identify and certify as a Section 3 business.

_____ **Suspension and Debarment Compliance Certificate for Contractor/Subcontractor**

_____ **Non-Collusive Affidavit**

_____ **Certification of Compliance with Wage Payment Statutes (SSB5301)**

_____ **Detailed Bid Price Form**

- **Note:** Excel Version of Detailed Bid Price Form available and can be provided upon request via email to purchasing@seattlehousing.org

ATTACHMENTS

SEE ATTACHMENTS BELOW

ATTACHMENT A

**TERMS AND CONDITIONS AND INSTRUCTIONS TO
BIDDERS**

ATTACHMENT A.1

VERSION 2 – TERMS AND CONDITIONS



Attachment A, Version 2
Request For Bids Terms and Conditions

The work described in the Request for Bids is subject to the following terms and conditions:

Bidder Responsibility: The Bidder must meet the mandatory bidder responsibility criteria described below and as specified in RCW 39.04 or 2 CFR 200 in order to be considered a responsible bidder and be eligible for award consideration:

1. At the time of bid submittal, have a current certificate of registration in compliance with chapter 18.27 RCW, which must have been in effect at the time of the bid submittal.
2. Have a current Washington Unified Business Identifier (UBI) number.
3. If applicable:
 - Have Industrial Insurance (workers' compensation) coverage for the Bidder's employees working in Washington, as required in Title 51 RCW;
 - Have a Washington Employment Security Department number, as required in Title 50 RCW;
 - Have a Washington Department of Revenue state excise tax registration number, as required in Title 82 RCW;
 - Boiler, Steam Fitting, Process Piping Specialty Contractor License, if required by Chapter 296-200A-016 WAC
 - Electrical Contractor License, if required by Chapter 19.28 RCW
 - Elevator Contractor License, if required by Chapter 70.87 RCW
 - Plumbing Contractor License, if required by Chapter 18.106 RCW
4. Not be disqualified from bidding on any public works contract under RCW 39.06.010 or RCW 39.12.065(3).
5. Has not been debarred, suspended, or otherwise ineligible to contract with SHA and is not included on the Excluded Parties List System (EPLS) on GSA's SAM (System for Award Management) [SAM.gov | Search](https://sam.gov) or the Department of Housing and Urban Development's "[Limited Denial of Participation](#)" list. This requirement also applies to the Bidder's principals.
6. Have completed training requirements under RCW 39.04.350 before bidding on public works projects as determined by the Washington State Department of Industries OR are exempt from the training requirements under RCW 39.04.350.
7. Within the three-year period immediately preceding the date of the proposal submittal, has not have been determined by a final and binding citation and notice of assessment issued by the Department of Labor and Industries or through a civil judgment entered by a court of limited or general jurisdiction to have willfully violated, as defined in RCW 49.48.082, any provision of chapter 49.46, 49.48, or 49.52 RCW.

Prevailing Wages: The Bidder must pay all workers at least the prevailing wage rate for the type of work performed in accordance with the applicable prevailing wage rate schedule referenced on the Purchase Order or Request for Bid (by e-mail) form and included in these solicitation documents. The type of wage schedule attached i.e., HUD Determined, Davis-Bacon, or the State Prevailing Wage schedule determines the appropriate labor standards that apply to the work as outlined below and contained in the SHA's General Conditions Of The Contract For Construction (the "General Conditions" or "SHA's General Conditions") :

1. Part 11.13 for projects subject to the HUD-Determined wage rate schedule.
2. Part 11.12 for projects subject to Davis-Bacon wage schedule.
3. Part 5 for projects subject to the State prevailing wage schedule.

Solicitation #6097 – ATTACHMENT A

As part of its compliance with the prevailing wage requirements, the Contractor and, if applicable, subcontractor(s) shall comply with the requirement to submit a Statement of Intent to Pay Prevailing Wages and Affidavit of Wages Paid forms approved by the State of Washington's Department of Labor and Industries. Upon written request from SHA, the Bidder shall also comply (and shall cause its subcontractors to comply) with any special, alternative, or supplemental filing instructions and requirements.

Bid Bond: SHA requires a bid guarantee for a sum of not less than five percent (5%) of the amount of the bid, except for small works roster construction projects estimated to cost \$100,000 or less. Therefore, if (1) the Bidder is on the small works roster, and (2) the Bidder's proposal is estimated to be \$100,000 or less, bid bond is not required. For more information on Bid Bonds, see SECTION 00200 INSTRUCTIONS TO BIDDERS, attached herein.

Insurance: Within seven (7) calendar days of award, the Bidder shall submit to SHA, and maintain throughout the contract, at no expense to SHA, the following insurance coverage at the limits noted. Refer to SHA's General Conditions for more details:

1. Commercial General Liability Insurance. \$1,000,000 each occurrence, and \$2,000,000 in the aggregate.
2. Additional Insured Endorsement Ongoing Operations: SHA (and any limited partnership when applicable) must be included as an Additional Insured on a primary and non-contributory basis on all Commercial General Liability policies of the Bidder. A Certificate of insurance (and policy endorsements if needed) must be provided to SHA as evidence of additional insured coverage.
3. Additional Insured Endorsement Completed Operations: The Bidder's CGL insurance shall include SHA (and any limited partnership when applicable) as an additional insured for Contractors Completed Operations by providing additional insured status on the CG2037 endorsement, or by an equivalent policy or endorsement provision. The Contractors Completed Operations additional insured status for SHA (and any limited partnership when applicable) shall remain in effect for not less than three (3) years following the Final Acceptance of the Work by the Owner.
4. Employers Liability policy or Washington Stop Gap Liability insurance endorsement: \$1,000,000 each accident/occupational disease.
5. Workers Compensation coverage.
6. Commercial Business Auto Coverage. \$1,000,000 per accident.
7. Pollution Liability Insurance: \$1,000,000 combined single limit coverage, if the work involves handling or disposal of asbestos, lead-based paint, contaminated soil, or other hazardous materials.

Performance & Payment Bond Requirements: Within seven (7) calendar days of award, the Bidder shall submit to SHA, in accordance with Section 2.05 of the General Conditions, a Performance and Payment bond. Failure to furnish a Performance and Payment bond within the time specified may render the Bidder ineligible for the contract. SHA may then either award the contract to the next lowest responsible bidder or solicit new bids. Alternatively, on contracts of \$150,000 or less, the Bidder may opt for SHA to retain 10% of contract price in lieu of submitting the Performance and Payment Bonds.

Retainage Requirements: SHA requires five percent (5%) of the contract amount to be withheld, or retainage bond in lieu of SHA withholding retainage, for small works roster construction projects costing \$5,000 or more.

Tax Exempt Status of SHA: Pursuant to State law (RCW 35.82.210), SHA is exempt from paying sales tax when it obtains goods and services directly from the Bidder.

Protests: Any protest of award shall be resolved in accordance with SHA's Procurement Procedures, which may be reviewed at [SHA website](#), under FORMS AND POLICIES on the DO BUSINESS WITH US page.

Solicitation #6097 – ATTACHMENT A

General Conditions: SHA's General Conditions are incorporated by reference and made a part of this Request for Bid (by e-mail) and any subsequent contract or purchase order executed for this work as if fully included herein. In the event of any discrepancy between the terms of this Attachment A and the General Conditions, the General Conditions apply, except that the types and amounts of insurance specified above, and the terms about the Bid Bond, the Performance & Payment Bond and the withholding of retainage specified above, shall take precedence over the General Conditions. The General Conditions may be viewed by accessing [SHA website](#), under FORMS AND POLICIES on the DO BUSINESS WITH US page, or upon request by calling SHA at (206) 615-3379.

Performance Evaluation: The Bidder's performance on this project will be evaluated in accordance with SHA's Contractor Performance Evaluation Program. A copy of the Program may be obtained by accessing [SHA website](#).

Section 3: Section 3 is a provision of the Housing and Urban Development Act of 1968.

- A. **Section 3 Contract Language:** The following language regarding Section 3 will be included as part of the contract to be executed based on this solicitation (Bidder is referred to as "Contractor" in the following paragraphs):

Contractor will comply with Section 3 of the Housing and Urban Development Act of 1968, 12 U.S.C. 1701u, and its implementing regulations set forth at 24 CFR 75 (as each of the same has been or may be amended, modified, or replaced from time to time, and including any successor statutes or regulations, collectively, "Section 3"), and with this Section.

1. The work to be performed under this Contract is subject to the requirements of Section 3.
 2. Contractor will require its subcontractors to comply with Section 3. As evidenced by its execution of this Contract, Contractor certifies that it is under no contractual or other impediment that would prevent it from complying with Section 3.
 3. Contractor will include this Section 3 clause in every subcontract and will take all necessary steps to ensure compliance with Section 3 by its subcontractors. Upon a finding that a subcontractor is in violation of Section 3, Contractor will take appropriate action, as provided in an applicable provision of the subcontract or in this Section 3 clause. Contractor will not subcontract with any subcontractor where the Contractor has notice or knowledge that the subcontractor has been found in violation of Section 3.
 4. Contractor will provide certifications in form and substance required by Owner, at such times as Owner may request, certifying (i) Contractor's compliance with Section 3, and (ii) as to such facts and circumstances pertaining to Section 3 as Owner may require or request, including certification with respect to total number of labor hours worked under this Contract, labor hours worked by Section 3 Workers (as defined in Section 3), and labor hours worked by Targeted Section 3 Workers (as defined in Section 3).
 5. Contractor's noncompliance with Section 3 may result in sanctions, termination of this Contract for default, and debarment or suspension from future HUD-assisted contracts.
 6. Contractor agrees to perform any further acts and execute and deliver any further documents that may be reasonably necessary to carry out the provisions and intent of this Section or otherwise to ensure compliance with Section 3.
- B. **SHA applies a 25% Section 3 Worker labor hour goal and a 5% Targeted Section 3 Worker labor hour goal for projects subject to Section 3 requirements.** Bidder shall use its best efforts to meet all Section 3 requirements under this solicitation, including but not limited to documentation and quarterly reporting. More details please refer to PART 11 and PART 12 of the SHA General Conditions.

END OF REQUEST FOR BIDS TERMS AND CONDITIONS

ATTACHMENT A.2

INSTRUCTIONS TO BIDDERS

INSTRUCTIONS TO BIDDERS

SECTION 1 BID REQUIREMENTS AND CONDITIONS

1.01 RESPONSIBLE BIDDER

A. The Seattle Housing Authority (hereinafter “Owner”) will award contracts only to responsible prospective contractors who have the ability to perform successfully under the terms and conditions of the proposed contract. In determining the responsibility of a bidder, the Owner will consider such matters as the bidder’s:

1. Integrity;
2. Compliance with public policy and bid requirements;
3. Record of past performance; and
4. Financial and technical resources (including construction and technical equipment).

B. Before a contract is awarded, the bidder may be asked to submit a statement or other documentation regarding the items in paragraph A above. A bidder’s failure to provide the requested information will render the bidder non responsible and ineligible for award of the contract.

C. As required by applicable laws and regulations, a bidder must meet the criteria stated in the “Bidder Responsibility” section of the Attachment A, Version 2.

If Owner has included Section 00210 Supplemental Responsible Bidder Criteria in this solicitation, a bidder must also meet the established supplemental responsible bidder criteria therein.

D. As required by RCW 39.06.020, bidders must verify responsibility criteria for each first tier Subcontractor. A Subcontractor of any tier that hires other subcontractors must verify responsibility criteria for each of its subcontractors. Verification shall include confirming that each Subcontractor, at the time of Subcontract execution, meets the responsibility criteria.

E. If Owner finds a bidder to be not responsible, Owner will provide, in writing, the reasons for the determination. The bidder may appeal the determination by following the process described in subsection 3.11 below. If the final determination affirms the finding that the bidder is not responsible, Owner will not execute a contract with any other bidder until two (2) business days after the final determination is sent by Owner to the bidder determined to be not responsible.

1.02 EXAMINATION OF CONTRACT DOCUMENTS

A. The bidder shall verify that all documents, upon which the bidder is basing its bid, are full and complete with no missing pages, sheets, or unintentional blank spaces, and that the bidder has received all addenda issued prior to the bid opening date.

- B. Each bidder shall thoroughly examine the Bid Documents and strictly comply with all instructions and provisions contained therein. "Bid Documents" means the component parts of the proposed Contract which may include the Advertisement for Bids, Bid Form, Agreement Form, Project Manual, Drawings, Addenda and any other documents incorporated into the Contract by reference.
- C. The submission of a bid shall constitute an acknowledgement upon which the Owner may rely that the bidder has thoroughly examined, and is familiar with, the Bid Documents and has reviewed and inspected all applicable federal, state and local statutes, ordinances, regulations, environmental assessments or impact statements relating to the work, and all permits that have been applied for or issued pertaining to the Work. "Work" means the construction and services required by the Contract Documents, and includes, but is not limited to, labor, materials, supplies, equipment, services, permits, and the manufacture and fabrication of components, performed, furnished, or provided in accordance with the Contract Documents.
- D. A bidder's failure, for any reason, to receive, examine, or understand any of the Bid Documents, statutes, ordinances, regulations, or permits shall not relieve the bidder from any obligations with respect to the bid or to the contract. Bidders bear full responsibility for any errors or misunderstandings in its estimating and preparing the bid.

1.03 INSPECTION OF WORK SITE

The construction site is available for bidders' inspection. Bidders who fail to inspect the work site do so at their risk and peril.

1.04 EXPLANATIONS AND INTERPRETATIONS TO BIDDERS

- A. Any prospective bidder desiring an explanation or interpretation of the solicitation, specifications, drawings, etc., must request the explanation by the time period specified in the Bid Documents. Requests must be submitted in writing. The only oral clarifications that will be provided will be those related to bid solicitation procedures. No other oral explanation or interpretation will be provided or may be relied upon by bidders for any reason. Any information given a prospective bidder concerning this solicitation that is necessary for submitting bids, or that would prejudice other prospective bidders is not disclosed, will be furnished promptly to all other prospective bidders as a written amendment to the solicitation.
- B. Any information obtained by, or provided to, a bidder other than by formal amendment to the solicitation shall not constitute a change to the solicitation.

1.05 ADDENDA

- A. If this solicitation is amended, then all terms and conditions which are not modified remain unchanged.

B. Bidders shall acknowledge receipt of any addenda to this solicitation:

1. by signing and returning the addenda,
2. by identifying the addendum number and date on the Bid Form, or
3. by letter, telegram, or facsimile, if those methods are authorized in the solicitation.

The Owner must receive acknowledgement by the time and at the place specified for receipt of bids. Bids which fail to acknowledge the bidder's receipt of any addenda will result in rejection of the bid if the addenda contained information which substantively changed the Owner's requirements.

C. Addenda will be posted on the website(s) specified in the Bid Documents as well as on file in the offices of the Owner. It will not be emailed to contractors.

1.06 SOCIAL EQUITY

A. **GENERAL:** The Owner's social equity policies and goals for employment and contracting identify key objectives that Owner will promote and encourage in this RFB. Provisions of these Bid Documents related to social equity policies and goals include, but are not limited to Sections 00200, 00700, 00800, and 00875, if applicable. Bidders shall carefully review all provisions in the Bid Documents and take such provisions into account when preparing and submitting their bids, including the Community Participation Plan requirements and Community Workforce Agreement (CWA) as applicable.

B. **EQUAL EMPLOYMENT OPPORTUNITY AND NON-DISCRIMINATION:** It is the policy of the Owner that no one contracting with the Owner shall deny any person, on the basis of race, creed, color, national origin, religion, ancestry, sex, age, marital status, sexual orientation, Vietnam-era veteran status, disabled veteran status, political affiliation, or the presence of any sensory, mental or physical disability in an otherwise qualified disabled person the benefits of, or exclude any person from participation in, the award and performance of any work under contracts and agreements awarded by the Owner, and that everyone doing business with the Owner shall afford equal, non-discriminatory opportunities to potential subcontractors, subconsultants, and suppliers on contracts and agreements awarded by the Owner.

It is the policy of the Owner that practices of employment discrimination against any person on the basis of race, creed, color, national origin, religion, ancestry, sex, age, marital status, sexual orientation, Vietnam-era veteran status, disabled veteran status, political affiliation, or the presence of any sensory, mental or physical disability in an otherwise qualified disabled person are prohibited. The Owner encourages bids from firms that demonstrate a commitment to equal employment opportunity and bids from firms that employ a workforce that reflects the region's diversity.

C. **EMPLOYMENT AND TRAINING:** The Owner is committed to maximizing employment and training opportunities. This commitment includes Apprentice Utilization and other requirements stated in Part 11 and Part 12 of the SHA General Conditions.

D. PARTICIPATION BY SMALL BUSINESSES, SECTION 3 BUSINESSES, AND WOMEN AND MINORITY BUSINESSES:

1. The Owner promotes and encourages small business participation, which also includes Section 3 and women and minority owned businesses (WMBEs). Any goals and requirements that the Owner has established for small business /WMBE/Section 3 business participation are specified in Part 11 and Part 12 of the SHA General Conditions.

1.07 CONTRACT COMPLIANCE REQUIREMENTS

- A. Monthly Community Participation Plan Reporting: As described in this Section, Section 00800, or Section 00875, the Contractor shall report on a monthly basis its progress in achieving its goals as identified in its Community Participation Plan or other related documents, such as documents resulting from a Community Workforce Agreement, if applicable, concerning the social equity requirements established for the Project.
- B. Monthly Community Participation Plan Meetings: As described in Section 00800 or Section 00875, the Contractor and select subcontractor(s) may be required to attend monthly meetings at the Owner's request to discuss implementation of the Community Participation Plan. Some of these meetings will be held after business hours, such as the Owner's monthly Section 3 Advisory Committee meeting which is held every month and is attended by members of the community and business representatives. Other meetings may be required as a result of other related requirements, such as a Community Workforce Agreement, if applicable.

1.08 PREVAILING WAGES

- A. The Work is subject to prevailing wage requirements. Prevailing wage requirements vary depending on the funding source(s) of the project.
- B. If the Project is non-federally funded, the wage requirements of RCW Chapter 39.12, RCW Chapter 49.28, as amended or supplemented apply. These wage requirements are specified in Part 5 of the General Conditions for Construction.
- C. If the Work is federally funded, either the federal Davis-Bacon Act and Related Regulations will apply or the HUD Determined Non-Routine Maintenance Wage Rates and provisions will apply. These wage requirements are specified in Part 11 of the General Conditions for Construction.
- D. Copies of the applicable Wage Decision established for the Project are included in Section 00830.

- E. Bidders shall examine and be familiar with such requirements as well as any requirements included in subsections 1.06 and 1.07 of this Section as well as any requirements stated in Sections 00700, 00800, and 00875 concerning the Owner's social equity programs. No claim for additional compensation will be allowed that is based upon lack of knowledge or error in interpretation of any such requirements by the Contractor.

SECTION 2 BID PREPARATION AND SUBMISSION

2.01 FORM OF BID

- A. Bids shall be made on the Request for Bids (RFB) form provided in the solicitation.
1. In some instances, more detailed information is required than what is on the RFB. In this case, a Detailed Bid Price Form will be provided and marked as Section 00300.
 2. There is a check box on the RFB to indicate when this is required. If checked, Bidder must complete both the attached Detailed Bid Price Form and provide the total bid price on the RFB form to be considered responsive.
- B. The Bid Form shall be completed in its entirety and prices entered for each Bid item and a total in the extended price column.
- C. If a CWA applies to a Project, bidders must submit as part of their bid a completed and signed Letter of Assent. See Section 00875 for more information.
- D. Bids that contain omissions, erasures or irregularities of any kind may be deemed nonresponsive and rejected. Any qualification, addition, limitation or provision attached to or contained in a bid may render the bid non-responsive.
- E. No verbal, facsimile, telegraphic, or telephonic bids or modifications will be considered.
- F. The bid shall be signed and the bidder's name typed or printed on the bid sheet or each continuation sheet which requires the entry of information by the bidder. Erasures or other changes must be initialed by the person signing the bid.
- G. The bid shall be signed by a person authorized to legally bind the bidder.
- H. If the bid is made by a partnership or joint venture, it shall contain the names of each partner, the mailing address of the partnership or joint venture, and shall be signed in the firm name, followed by the signature of the person signing, indicating that person's position in the partnership or joint venture. If the bid is made by a partnership or joint venture, a certified copy of the resolution or agreement empowering such representative to execute the bid and bind the firm, partnership or joint venture shall be furnished upon request to Owner.

- I. A bidder, upon request of, shall provide copies of Articles of Incorporation, partnership or joint venture agreements, and any other documents evidencing the legal status of the bidder and the authority of the officer signing the bid and executing the Contract.
- J. If the bid is signed by an agent of the bidder, the bid shall be accompanied by evidence of the agent's authority to bind the bidder.
- K. If the Bid Documents require bidding on all items, failure to do so will disqualify the bid. If bidding on all items is not required, bidders shall insert the words "No Bid" in the space provided for any items on which no prices are submitted.

2.02 SUBMISSION AND RECEIPT OF BIDS

- A. Bidders shall deliver bids no later than the date and time specified in the RFB Form to the email address noted therein.
- B. SHA will not be liable for delays in delivery of bids due to handling by any type of delivery service.
- C. SHA reserves the right to postpone the date and time for submittal of bids at any time prior to the deadline. SHA reserves the right to cancel, revise, or amend this RFB up to the time specified for receipt of bids in the Bid Documents.
- D. Owner reserves the right to postpone the date and time for submittal of bids at any time prior to the bid deadline.
- E. Timeliness of bid submittals will be determined using Pacific Time.
- F. Owner reserves the right to cancel, revise, or amend this solicitation and associated Bid Documents up to the time specified for receipt of bids in the Bid Documents.

2.03 TOTAL BID PRICE

The total bid price, as shown on the Bid Form shall include all costs for the performance and completion of the Work and fulfillment of the Contract, including but not limited to, applicable taxes imposed by law, furnishing all labor, materials, equipment, tools, transportation, plant and other facilities, and all management, superintendence, services, field design, and all operations necessary to perform and complete the Work within the Contract Time.

2.04 TAXES

A. Retail Sales Tax:

- 1. Purchases of Labor. Unless otherwise specified on the Bid Form, the Contractor's bid price shall not include Washington State retail sales tax or the compensatory use tax for labor or services in the performance of the Contract.
- 2. Purchases of Materials. Unless otherwise specified on the Bid Form, the Contractor's bid price should include the retail sales tax or the compensatory use tax

on material only. (In accordance with Chapter 90, Laws of 1975, First Extra Session, all materials purchased by a contractor in the performance of a contract let by the Owner are subject to Washington State retail sales tax or the use tax, effective July 15, 1975). All taxes imposed by law shall be included in the total bid price, unless otherwise specified on the Bid Form. The Contractor shall pay the WSST to the Department of Revenue and shall furnish proof of payment to the Owner if requested.

B. Federal Excise Tax

The price quoted by the Contractor shall include all applicable Federal Excise Taxes. The amount of the excise tax will be deducted from the contract price by the Owner when tax refunds are permitted and authorized under applicable law. The Contractor shall show the amount of Excise Tax in its bid.

2.05 BID GUARANTY

See the "Bid Bond" section of the Attachment A, Version 2.

2.06 [RESERVED]

2.07 LATE SUBMISSIONS, MODIFICATIONS, AND WITHDRAWAL OF BIDS

- A. Any bid received at the place designated in the solicitation after the bid deadline will not be considered.
- B. Any modification or withdrawal of a bid is subject to the same conditions as in paragraph A of this provision. The modification may not disclose the original or revised bid amount, but only the amount of the modification. The Owner shall not be responsible for technical problems involved in the transmission and receipt of the facsimile modification or withdrawal.
- C. Notwithstanding paragraph A of this provision, a late modification of an otherwise successful bid that makes its terms more favorable to the Owner will be considered at any time it is received and may be accepted.
- D. Bids may be withdrawn by written notice, or if authorized by this solicitation, by telegram (including mailgram) or facsimile machine transmission or by e-mail received at any time before the exact time set for opening of bids; provided that written confirmation of telegraphic or facsimile withdrawals over the signature of the bidder is mailed and postmarked prior to the specified bid opening time. A bid may be withdrawn in person by a bidder or its authorized representative if, before the exact time set for opening of bids, the identity of the person requesting withdrawal is established and the person signs a receipt for the bid.

SECTION 3 BID EVALUATION

3.01 CLAIM OF ERROR

- A. In the event a bidder wishes to claim a material error in its bid, the bidder must submit the claim of error in writing to the Contract Administrator named in the Owner's Bid Form, no later than twenty-four (24) hours after the bid submittal time or the claim will not be considered.
- B. The request must be a sworn affidavit under penalty of perjury that (i) states that the bid contains an error, (ii) describes the manner in which the error occurred, (iii) provides the amount of the intended price, (iv) has the original worksheets used in the preparation of the bid attached that demonstrates the error, (v) states that the bidder is requesting withdrawal of its bid and (vi) certifies that the worksheets are the originals used in the preparation of the bid. The Owner reserves the right to require the submittal of other bid records or information, as Owner may deem necessary to evaluate the claim of error.
- C. Any review by Owner of a bid or claim of error (including supporting evidence) creates no duty or liability on to discover any other bid error or mistake, and the sole liability for any bid error or mistake rests with the bidder.
- D. In the event the bidder demonstrates a material error in the Bid to Owner's satisfaction, Owner may allow that bidder to withdraw its bid, without prejudice.
- E. A low bidder who claims error on a public works projects and fails to enter into a contract is prohibited from bidding on the same project if the project is re-bid.

3.02 VALIDITY OF BIDS

- A. All bids submitted in accordance with the Bid Documents shall be valid and binding on the bidder for a period of sixty (60) days following the bid submittal date.
- B. If the Contract has not been awarded within the specified time period, the bids will expire and will no longer be valid unless the bidder grants a written extension to Owner.
- C. Owner reserves the right to request extensions of the award period from the bidder. Upon such extension, bids and Bid Guaranties shall remain valid and enforceable until execution of the Contract.

3.03. BID TABULATION

- A. Owner reserves the right to correct mathematical errors that are obvious on the face of the bid.
- B. After bid due date and time, bids will be checked for correctness of bid item price extensions and the total bid price. A discrepancy between a bid item unit price and the extended amount of any bid item shall be resolved by accepting the bid item unit price as correct.
- C. The low bid shall be determined by the summation of bid item prices or bid item price extensions, corrected where necessary, plus any Additives, Alternates, and/or Deductives that the Owner decides to include in the Contract Award. Additives, Alternates, and/or Deductives may be selected in any order that the Owner chooses.
- D. The summation of extensions, corrected where necessary and including sales tax, if applicable, will be used for Award purposes, to fix the awarded Contract Sum, and the amount of the Payment and Performance Bonds.

3.04. BID REVIEW

- A. The Owner will evaluate bids in response to this solicitation generally without discussions and will award a contract to the responsible bidder whose bid, conforming to the solicitation, will be most advantageous to the Owner considering only price and any price-related factors specified in the solicitation.

- B. Owner's evaluation will include evaluation of the bidder's good faith efforts as outlined in its Community Participation Plan and an evaluation of the bidder's compliance with the mandatory responsibility criteria specified in this Section as well as any Supplemental Bidder responsibility criteria (when applicable). The documentation must demonstrate that the bidder is qualified to perform the work based on the firm's successful completion of past work and the firm's compliance with legal and contractual requirements. The Owner reserves the right to take whatever action it deems necessary to ascertain the ability of the bidder to perform the work satisfactorily.
- C. The Owner reserves the right to arrange the Bid Form with Alternate, Additive, and/or Deductive items, if such be to the advantage of the Owner. The bidder shall bid on all Alternates, Additives and Deductives in the Bid Form.
- D. In the case of tie low bids, award shall be made in accordance with the Owner's written policy and procedures.
- E. Unless precluded elsewhere in the solicitation, the Owner may accept any item or combination of items bid.
- F. Reciprocal Preference for Resident Contractors:

A nonresident Contractor is a Contractor who does not have a physical office located in Washington at the time of bidding and is from a state that provides a percentage bid preference to its resident contractors bidding on public works contracts per RCW 39.04.380. The state of residence for a nonresident contractor is the state in which the contractor was incorporated or, if not a corporation the state where the contractor's business entity was formed. For a public works bid received from a nonresident contractor from a state that provides an in-state percentage bidding preference, a Comparable Percentage Disadvantage (CPD) will be applied to the bid of that nonresident contractor. The CPD is the percent advantage provided by the nonresident contractor's home state. For the purpose of determining the successful bidder, Owner will multiply the nonresident contractor bid amount by the CPD. The "bid amount" shall be the total of the base bid and all accepted alternate bid items. The CPD shall be added to the nonresident contractor bid amount to establish the Nonresident Disadvantage Total. The Nonresident Disadvantage Total shall be compared to the Washington state contractor bid amounts.

See example below:

EXAMPLE:

Alaska Nonresident Contractor Bid Amount		\$100,000
Multiplied by the Alaska CPD	x 0.05	

Alaska CPD Total	\$ 5,000
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Alaska Nonresident Contractor Bid Amount	\$100,000
Alaska CPD Total	+5,000

Nonresident Disadvantage Total	\$105,000
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If the Nonresident Disadvantage Total is lower than all other Washington contractor bid amounts, the Alaska nonresident contractor is the low bidder and will be awarded a contract for the bid amount of \$100,000, provided that they are determined to be a responsive and responsible bidder.

If the Nonresident Disadvantage Total is higher than a Washington contractor bid amount, the Washington bidder will be awarded a contract for the bid amount, provided that they are determined to be a responsive and responsible bidder.

3.05 BID EVALUATION CONFERENCE

- A. At Owner's request, a bidder shall attend a bid evaluation conference. Upon the Owner's request, the bidder shall bring to the conference any supporting bid related documents required by Owner for review. Owner reserves the right to conduct concurrent evaluations of multiple bids, including holding bid evaluation conferences with multiple bidders.
- B. By conducting a bid evaluation conference, Owner does not waive its right to make determinations regarding responsiveness of bids and responsibility of the apparent low bidder(s) or to reject any or all bids.

3.06 REJECTION OF BIDS

- A. Owner may reject any bid, or all bids for any reason, including, but not limited to the following:
 - 1. Any omission, erasure, or irregularity of the Bid Form;
 - 2. Any qualification, addition, limitation, or provision attached to or contained in the bid;
 - 3. Any bid that omits a price on any item on the Bid Form;

4. Any of the bid item prices are excessively unbalanced, either above or below the amount of a reasonable bid, to the potential detriment of Owner. (A bid is materially unbalanced when it is based on prices significantly less than cost for some work and prices which are significantly overstated for other work).
 5. Any bid accompanied by insufficient or irregular Bid Guaranty (when bid guaranty is required); or
 6. Any bid determined to be non-responsive by Owner.
- B. Owner reserves the right to waive informalities and irregularities related to the bidding process.

3.07 DISQUALIFICATION OF BIDDERS

- A. A bidder may be deemed not responsible and be disqualified from Award if:
1. The bidder does not meet the "Bidder Responsibility" requirements in Attachment A, Version 2;
 2. The bidder does not meet the Supplemental Bidder Responsibility Criteria (when applicable);
 3. The bidder did not provide the completed and signed form or required documentation to evaluate the bidder qualifications, or fails to disclose or submits false or misleading information on the form or in the attached documentation;
 4. More than one bid is submitted for the same project from a bidder under the same or different names;
 5. Evidence of collusion exists with any other bidder or potential bidder;
 6. An unsatisfactory performance record exists as shown by past or current Work for Owner, or for others, as judged from the standpoint of conduct of the Work, environmental or safety compliance records, workmanship, progress, or equal employment opportunity practices;
 7. The bidder failed to settle bills for labor or Materials on past or current contracts;
 8. The bidder has failed to complete a public Contract or has had a public Contract terminated for cause;
 9. The bidder has been convicted of a crime arising from a previous public Contract;
 10. The bidder is unable, financially or otherwise, to perform the Work;
 11. The bidder failed to meet the Social Equity Requirements;
 12. If applicable, the bidder failed to attend a mandatory pre-bid conference or site visit;
or
 13. For any other reason deemed proper by the Owner.

3.08 PROPOSED SUBCONTRACTORS

Owner reserves the right to require a bidder to submit a statement of experience with references for any proposed subcontractor(s). Owner may reject any subcontractor that is determined not to be responsible and require the bidder substitute that firm for a qualified firm.

3.09 COLLUSION

- A. By submitting a bid, the bidder represents and warrants that such bid is genuine and not collusive or a sham or made in the interest or on behalf of any person or bidder, and that the bidder has not, directly or indirectly, induced or solicited any other bidder to put in a sham bid, or any other person, firm or corporation to refrain from proposing, and that the bidder has not in any manner sought by collusion to secure to the bidder an advantage over any other bidder.

- B. If at any time it is discovered that a bidder or Contractor colluded with any other party or parties in presenting a bid or bid(s), then the bid or Contract, if awarded, shall be null and void, and the bidder or Contractor and its sureties shall be liable to Owner for all loss or damage which Owner may suffer thereby. Owner may advertise for a new Contract for the labor, supplies, materials or equipment called for in this Contract, and the rejected bidder or terminated Contractor shall be fully responsible for all costs to Owner of rebid, including any increase in the Contract Sum, and all costs, expenses, or other damages arising out of the rejection of the bid or termination of the Contract. A rejected bidder or terminated Contractor is prohibited from submitting a bid.

3.10 PUBLIC DISCLOSURE

- A. Pursuant to RCW 42.56, et seq., Bids submitted under this solicitation shall be considered public records and with limited exceptions will be available for inspection and copying by the public.

- B. Bidders shall specifically designate and clearly label as "CONFIDENTIAL" any and all materials or portions thereof which they deem to contain trade secrets or other proprietary information, which is exempt from public inspection and copying. The bidder shall provide the legal basis for the exemption to upon request.

- C. If a bid does not clearly identify the "CONFIDENTIAL" portions; Owner will not notify the bidder that its bid will be made available for inspection. If a request is made for disclosure of material or any portion marked "CONFIDENTIAL," Owner will determine whether the material should be made available under the law.

- D. If Owner determines that the material is not exempt and may be disclosed, Owner will notify the bidder of the request and allow the bidder ten (10) business days to take appropriate action pursuant to RCW 42.56.540. If the bidder fails or neglects to take such action within said period, Owner may release the portions of the bid deemed subject to disclosure.
- E. To the extent that Owner withholds from disclosure all or any portion of bidder's documents at bidder's request, bidder shall agree to fully indemnify, defend and hold harmless from all damages, penalties, attorneys' fees and costs incurs related to withholding information from public disclosure.
- F. By submitting a bid, the bidder consents to the procedure outlined in this paragraph and shall have no claim against by reason of actions taken under this procedure.

3.11 PROTEST AND APPEAL PROCEDURES

- A. Definitions. As used in this provision: "Interested party" means an actual or prospective bidder whose direct economic interest would be affected by the award of the contract. "Protest" means a written objection by an interested party to this solicitation or to a proposed or actual award of a contract pursuant to this solicitation.
- B. Protests shall be served on the Contracting Officer by obtaining written and dated acknowledgement from

Procurement and Contracts Manager
Purchasing Division, Seattle Housing Authority

101 Elliott Avenue W
Suite 100
PO Box 79015
Seattle, WA 98119

- C. All protests shall be resolved in accordance with the Owner's protest policy and procedures, copies of which are available on its website at <https://www.seattlehousing.org/do-business-with-us/forms-and-policies>
- D. In accordance with Seattle Housing Authority's Procurement Policy and Procedures, and in accordance with RCW 39.04.350:
 - 1. Any protest against the award of a contract based on an Request for Bids must be received by the Contracting and Procurement Manager no later than two full business days after the bid submittal deadline, or two full business days after the Notice of Intent to Award is published, whichever is later, or the protest will not be

considered. Owner shall not execute a contract “with anyone other than the protesting bidder without first providing at least two full business days’ written notice” of Owner’s “intent to execute a contract for the project.”

2. Any appeal of a decision by Owner to reject a bid submitted in response to an Invitation to Bid must be received by the Contracting and Procurement Manager within two business days after being notified in writing of Owner’s decision, or the appeal will not be considered.

SECTION 4 AWARD AND CONTRACT EXECUTION

4.01 NOTICE OF AWARD

A written award shall be furnished to the successful bidder within the period for acceptance specified in the bid and shall result in a binding contract without further action by either party.

4.02 EXECUTION OF THE CONTRACT

- A. Two originals of the Contract Form will be ready for signature by the successful bidder on the first business day following award, or shortly thereafter.
- B. The successful bidder shall sign and return to the Purchasing Division within seven (7) calendar days from the date of Notice of award the following documentation:
 1. One original Contract form signed,
 2. Acceptable evidence of insurance (see Part 2 of the General and Supplementary Conditions).
 3. Provisional Performance and Payment Bonds
- C. The above time limit may be extended by mutual agreement between the Owner and the successful bidder.
- D. Letter of ESD needs to be provided to SHA to confirm the vendor is in good standing.

4.03 FAILURE TO EXECUTE THE CONTRACT

- A. The bidder’s bid guaranty will be forfeited if the successful bidder fails to:
 1. Execute the Contract Form within the required time frame,
 2. Furnish satisfactory bond(s) and insurance within the required time frame; or,
 3. Refuses to enter into a Contract with the Owner.
- B. The Owner may then either award the contract to the next lowest responsible bidder or solicit new bids.

4.04 PAYMENT AND PERFORMANCE BONDS

- A. Unless otherwise provided in State law, the successful bidder shall furnish provisional performance and payment bonds for review and approval by SHA with the signed Contract as an assurance of completion. The successful bidder shall deliver to the Purchasing Division within seven (7) calendar days from the date of Contract execution, the approved, final signed and notarized performance and payment bonds in a penal sum of 100 percent of the contract price.
- B. Bonds must be obtained from guarantee or surety companies acceptable to the U.S. Government and authorized to do business in the state where the work is to be performed. Individual sureties will not be considered. U.S. Treasury Circular Number 570, published annually in the Federal Register, lists companies approved to act as sureties on bonds securing Government contracts, the maximum underwriting limits on each contract bonded, and the States in which the company is licensed to do business. Use of companies listed in this circular is mandatory. Copies of the circular may be downloaded on the U.S. Department of Treasury website <https://www.fiscal.treasury.gov/fsreports/ref/suretyBnd/c570.htm>, or ordered for a minimum fee by contacting the Government Printing Office at (202) 512-2168.
- C. Each bond shall clearly state the rate of premium and the total amount of premium charged. The current power of attorney for the person who signs for the surety company must be attached to the bond. The effective date of the power of attorney shall not precede the date of the bond. The effective date of the bond shall be on or after the execution date of the Contract.
- D. Failure by the successful bidder to obtain the required assurance of completion within the time specified, or within such extended period as the Owner may grant based upon reasons determined adequate by the Owner, shall render the bidder ineligible for award. The Owner may then either award the contract to the next lowest responsible bidder or solicit new bids. The Owner may retain the ineligible bidder's bid guarantee.

4.05 PRECONSTRUCTION CONFERENCE

After award of a contract under this solicitation and prior to the start of work, the successful bidder will be required to attend a preconstruction conference with representatives of the Owner and its architect/engineer, and other interested parties convened by the Owner. The conference will serve to acquaint the participants with the general plan of the construction operation and all other requirements of the contract (e.g., prevailing wage and social equity provisions of the Contract, including the Community Workforce Agreement, if applicable). The Owner will provide the successful bidder with the date, time, and place of the conference.

4.06 LABOR COMPLIANCE MANAGEMENT TRAINING

- A. The Owner has implemented a web-based Labor Compliance Software Reporting System to enable online submission of certified payrolls as well as social equity reporting. The Prime Contractor and all subcontractors will be required to utilize this web-based software reporting system to enter payroll information and submit payrolls on-line. The Prime Contractor is responsible for compliance of all subcontractors regardless of tier.
- B. SHA staff provides training to contractors and is available for questions during the project.
- C. There is no fee to a contractor to use Labor Compliance Software Reporting System. The contractor can manually enter its payroll data into the system or use a template provided by SHA to upload its payroll data. The template is available in the following formats: XML, Excel, Text and CVS.
- D. In addition to the preconstruction conference, the administrative staff of the successful bidder and its subcontractors (regardless of tier) who will be entering into the system certified payroll and other related information, including but not limited to Social Equity, shall be required to attend a training session at the Seattle Housing Authority Office at 101 Elliott Avenue W, Suite 100, Seattle.

4.07 NOTICE TO PROCEED

After Owner executes the Contract, Owner will issue a written Notice to Proceed (NTP) stating the effective date on which the successful bidder shall commence the Work.

END OF SECTION 00200

END OF INSTRUCTIONS TO BIDDERS

END OF ATTACHMENT A

ATTACHMENT B

SCOPE OF WORK (SOW)

Scope of Work for Distributed Antenna System (DAS) Implementation

1. Project Overview

Scope of Work includes the design, supply, installation, commissioning, and ongoing maintenance of a Distributed Antenna System (DAS) to improve cellular signal coverage at Sunrise Manor, located at 1530 NW 57th St, Seattle, WA 98107. The four-story property consists of 32 senior apartment units, with each floor covering approximately 7,500 square feet. The system must deliver consistent and reliable indoor cellular coverage across all units and common areas, with particular emphasis on ensuring effective emergency communication for the senior residents. Installation will require minimal drilling and no demolition. Antennas may be installed on the roof or exterior walls, with any required cable penetrations performed using waterproofing techniques and standard construction methods approved by SHA. All cabling must be enclosed within EMT conduit to uphold safety and maintain a clean aesthetic.

Post-installation service and support must include one year of maintenance included in the bid price. After the first year, the contractor must provide optional quarterly or annual maintenance pricing as a separate cost, not included in the initial bid.

2. Objectives

- A. Address and resolve significant cellular signal loss that occurred following the property's exterior recladding renovation.
- B. Provide consistent and strong cellular signal coverage throughout the property.
- C. Integrate a solution compatible with multiple cellular carrier networks.
- D. Ensure system reliability through a proactive maintenance plan.

3. Key Tasks and Responsibilities

A. Pre-Installation Planning

1. **Site Survey:** Conduct a detailed RF (radio frequency) survey of the property to determine coverage gaps and optimal system design.
2. **System Design:**
 - a. Design a DAS tailored to the property layout and materials used during renovations (Hardie siding, new sheathing, VPI windows).
 - b. Identify antenna placement for maximum coverage and minimal interference. Ensure compatibility with all major cellular carriers.
3. **Permitting and Approvals:**
 - a. Obtain necessary permits for rooftop antenna installation.
 - b. Coordinate with cellular carriers for network integration.
4. **Carrier Coordination, Licensing, and Rebroadcast Agreements:**
 - a. The contractor is responsible for coordinating with all applicable cellular carriers to ensure system compatibility, network integration, and approval for signal retransmission. This includes obtaining all required carrier licensing, rebroadcast agreements, and related approvals necessary for lawful operation of the DAS. The contractor shall schedule carrier testing, provide required technical

documentation, complete any carrier-specific integration steps, and submit documentation of carrier authorization prior to system activation.

B. Equipment Supply

1. **Rooftop Antenna:**
 - a. Supply and install a rooftop antenna to capture cellular RF signals from all major carriers.
2. **Signal Amplifiers:**
 - a. Provide signal amplifiers to boost incoming cellular signals for redistribution.
3. **DAS Components:**
 - a. Provide and install interior ceiling- or wall-mounted antennas for signal distribution to each floor.
 - b. Supply all necessary cabling (coaxial or fiber optics, as required), connectors, and mounting hardware.
4. **Enclosures and Panels:**
 - a. Provide secure enclosures for amplifiers, power supplies, and other critical DAS components.
5. **Power and Electrical Requirements:**
 - a. The contractor shall identify all electrical and power requirements for the DAS, including dedicated circuits, grounding, and equipment power supplies. If a UPS is required for system reliability, the contractor must specify the appropriate UPS capacity and include associated electrical work in the proposal. All electrical work must comply with local codes and SHA standards.

C. Installation

1. **Antenna Installation:**
 - a. Install and align the rooftop antenna to optimize signal capture.
 - b. Mount interior antennas at pre-identified locations on ceilings or walls across all floors.
2. **Cable Routing:**
 - a. Route and secure all cables, ensuring compliance with building codes and safety standards.
3. **Amplifier Setup:**
 - a. Install and configure signal amplifiers to achieve optimal signal strength.
4. **System Integration:**
 - a. Connect all DAS components and integrate the system with cellular carrier networks.

D. Testing and Commissioning

1. **Signal Testing:**
 - a. Measure signal strength at various points throughout the property to ensure consistent coverage.
 - b. Adjust amplifier gain and antenna alignment as needed.
2. **System Calibration:**
 - a. Calibrate the DAS for optimal performance, ensuring minimal interference.

3. Final Commissioning:

- a. Perform a full system test with all carriers to verify functionality.
- b. Provide a detailed commissioning report, including signal maps and performance metrics.

E. Post-Installation Services (Refer to Project Overview for additional context)

1. Maintenance and Monitoring:

- a. Perform regular inspections, signal testing, and recalibration.
- b. Schedule firmware and software updates as recommended by the manufacturer.

2. Documentation and Reporting:

- a. Provide quarterly, semi-annual, or annual reports on system performance.
- b. Maintain detailed records of all maintenance activities.

3. Emergency Support:

- a. Offer on-demand troubleshooting and technical support for system issues.

4. Training:

- a. Contractor shall provide basic system-operation training if available.

4. Deliverables

- A. Complete installation of a functional Distributed Antenna System (DAS).
- B. Initial commissioning report with detailed signal performance results.
- C. Maintenance plan for the first year, covering inspections, updates, and support.
- D. Comprehensive documentation, including system diagrams, user manuals, and training materials.

5. Timeline

- A. Phase 1: Site survey and design – 2 days.
- B. Phase 2: Equipment procurement – 2 weeks.
- C. Phase 3: Installation and integration – 2 - 3weeks.
- D. Phase 4: Testing and commissioning – 2 days.
- E. Total estimated timeline: 5 to 6 weeks (subject to adjustments based on property conditions and approval processes).

6. Budget

- A. Vendors must provide a detailed cost breakdown covering equipment, labor, and the required first year of maintenance, which must be included in the bid price.
- B. Vendors must also provide pricing for optional maintenance services after the first year; however, these costs must not be included in the initial bid price.
- C. Seattle sales tax shall be applied to materials only. Labor shall not be taxed. Vendors must structure their pricing accordingly.

7. Vendor Requirements

- A. Demonstrated experience with DAS installations in similar environments.
- B. Ability to coordinate with cellular carriers for multi-network integration.
- C. Compliance with all applicable building codes and safety regulations.

END OF PROJECT DETAILS - SCOPE OF WORK (SOW)

ATTACHMENT C

PREVAILING WAGE RATES AND BENEFIT CODE KEY

ATTACHMENT C.1

WA STATE PREVAILING WAGE RATES

State of Washington
 Department of Labor & Industries
 Prevailing Wage Section - Telephone 360-902-5335
 PO Box 44540, Olympia, WA 98504-4540

Washington State Prevailing Wage

The PREVAILING WAGES listed here include both the hourly wage rate and the hourly rate of fringe benefits. On public works projects, worker's wage and benefit rates must add to not less than this total. A brief description of overtime calculation requirements are provided on the Benefit Code Key.

Journey Level Prevailing Wage Rates for the Effective Date: 8/12/2026

King County

Trade ^	Job Classification ^	Wage ^	Holiday	Overtime	Note
Asbestos Abatement Workers	Journey Level	\$67.39	5D	1H	
Boilermakers	Journey Level	\$78.89	5N	1C	
Brick Mason	Journey Level	\$76.07	7E	1N	
Brick Mason	Pointer-Caulker-Cleaner	\$76.07	7E	1N	
Building Service Employees	Janitor	\$32.78	5S	2F	
Building Service Employees	Traveling Waxer/Shampooer	\$32.98	5S	2F	

Building Service Employees	Window Cleaner (Non-Scaffold)	\$35.58	5S	2F	
Building Service Employees	Window Cleaner (Scaffold)	\$36.58	5S	2F	
Cabinet Makers (In Shop)	Journey Level	\$22.74			1
Carpenters	Acoustical Worker	\$83.21	15J	11U	
Carpenters	Bridge Dock and Wharf Carpenter	\$84.81	15J	11U	9L
Carpenters	Floor Layer & Floor Finisher	\$83.21	15J	11U	
Carpenters	General Carpenter	\$83.21	15J	11U	
Carpenters	Scaffold Erector	\$83.21	15J	11U	
Cement Masons	Application of all Composition Mastic	\$81.87	15J	4U	
Cement Masons	Application of all Epoxy Material	\$81.36	15J	4U	
Cement Masons	Application of all Plastic Material	\$81.87	15J	4U	
Cement Masons	Application of Sealing Compound	\$81.36	15J	4U	
Cement Masons	Application of Underlayment	\$81.87	15J	4U	
Cement Masons	Building General	\$81.36	15J	4U	

Cement Masons	Composition or Kalman Floors	\$81.87	15J	4U
Cement Masons	Concrete Paving	\$81.36	15J	4U
Cement Masons	Curb & Gutter Machine	\$81.87	15J	4U
Cement Masons	Curb & Gutter, Sidewalks	\$81.36	15J	4U
Cement Masons	Curing Concrete	\$81.36	15J	4U
Cement Masons	Finish Colored Concrete	\$81.87	15J	4U
Cement Masons	Floor Grinding	\$81.87	15J	4U
Cement Masons	Floor Grinding/Polisher	\$81.36	15J	4U
Cement Masons	Green Concrete Saw, self-powered	\$81.87	15J	4U
Cement Masons	Grouting of all Plates	\$81.36	15J	4U
Cement Masons	Grouting of all Tilt-up Panels	\$81.36	15J	4U
Cement Masons	Guniting Nozzleman	\$81.87	15J	4U
Cement Masons	Hand Powered Grinder	\$81.87	15J	4U
Cement Masons	Journey Level	\$81.36	15J	4U
Cement Masons	Patching Concrete	\$81.36	15J	4U
Cement Masons	Pneumatic Power Tools	\$81.87	15J	4U

Cement Masons	Power Chipping & Brushing	\$81.87	15J	4U	
Cement Masons	Sand Blasting Architectural Finish	\$81.87	15J	4U	
Cement Masons	Screed & Rodding Machine	\$81.87	15J	4U	
Cement Masons	Spackling or Skim Coat Concrete	\$81.36	15J	4U	
Cement Masons	Troweling Machine Operator	\$81.87	15J	4U	
Cement Masons	Troweling Machine Operator on Colored Slabs	\$81.87	15J	4U	
Cement Masons	Tunnel Workers	\$81.87	15J	4U	
Divers & Tenders	Bell/Vehicle/Submersible Operator (not under pressure)	\$144.72	15J	11T	9I
Divers & Tenders	Dive Supervisor	\$146.22	15J	11T	9I
Divers & Tenders	Diver	\$144.72	15J	11T	9I
Divers & Tenders	Diver Tender	\$91.05	15J	11T	9I
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 0-30.00 PSI	\$114.73	15J	11U	
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker	\$124.28	15J	11U	

30.01-44.00 PSI

Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 44.01 - 54.00 PSI	\$133.82	15J	11U	
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 54.01 - 60.00 PSI	\$143.37	15J	11U	
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 60.01 - 64.00 PSI	\$152.91	15J	11U	
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 64.01 - 68.00 PSI	\$162.46	15J	11U	
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 68.01 - 70.00 PSI	\$172.00	15J	11U	
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 70.01 - 72.00 PSI	\$181.55	15J	11U	
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 72.01 - 74.00 PSI	\$191.09	15J	11U	
Divers & Tenders	Lead Diver (Dive Master)	\$105.51	15J	11T	9I
Divers & Tenders	Manifold Operator (Life Support Technician)	\$96.05	15J	11U	9I

Divers & Tenders	Remote Operated Vehicle Operator/Technician	\$91.05	15J	11T	9I
Divers & Tenders	Remote Operated Vehicle Operator/Technician	\$91.05	15J	11U	9I
Divers & Tenders	Remote Operated Vehicle Tender	\$84.75	15J	11T	9I
Divers & Tenders	Stand-by Diver	\$100.51	15J	11T	9I
Dredge Workers	Assistant Engineer	\$89.47	5D	3F	
Dredge Workers	Assistant Mate (Deckhand)	\$88.78	5D	3F	
Dredge Workers	Boatmen	\$89.47	5D	3F	
Dredge Workers	Engineer Welder	\$91.20	5D	3F	
Dredge Workers	Leverman, Hydraulic	\$93.03	5D	3F	
Dredge Workers	Mates	\$89.47	5D	3F	
Dredge Workers	Oiler	\$88.78	5D	3F	
Drywall Applicator	Journey Level	\$81.71	150	11S	
Drywall Tapers	Journey Level	\$81.71	150	11S	
Electrical Fixture Maintenance Workers	Journey Level	\$42.69	5L	1E	
Electricians - Inside	Cable Splicer	\$119.89	7C	4E	

Electricians - Inside	Cable Splicer (tunnel)	\$128.61	7C	4E	
Electricians - Inside	Certified Welder	\$115.92	7C	4E	
Electricians - Inside	Certified Welder (tunnel)	\$124.25	7C	4E	
Electricians - Inside	Construction Stock Person	\$56.78	7C	4E	
Electricians - Inside	Journey Level	\$111.96	7C	4E	
Electricians - Inside	Journey Level (tunnel)	\$119.89	7C	4E	
Electricians - Motor Shop	Journey Level	\$48.68	5A	1B	
Electricians - Powerline Construction	Cable Splicer	\$107.31	5A	4D	
Electricians - Powerline Construction	Certified Line Welder	\$98.45	5A	4D	
Electricians - Powerline Construction	Groundperson	\$61.75	5A	4D	
Electricians - Powerline Construction	Heavy Line Equipment Operator	\$98.45	5A	4D	
Electricians - Powerline Construction	Journey Level Lineperson	\$98.45	5A	4D	
Electricians - Powerline Construction	Line Equipment Operator	\$84.18	5A	4D	
Electricians - Powerline Construction	Meter Installer	\$61.75	5A	4D	8W

Electricians - Powerline Construction	Pole Sprayer	\$98.45	5A	4D	
Electricians - Powerline Construction	Powderperson	\$72.81	5A	4D	
Electronic Technicians	Journey Level	\$73.97	7E	1E	
Elevator Constructors	Mechanic	\$119.17	7D	4A	
Elevator Constructors	Mechanic In Charge	\$128.95	7D	4A	
Fabricated Precast Concrete Products	All Classifications - In-Factory Work Only	\$21.34	5B	1R	
Fence Erectors	Fence Erector	\$57.66	15J	11P	8Y
Fence Erectors	Fence Laborer	\$57.66	15J	11P	8Y
Flaggers	Journey Level	\$57.66	15J	11P	8Y
Glaziers	Journey Level	\$85.16	7L	1Y	
Heat & Frost Insulators And Asbestos Workers	Journey Level	\$96.42	15H	11C	
Heating Equipment Mechanics	Journey Level	\$107.92	7F	1E	
Hod Carriers & Mason Tenders	Journey Level	\$71.09	15J	11P	8Y
Industrial Power Vacuum Cleaner	Journey Level	\$17.13		1	
Inland Boatmen	Boat Operator	\$71.28	5B	1K	

Inland Boatmen	Cook	\$69.70	5B	1K
Inland Boatmen	Deckhand	\$70.00	5B	1K
Inland Boatmen	Deckhand Engineer	\$69.55	5B	1K
Inland Boatmen	Launch Operator	\$71.23	5B	1K
Inland Boatmen	Mate	\$89.12	5B	1K
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Cleaner Operator	\$54.56	15M	110
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Foamer Operator	\$54.56	15M	110
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Grout Truck Operator	\$54.56	15M	110
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Head Operator	\$52.40	15M	110
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Technician	\$45.97	15M	110
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	TV Truck Operator	\$49.20	15M	110
Insulation Applicators	Journey Level	\$83.21	15J	11U

Ironworkers	Journeyman	\$94.82	15K	11N	
Laborers	Air, Gas Or Electric Vibrating Screed	\$67.39	15J	11P	8Y
Laborers	Airtrac Drill Operator	\$69.37	15J	11P	8Y
Laborers	Ballast Regular Machine	\$67.39	15J	11P	8Y
Laborers	Batch Weighman	\$57.66	15J	11P	8Y
Laborers	Brick Pavers	\$67.39	15J	11P	8Y
Laborers	Brush Cutter	\$67.39	15J	11P	8Y
Laborers	Brush Hog Feeder	\$67.39	15J	11P	8Y
Laborers	Burner	\$67.39	15J	11P	8Y
Laborers	Caisson Worker	\$69.37	15J	11P	8Y
Laborers	Carpenter Tender	\$67.39	15J	11P	8Y
Laborers	Cement Dumper-paving	\$69.37	15J	11P	8Y
Laborers	Cement Finisher Tender	\$67.39	15J	11P	8Y
Laborers	Change House Or Dry Shack	\$67.39	15J	11P	8Y
Laborers	Chipping Gun (30 Lbs. And Over)	\$68.56	15J	11P	8Y
Laborers	Chipping Gun (Under 30 Lbs.)	\$67.39	15J	11P	8Y

Laborers	Choker Setter	\$67.39	15J	11P	8Y
Laborers	Chuck Tender	\$67.39	15J	11P	8Y
Laborers	Clary Power Spreader	\$68.56	15J	11P	8Y
Laborers	Clean-up Laborer	\$67.39	15J	11P	8Y
Laborers	Concrete Dumper/Chute Operator	\$69.37	15J	11P	8Y
Laborers	Concrete Form Stripper	\$67.39	15J	11P	8Y
Laborers	Concrete Placement Crew	\$69.37	15J	11P	8Y
Laborers	Concrete Saw Operator/Core Driller	\$68.56	15J	11P	8Y
Laborers	Crusher Feeder	\$57.66	15J	11P	8Y
Laborers	Curing Laborer	\$67.39	15J	11P	8Y
Laborers	Demolition: Wrecking & Moving (Incl. Charred Material)	\$67.39	15J	11P	8Y
Laborers	Ditch Digger	\$67.39	15J	11P	8Y
Laborers	Diver	\$69.37	15J	11P	8Y
Laborers	Drill Operator (Hydraulic, Diamond)	\$68.56	15J	11P	8Y
Laborers	Dry Stack Walls	\$67.39	15J	11P	8Y

Laborers	Dump Person	\$67.39	15J	11P	8Y
Laborers	Epoxy Technician	\$67.39	15J	11P	8Y
Laborers	Erosion Control Worker	\$67.39	15J	11P	8Y
Laborers	Faller & Bucker Chain Saw	\$68.56	15J	11P	8Y
Laborers	Fine Graders	\$67.39	15J	11P	8Y
Laborers	Firewatch	\$57.66	15J	11P	8Y
Laborers	Form Setter	\$69.37	15J	11P	8Y
Laborers	Gabian Basket Builders	\$67.39	15J	11P	8Y
Laborers	General Laborer	\$67.39	15J	11P	8Y
Laborers	Grade Checker & Transit Person	\$71.09	15J	11P	8Y
Laborers	Grinders	\$67.39	15J	11P	8Y
Laborers	Grout Machine Tender	\$67.39	15J	11P	8Y
Laborers	Groutmen (Pressure) Including Post Tension Beams	\$68.56	15J	11P	8Y
Laborers	Guardrail Erector	\$67.39	15J	11P	8Y
Laborers	Hazardous Waste Worker (Level A)	\$69.37	15J	11P	8Y

Laborers	Hazardous Waste Worker (Level B)	\$68.56	15J	11P	8Y
Laborers	Hazardous Waste Worker (Level C)	\$67.39	15J	11P	8Y
Laborers	High Scaler	\$69.37	15J	11P	8Y
Laborers	Jackhammer	\$68.56	15J	11P	8Y
Laborers	Laserbeam Operator	\$68.56	15J	11P	8Y
Laborers	Maintenance Person	\$67.39	15J	11P	8Y
Laborers	Manhole Builder-Mudman	\$68.56	15J	11P	8Y
Laborers	Material Yard Person	\$67.39	15J	11P	8Y
Laborers	Mold Abatement Worker	\$67.39	15J	11P	8Y
Laborers	Motorman-Dinky Locomotive	\$71.19	15J	11P	8Y
Laborers	nozzleman (concrete pump, green cutter when using combination of high pressure air & water on concrete & rock, sandblast, gunite, shotcrete, water blaster, vacuum blaster)	\$71.09	15J	11P	8Y
Laborers	Pavement Breaker	\$68.56	15J	11P	8Y

Laborers	Pilot Car	\$57.66	15J	11P	8Y
Laborers	Pipe Layer (Lead)	\$71.09	15J	11P	8Y
Laborers	Pipe Layer/Tailor	\$68.56	15J	11P	8Y
Laborers	Pipe Pot Tender	\$68.56	15J	11P	8Y
Laborers	Pipe Reliner	\$68.56	15J	11P	8Y
Laborers	Pipe Wrapper	\$68.56	15J	11P	8Y
Laborers	Pot Tender	\$67.39	15J	11P	8Y
Laborers	Powderman	\$69.37	15J	11P	8Y
Laborers	Powderman's Helper	\$67.39	15J	11P	8Y
Laborers	Power Jacks	\$68.56	15J	11P	8Y
Laborers	Power Washer	\$67.39	15J	11P	8Y
Laborers	Railroad Spike Puller - Power	\$68.56	15J	11P	8Y
Laborers	Raker - Asphalt	\$71.09	15J	11P	8Y
Laborers	Re-timberman	\$69.37	15J	11P	8Y
Laborers	Remote Equipment Operator	\$68.56	15J	11P	8Y
Laborers	Rigger/Signal Person	\$68.56	15J	11P	8Y

Laborers	Rip Rap Person	\$67.39	15J	11P	8Y
Laborers	Rivet Buster	\$68.56	15J	11P	8Y
Laborers	Rodder	\$69.37	15J	11P	8Y
Laborers	Scaffold Erector	\$67.39	15J	11P	8Y
Laborers	Scale Person	\$67.39	15J	11P	8Y
Laborers	Sloper (Over 20")	\$68.56	15J	11P	8Y
Laborers	Sloper Sprayer	\$67.39	15J	11P	8Y
Laborers	Spreader (Concrete)	\$69.37	15J	11P	8Y
Laborers	Stake Hopper	\$67.39	15J	11P	8Y
Laborers	Stock Piler	\$67.39	15J	11P	8Y
Laborers	Swinging Stage/Boatswain Chair	\$57.66	15J	11P	8Y
Laborers	Tamper & Similar Electric, Air & Gas Operated Tools	\$68.56	15J	11P	8Y
Laborers	Tamper (Multiple & Self- propelled)	\$68.56	15J	11P	8Y
Laborers	Timber Person - Sewer (Lagger, Shorer & Cribber)	\$68.56	15J	11P	8Y
Laborers	Toolroom Person (at Jobsite)	\$67.39	15J	11P	8Y

Laborers	Topper	\$67.39	15J	11P	8Y
Laborers	Track Laborer	\$67.39	15J	11P	8Y
Laborers	Track Liner (Power)	\$68.56	15J	11P	8Y
Laborers	Traffic Control Laborer	\$61.41	15J	11P	9C
Laborers	Traffic Control Supervisor	\$64.86	15J	11P	9C
Laborers	Truck Mounted Attenuator	\$61.41	15J	11P	9C
Laborers	Truck Spotter	\$67.39	15J	11P	8Y
Laborers	Tugger Operator	\$68.56	15J	11P	8Y
Laborers	Tunnel Work-Compressed Air Worker 0-30 psi	\$225.32	15J	11P	9B
Laborers	Tunnel Work-Compressed Air Worker 30.01-44.00 psi	\$230.35	15J	11P	9B
Laborers	Tunnel Work-Compressed Air Worker 44.01-54.00 psi	\$234.03	15J	11P	9B
Laborers	Tunnel Work-Compressed Air Worker 54.01-60.00 psi	\$239.73	15J	11P	9B
Laborers	Tunnel Work-Compressed Air Worker 60.01-64.00 psi	\$241.85	15J	11P	9B

Laborers	Tunnel Work-Compressed Air Worker 64.01-68.00 psi	\$246.95	15J	11P	9B
Laborers	Tunnel Work-Compressed Air Worker 68.01-70.00 psi	\$248.85	15J	11P	9B
Laborers	Tunnel Work-Compressed Air Worker 70.01-72.00 psi	\$250.85	15J	11P	9B
Laborers	Tunnel Work-Compressed Air Worker 72.01-74.00 psi	\$252.85	15J	11P	9B
Laborers	Tunnel Work-Guage and Lock Tender	\$71.19	15J	11P	8Y
Laborers	Tunnel Work-Miner	\$71.19	15J	11P	8Y
Laborers	Vibrator	\$69.37	15J	11P	8Y
Laborers	Vinyl Seamer	\$67.39	15J	11P	8Y
Laborers	Watchman	\$52.73	15J	11P	8Y
Laborers	Welder	\$68.56	15J	11P	8Y
Laborers	Well Point Laborer	\$68.56	15J	11P	8Y
Laborers	Window Washer/Cleaner	\$52.73	15J	11P	8Y
Laborers - Underground Sewer & Water	General Laborer & Topman	\$67.39	15J	11P	8Y

Laborers - Underground Sewer & Water	Pipe Layer	\$68.56	15J	11P	8Y
Landscape Construction	Landscape Construction/Landscaping Or Planting Laborers	\$52.73	15J	11P	8Y
Landscape Construction	Landscape Operator	\$91.81	15J	11G	8X
Landscape Maintenance	Groundskeeper	\$17.87		1	
Lathers	Journey Level	\$81.71	15O	11S	
Marble Setters	Journey Level	\$76.07	7E	1N	
Metal Fabrication (In Shop)	Fitter/Certified Welder	\$42.17	15I	11E	
Metal Fabrication (In Shop)	General Laborer	\$30.07	15I	11E	
Metal Fabrication (In Shop)	Mechanic	\$43.63	15I	11E	
Metal Fabrication (In Shop)	Welder/Burner	\$39.28	15I	11E	
Millwright	Journey Level	\$84.44	5A	1B	
Modular Buildings	Cabinet Assembly	\$17.13		1	
Modular Buildings	Electrician	\$17.13		1	
Modular Buildings	Equipment Maintenance	\$17.13		1	
Modular Buildings	Plumber	\$17.13		1	
Modular Buildings	Production Worker	\$17.13		1	

Modular Buildings	Tool Maintenance	\$17.13		1	
Modular Buildings	Utility Person	\$17.13		1	
Modular Buildings	Welder	\$17.13		1	
Painters	Journey Level	\$57.46	6Z	11J	
Pile Driver	Crew Tender	\$80.50	15J	11U	9L
Pile Driver	Journey Level	\$84.81	15J	11U	
Plasterers	Journey Level	\$78.60	7Q	1R	
Plasterers	Nozzleman	\$82.70	7Q	1R	
Playground & Park Equipment Installers	Journey Level	\$17.13		1	
Plumbers & Pipefitters	Journey Level	\$111.59	6Z	1G	
Power Equipment Operators	Asphalt Plant Operators	\$93.36	15J	11G	8X
Power Equipment Operators	Assistant Engineer	\$87.77	15J	11G	8X
Power Equipment Operators	Barrier Machine (zipper)	\$92.52	15J	11G	8X
Power Equipment Operators	Batch Plant Operator: concrete	\$92.52	15J	11G	8X
Power Equipment Operators	Boat Operator	\$92.08	7A	11H	8X

Power Equipment Operators	Bobcat	\$87.77	15J	11G	8X
Power Equipment Operators	Brokk - Remote Demolition Equipment	\$87.77	15J	11G	8X
Power Equipment Operators	Brooms	\$87.77	15J	11G	8X
Power Equipment Operators	Bump Cutter	\$92.52	15J	11G	8X
Power Equipment Operators	Cableways	\$93.36	15J	11G	8X
Power Equipment Operators	Chipper	\$92.52	15J	11G	8X
Power Equipment Operators	Compressor	\$87.77	15J	11G	8X
Power Equipment Operators	Concrete Finish Machine - Laser Screed	\$87.77	15J	11G	8X
Power Equipment Operators	Concrete Pump - Mounted Or Trailer High Pressure Line Pump, Pump High Pressure	\$91.81	15J	11G	8X
Power Equipment Operators	Concrete Pump: Truck Mount With Boom Attachment Over 42 M	\$93.36	15J	11G	8X
Power Equipment Operators	Concrete Pump: Truck Mount With Boom Attachment Up To 42m	\$92.52	15J	11G	8X

Power Equipment Operators	Conveyors	\$91.81	15J	11G	8X
Power Equipment Operators	Cranes Friction: 200 tons and over	\$94.85	7A	11H	8X
Power Equipment Operators	Cranes, A-frame: 10 tons and under	\$86.60	7A	11H	8X
Power Equipment Operators	Cranes: 100 tons through 199 tons, or 150' of boom (including jib with attachments)	\$92.98	7A	11H	8X
Power Equipment Operators	Cranes: 20 tons through 44 tons with attachments	\$91.25	7A	11H	8X
Power Equipment Operators	Cranes: 200 tons- 299 tons, or 250' of boom including jib with attachments	\$93.95	7A	11H	8X
Power Equipment Operators	Cranes: 300 tons and over or 300' of boom including jib with attachments	\$94.85	7A	11H	8X
Power Equipment Operators	Cranes: 45 tons through 99 tons, under 150' of boom(including jib with attachments)	\$92.08	7A	11H	8X
Power Equipment Operators	Cranes: Friction cranes through 199 tons	\$93.95	7A	11H	8X
Power Equipment Operators	Cranes: through 19 tons with attachments, a-frame	\$90.55	7A	11H	8X

over 10 tons

Power Equipment Operators	Crusher	\$92.52	15J	11G	8X
Power Equipment Operators	Deck Engineer/Deck Winches (power)	\$92.52	15J	11G	8X
Power Equipment Operators	Derricks, On Building Work	\$92.08	7A	11H	8X
Power Equipment Operators	Dozers D-9 & Under	\$91.81	15J	11G	8X
Power Equipment Operators	Drill Oilers: Auger Type, Truck Or Crane Mount	\$91.81	15J	11G	8X
Power Equipment Operators	Drilling Machine	\$94.30	15J	11G	8X
Power Equipment Operators	Elevator and man-lift: permanent and shaft type	\$87.77	15J	11G	8X
Power Equipment Operators	Finishing Machine, Bidwell And Gamaco & Similar Equipment	\$92.52	15J	11G	8X
Power Equipment Operators	Forklift: 3000 lbs and over with attachments	\$91.81	15J	11G	8X
Power Equipment Operators	Forklifts: under 3000 lbs. with attachments	\$87.77	15J	11G	8X
Power Equipment Operators	Grade Engineer: Using Blue Prints, Cut Sheets, Etc	\$92.52	15J	11G	8X

Power Equipment Operators	Gradechecker/Stakeman	\$87.77	15J	11G	8X
Power Equipment Operators	Guardrail Punch	\$92.52	15J	11G	8X
Power Equipment Operators	Hard Tail End Dump Articulating Off- Road Equipment 45 Yards. & Over	\$93.36	15J	11G	8X
Power Equipment Operators	Hard Tail End Dump Articulating Off-road Equipment Under 45 Yards	\$92.52	15J	11G	8X
Power Equipment Operators	Horizontal/Directional Drill Locator	\$91.81	15J	11G	8X
Power Equipment Operators	Horizontal/Directional Drill Operator	\$92.52	15J	11G	8X
Power Equipment Operators	Hydralifts/Boom Trucks Over 10 Tons	\$90.55	7A	11H	8X
Power Equipment Operators	Hydralifts/boom trucks: 10 tons and under	\$86.60	7A	11H	8X
Power Equipment Operators	Leverman	\$95.28	15J	11G	8X
Power Equipment Operators	Loader, Overhead, 6 Yards. But Not Including 8 Yards	\$93.36	15J	11G	8X
Power Equipment Operators	Loaders, Overhead Under 6 Yards	\$92.52	15J	11G	8X

Power Equipment Operators	Loaders, Plant Feed	\$92.52	15J	11G	8X
Power Equipment Operators	Loaders: Elevating Type Belt	\$91.81	15J	11G	8X
Power Equipment Operators	Locomotives, All	\$92.52	15J	11G	8X
Power Equipment Operators	Material Transfer Device	\$92.52	15J	11G	8X
Power Equipment Operators	Mechanics: All (Leadmen - \$0.50 per hour over mechanic)	\$94.30	15J	11G	8X
Power Equipment Operators	Motor Patrol Graders	\$93.36	15J	11G	8X
Power Equipment Operators	Mucking Machine, Mole, Tunnel Drill, Boring, Road Header And/or Shield	\$93.36	15J	11G	8X
Power Equipment Operators	Oil Distributors, Blower Distribution & Mulch Seeding Operator	\$87.77	15J	11G	8X
Power Equipment Operators	Outside Hoists (Elevators and Manlifts), Air Tuggers, Strato	\$91.81	15J	11G	8X
Power Equipment Operators	Overhead, bridge type Crane: 20 tons through 44 tons	\$91.25	7A	11H	8X

Power Equipment Operators	Overhead, bridge type: 100 tons and over	\$92.98	7A	11H	8X
Power Equipment Operators	Overhead, bridge type: 45 tons through 99 tons	\$92.08	7A	11H	8X
Power Equipment Operators	Pavement Breaker	\$87.77	15J	11G	8X
Power Equipment Operators	Pile Driver (other Than Crane Mount)	\$92.52	15J	11G	8X
Power Equipment Operators	Plant Oiler - Asphalt, Crusher	\$91.81	15J	11G	8X
Power Equipment Operators	Posthole Digger, Mechanical	\$87.77	15J	11G	8X
Power Equipment Operators	Power Plant	\$87.77	15J	11G	8X
Power Equipment Operators	Pumps - Water	\$87.77	15J	11G	8X
Power Equipment Operators	Quad 9, Hd 41, D10 And Over	\$93.36	15J	11G	8X
Power Equipment Operators	Quick Tower: no cab, under 100 feet in height base to boom	\$92.52	15J	11G	8X
Power Equipment Operators	Remote Control Operator On Rubber Tired Earth Moving Equipment	\$93.36	15J	11G	8X
Power Equipment Operators	Rigger and Bellman	\$86.60	7A	11H	8X

Power Equipment Operators	Rigger/Signal Person, Bellman(Certified)	\$90.55	7A	11H	8X
Power Equipment Operators	Rollagon	\$93.36	15J	11G	8X
Power Equipment Operators	Roller, Other Than Plant Mix	\$87.77	15J	11G	8X
Power Equipment Operators	Roller, Plant Mix Or Multi-lift Materials	\$91.81	15J	11G	8X
Power Equipment Operators	Roto-mill, Roto-grinder	\$92.52	15J	11G	8X
Power Equipment Operators	Saws - Concrete	\$91.81	15J	11G	8X
Power Equipment Operators	Scraper, Self Propelled Under 45 Yards	\$92.52	15J	11G	8X
Power Equipment Operators	Scrapers - Concrete & Carry All	\$91.81	15J	11G	8X
Power Equipment Operators	Scrapers, Self-propelled: 45 Yards And Over	\$93.36	15J	11G	8X
Power Equipment Operators	Service Engineers: Equipment	\$91.81	15J	11G	8X
Power Equipment Operators	Shotcrete/Gunite Equipment	\$87.77	15J	11G	8X
Power Equipment Operators	Shovel, Excavator, Backhoe, Tractors Under 15 Metric Tons	\$91.81	15J	11G	8X

Power Equipment Operators	Shovel, Excavator, Backhoe: Over 30 Metric Tons To 50 Metric Tons	\$93.36	15J	11G	8X
Power Equipment Operators	Shovel, Excavator, Backhoes, Tractors: 15 To 30 Metric Tons	\$92.52	15J	11G	8X
Power Equipment Operators	Shovel, Excavator, Backhoes: Over 50 Metric Tons To 90 Metric Tons	\$94.30	15J	11G	8X
Power Equipment Operators	Shovel, Excavator, Backhoes: Over 90 Metric Tons	\$95.28	15J	11G	8X
Power Equipment Operators	Slipform Pavers	\$93.36	15J	11G	8X
Power Equipment Operators	Spreader, Topsider & Screedman	\$93.36	15J	11G	8X
Power Equipment Operators	Subgrader Trimmer	\$92.52	15J	11G	8X
Power Equipment Operators	Tower Bucket Elevators	\$91.81	15J	11G	8X
Power Equipment Operators	Tower Crane: over 175' through 250' in height, base to boom	\$93.95	7A	11H	8X
Power Equipment Operators	Tower crane: up to 175' in height base to boom	\$92.98	7A	11H	8X

Power Equipment Operators	Tower Cranes: over 250' in height from base to boom	\$94.85	7A	11H	8X
Power Equipment Operators	Transporters, All Track Or Truck Type	\$93.36	15J	11G	8X
Power Equipment Operators	Trenching Machines	\$91.81	15J	11G	8X
Power Equipment Operators	Truck Crane Oiler/Driver: 100 tons and over	\$91.25	7A	11H	8X
Power Equipment Operators	Truck crane oiler/driver: under 100 tons	\$90.55	7A	11H	8X
Power Equipment Operators	Truck Mount Portable Conveyor	\$92.52	15J	11G	8X
Power Equipment Operators	Vac Truck (Vactor Guzzler, Hydro Excavator)	\$92.52	15J	11G	8X
Power Equipment Operators	Welder	\$93.36	15J	11G	8X
Power Equipment Operators	Wheel Tractors, Farmall Type	\$87.77	15J	11G	8X
Power Equipment Operators	Yo Yo Pay Dozer	\$92.52	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Asphalt Plant Operators	\$93.36	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Assistant Engineer	\$87.77	15J	11G	8X

Power Equipment					
Operators- Underground	Barrier Machine (zipper)	\$92.52	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Batch Plant Operator, Concrete	\$92.52	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Boat Operator	\$92.08	7A	11H	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Bobcat	\$87.77	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Brokk - Remote Demolition Equipment	\$87.77	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Brooms	\$87.77	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Bump Cutter	\$92.52	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Cableways	\$93.36	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Chipper	\$92.52	15J	11G	8X
Sewer & Water					

Power Equipment					
Operators- Underground	Compressor	\$87.77	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Concrete Finish Machine - Laser Screed	\$87.77	15J	11G	8X
Sewer & Water					
Power Equipment	Concrete Pump - Mounted Or Trailer High Pressure Line Pump, Pump High Pressure	\$91.81	15J	11G	8X
Operators- Underground					
Sewer & Water					
Power Equipment	Concrete Pump: Truck Mount With Boom	\$93.36	15J	11G	8X
Operators- Underground					
Sewer & Water	Attachment Over 42 M				
Power Equipment	Concrete Pump: Truck Mount With Boom	\$92.52	15J	11G	8X
Operators- Underground					
Sewer & Water	Attachment Up To 42m				
Power Equipment					
Operators- Underground	Conveyors	\$91.81	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Cranes Friction: 200 tons and over	\$94.85	7A	11H	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Cranes, A-frame: 10 tons and under	\$86.60	7A	11H	8X
Sewer & Water					

Power Equipment Operators- Underground Sewer & Water	Cranes: 100 tons through 199 tons, or 150' of boom (including jib with attachments)	\$92.98	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Cranes: 20 tons through 44 tons with attachments	\$91.25	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Cranes: 200 tons- 299 tons, or 250' of boom including jib with attachments	\$93.95	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Cranes: 300 tons and over or 300' of boom including jib with attachments	\$94.85	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Cranes: 45 tons through 99 tons, under 150' of boom(including jib with attachments)	\$92.08	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Cranes: Friction cranes through 199 tons	\$93.95	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Cranes: through 19 tons with attachments, a-frame over 10 tons	\$90.55	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Crusher	\$92.52	15J	11G	8X

Power Equipment Operators- Underground Sewer & Water	Deck Engineer/Deck Winches (power)	\$92.52	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Derricks, On Building Work	\$92.08	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Dozers D-9 & Under	\$91.81	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Drill Oilers: Auger Type, Truck Or Crane Mount	\$91.81	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Drilling Machine	\$94.30	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Elevator and man-lift: permanent and shaft type	\$87.77	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Finishing Machine, Bidwell And Gamaco & Similar Equipment	\$92.52	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Forklift: 3000 lbs and over with attachments	\$91.81	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Forklifts: under 3000 lbs. with attachments	\$87.77	15J	11G	8X

Power Equipment Operators- Underground Sewer & Water	Grade Engineer: Using Blue Prints, Cut Sheets, Etc	\$92.52	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Gradechecker/Stakeman	\$87.77	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Guardrail Punch	\$92.52	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Hard Tail End Dump Articulating Off- Road Equipment 45 Yards. & Over	\$93.36	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Hard Tail End Dump Articulating Off-road Equipment Under 45 Yards	\$92.52	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Horizontal/Directional Drill Locator	\$91.81	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Horizontal/Directional Drill Operator	\$92.52	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Hydralifts/boom trucks: 10 tons and under	\$86.60	7A	11H	8X

Power Equipment Operators- Underground Sewer & Water	Hydralifts/boom trucks: over 10 tons	\$90.55	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Leverman	\$95.28	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Loader, Overhead, 6 Yards. But Not Including 8 Yards	\$93.36	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Loaders, Overhead Under 6 Yards	\$92.52	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Loaders, Plant Feed	\$92.52	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Loaders: Elevating Type Belt	\$91.81	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Locomotives, All	\$92.52	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Material Transfer Device	\$92.52	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Mechanics: All (Leadmen - \$0.50 per hour over mechanic)	\$94.30	15J	11G	8X

Power Equipment					
Operators- Underground	Motor Patrol Graders	\$93.36	15J	11G	8X
Sewer & Water					
Power Equipment	Mucking Machine, Mole,				
Operators- Underground	Tunnel Drill, Boring, Road	\$93.36	15J	11G	8X
Sewer & Water	Header And/or Shield				
Power Equipment	Oil Distributors, Blower				
Operators- Underground	Distribution & Mulch	\$87.77	15J	11G	8X
Sewer & Water	Seeding Operator				
Power Equipment	Outside Hoists (Elevators				
Operators- Underground	and Manlifts), Air Tuggers,	\$91.81	15J	11G	8X
Sewer & Water	Strato				
Power Equipment	Overhead, bridge type				
Operators- Underground	Crane: 20 tons through 44	\$91.25	7A	11H	8X
Sewer & Water	tons				
Power Equipment	Overhead, bridge type:				
Operators- Underground	100 tons and over	\$92.98	7A	11H	8X
Sewer & Water					
Power Equipment	Overhead, bridge type: 45				
Operators- Underground	tons through 99 tons	\$92.08	7A	11H	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Pavement Breaker	\$87.77	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Pile Driver (other Than	\$92.52	15J	11G	8X
Sewer & Water	Crane Mount)				

Power Equipment Operators- Underground Sewer & Water	Plant Oiler - Asphalt, Crusher	\$91.81	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Posthole Digger, Mechanical	\$87.77	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Power Plant	\$87.77	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Pumps - Water	\$87.77	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Quad 9, Hd 41, D10 And Over	\$93.36	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Quick Tower: no cab, under 100 feet in height base to boom	\$92.52	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Remote Control Operator On Rubber Tired Earth Moving Equipment	\$93.36	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Rigger and Bellman	\$86.60	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Rigger/Signal Person, Bellman(Certified)	\$90.55	7A	11H	8X

Power Equipment					
Operators- Underground	Rollagon	\$93.36	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Roller, Other Than Plant	\$87.77	15J	11G	8X
Sewer & Water	Mix				
Power Equipment					
Operators- Underground	Roller, Plant Mix Or Multi-	\$91.81	15J	11G	8X
Sewer & Water	lift Materials				
Power Equipment					
Operators- Underground	Roto-mill, Roto-grinder	\$92.52	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Saws - Concrete	\$91.81	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Scraper, Self Propelled	\$92.52	15J	11G	8X
Sewer & Water	Under 45 Yards				
Power Equipment					
Operators- Underground	Scrapers - Concrete &	\$91.81	15J	11G	8X
Sewer & Water	Carry All				
Power Equipment					
Operators- Underground	Scrapers, Self-propelled:	\$93.36	15J	11G	8X
Sewer & Water	45 Yards And Over				
Power Equipment					
Operators- Underground	Shotcrete/Gunite	\$87.77	15J	11G	8X
Sewer & Water	Equipment				

Power Equipment	Shovel, Excavator,				
Operators- Underground	Backhoe, Tractors Under	\$91.81	15J	11G	8X
Sewer & Water	15 Metric Tons				
Power Equipment	Shovel, Excavator,				
Operators- Underground	Backhoe: Over 30 Metric	\$93.36	15J	11G	8X
Sewer & Water	Tons To 50 Metric Tons				
Power Equipment	Shovel, Excavator,				
Operators- Underground	Backhoes, Tractors: 15 To	\$92.52	15J	11G	8X
Sewer & Water	30 Metric Tons				
Power Equipment	Shovel, Excavator,				
Operators- Underground	Backhoes: Over 50 Metric	\$94.30	15J	11G	8X
Sewer & Water	Tons To 90 Metric Tons				
Power Equipment	Shovel, Excavator,				
Operators- Underground	Backhoes: Over 90 Metric	\$95.28	15J	11G	8X
Sewer & Water	Tons				
Power Equipment					
Operators- Underground	Slipform Pavers	\$93.36	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Spreader, Topsider &	\$93.36	15J	11G	8X
Sewer & Water	Screedman				
Power Equipment					
Operators- Underground	Subgrader Trimmer	\$92.52	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Tower Bucket Elevators	\$91.81	15J	11G	8X
Sewer & Water					

Power Equipment Operators- Underground Sewer & Water	Tower Crane: over 175' through 250' in height, base to boom	\$93.95	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Tower crane: up to 175' in height base to boom	\$92.98	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Tower Cranes: over 250' in height from base to boom	\$94.85	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Transporters, All Track Or Truck Type	\$93.36	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Trenching Machines	\$91.81	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Truck Crane Oiler/Driver: 100 tons and over	\$91.25	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Truck crane oiler/driver: under 100 tons	\$90.55	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Truck Mount Portable Conveyor	\$92.52	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Vac Truck (Vactor Guzzler, Hydro Excavator)	\$92.52	15J	11G	8X

Power Equipment					
Operators- Underground	Welder	\$93.36	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Wheel Tractors, Farmall Type	\$87.77	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Yo Yo Pay Dozer	\$92.52	15J	11G	8X
Sewer & Water					
Power Line Clearance Tree Trimmers	Journey Level In Charge	\$69.62	5A	4A	
Power Line Clearance Tree Trimmers	Spray Person	\$65.89	5A	4A	
Power Line Clearance Tree Trimmers	Tree Equipment Operator	\$69.62	5A	4A	
Power Line Clearance Tree Trimmers	Tree Trimmer	\$62.19	5A	4A	
Power Line Clearance Tree Trimmers	Tree Trimmer Groundperson	\$45.93	5A	4A	
Refrigeration & Air Conditioning Mechanics	Journey Level	\$104.91	6Z	1G	
Residential Brick Mason	Journey Level	\$76.07	7E	1N	
Residential Carpenters	Journey Level	\$65.88		1	
Residential Cement Masons	Journey Level	\$46.64		1	

Residential Drywall Applicators	Journey Level	\$78.76	15J	4C
Residential Drywall Tapers	Journey Level	\$81.71	15O	11S
Residential Electricians	Journey Level	\$48.80		1
Residential Glaziers	Journey Level	\$38.70		1
Residential Insulation Applicators	Journey Level	\$70.54		1
Residential Laborers	Journey Level	\$29.73		1
Residential Marble Setters	Journey Level	\$27.38		1
Residential Painters	Journey Level	\$33.77		1
Residential Plumbers & Pipefitters	Journey Level	\$61.87		1
Residential Refrigeration & Air Conditioning Mechanics	Journey Level	\$107.92	7F	1E
Residential Sheet Metal Workers	Journey Level	\$107.92	7F	1E
Residential Soft Floor Layers	Journey Level	\$49.91	15J	4C
Residential Sprinkler Fitters (Fire Protection)	Journey Level	\$63.61		1
Residential Stone Masons	Journey Level	\$76.07	7E	1N

Residential Terrazzo Workers	Journey Level	\$70.61	7E	1N
Residential Terrazzo/Tile Finishers	Journey Level	\$24.39		1
Residential Tile Setters	Journey Level	\$21.04		1
Roofers	Journey Level	\$70.70	5A	3H
Roofers	Using Irritable Bituminous Materials	\$74.15	5A	3H
Sheet Metal Workers	Journey Level (Field or Shop)	\$107.92	7F	1E
Shipbuilding & Ship Repair	New Construction Boilermaker	\$61.07	7X	4J
Shipbuilding & Ship Repair	New Construction Carpenter	\$51.85	7X	4J
Shipbuilding & Ship Repair	New Construction Crane Operator	\$44.29	7V	1
Shipbuilding & Ship Repair	New Construction Electrician	\$61.12	7X	4J
Shipbuilding & Ship Repair	New Construction Heat & Frost Insulator	\$96.42	15H	11C
Shipbuilding & Ship Repair	New Construction Laborer	\$60.73	7X	4J
Shipbuilding & Ship Repair	New Construction Machinist	\$60.93	7X	4J

Shipbuilding & Ship Repair	New Construction Operating Engineer	\$44.29	7V	1
Shipbuilding & Ship Repair	New Construction Painter	\$60.93	7X	4J
Shipbuilding & Ship Repair	New Construction Pipefitter	\$61.21	7X	4J
Shipbuilding & Ship Repair	New Construction Rigger	\$61.07	7X	4J
Shipbuilding & Ship Repair	New Construction Sheet Metal	\$60.94	7X	4J
Shipbuilding & Ship Repair	New Construction Shipwright	\$51.85	7X	4J
Shipbuilding & Ship Repair	New Construction Warehouse/Teamster	\$44.29	7V	1
Shipbuilding & Ship Repair	New Construction Welder / Burner	\$61.07	7X	4J
Shipbuilding & Ship Repair	Ship Repair Boilermaker	\$61.07	7X	4J
Shipbuilding & Ship Repair	Ship Repair Carpenter	\$51.85	7X	4J
Shipbuilding & Ship Repair	Ship Repair Crane Operator	\$45.06	7Y	4K
Shipbuilding & Ship Repair	Ship Repair Electrician	\$61.12	7X	4J
Shipbuilding & Ship Repair	Ship Repair Heat & Frost Insulator	\$96.42	15H	11C
Shipbuilding & Ship Repair	Ship Repair Laborer	\$60.73	7X	4J

Shipbuilding & Ship Repair	Ship Repair Machinist	\$60.93	7X	4J
Shipbuilding & Ship Repair	Ship Repair Operating Engineer	\$45.06	7Y	4K
Shipbuilding & Ship Repair	Ship Repair Painter	\$60.93	7X	4J
Shipbuilding & Ship Repair	Ship Repair Pipefitter	\$61.21	7X	4J
Shipbuilding & Ship Repair	Ship Repair Rigger	\$61.07	7X	4J
Shipbuilding & Ship Repair	Ship Repair Sheet Metal	\$60.94	7X	4J
Shipbuilding & Ship Repair	Ship Repair Shipwright	\$51.85	7X	4J
Shipbuilding & Ship Repair	Ship Repair Warehouse / Teamster	\$45.06	7Y	4K
Sign Makers & Installers (Electrical)	Journey Level	\$60.46	0	1
Sign Makers & Installers (Non-Electrical)	Journey Level	\$38.53	0	1
Soft Floor Layers	Journey Level	\$63.29	15J	4C
Solar Controls For Windows	Journey Level	\$17.13		1
Sprinkler Fitters (Fire Protection)	Journey Level	\$104.44	5C	1X
Stage Rigging Mechanics (Non Structural)	Journey Level	\$17.13		1
Stone Masons	Journey Level	\$76.07	7E	1N

Street And Parking Lot Sweeper Workers	Journey Level	\$19.09		1	
Surveyors	Assistant Construction Site Surveyor	\$90.55	7A	11H	8X
Surveyors	Chainman	\$86.60	7A	11H	8X
Surveyors	Construction Site Surveyor	\$92.08	7A	11H	8X
Surveyors	Drone Operator (when used in conjunction with survey work only)	\$86.60	7A	11H	8X
Surveyors	Ground Penetrating Radar Operator	\$86.60	7A	11H	8X
Telecommunication Technicians	Journey Level	\$73.97	7E	1E	
Telephone Line Construction - Outside	Cable Splicer	\$42.62	5A	2B	
Telephone Line Construction - Outside	Hole Digger/Ground Person	\$27.97	5A	2B	
Telephone Line Construction - Outside	Telephone Equipment Operator (Light)	\$35.60	5A	2B	
Telephone Line Construction - Outside	Telephone Lineperson	\$40.28	5A	2B	
Terrazzo Workers	Journey Level	\$70.61	7E	1N	
Tile Setters	Journey Level	\$68.61	7E	1N	

Tile, Marble & Terrazzo Finishers	Finisher	\$59.44	7E	1N
Traffic Control Stripers	All cleanup required in connection with traffic control stripers work (Group 1)	\$95.41	15L	1K
Traffic Control Stripers	Handling, painting and installing of all car stops, stop signs and any other type sign (Group 2)	\$62.69	15L	1K
Traffic Control Stripers	Installation of guard rail and posts and similar protective devices (Group 2)	\$62.69	15L	1K
Traffic Control Stripers	Installation of parking gates, ticket spitters and other mechanical and automatic control devices (Group 2)	\$62.69	15L	1K
Traffic Control Stripers	Installation of plastic metal or composition button, or lines used instead of paint (Group 1)	\$95.41	15L	1K
Traffic Control Stripers	Line removal; chemical sand and hydro-blast, paint and button (Group 1)	\$95.41	15L	1K
Traffic Control Stripers	Manufacturing and installation of all car stops	\$62.69	15L	1K

and control devices and
similar traffic regulators
(Group 2)

Traffic Control Stripers	Manufacturing, painting, stenciling, servicing, repairing, placing and removal of traffic safety and control devices/barricades (Group 2)	\$62.69	15L	1K	
Traffic Control Stripers	Painting and installing lines, arrows, bumpers, curbs, etc., on parking lots, air fields, highways, game courts (Group 1)	\$95.41	15L	1K	
Traffic Control Stripers	Preparation and maintenance of all surfaces (Group 1)	\$95.41	15L	1K	
Traffic Control Stripers	Seal coating, slurry coating and other surface protection (Group 2)	\$62.69	15L	1K	
Truck Drivers	Asphalt Mix Over 16 Yards	\$82.95	15J	11M	8L
Truck Drivers	Asphalt Mix To 16 Yards	\$82.11	15J	11M	8L
Truck Drivers	Dump Truck	\$82.11	15J	11M	8L
Truck Drivers	Dump Truck & Trailer	\$82.95	15J	11M	8L

Truck Drivers	Other Trucks	\$82.95	15J	11M	8L
Truck Drivers - Ready Mix	Transit Mix	\$82.95	15J	11M	8L
Well Drillers & Irrigation Pump Installers	Irrigation Pump Installer	\$17.71		1	
Well Drillers & Irrigation Pump Installers	Oiler	\$17.13		1	
Well Drillers & Irrigation Pump Installers	Well Driller	\$18.00		1	

END OF WA STATE PREVAILING WAGES

ATTACHMENT C.2

BENEFIT CODE KEY

Overtime Codes

Overtime calculations are based on the hourly rate actually paid to the worker. On public works projects, the hourly rate must be not less than the prevailing rate of wage minus the hourly rate of the cost of fringe benefits actually provided for the worker.

- 1. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.
 - B. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - C. The first two (2) hours after eight (8) regular hours Monday through Friday and the first ten (10) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other overtime hours and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - D. The first two (2) hours before or after a five-eight (8) hour workweek day or a four-ten (10) hour workweek day and the first eight (8) hours worked the next day after either workweek shall be paid at one and one-half times the hourly rate of wage. All additional hours worked and all worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - E. The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - F. The first two (2) hours after eight (8) regular hours Monday through Friday and the first ten (10) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other overtime hours worked, except Labor Day, shall be paid at double the hourly rate of wage. All hours worked on Labor Day shall be paid at three times the hourly rate of wage.
 - G. The first ten (10) hours worked on Saturdays and the first ten (10) hours worked on a fifth calendar weekday in a four-ten hour schedule, shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of ten (10) hours per day Monday through Saturday and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - H. All hours worked on Saturdays (except makeup days if work is lost due to inclement weather conditions or equipment breakdown) shall be paid at one and one-half times the hourly rate of wage. All hours worked Monday through Saturday over twelve (12) hours and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - I. All hours worked on Sundays and holidays shall also be paid at double the hourly rate of wage.
 - J. The first two (2) hours after eight (8) regular hours Monday through Friday and the first ten (10) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked over ten (10) hours Monday through Saturday, Sundays and holidays shall be paid at double the hourly rate of wage.
 - K. All hours worked on Saturdays and Sundays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at double the hourly rate of wage.
 - M. All hours worked on Saturdays (except makeup days if work is lost due to inclement weather conditions) shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

Overtime Codes Continued

1. N. All hours worked on Saturdays (except makeup days) shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- O. The first ten (10) hours worked on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays, holidays and after twelve (12) hours, Monday through Friday and after ten (10) hours on Saturday shall be paid at double the hourly rate of wage.
- P. All hours worked on Saturdays (except makeup days if circumstances warrant) and Sundays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at double the hourly rate of wage.
- Q. The first two (2) hours after eight (8) regular hours Monday through Friday and up to ten (10) hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of ten (10) hours per day Monday through Saturday and all hours worked on Sundays and holidays (except Christmas day) shall be paid at double the hourly rate of wage. All hours worked on Christmas day shall be paid at two and one-half times the hourly rate of wage.
- R. All hours worked on Sundays and holidays shall be paid at two times the hourly rate of wage.
- U. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays (except Labor Day) shall be paid at two times the hourly rate of wage. All hours worked on Labor Day shall be paid at three times the hourly rate of wage.
- V. All hours worked on Sundays and holidays (except Thanksgiving Day and Christmas day) shall be paid at one and one-half times the hourly rate of wage. All hours worked on Thanksgiving Day and Christmas day shall be paid at double the hourly rate of wage.
- X. The first four (4) hours after eight (8) regular hours Monday through Friday and the first twelve (12) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked over twelve (12) hours Monday through Saturday, Sundays and holidays shall be paid at double the hourly rate of wage. When holiday falls on Saturday or Sunday, the day before Saturday, Friday, and the day after Sunday, Monday, shall be considered the holiday and all work performed shall be paid at double the hourly rate of wage.
- Y. All hours worked outside the hours of 5:00 am and 5:00 pm (or such other hours as may be agreed upon by any employer and the employee) and all hours worked in excess of eight (8) hours per day (10 hours per day for a 4 x 10 workweek) and on Saturdays and holidays (except labor day) shall be paid at one and one-half times the hourly rate of wage. (except for employees who are absent from work without prior approval on a scheduled workday during the workweek shall be paid at the straight-time rate until they have worked 8 hours in a day (10 in a 4 x 10 workweek) or 40 hours during that workweek.) All hours worked Monday through Saturday over twelve (12) hours and all hours worked on Sundays and Labor Day shall be paid at double the hourly rate of wage.
- Z. All hours worked on Saturdays and Sundays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid the straight time rate of pay in addition to holiday pay.

Overtime Codes Continued

2. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.
- B. All hours worked on holidays shall be paid at one and one-half times the hourly rate of wage.
 - F. The first eight (8) hours worked on holidays shall be paid at the straight hourly rate of wage in addition to the holiday pay. All hours worked in excess of eight (8) hours on holidays shall be paid at double the hourly rate of wage.
 - M. This code appears to be missing. All hours worked on Saturdays, Sundays and holidays shall be paid at double the hourly rate of wage.
 - R. All hours worked on Sundays and holidays and all hours worked over sixty (60) in one week shall be paid at double the hourly rate of wage.
 - U. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked over 12 hours in a day or on Sundays and holidays shall be paid at double the hourly rate of wage.
3. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.
- F. All hours worked on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sunday shall be paid at two times the hourly rate of wage. All hours worked on paid holidays shall be paid at two and one-half times the hourly rate of wage including holiday pay.
 - H. All work performed on Sundays between March 16th and October 14th and all Holidays shall be compensated for at two (2) times the regular rate of pay. Work performed on Sundays between October 15th and March 15th shall be compensated at one and one half (1-1/2) times the regular rate of pay.
 - J. All hours worked between the hours of 10:00 pm and 5:00 am, Monday through Friday, and all hours worked on Saturdays shall be paid at a one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - K. Work performed in excess of eight (8) hours of straight time per day, or ten (10) hours of straight time per day when four ten (10) hour shifts are established, or forty (40) hours of straight time per week, Monday through Friday, or outside the normal 5 am to 6pm shift, and all work on Saturdays shall be paid at one and one-half times the hourly rate of wage. All work performed after 6:00 pm Saturday to 5:00 am Monday and Holidays, and all hours worked in excess of twelve (12) hours in a single shift shall be paid at double the hourly rate of wage.

After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more. When an employee returns to work without at least eight (8) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until he/she shall have the eight (8) hours rest period.

Overtime Codes Continued

4. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.

- A. All hours worked in excess of eight (8) hours per day or forty (40) hours per week shall be paid at double the hourly rate of wage. All hours worked on Saturdays, Sundays and holidays shall be paid at double the hourly rate of wage
- C. On Monday through Friday, the first four (4) hours of overtime after eight (8) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay, unless a four (4) day ten (10) hour workweek has been established. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, the first two (2) hours of overtime after ten (10) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay. On Saturday, the first twelve (12) hours of work shall be paid at one and one half (1-1/2) times the straight time rate of pay, except that if the job is down on Monday through Friday due to weather conditions or other conditions outside the control of the employer, the first ten (10) hours on Saturday may be worked at the straight time rate of pay. All hours worked over twelve (12) hours in a day and all hours worked on Sunday and Holidays shall be paid at two (2) times the straight time rate of pay.
- D. All hours worked in excess of eight (8) hours per day or forty (40) hours per week shall be paid at double the hourly rate of wage. All hours worked on Saturday, Sundays and holidays shall be paid at double the hourly rate of pay. Rates include all members of the assigned crew.

EXCEPTION:

On all multipole structures and steel transmission lines, switching stations, regulating, capacitor stations, generating plants, industrial plants, associated installations and substations, except those substations whose primary function is to feed a distribution system, will be paid overtime under the following rates:

The first two (2) hours after eight (8) regular hours Monday through Friday of overtime on a regular workday, shall be paid at one and one-half times the hourly rate of wage. All hours in excess of ten (10) hours will be at two (2) times the hourly rate of wage. The first eight (8) hours worked on Saturday will be paid at one and one-half (1-1/2) times the hourly rate of wage. All hours worked in excess of eight (8) hours on Saturday, and all hours worked on Sundays and holidays will be at the double the hourly rate of wage.

All overtime eligible hours performed on the above described work that is energized, shall be paid at the double the hourly rate of wage.

- E. The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

On a four-day, ten-hour weekly schedule, either Monday thru Thursday or Tuesday thru Friday schedule, all hours worked after ten shall be paid at double the hourly rate of wage. The Monday or Friday not utilized in the normal four-day, ten hour work week, and Saturday shall be paid at one and one half (1½) times the regular shift rate for the first eight (8) hours. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- G. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked Monday through Saturday over twelve (12) hours and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- I. The First eight (8) hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of eight (8) per day on Saturdays shall be paid at double the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

Overtime Codes Continued

4. J. The first eight (8) hours worked on a Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of eight (8) hours on a Saturday shall be paid at double the hourly rate of wage. All hours worked over twelve (12) in a day, and all hours worked on Sundays and Holidays shall be paid at double the hourly rate of wage.
- K. All hours worked on a Saturday shall be paid at one and one-half times the hourly rate of wage, so long as Saturday is the sixth consecutive day worked. All hours worked over twelve (12) in a day Monday through Saturday, and all hours worked on Sundays and Holidays shall be paid at double the hourly rate of wage.
- L. The first twelve (12) hours worked on a Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked on a Saturday in excess of twelve (12) hours shall be paid at double the hourly rate of pay. All hours worked over twelve (12) in a day Monday through Friday, and all hours worked on Sundays shall be paid at double the hourly rate of wage. All hours worked on a holiday shall be paid at one and one-half times the hourly rate of wage, except that all hours worked on Labor Day shall be paid at double the hourly rate of pay.
- S. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, work performed in excess of (10) hours shall be paid at one and one half (1-1/2) times the hourly rate of pay. On Monday through Friday, work performed outside the normal work hours of 6:00 a.m. and 6:00 p.m. shall be paid at one and one-half (1-1/2) times the straight time rate, (except for special shifts or multiple shift operations).
- All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All work performed on Sundays and holidays shall be paid at double the hourly rate of wage. When an employee returns to work without at least eight (8) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.
- Multiple Shift Operations: When the first shift of a multiple shift (a two or three shift) operation is started at the basic straight time rate or at a specific overtime rate, all shifts of that day's operation shall be completed at that rate. Special Shifts: The Special Shift Premium is the basic hourly rate of pay plus \$2.00 an hour. When due to conditions beyond the control of the employer or when an owner (not acting as the contractor), a government agency or the contract specifications require more than four (4) hours of a special shift can only be performed outside the normal 6am to 6pm shift then the special shift premium will be applied to the basic straight time for the entire shift. When an employee works on a special shift, they shall be paid the special shift premium for each hour worked unless they are in overtime or double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday).
- U. The first four (4) hours after eight (8) regular hours Monday through Friday and the first twelve (12) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. (Except on makeup days if work is lost due to inclement weather, then the first eight (8) hours on Saturday may be paid the regular rate.) All hours worked over twelve (12) hours Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

Overtime Codes Continued

4. X. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage. Work performed outside the normal shift of 6 am to 6pm shall be paid at one and one-half the straight time rate, (except for special shifts or three shift operations). All work performed on Sundays and holidays shall be paid at double the hourly rate of wage. Shifts may be established when considered necessary by the Employer.

The Employer may establish shifts consisting of eight (8) or ten (10) hours of work (subject to WAC 296-127-022), that shall constitute a normal forty (40) hour work week. The Employer can change from a 5-eight to a 4-ten hour schedule or back to the other. All hours of work on these shifts shall be paid for at the straight time hourly rate. Work performed in excess of eight hours (or ten hours per day (subject to WAC 296-127-022) shall be paid at one and one-half the straight time rate.

When due to conditions beyond the control of the Employer, or when contract specifications require that work can only be performed outside the regular day shift, then by mutual agreement a special shift may be worked at the straight time rate, eight (8) hours work for eight (8) hours pay. The starting time shall be arranged to fit such conditions of work.

When an employee returns to work without at a break of eight (8) hours since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.

Overtime Codes Continued

11. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.

B After an employee has worked eight (8) hours, all additional hours worked shall be paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.

C The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other overtime hours worked, except Labor Day, and all hours on Sunday shall be paid at double the hourly rate of wage. All hours worked on Labor Day shall be paid at three times the hourly rate of wage. All non-overtime and non-holiday hours worked between 4:00 pm and 5:00 am, Monday through Friday, shall be paid at a premium rate of 15% over the hourly rate of wage.

D. All hours worked on Saturdays and holidays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays shall be paid at double the hourly rate of wage.

After an employee has worked eight (8) hours, all additional hours worked shall be paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.

E. The first two (2) hours after eight (8) regular hours Monday through Friday, the first ten (10) hours on Saturday, and the first ten (10) hours worked on Holidays shall be paid at one and one-half times the hourly rate of wage. All hours worked over ten (10) hours Monday through Saturday, and Sundays shall be paid at double the hourly rate of wage.

After an employee has worked eight (8) hours, all additional hours worked shall be paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.

Overtime Codes Continued

11. F. The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- On a four-day, ten-hour weekly schedule, either Monday thru Thursday or Tuesday thru Friday schedule, all hours worked after ten shall be paid at double the hourly rate of wage. The Monday or Friday not utilized in the normal four-day, ten hour work week, and Saturday shall be paid at one-half times the hourly rate of wage for the first eight (8) hours. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- G. Work performed in excess of eight (8) hours of straight time per day, or ten (10) hours of straight time per day when four ten (10) hour shifts are established, or forty (40) hours of straight time per week, Monday through Friday, or outside the normal 5 am to 6pm shift, and all work on Saturdays shall be paid at one and one-half times the hourly rate of wage.
- All work performed after 6:00 pm Saturday to 5:00 am Monday and Holidays, and all hours worked in excess of twelve (12) hours in a single shift shall be paid at double the hourly rate of wage.
- After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of nine (9) hours or more. When an employee returns to work without at least nine (9) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until he/she shall have the nine (9) hours rest period.
- H. Work performed in excess of eight (8) hours of straight time per day, or ten (10) hours of straight time per day when four ten (10) hour shifts are established, or forty (40) hours of straight time per week, Monday through Friday, or outside the normal 5 am to 6pm shift, and all work on Saturdays shall be paid at one and one-half times the hourly rate of wage.
- All work performed after 6:00 pm Saturday to 5:00 am Monday and Holidays, and all hours worked in excess of twelve (12) hours in a single shift shall be paid at double the hourly rate of wage.
- After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of ten (10) hours or more. When an employee returns to work without at least ten (10) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until he/she shall have the ten (10) hours rest period.
- J. All hours worked on holidays shall be paid at double the hourly rate of wage.
- K. On Monday through Friday hours worked outside 4:00 am and 5:00 pm, and the first two (2) hours after eight (8) hours worked shall be paid at one and one-half times the hourly rate. All hours worked over 10 hours per day Monday through Friday, and all hours worked on Saturdays, Sundays, and Holidays worked shall be paid at double the hourly rate of wage.
- L. An employee working outside 5:00 am and 5:00 pm shall receive an additional two dollar (\$2.00) per hour for all hours worked that shift. All hours worked on holidays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at one and one-half times the hourly rate of wage.

Overtime Codes Continued

11. M. On Monday through Friday, the first four (4) hours of overtime after eight (8) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay, unless a four (4) day ten (10) hour workweek has been established. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, the first two (2) hours of overtime after ten (10) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay.
- Work performed outside the normal work hours of 5:00 a.m. and 6:00 p.m. shall be paid at one and one-half (1-1/2) times the straight time rate, (except for special shifts or multiple shift operations). When the first shift of a multiple shift (a two or three shift) operation is started at the basic straight time rate or at a specific overtime rate, all shifts of that day's operation shall be completed at that rate. When due to conditions beyond the control of the Employer or when contract specifications require that work can only be performed outside the regular day shift of 5:00 am to 6:00 pm, then a special shift may be worked at the straight time rate, plus the shift pay premium when applicable. The starting time of work will be arranged to fit such conditions of work. Such shift shall consist of eight (8) hours work for eight (8) hours pay or ten (10) hours work for ten (10) hours pay for four ten shifts.
- On Saturday, the first twelve (12) hours of work shall be paid at one and one half (1-1/2) times the straight time rate of pay. All work performed after 6:00 pm Saturday to 5:00 am Monday, all work performed over twelve (12) hours, and all work performed on holidays shall be paid at double the straight time rate of pay.
- Shift Pay Premium: In an addition to any overtime already required, all hours worked between the hours of 6:00 pm and 5:00 am shall receive an additional two dollars (\$2.00) per hour.
- N. All work performed over twelve hours in a shift and all work performed on Sundays and Holidays shall be paid at double the straight time rate.
- Any time worked over eight (8) hours on Saturday shall be paid double the straight time rate, except employees assigned to work six 10-hour shifts per week shall be paid double the straight time rate for any time worked on Saturday over 10 hours.
- O. All work performed on Saturdays, Sundays, and Holidays shall be paid at one and one half (1-1/2) times the straight time rate of pay.

Overtime Codes Continued

11. P. Work performed in excess of ten (10) hours of straight time per day when four ten (10) hour shifts are established and all work on Saturdays, except for make-up days shall be paid at time and one-half (1 ½) the straight time rate.
- Work performed outside the normal work hours of 5:00 a.m. and 6:00 p.m. shall be paid at one and one-half (1-1/2) times the straight time rate, (except for special shifts or multiple shift operations). When the first shift of multiple shift (a two or three shift) operation is started at the basic straight time rate or at a specific overtime rate, all shifts of that day's operation shall be completed at that rate. When due to conditions beyond the control of the Employer or when contract specifications require that work can only be performed outside the regular day shift of 5:00 a.m. to 6:00 p.m., then a special shift may be worked at the straight time rate, plus the shift pay premium when applicable. The starting time of work will be arranged to fit such conditions of work. Such shifts shall consist of eight (8) hours work for eight (8) hours pay or ten (10) hours work for ten (10) hours pay for four ten-hour shifts.
- In the event the job is down due to weather conditions, then Saturday may, be worked as a voluntary make-up day at the straight time rate. However, Saturday shall not be utilized as a make-up day when a holiday falls on Friday. All work performed on Sundays and holidays and work in excess of twelve (12) hours per day shall be paid at double (2x) the straight time rate of pay.
- After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.
- When an employee returns to work without a break of eight (8) hours since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.
- Q. All hours worked between the hours of 6:00 pm and 6:00 am, Monday through Saturday, shall be paid at a premium rate of 35% over the hourly rate of wage. Work performed on Sundays shall be paid at double time. All hours worked on holidays shall be paid at double the hourly rate of wage.
- R. On Monday through Saturday hours worked outside 6:00 am and 7:00 pm, and all hours after eight (8) hours worked shall be paid at one and one-half times the hourly rate. All hours worked on Sundays and Holidays shall be paid at double the hourly rate of wage.
- When a holiday falls on a Saturday, the Friday before shall be the observed holiday. When a holiday falls on a Sunday, the following Monday shall be the observed holiday.
- S. The first ten (10) hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. In the event the job is down due to weather conditions, or other conditions beyond the control of the Employer, then Saturday may be worked at the straight time rate, for the first eight (8) hours, or the first ten (10) hours when a four day ten hour workweek has been established.
- All hours worked Monday through Saturday over twelve (12) hours and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- When an employee returns to work without a break of eight (8) hours since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.

Overtime Codes Continued

11. T. On Monday through Friday, the first four (4) hours of overtime after eight (8) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay, unless a four (4) day ten (10) hour workweek has been established. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, the first two (2) hours of overtime after ten (10) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay.
- On Saturday, the first twelve (12) hours of work shall be paid at one and one half (1-1/2) times the straight time rate of pay, except that if the job is down on Monday through Friday due to weather conditions or other conditions outside the control of the employer, the first ten (10) hours on Saturday may be worked at the straight time rate of pay.
- All hours worked over twelve (12) hours in a day and all hours worked on Sunday and Holidays shall be paid at two (2) times the straight time rate of pay.
- U. On Monday through Friday, the first four (4) hours of overtime after eight (8) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay, unless a four (4) day ten (10) hour workweek has been established. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, the first two (2) hours of overtime after ten (10) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay.
- On Saturday, the first twelve (12) hours of work shall be paid at one and one half (1-1/2) times the straight time rate of pay, except that if the job is down on Monday through Friday due to weather conditions or other conditions outside the control of the employer, the first ten (10) hours on Saturday may be worked at the straight time rate of pay.
- All hours worked over twelve (12) hours in a day and all hours worked on Sunday and Holidays shall be paid at two (2) times the straight time rate of pay.
- If, due to conditions beyond the control of the Employer or when contract specifications require that work can only be performed outside the regular day shift, then a Special Shift may be worked, Monday through Friday, at the straight-time rate. The starting time of work for the Special Shift will be arranged to fit such conditions of work. Such Special Shift shall consist of eight (8) hours of work for eight (8) hours of pay or ten (10) hours of work for ten(10) hours of pay on a four-ten workday schedule.
- V. All hours worked on Saturdays and Sundays (except make-up days due to conditions beyond the control of the employer) shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at double the hourly rate of wage.
- W. Work performed in excess of eight (8) hours of straight time per day, or ten (10) hours of straight time per day when four ten (10) hour shifts are established, or forty (40) hours of straight time per week, Monday through Friday, or outside the normal 6 am to 6pm shift, and all work on Saturdays shall be paid at one and one-half times the hourly rate of wage. All work performed on Sundays and Holidays shall be paid at double the hourly rate of wage.
- After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.
- When an employee returns to work without at least eight (8) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until he/she shall have the eight (8) hours rest period.

Benefit Code Key – Effective 3/4/2026 thru 9/1/2026

Holiday Codes

- 5. A. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, and Christmas Day (7).
- B. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, the day before Christmas, and Christmas Day (8).
- C. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8).
- D. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8).
- H. Holidays: New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, the Day after Thanksgiving Day, And Christmas (6).
- I. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day (6).
- K. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday After Thanksgiving Day, The Day Before Christmas, And Christmas Day (9).
- L. Holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, And Christmas Day (8).
- N. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, The Friday After Thanksgiving Day, And Christmas Day (9).
- P. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday And Saturday After Thanksgiving Day, The Day Before Christmas, And Christmas Day (9). If A Holiday Falls On Sunday, The Following Monday Shall Be Considered As A Holiday.
- Q. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day (6).
- R. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving Day, One-Half Day Before Christmas Day, And Christmas Day. (7 1/2).
- S. Paid Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, And Christmas Day (7).
- Z. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8).

Holiday Codes Continued

- 6. G. Paid Holidays: New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, and Christmas Eve Day (11).
- H. Paid Holidays: New Year's Day, New Year's Eve Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday After Thanksgiving Day, Christmas Day, The Day After Christmas, And A Floating Holiday (10).
- T. Paid Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, The Last Working Day Before Christmas Day, And Christmas Day (9).
- Z. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, And Christmas Day (7). If a holiday falls on Saturday, the preceding Friday shall be considered as the holiday. If a holiday falls on Sunday, the following Monday shall be considered as the holiday.

Holiday Codes Continued

- 7. A. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8). Any Holiday Which Falls On A Sunday Shall Be Observed As A Holiday On The Following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.
- B. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- C. Holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- D. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8). Unpaid Holidays: President's Day. Any paid holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any paid holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- E. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- F. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the last working day before Christmas day and Christmas day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.

Holiday Codes Continued

7. G. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day (6). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.
- H. Holidays: New Year's Day, Martin Luther King Jr. Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the Last Working Day before Christmas Day and Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- I. Holidays: New Year's Day, President's Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, The Day Before Christmas Day And Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- J. Holidays: New Year's Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day and Christmas Day (6). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- K. Holidays: New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- L. Holidays: New Year's Day, Memorial Day, Labor Day, Independence Day, Thanksgiving Day, the Last Work Day before Christmas Day, And Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- N. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. When Christmas falls on a Saturday, the preceding Friday shall be observed as a holiday.
- P. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, And Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.
- Q. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the Last Working Day before Christmas Day and Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.
- S. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Day, the Day after Christmas, and A Floating Holiday (9). If any of the listed holidays falls on a Sunday, the day observed by the Nation shall be considered a holiday and compensated accordingly.
- V. Holidays: New Year's Day, President's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, the day before or after Christmas, and the day before or after New Year's Day. If any of the above listed holidays falls on a Sunday, the day observed by the Nation shall be considered a holiday and compensated accordingly.
- W. Holidays: New Year's Day, Day After New Year's, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve Day, Christmas Day, the day after Christmas, the day before New Year's Day, and a Floating Holiday.

Holiday Codes Continued

7. X. Holidays: New Year's Day, Day before or after New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, and the day before or after Christmas day. If a holiday falls on a Saturday or on a Friday that is the normal day off, then the holiday will be taken on the last normal workday. If the holiday falls on a Monday that is the normal day off or on a Sunday, then the holiday will be taken on the next normal workday.
- Y. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day. (8) If the holiday falls on a Sunday, then the day observed by the federal government shall be considered a holiday and compensated accordingly.
- Z. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, Christmas Eve, and Christmas Day (9). Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday. Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.

Holiday Codes Continued

15. G. New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, the last scheduled workday before Christmas, and Christmas Day (9). If any of the listed holidays falls on a Sunday, the day observed by the Nation shall be considered a holiday and compensated accordingly.
- H. Holidays: New Year's Day, Martin Luther King Jr. Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the Last Working Day before Christmas Day and Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- I. Holidays: New Year's Day, President's Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, The Day Before Christmas Day And Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- J. Holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, and Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.
- K. Holidays: New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- L. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.
- M. Holidays: New Year's Day, Martin Luther King Jr. Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve Day and Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.

Holiday Codes Continued

15. N. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.
- O. Holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, the day before Christmas day, and Christmas Day (10). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.
- P. Holidays: New Year's Day, Memorial Day, Labor Day, Independence Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.

Note Codes

8. D. Workers working with supplied air on hazmat projects receive an additional \$1.00 per hour.
- L. Workers on hazmat projects receive additional hourly premiums as follows -Level A: \$0.75, Level B: \$0.50, And Level C: \$0.25.
- M. Workers on hazmat projects receive additional hourly premiums as follows: Levels A & B: \$1.00, Levels C & D: \$0.50.
- N. Workers on hazmat projects receive additional hourly premiums as follows -Level A: \$1.00, Level B: \$0.75, Level C: \$0.50, And Level D: \$0.25.
- S. Effective August 31, 2012 – A Traffic Control Supervisor shall be present on the project whenever flagging or spotting or other traffic control labor is being utilized. Flaggers and Spotters shall be posted where shown on approved Traffic Control Plans or where directed by the Engineer. All flaggers and spotters shall possess a current flagging card issued by the State of Washington, Oregon, Montana, or Idaho. This classification is only effective on or after August 31, 2012.
- T. Effective August 31, 2012 – A Traffic Control Laborer performs the setup, maintenance and removal of all temporary traffic control devices and construction signs necessary to control vehicular, bicycle, and pedestrian traffic during construction operations. Flaggers and Spotters shall be posted where shown on approved Traffic Control Plans or where directed by the Engineer. All flaggers and spotters shall possess a current flagging card issued by the State of Washington, Oregon, Montana, or Idaho. This classification is only effective on or after August 31, 2012.
- U. Workers on hazmat projects receive additional hourly premiums as follows – Class A Suit: \$2.00, Class B Suit: \$1.50, And Class C Suit: \$1.00. Workers performing underground work receive an additional \$0.40 per hour for any and all work performed underground, including operating, servicing and repairing of equipment. The premium for underground work shall be paid for the entire shift worked. Workers who work suspended by a rope or cable receive an additional \$0.50 per hour. The premium for work suspended shall be paid for the entire shift worked. Workers who do “pioneer” work (break open a cut, build road, etc.) more than one hundred fifty (150) feet above grade elevation receive an additional \$0.50 per hour.

Note Codes Continued

8. V. In addition to the hourly wage and fringe benefits, the following depth and enclosure premiums shall be paid. The premiums are to be calculated for the maximum depth and distance into an enclosure that a diver reaches in a day. The premiums are to be paid one time for the day and are not used in calculating overtime pay.
- Depth premiums apply to depths of fifty feet or more. Over 50' to 100' - \$2.00 per foot for each foot over 50 feet. Over 101' to 150' - \$3.00 per foot for each foot over 101 feet. Over 151' to 220' - \$4.00 per foot for each foot over 220 feet. Over 221' - \$5.00 per foot for each foot over 221 feet.
- Enclosure premiums apply when divers enter enclosures (such as pipes or tunnels) where there is no vertical ascent and is measured by the distance travelled from the entrance. 25' to 300' - \$1.00 per foot from entrance. 300' to 600' - \$1.50 per foot beginning at 300'. Over 600' - \$2.00 per foot beginning at 600'.
- W. Meter Installers work on single phase 120/240V self-contained residential meters. The Lineman/Groundmen rates would apply to meters not fitting this description.
- X. Workers on hazmat projects receive additional hourly premiums as follows - Class A Suit: \$2.00, Class B Suit: \$1.50, Class C Suit: \$1.00, and Class D Suit: \$0.50. Special Shift Premium: Basic hourly rate plus \$2.00 per hour.
- When due to conditions beyond the control of the Employer or when an owner (not acting as the contractor), a government agency or the contract specifications requires that work can only be performed outside the normal 5 am to 6pm shift, then the special shift premium will be applied to the basic hourly rate. When an employee works on a special shift, they shall be paid a special shift premium for each hour worked unless they are in OT or Double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday.)
- Y. Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay.
- Swinging Stage/Boatswains Chair: Employees working on a swinging state or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.
- Z. Workers working with supplied air on hazmat projects receive an additional \$1.00 per hour.
- Special Shift Premium: Basic hourly rate plus \$2.00 per hour. When due to conditions beyond the control of the Employer or when an owner (not acting as a contractor), a government agency or the contract specifications require that more than (4) hours of a special shift can only be performed outside the normal 6 am to 6pm shift, then the special shift premium will be applied to the basic straight time for the entire shift. When an employee works on a special shift, they will be paid a special shift premium for each hour worked unless they are in overtime or double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday.)

Note Codes Continued

9. A. Workers working with supplied air on hazmat projects receive an additional \$1.00 per hour.

Special Shift Premium: Basic hourly rate plus \$2.00 per hour. When due to conditions beyond the control of the Employer or when an owner (not acting as the contractor), a government agency or the contract specifications require that more than four (4) hours of a special shift can only be performed outside the normal 6 am to 6pm shift, then the special shift premium will be applied to the basic straight time for the entire shift. When an employee works on a special shift, they shall be paid a special shift premium for each hour worked unless they are in overtime or double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday.)

Certified Crane Operator Premium: Crane operators requiring certifications shall be paid \$0.50 per hour above their classification rate.

Boom Pay Premium: All cranes including tower shall be paid as follows based on boom length:

(A) – 130’ to 199’ – \$0.50 per hour over their classification rate.

(B) – 200’ to 299’ – \$0.80 per hour over their classification rate.

(C) – 300’ and over – \$1.00 per hour over their classification rate.

- B. The highest pressure registered on the gauge for an accumulated time of more than fifteen (15) minutes during the shift shall be used in determining the scale paid.

Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay. Swinging Stage/Boatswains Chair: Employees working on a swinging stage or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.

- C. Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay. Swinging Stage/Boatswains Chair: Employees working on a swinging stage or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.

Effective August 31, 2012 – A Traffic Control Supervisor shall be present on the project whenever flagging or spotting or other traffic control labor is being utilized. A Traffic Control Laborer performs the setup, maintenance and removal of all temporary traffic control devices and construction signs necessary to control vehicular, bicycle, and pedestrian traffic during construction operations. Flaggers and Spotters shall be posted where shown on approved Traffic Control Plans or where directed by the Engineer. All flaggers and spotters shall possess a current flagging card issued by the State of Washington, Oregon, Montana, or Idaho. These classifications are only effective on or after August 31, 2012.

- D. Industrial Painter wages are required for painting within industrial facilities such as treatment plants, pipelines, towers, dams, bridges, power generation facilities and manufacturing facilities such as chemical plants, etc., or anywhere abrasive blasting is necessary to prepare surfaces, or hazardous materials encapsulation is required.

- E. Heavy Construction includes construction, repair, alteration or additions to the production, fabrication or manufacturing portions of industrial or manufacturing plants, hydroelectric or nuclear power plants and atomic reactor construction. Workers on hazmat projects receive additional hourly premiums as follows -Level A: \$1.00, Level B: \$0.75, Level C: \$0.50, And Level D: \$0.25.

Note Codes Continued

9. F. Industrial Painter wages are required for painting within industrial facilities such as treatment plants, pipelines, towers, dams, power generation facilities and manufacturing facilities such as chemical plants, etc., or anywhere abrasive blasting is necessary to prepare surfaces, or hazardous materials encapsulation is required.
- H. One (1) person crew shall consist of a Party Chief. (Total Station or similar one (1) person survey system). Two (2) person survey party shall consist of a least a Party Chief and a Chain Person. Three (3) person survey party shall consist of at least a Party Chief, an Instrument Person, and a Chain Person.
- I. In addition to the hourly wage and fringe benefits, the following depth and enclosure premiums shall be paid. The premiums are to be calculated for the maximum depth and distance into an enclosure that a diver reaches in a day. The premiums are to be paid one time for the day and are not used in calculating overtime pay.
- Depth premiums apply to depths of fifty feet or more. Over 50' to 100' - \$2.00 per foot for each foot over 50 feet. Over 101' to 150' - \$3.00 per foot for each foot over 101 feet. Over 151' to 220' - \$4.00 per foot for each foot over 220 feet. Over 221' - \$5.00 per foot for each foot over 221 feet.
- Enclosure premiums apply when divers enter enclosures (such as pipes or tunnels) where there is no vertical ascent and is measured by the distance travelled from the entrance. 25' to 300' - \$1.00 per foot from entrance. 300' to 600' - \$1.50 per foot beginning at 300'. Over 600' - \$2.00 per foot beginning at 600'.
- Employees may be required to perform any combination of work within the Diving team/crew, (with the exception of dive Supervisor) provided they are paid at the highest rate at which he/she has worked for the shift.
- L. Workers on hazmat projects receive additional hourly premiums as follows -Level A: \$0.75, Level B: \$0.50, And Level C: \$0.25.
- Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay.
- Swinging Stage/Boatswains Chair: Employees working on a swinging stage or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.
- M. Certified Crane Operator Premium: Crane operators requiring certifications shall be paid \$1.50 per hour above their classification rate.
- Workers on hazmat projects receive additional hourly premiums as follows - Class A Suit: \$2.00, Class B Suit: \$1.50, Class C Suit: \$1.00, and Class D Suit: \$0.50.
- Special Shift Premium: Basic hourly rate plus \$2.00 per hour. When due to conditions beyond the control of the Employer or when an owner (not acting as the contractor), a government agency or the contract specifications requires that work can only be performed outside the normal 6 am to 6pm shift, then the special shift premium will be applied to the basic hourly rate. When an employee works on a special shift, they shall be paid a special shift premium for each hour worked unless they are in OT or Double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday.)

END OF BENEFIT CODE KEY

ATTACHMENT D

SAMPLE CONTRACT

Contract No. 6097
CONSTRUCTION AND MAINTENANCE SERVICES

for

Sunrise Manor Cellular Signal Enhancement System (DAS)

This Contract is made and entered into as of the last signature date below between the Seattle Housing Authority, a public body corporate and politic, hereinafter referred to as "Owner," and _____, hereinafter referred to as the "Contractor." The Contractor and the Owner agree as follows:

SECTION 1: This Contract incorporates by reference and is subject to the following as though fully included herein, whether attached or not attached:

- The Contractor's response to the Request for Bids (attached)
- Attachment A, version 2 (attached)
- Technical scope of work included as part of the Request for Bids
- Owner's General Conditions of the Contract for Construction_17SEP2024 (attached)
- Federal Labor Standards Provisions (attached)

SECTION 2: The Contractor shall perform or cause to be performed all work and shall furnish or cause to be furnished all labor, materials, tools, and equipment necessary to complete the above-referenced project in strict accordance with the Contract Documents and documents described in Section 1 above for the following Contract Sum:

Base Bid	\$
Sales Tax	\$
Contract Sum	\$

SECTION 3: The Contractor shall begin the work of the Contract immediately after receipt of a written Notice to Proceed issued by the Owner, and to perform the work regularly and without interruption thereafter (unless the Owner shall otherwise, in writing, specifically direct) with such forces as necessary to complete said work in a manner acceptable to the owner within _____ consecutive calendar days from the date of the Notice to Proceed.

The parties have executed this Contract by having their authorized representatives sign below.

Seattle Housing Authority
 101 Elliott Ave W, Suite 100
 PO Box 79015
 Seattle, WA 98119

By: _____

Date

By: _____

Date

Diana Peterson
 Procurement and Contracts Manager

END OF SAMPLE CONTRACT

ATTACHMENT E

FORMS

ATTACHMENT E.1

SHA VENDOR FACT SHEET



VENDOR FACT SHEET

Return this Form TO: Seattle Housing Authority, Purchasing Division
 ATTN: Jawed Rahmani, Design and Construction Contract Administrator
 101 Elliott Avenue W, Suite 100, PO Box 79015, Seattle, WA 98119

General Business Information:		<u>For SHA Use Only:</u>	
Name of Business, Organization, or Name of Person (if payment is to an individual):		JDE Vendor No.	Purchasing contracts <input type="checkbox"/>
Mailing Address for Payments:			
City:	State:	Zip Code:	E-Mail Address:
Telephone No.:	Fax No.:	DUNS No.:	UEI:
Washington UBI No.:	City of Seattle Business License No.:	Washington Contractor's License No.:	
Employee Tax ID No. (TIN) or Social Security No. (if Individual):			
President/General Manager:		Principal products and/or services offered:	

Type of Organization (check one):

Individual <input type="checkbox"/>	Sole Proprietor <input type="checkbox"/>	Partnership <input type="checkbox"/>	Corporation <input type="checkbox"/>	Governmental Agency <input type="checkbox"/>	Other _____ <input type="checkbox"/>
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Substitute IRS Form W-9 Certification:
 Under penalties of perjury, I hereby certify that the number shown on this form is my correct taxpayer identification number, and that I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and I am a U.S. person (including a U.S. resident alien). **Note:** The Internal Revenue Service does not require your consent to any provision of this document other than the certifications required to avoid backup withholding.

SIGN HERE →	Signature of U.S. Person	Date
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<p>Ownership Status (check all that apply):</p> <p><input type="checkbox"/> MBE (Minority-Owned Business Enterprise)</p> <p><input type="checkbox"/> WBE (Women-Owned Business Enterprise)</p> <p><input type="checkbox"/> MWBE(Minority / Women-Owned Business Enterprise)</p> <p><input type="checkbox"/> CBE (Combination Business Enterprise)</p> <p><input type="checkbox"/> Small Business <input type="checkbox"/> HUD Section 3 Business</p> <p><input type="checkbox"/> Certified by OMWBE (Washington State Office of Minority and Women's Business Enterprises)</p> <p><input type="checkbox"/> Self-Identified (SHA may request a signed statement re: self-certification)</p>	<p>Racial/Ethnic Status (check one):</p> <p><input type="checkbox"/> Caucasian (1)</p> <p><input type="checkbox"/> African American (2)</p> <p><input type="checkbox"/> Native American (3)</p> <p><input type="checkbox"/> Hispanic American (4)</p> <p><input type="checkbox"/> Asian/Pacific American (5)</p> <p><input type="checkbox"/> Hasidic Jews (6)</p>
--	--

Method of Contract Payments: As outlined on the reverse side of this form, for contracts over one million dollars, SHA's method of contract payments is through an electronic virtual credit card issued by SHA's e-payables vendor, Bank of America. Unless SHA grants a waiver, Vendors will receive an enrollment form from SHA following issuance of a contract.

SIGN BELOW:

Signature of Authorized Representative of Vendor:	Date:
---	-------

By signing immediately above, the Vendor hereby represents the following:

a) The Vendor certifies that to the best of its knowledge and belief, neither it, nor any person/principal or firm which has an interest in the Vendor's firm, is ineligible to participate in a SHA contract, purchase order, direct pay or other transaction, pursuant to the Certification of Eligibility provision specified in the Vendor Fact Sheet Instructions, or;

b) The Vendor will comply with SHA's General Terms and Conditions applicable to Purchase Orders (available at SHA website <https://www.seattlehousing.org/>, DO BUSINESS WITH US page, under FORMS AND POLICIES), if the Vendor will be supplying goods and/or services through an SHA Purchase Order.

Vendor Fact Sheet Instructions

Thank you for your interest in doing business with the Seattle Housing Authority (SHA). We look forward to doing business with you. If you have any questions about completion of the Vendor Fact Sheet, please call us at (206) 615-3379.

In order for SHA to make payments to you or to procure goods or services from you, we need the information requested on the Vendor Fact Sheet, which also serves as a substitute IRS W-9 Form. The information about you will be entered into our computerized payment system and will allow us to make required reports to the Federal government about our business and payment transactions.

Substitute IRS Form W-9 Certification: In completing the Vendor Fact Sheet, you must sign the "Substitute IRS Form W-9 Certification" or backup withholding will apply. If you are subject to backup withholding and you are merely providing your correct taxpayer identification number to SHA, you must cross out the portion of the certification after the word "and" in line two, through the end of line five, before signing the form. Detailed instructions about IRS Form W-9 are included on the form, which may be obtained by calling our office at (206) 615-3379 or visiting the IRS web site at www.irs.gov.

Certification of Eligibility: In order to do business with SHA, the Vendor must be eligible to:

- 1) Be awarded contracts by any agency of the U.S. Government, HUD, or the State in which this Contract work is to be performed; or,
- 2) Participate in HUD programs pursuant to 24 CFR Part 24.

Use the websites of the [General Services Administration](#) and the [U.S. Department of Housing and Urban Development](#) to verify eligibility of the firm and its principals. By signing the Vendor Fact Sheet, the Vendor understands that the certification of eligibility is a material representation of fact upon which reliance was placed when SHA agreed to enter into the transaction with the Vendor. SHA may require the Vendor to submit such certification on an annual basis depending on the terms of its contract or the frequency of its business transactions with SHA. If the Vendor subcontracts any portion of the work, the Vendor will be required to submit a similar certification of eligibility to SHA for any Vendor subcontracts. Any written contract executed between SHA and the Vendor shall include these provisions, which may also be referred to as Suspension/Debarment provisions.

Contract Payments: Unless SHA grants a waiver, its method of contract payment for contracts of one million or more is through its Bank of America e-payables program. Payments will be made electronically through a virtual Visa credit card. Benefits for using this method include reduced labor costs associated with the processing of checks and enhancing cash flow by eliminating float time associated with the mailing of checks. To learn more about the program, please click here or copy and paste the following URL into your browser: www.bankofamerica.com/epayablesvendors. For new vendors, SHA will automatically send an enrollment form upon contract award. If you have questions about the program, please contact Tran Wong, SHA's Accounts Payable Manager, at 206-615-3483 or twong@seattlehousing.org.

Small Businesses: The Vendor Fact Sheet also requests information about whether your business is owned and controlled by women or minorities, and/or is a small business. The following are definitions of these terms for your use. This information provides valuable information to SHA in its efforts to ensure its contracting program meets its diversity objectives and requirements.

- **WMBE:** Minority and women-owned business enterprises must either be self-identified or certified by the Washington State Office of Women's and Minority Business Enterprises (OMWBE) to be at least fifty-one percent owned by women and/or minority group members. For self-identification as WMBE, refer to [Minority/Women Owned Business Enterprise Self-Identification Form for Work Performed on Seattle Housing Authority Projects](#)
- **Small Business:** A small business means a business concern, including its affiliates, that is independently owned and operated, not an affiliate or subsidiary of a business dominant in its field of operation, and qualified as a small business under the criteria and size standards in 13 CFR 121. Furthermore, a business is considered small according to the Small Business Administration's established guidelines provided to such businesses.

- **HUD Section 3 Business:** A business that meets at least one of the following criteria, documented within the last six-month period: (1) at least 51% owned and controlled by low- or very low-income persons; (2) over 75% of the labor hours performed for the business over the prior three-month period are performed by Section 3 workers; or (3) a business at least 51% owned and controlled by current public housing residents or residents who currently live in Section 8-assisted housing. More detailed information available at the website of [the U.S. Department of Housing and Urban Development](#).

END OF SHA VENDOR FACT SHEET

ATTACHMENT E.2

SECTION 3 DOCUMENTS

SEATTLE HOUSING AUTHORITY

Section 3 Business Concern Certification for Contracting

Instructions: Enter the following information and select the criteria that applies to certify your business' Section 3 Business Concern status.

Business Information

Name of Business _____

Address of Business _____

Name of Business Owner _____

Phone Number of Business Owner _____

Email Address of Business Owner _____

Preferred Contact Information

Same as above

Name of Preferred Contact _____

Phone Number of Preferred Contact _____

Type of Business (select from the following options):

- Corporation Partnership Sole Proprietorship
 Limited Liability Company Other (*please specify*) _____

Select from *ONE* of the following three options below that applies:

- At least 51 percent of the business is owned and controlled by low- or very low-income persons (Refer to income guidelines on page 3).
- At least 51 percent of the business is owned and controlled by current public housing residents or residents who currently live in Section 8-assisted housing.
- Over 75 percent of the labor hours performed for the business over the prior three-month period are performed by Section 3 workers (Refer to definition on page 3).

Business Concern Affirmation

I affirm that the above statements (on page 1 of this form) are true, complete, and correct to the best of my knowledge and belief. I understand that businesses who misrepresent themselves as Section 3 business concerns and report false information to the Housing Authority of the City of Seattle may have their contracts terminated for default and be barred from ongoing and future considerations for contracting opportunities. I hereby certify, under penalty of law, that the following information is correct to the best of my knowledge.

Print Name: _____

Signature: _____ Date: _____

*Certification expires within six months of the date of signature
Information regarding Section 3 Business Concerns can be found at [24 CFR 75.5](#)

FOR ADMINISTRATIVE USE ONLY

Is the business a Section 3 business concern based upon their certification?

YES NO

EMPLOYERS MUST RETAIN THIS FORM IN THEIR SECTION 3 COMPLIANCE FILE FOR FIVE YEARS.

The Housing Authority of the City of Seattle

Section 3 Income Limits Eligibility Guidelines

The worker's income must be at or below the amount provided below for an individual (household of 1) regardless of actual household size.



FY 2026 Income Limits Documentation System

FY 2026 Income Limits Summary

FY 2026 Income Limit Area	Median Family Income	FY 2026 Income Limit Category	Persons in Family							
			1	2	3	4	5	6	7	8
Seattle-Bellevue, WA HUD Metro FMR Area	\$164,400	Very Low (50%) Income Limits (\$)	57,550	65,800	74,000	82,200	88,800	95,400	101,950	108,550
		Extremely Low Income Limits (\$)*	34,550	39,450	44,400	49,300	53,250	57,200	61,150	65,100
		Low (80%) Income Limits (\$)	81,700	93,350	105,000	116,650	126,000	135,350	144,650	154,000

NOTE: King County is part of the **Seattle-Bellevue, WA HUD Metro FMR Area**, so all information presented here applies to all of the Seattle-Bellevue, WA HUD Metro FMR Area. HUD generally uses the Office of Management and Budget (OMB) area definitions in the calculation of income limit program parameters. However, to ensure that program parameters do not vary significantly due to area definition changes, HUD has used custom geographic definitions for the **Seattle-Bellevue, WA HUD Metro FMR Area**.

The **Seattle-Bellevue, WA HUD Metro FMR Area** contains the following areas: King County, WA; Snohomish County, WA.

* The FY 2014 Consolidated Appropriations Act changed the definition of extremely low-income to be the greater of 30/50ths (60 percent) of the Section 8 very low-income limit or the poverty guideline as established by the Department of Health and Human Services (HHS), provided that this amount is not greater than the Section 8 50% very low-income limit. Consequently, the extremely low income limits may equal the very low (50%) income limits.

For last year's Median Family Income and Income Limits, please see here:

FY2025 Median Family Income and Income Limits for Seattle-Bellevue, WA HUD Metro FMR Area

Table above is for reference only. Check <https://www.huduser.gov/portal/datasets/il.html> for most recent income limits.

Section 3 Worker Definition:

- A low or very low-income resident (the worker's income for the previous or annualized calendar year is below the income limit established by HUD); or
- Employed by a Section 3 business concern; or
- A YouthBuild participant.

Targeted Section 3 Worker Definition:

- Employed by a Section 3 business concern; or
- Currently fits at least one of the following categories as documented within the past five years:
 - A resident of Seattle Housing Authority public housing or Section 8-assisted housing;

- A resident of other public housing projects or Section 8-assisted housing managed by the public housing authority that is providing the assistance; or
- A YouthBuild participant.

ATTACHMENT D
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT (HUD)
24 CFR Part 75

Section 3 Benchmarks for Creating Economic Opportunities for Low- and Very Low-Income Persons and Eligible Businesses

Background: As a condition to receiving financial assistance from HUD, the Seattle Housing Authority (SHA) is required to report to HUD the number of hours worked by Section 3 workers and Targeted Section 3 workers on SHA's contracts. To gather that information, SHA is requiring all firms contracting with SHA to track their Section 3 hours and to submit to SHA a quarterly report. SHA created a form (see the back of this page) for all contractors and consultants to use for this quarterly report.

HUD requires SHA and its contractors to use their best efforts to achieve the following Section 3 benchmarks:

For Section 3 Workers - 25 percent or more of the total number of labor hours worked by all workers employed with public housing financial assistance for SHA's fiscal year.

For Targeted Section 3 Workers - 5 percent or more of the total number of labor hours worked by all workers employed with public housing financial assistance for SHA's fiscal year.

Definitions:

Section 3 worker. A Section 3 worker is any worker who currently fits, or when hired within the past five years fit, at least one of the following categories, as documented:

1. The worker's income for the previous or annualized calendar year is below the income limit established by HUD;
2. The worker is employed by a Section 3 business concern; or
3. The worker is a YouthBuild participant.

Targeted Section 3 worker: A Targeted Section 3 Worker is a Section 3 worker who:

1. Is employed by a Section 3 business concern; or
2. Currently fits or when hired fit at least one of the following categories, as documented within the past five years:
 - a. A resident of public housing or Section 8-assisted housing;
 - b. A resident of other public housing projects or Section 8-assisted housing managed by SHA; or A YouthBuild participant

Section 3 Business Concern: A Section 3 business concern is a business that meets at least one of the following criteria, documented within the last six-month period:

1. At least 51 percent owned and controlled by low- or very low-income persons;
2. Over 75 percent of the labor hours performed for the business over the prior three-month period are performed by Section 3 workers; or
3. A business at least 51 percent owned and controlled by current public housing residents or residents who currently live in Section 8-assisted housing

**ATTACHMENT D – cont.
Section 3 Quarterly Reporting Form
For SHA Projects**

This form must be completed and submitted quarterly*.

SHA Contract No.		Contract Title	
------------------	--	----------------	--

This Report is for the following dates:

Start Date:		End Date:	
-------------	--	-----------	--

The following hours are for the dates and Contract identified above:

Total Hours Worked for all workers: <i>In calculating total hours worked for all workers, do <u>NOT</u> include hours worked with respect to any “professional services” as defined in 24 CFR 75.5</i>	
Total Hours Worked for Section 3 workers: <i>In calculating total hours worked for Section 3 Workers, <u>DO</u> include hours worked with respect to any “professional services” as defined in 24 CFR 75.5</i>	
Total Hours Worked for Targeted Section 3 workers: <i>In calculating total hours worked for Targeted Section 3 Workers, <u>DO</u> include hours worked with respect to any “professional services” as defined in 24 CFR 75.5</i>	

By submitting this form, the undersigned certifies to SHA (i) it has the full right, title, authority and capacity to execute this document on behalf of the Consultant, (ii) all of the documentation and information submitted with this reporting form is true and correct in all material respects, and (iii) that it maintains, and will provide to SHA upon request, documentation in form and substance required by 24 CFR 75.31 sufficient to ensure that applicable workers meet the definition of a Section 3 worker or Targeted Section 3 worker. The undersigned acknowledges and agrees that a breach of any of certifications (i) – (iii) above will be considered a default under the Contract.

Submitted By:

Name	Title	Date
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*For the purpose of the reporting period, a “Quarterly Period” shall mean the last day of March, June, September and December.

ATTACHMENT E.3

**SUSPENSION AND DEBARMENT COMPLIANCE
CERTIFICATE FOR CONTRACTOR/SUBCONTRACTOR**

SEATTLE HOUSING AUTHORITY

SUSPENSION AND DEBARMENT COMPLIANCE CERTIFICATE FOR CONTRACTOR

By signing below, the Contractor certifies that to the best of its knowledge and belief neither its firm nor any of its principals as named below are presently debarred, suspended, or have been declared ineligible or are excluded from participation in this transaction by any federal, state or local government.

Contractor's Firm Name: _____

Address: _____

City, State, Zip: _____

	PRINCIPAL(S) Name(s)	Title(s)
1		
2		
3		
4		
5		

Contractor's Signature	Printed Name	Title	Date

NOTE: This requirement applies to the Contractor's firm as well as its principals. Principal is defined in the regulation (2 CFR 180.995) as follows:

- 1) An officer, director, owner, partner, principal investigator, or other person within a participant with management or supervisory responsibilities related to a covered transaction; or
- 2) A contractor or other person, whether or not employed by the participant or paid with Federal funds, who-
 - a) Is in a position to handle Federal funds;
 - b) Is in a position to influence or control the use of those funds; or,
 - c) Occupies a technical or professional position capable of substantially influencing the development or outcome of an activity require to perform the covered transaction.

The federal websites to verify eligibility include: <https://www.sam.gov/SAM/> and http://portal.hud.gov/hudportal/HUD?src=/topics/limited_denials_of_participation.

If additional pages are necessary, copy this form to ensure signed statement precedes any listing of sub-contractors.

Please contact Jawed Rahmani at 206-239-1570 or by e-mail at Jawed.Rahmani@seattlehousing.org if you have any questions regarding compliance with this requirement.

END OF SUSPENSION AND DEBARMENT COMPLIANCE CERTIFICATE

ATTACHMENT E.4

NON-COLLUSIVE AFFIDAVIT

NON-COLLUSIVE AFFIDAVIT

State of Washington)ss
County of King)

_____ who is a _____
of the firm of _____,

being first
duly sworn, on their oath, says that the bid herewith submitted is a genuine and
not a sham or collusive bid, or made in the interest or on behalf of any person not
therein named; and further states that the said bidder has or was not directly or
indirectly induced or solicited by any bidder on the above work or supplies to put
in a sham bid, or any person or corporation to refrain from bidding; and that said
bidder has not in any manner sought by collusion to secure themselves an
advantage over any other bidder or bidders, or to secure any advantage against
the Seattle Housing Authority or any person interested in the proposed contract;
and that all statements in said proposal or bid are true.

BIDDER
(if individual)

PARTNER
(if partnership)

OFFICER
(if corporation)

Subscribed and sworn to before me

this _____ day of _____, 20_____.

Notary Public in and for the State of Washington,
residing at _____.

My commission expires _____, 20_____.

END OF NON-COLLUSIVE AFFIDAVIT

ATTACHMENT E.5

**CERTIFICATION OF COMPLIANCE WITH
WAGE PAYMENT STATUTES
(SSB5301)**



Address 101 Elliott Ave W, Suite 100

PO Box 79015

Seattle, WA 98119

Telephone 206-615-3300

TTY 1-800-833-6388

Website www.seattlehousing.org

Certification of Compliance with Wage Payment Statutes

The undersigned hereby certifies that the bidder is now, and in the three-year period immediately preceding the date of this bid solicitation (08/12/2026) has been, in compliance with the responsible bidder criteria requirement of RCW 39.04.350(1)(g) and has not been found to have willfully violated any provision of RCW Chapters 49.46, 49.48, or 49.52 in a final determination by the Department of Labor and Industries or any court of limited or general jurisdiction.

I certify under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct.

Bidder's Business Name

Signature of Authorized Official*

Printed Name

Title

Date

City

State

Check One:

Sole Proprietorship Partnership Joint Venture Corporation

State of Incorporation, or if not a corporation, State where business entity was formed:

If a co-partnership, give firm name under which business is transacted:

If a corporation, proposal must be executed in the corporate name by the president or vice-president (or any other corporate officer accompanied by evidence of authority to sign). If a co-partnership, proposal must be executed by a partner.

ATTACHMENT E.6

THIS SECTION IS RESERVED

ATTACHMENT E.7

DETAILED BID PRICE FORM

**SOLICITATION #6097 Sunrise Manor Cellular Signal Enhancement System (DAS)
SECTION 00300 - BID FORM
DETAILED BID PRICE FORM**

Bid From (Company Name):

***DIRECTIONS:** Fill out all blank fields below (Bid Items 1 through 7 plus totals).*

Bid Item	Description / Key Tasks and Responsibilities See Scope of Work for details <i>Bid Item lettering taken from Scope of Work.</i>	Lump Sum / Extended Amount
1	Pre-Installation Planning	
2	Equipment / Materials	
3	Installation	
4	Testing and Commissioning	
5	Post-Installation Services - 1st Year	
6	Post-Installation Services - Optional 2nd Year Extension	
7	Post-Installation Services - Optional 3rd Year Extension	

TOTALS		
Basic Bid PRICE WITHOUT WA STATE SALES TAX:		
WA State Sales and Use Tax - ON MATERIALS ONLY:	10.55%	
Basic Bid TOTAL COST INCLUDING WA STATE SALES TAX - ON MATERIALS ONLY:		

*The quantities shown are an estimate only, being given only as the basis for the comparison of bids. SHA does not warrant, expressly or by implication that the actual amount of work will correspond therewith, the right to increase or decrease the amount of the work to eliminate one or more items prior to or following award is reserved by SHA.

Seattle Housing Authority is not responsible for any errors in formulas or bidders' calculations.

Bidding schedule in Excel format available upon request by emailing: purchasing@seattlehousing.org

**SOLICITATION #6097 Sunrise Manor Cellular Signal Enhancement System (DAS)
SECTION 00300 - BID FORM
DETAILED BID PRICE FORM**

BIDDER DETAILS

Contractor Company Name: _____

Name of Contractor Representative Signing: _____

Title of Contractor Representative Signing: _____

Contractor Signature: _____

Date: _____

END OF DETAILED BID PRICE FORM