

**CONSULTING SERVICES AGREEMENT BETWEEN
THE CITY OF SAN LEANDRO AND
GOOD CITY COMPANY
FOR
PREPARATION OF THE BAY FAIR TOD DEVELOPMENT PLAN, SPECIFIC PLAN
AMENDMENTS, AND RELATED ENVIRONMENTAL DOCUMENTS**

THIS AGREEMENT for consulting services is made by and between the City of San Leandro ("City") and Good City Company ("Consultant") (together sometimes referred to as the "Parties") as of March 1, 2024 (the "Effective Date").

Section 1. SERVICES. Subject to the terms and conditions set forth in this Agreement, Consultant shall provide to City the services described in the Scope of Work attached as Exhibit A at the time and place and in the manner specified therein. In the event of a conflict in or inconsistency between the terms of this Agreement and Exhibit A, the Agreement shall prevail.

- 1.1 Term of Services.** The term of this Agreement shall begin on the Effective Date and shall end on December 31, 2026, the date of completion specified in Exhibit A, and Consultant shall complete the work described in Exhibit A on or before that date, unless the term of the Agreement is otherwise terminated or extended, as provided for in Section 8. The time provided to Consultant to complete the services required by this Agreement shall not affect the City's right to terminate the Agreement, as referenced in Section 8.
- 1.2 Standard of Performance.** Consultant shall perform all services required pursuant to this Agreement in the manner and according to the standards observed by a competent practitioner of the profession in which Consultant is engaged.
- 1.3 Assignment of Personnel.** Consultant shall assign only competent personnel to perform services pursuant to this Agreement. In the event that City, in its sole discretion, at any time during the term of this Agreement, desires the reassignment of any such persons, Consultant shall, immediately upon receiving notice from City of such desire of City, reassign such person or persons.
- 1.4 Time.** Consultant shall devote such time to the performance of services pursuant to this Agreement as may be reasonably necessary to meet the standard of performance provided in Subsection 1.2 above and to satisfy Consultant's obligations hereunder.
- 1.5 City of San Leandro Living Wage Rates.** This contract may be covered by the City of San Leandro Living Wage Ordinance (LWO). Consultant's attention is directed to the San Leandro Municipal Code, Title 1, Chapter 6, Article 6. Consultant must submit completed self-certification form and comply with the LWO if covered.

Section 2. COMPENSATION. City hereby agrees to pay Consultant a sum not to exceed **\$1,800,000**, notwithstanding any contrary indications that may be contained in Consultant's proposal, for services to be performed and reimbursable costs incurred under this Agreement. In the event of a conflict between this Agreement and Consultant's proposal, attached as Exhibit B, regarding the amount of compensation, the Agreement shall prevail. City shall pay Consultant for services rendered pursuant to this Agreement at the time and in the manner set forth herein. The payments specified below shall be the only payments from City to Consultant for services rendered pursuant to this Agreement. Consultant shall submit all invoices to City in the manner specified herein. Except as specifically authorized by City in writing, Consultant shall not bill City for duplicate services performed by more than one person.

Consultant and City acknowledge and agree that compensation paid by City to Consultant under this Agreement is based upon Consultant's estimated costs of providing the services required hereunder, including salaries and benefits of employees and subcontractors of Consultant. Consequently, the Parties further agree that compensation hereunder is intended to include the costs of contributions to any pensions and/or annuities to which Consultant and its employees, agents, and subcontractors may be eligible. City therefore has no responsibility for such contributions beyond compensation required under this Agreement.

2.1 Invoices. Consultant shall submit invoices, not more often than once a month during the term of this Agreement, based on the cost for services performed and reimbursable costs incurred prior to the invoice date. Invoices shall contain the following information:

- Serial identifications of progress bills; i.e., Progress Bill No. 1 for the first invoice, etc.;
- The beginning and ending dates of the billing period;
- A Task Summary containing the original contract amount, the amount of prior billings, the total due this period, the balance available under the Agreement, and the percentage of completion;
- At City's option, for each work item in each task, a copy of the applicable time entries or time sheets shall be submitted showing the name of the person doing the work, the hours spent by each person, a brief description of the work, and each reimbursable expense;
- The total number of hours of work performed under the Agreement by Consultant and each employee, agent, and subcontractor of Consultant performing services hereunder;
- The Consultant's signature;
- Consultant shall give separate notice to the City when the total number of hours worked by Consultant and any individual employee, agent, or

subcontractor of Consultant reaches or exceeds 800 hours within a 12-month period under this Agreement and any other agreement between Consultant and City. Such notice shall include an estimate of the time necessary to complete work described in Exhibit A and the estimate of time necessary to complete work under any other agreement between Consultant and City, if applicable.

2.2 Monthly Payment. City shall make monthly payments, based on invoices received, for services satisfactorily performed, and for authorized reimbursable costs incurred. City shall have 30 days from the receipt of an invoice that complies with all of the requirements above to pay Consultant.

2.3 Final Payment. City shall pay the last 10% of the total sum due pursuant to this Agreement within 60 days after completion of the services and submittal to City of a final invoice, if all services required have been satisfactorily performed.

2.4 Total Payment. City shall pay for the services to be rendered by Consultant pursuant to this Agreement. City shall not pay any additional sum for any expense or cost whatsoever incurred by Consultant in rendering services pursuant to this Agreement. City shall make no payment for any extra, further, or additional service pursuant to this Agreement.

In no event shall Consultant submit any invoice for an amount in excess of the maximum amount of compensation provided above either for a task or for the entire Agreement, unless the Agreement is modified prior to the submission of such an invoice by a properly executed change order or amendment.

2.5 Hourly Fees. Fees for work performed by Consultant on an hourly basis shall not exceed the amounts shown on the compensation schedule attached hereto as Exhibit B.

2.6 Reimbursable Expenses. Reimbursable expenses are specified in Exhibit B, and shall not exceed \$ TBD. Expenses not listed in Exhibit B are not chargeable to City. Reimbursable expenses are included in the total amount of compensation provided under this Agreement that shall not be exceeded.

2.7 Payment of Taxes. Consultant is solely responsible for the payment of employment taxes incurred under this Agreement and any similar federal or state taxes.

2.8 Payment upon Termination. In the event that the City or Consultant terminates this Agreement pursuant to Section 8, the City shall compensate the Consultant for all outstanding costs and reimbursable expenses incurred for work satisfactorily completed as of the date of written notice of termination. Consultant shall maintain adequate logs and timesheets to verify costs incurred to that date.

2.9 Authorization to Perform Services. The Consultant is not authorized to perform any services or incur any costs whatsoever under the terms of this Agreement until receipt of authorization from the Contract Administrator.

Section 3. FACILITIES AND EQUIPMENT. Except as set forth herein, Consultant shall, at its sole cost and expense, provide all facilities and equipment that may be necessary to perform the services required by this Agreement. City shall make available to Consultant only the facilities and equipment listed in this section, and only under the terms and conditions set forth herein.

City shall furnish physical facilities such as desks, filing cabinets, and conference space, as may be reasonably necessary for Consultant's use while consulting with City employees and reviewing records and the information in possession of the City. The location, quantity, and time of furnishing those facilities shall be in the sole discretion of City. In no event shall City be obligated to furnish any facility that may involve incurring any direct expense, including but not limited to computer, long-distance telephone or other communication charges, vehicles, and reproduction facilities.

Section 4. INSURANCE REQUIREMENTS. Before fully executing this Agreement, Consultant, at its own cost and expense, unless otherwise specified below, shall procure the types and amounts of insurance listed below against claims for injuries to persons or damages to property that may arise from or in connection with the performance of the work hereunder by the Consultant and its agents, representatives, employees, and subcontractors. Consistent with the following provisions, Consultant shall provide proof satisfactory to City of such insurance that meets the requirements of this section and under forms of insurance satisfactory in all respects, and that such insurance is in effect prior to beginning work. Consultant shall maintain the insurance policies required by this section throughout the term of this Agreement. The cost of such insurance shall be included in the Consultant's bid or proposal. Consultant shall not allow any subcontractor to commence work on any subcontract until Consultant has obtained all insurance required herein for the subcontractor(s) and provided evidence to City that such insurance is in effect. VERIFICATION OF THE REQUIRED INSURANCE SHALL BE SUBMITTED AND MADE PART OF THIS AGREEMENT PRIOR TO EXECUTION. Consultant shall maintain all required insurance listed herein for the duration of this Agreement.

4.1 Workers' Compensation.

4.1.1 General Requirements. Consultant shall, at its sole cost and expense, maintain Statutory Workers' Compensation Insurance and Employer's Liability Insurance for any and all persons employed directly or indirectly by Consultant. The Statutory Workers' Compensation Insurance and Employer's Liability Insurance shall be provided with limits of not less than **\$1,000,000** per accident. In the alternative, Consultant may rely on a self-insurance program to meet these requirements, but only if the program of self-insurance complies fully with the provisions of the California Labor Code. Determination of whether a self-insurance program meets the standards of the California

Labor Code shall be solely in the discretion of the Contract Administrator.

The Workers' Compensation policy shall be endorsed with a waiver of subrogation in favor of the entity for all work performed by the Consultant, its employees, agents, and subcontractors.

4.1.2 Submittal Requirements. To comply with Subsection 4.1, Consultant shall submit the following:

- a. Certificate of Liability Insurance in the amounts specified in the section; and
- b. Waiver of Subrogation Endorsement as required by the section.

4.2 Commercial General and Automobile Liability Insurance.

4.2.1 General Requirements. Consultant, at its own cost and expense, shall maintain commercial general liability insurance for the term of this Agreement in an amount not less than **\$2,000,000** and automobile liability insurance for the term of this Agreement in an amount not less than **\$1,000,000** per occurrence, combined single limit coverage for risks associated with the work contemplated by this Agreement. If a Commercial General Liability Insurance or an Automobile Liability form or other form with a general aggregate limit is used, either the general aggregate limit shall apply separately to the work to be performed under this Agreement or the general aggregate limit shall be at least twice the required occurrence limit. Such coverage shall include but shall not be limited to, protection against claims arising from bodily and personal injury, including death resulting therefrom, and damage to property resulting from activities contemplated under this Agreement, including the use of owned and non-owned automobiles.

4.2.2 Minimum Scope of Coverage. Commercial general coverage shall be at least as broad as Insurance Services Office Commercial General Liability occurrence form CG 0001 (most recent edition) covering comprehensive General Liability on an "occurrence" basis. Automobile coverage shall be at least as broad as Insurance Services Office Automobile Liability form CA 0001, Code 1 (any auto). No endorsement shall be attached limiting the coverage.

4.2.3 Additional Requirements. Each of the following shall be included in the insurance coverage or added as a certified endorsement to the policy:

- a. The Insurance shall cover on an occurrence or an accident basis, and not on a claims-made basis.

- b. City, its officers, officials, employees, and volunteers are to be covered as additional insureds as respects: liability arising out of work or operations performed by or on behalf of the Consultant; or automobiles owned, leased, hired, or borrowed by the Consultant.
- c. Consultant hereby agrees to waive subrogation which any insurer or contractor may require from vendor by virtue of the payment of any loss. Consultant agrees to obtain any endorsements that may be necessary to effect this waiver of subrogation.
- d. For any claims related to this Agreement or the work hereunder, the Consultant's insurance coverage shall be primary insurance as respects the City, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the City, its officers, officials, employees, or volunteers shall be excess of the Consultant's insurance and shall not contribute with it.

4.2.4 Submittal Requirements. To comply with Subsection 4.2, Consultant shall submit the following:

- a. Certificate of Liability Insurance in the amounts specified in the section;
- b. Additional Insured Endorsement as required by the section;
- c. Waiver of Subrogation Endorsement as required by the section; and
- d. Primary Insurance Endorsement as required by the section.

4.3 Professional Liability Insurance.

4.3.1 General Requirements. Consultant, at its own cost and expense, shall maintain for the period covered by this Agreement professional liability insurance for licensed professionals performing work pursuant to this Agreement in an amount not less than **\$2,000,000** covering the licensed professionals' errors and omissions. Any deductible or self-insured retention shall not exceed \$150,000 per claim.

4.3.2 Claims-Made Limitations. The following provisions shall apply if the professional liability coverage is written on a claims-made form:

- a. The retroactive date of the policy must be shown and must be before the date of the Agreement.
- b. Insurance must be maintained and evidence of insurance must be provided for at least 5 years after completion of the Agreement or the work, so long as commercially available at reasonable rates.

- c. If coverage is canceled or not renewed and it is not replaced with another claims-made policy form with a retroactive date that precedes the date of this Agreement, Consultant shall purchase an extended period coverage for a minimum of 5 years after completion of work under this Agreement.
- d. A copy of the claim reporting requirements must be submitted to the City for review prior to the commencement of any work under this Agreement.

4.3.3 Submittal Requirements. To comply with Subsection 4.3, Consultant shall submit the Certificate of Liability Insurance in the amounts specified in the section.

4.4 Reserved.

4.5 All Policies Requirements.

4.5.1 Acceptability of Insurers. All insurance required by this section is to be placed with insurers with a Bests' rating of no less than A:VII.

4.5.2 Verification of Coverage. Prior to beginning any work under this Agreement, Consultant shall furnish City with complete copies of all Certificates of Liability Insurance delivered to Consultant by the insurer, including complete copies of all endorsements attached to the policies. All copies of Certificates of Liability Insurance and certified endorsements shall show the signature of a person authorized by that insurer to bind coverage on its behalf. If the City does not receive the required insurance documents prior to the Consultant beginning work, it shall not waive the Consultant's obligation to provide them. The City reserves the right to require complete copies of all required insurance policies at any time.

4.5.3 Deductibles and Self-Insured Retentions. Consultant shall disclose to and obtain the written approval of City for the self-insured retentions and deductibles before beginning any of the services or work called for by any term of this Agreement. At the option of the City, either: the insurer shall reduce or eliminate such deductibles or self-insured retentions as respects the City, its officers, employees, and volunteers; or the Consultant shall provide a financial guarantee satisfactory to the City guaranteeing payment of losses and related investigations, claim administration and defense expenses.

4.5.4 Wasting Policies. No policy required by this Section 4 shall include a "wasting" policy limit (i.e. limit that is eroded by the cost of defense).

4.5.5 Endorsement Requirements. Each insurance policy required by Section 4 shall be endorsed to state that coverage shall not be canceled by

either party, except after 30 days' prior written notice has been provided to the City.

4.5.6 Subcontractors. Consultant shall include all subcontractors as insureds under its policies or shall furnish separate certificates and certified endorsements for each subcontractor. All coverages for subcontractors shall be subject to all of the requirements stated herein.

4.6 Submittal of Proof of Insurance Coverage. All certificates of insurance and original endorsements effecting coverage required in this Section 4 must be electronically submitted through the City's online insurance document management program. Contractor shall comply with all requirements provided by City related to the online insurance document management program.

4.7 Remedies. In addition to any other remedies City may have if Consultant fails to provide or maintain any insurance policies or policy endorsements to the extent and within the time herein required, City may, at its sole option exercise any of the following remedies, which are alternatives to other remedies City may have and are not the exclusive remedy for Consultant's breach:

- Obtain such insurance and deduct and retain the amount of the premiums for such insurance from any sums due under the Agreement;
- Order Consultant to stop work under this Agreement or withhold any payment that becomes due to Consultant hereunder, or both stop work and withhold any payment, until Consultant demonstrates compliance with the requirements hereof; and/or
- Terminate this Agreement.

Section 5. INDEMNIFICATION AND CONSULTANT'S RESPONSIBILITIES. Refer to the attached Exhibit C, which is incorporated herein and made a part of this Agreement.

Section 6. STATUS OF CONSULTANT.

6.1 Independent Contractor. At all times during the term of this Agreement, Consultant shall be an independent contractor and shall not be an employee of City. City shall have the right to control Consultant only insofar as the results of Consultant's services rendered pursuant to this Agreement and assignment of personnel pursuant to Subsection 1.3; however, otherwise City shall not have the right to control the means by which Consultant accomplishes services rendered pursuant to this Agreement. Notwithstanding any other City, state, or federal policy, rule, regulation, law, or ordinance to the contrary, Consultant and any of its employees, agents, and subcontractors providing services under this Agreement shall not qualify for or become entitled to, and hereby agree to waive any and all claims to, any compensation, benefit, or any incident of employment by City, including but not limited to eligibility to enroll in the

California Public Employees Retirement System (PERS) as an employee of City and entitlement to any contribution to be paid by City for employer contributions and/or employee contributions for PERS benefits.

- 6.2 Consultant Not an Agent.** Except as City may specify in writing, Consultant shall have no authority, express or implied, to act on behalf of City in any capacity whatsoever as an agent. Consultant shall have no authority, express or implied, pursuant to this Agreement to bind City to any obligation whatsoever.

Section 7. LEGAL REQUIREMENTS.

- 7.1 Governing Law.** The laws of the State of California shall govern this Agreement.
- 7.2 Compliance with Applicable Laws.** Consultant and any subcontractors shall comply with all laws and regulations applicable to the performance of the work hereunder, including but not limited to, the California Building Code, the Americans with Disabilities Act, and any copyright, patent or trademark law. Consultant's failure to comply with any law(s) or regulation(s) applicable to the performance of the work hereunder shall constitute a breach of contract.
- 7.3 Other Governmental Regulations.** To the extent that this Agreement may be funded by fiscal assistance from another governmental entity, Consultant and any subcontractors shall comply with all applicable rules and regulations to which City is bound by the terms of such fiscal assistance program.
- 7.4 Licenses and Permits.** Consultant represents and warrants to City that Consultant and its employees, agents, and any subcontractors have all licenses, permits, qualifications, and approvals of whatsoever nature that are legally required to practice their respective professions. Consultant represents and warrants to City that Consultant and its employees, agents, any subcontractors shall, at their sole cost and expense, keep in effect at all times during the term of this Agreement any licenses, permits, and approvals that are legally required to practice their respective professions. In addition to the foregoing, Consultant and any subcontractors shall obtain and maintain during the term of this Agreement valid Business Licenses from City.
- 7.5 Nondiscrimination and Equal Opportunity.** Consultant shall not discriminate, on the basis of a person's race, religion, color, national origin, age, physical or mental handicap or disability, medical condition, marital status, sex, or sexual orientation, against any employee, applicant for employment, subcontractor, bidder for a subcontract, or participant in, recipient of, or applicant for any services or programs provided by Consultant under this Agreement. Consultant shall comply with all applicable federal, state, and local laws, policies, rules, and requirements related to equal opportunity and nondiscrimination in employment, contracting, and the provision of any services that are the subject of this Agreement, including but

not limited to the satisfaction of any positive obligations required of Consultant thereby.

Consultant shall include the provisions of this Subsection in any subcontract approved by the Contract Administrator or this Agreement.

Section 8. TERMINATION AND MODIFICATION.

8.1 Termination. City may cancel this Agreement at any time and without cause upon written notification to Consultant.

Consultant may cancel this Agreement upon 30 days' written notice to City and shall include in such notice the reasons for cancellation.

In the event of termination, Consultant shall be entitled to compensation for services performed to the effective date of termination; City, however, may condition payment of such compensation upon Consultant delivering to City any or all documents, photographs, computer software, video and audio tapes, and other materials provided to Consultant or prepared by or for Consultant or the City in connection with this Agreement.

8.2 Extension. City may, in its sole and exclusive discretion, extend the end date of this Agreement beyond that provided for in Subsection 1.1. Any such extension shall require a written amendment to this Agreement, as provided for herein. Consultant understands and agrees that, if City grants such an extension, City shall have no obligation to provide Consultant with compensation beyond the maximum amount provided for in this Agreement. Similarly, unless authorized by the Contract Administrator, City shall have no obligation to reimburse Consultant for any otherwise reimbursable expenses incurred during the extension period.

8.3 Amendments. The Parties may amend this Agreement only by a writing signed by all the Parties.

8.4 Assignment and Subcontracting. City and Consultant recognize and agree that this Agreement contemplates personal performance by Consultant and is based upon a determination of Consultant's unique personal competence, experience, and specialized personal knowledge. Moreover, a substantial inducement to City for entering into this Agreement was and is the professional reputation and competence of Consultant. Consultant may not assign this Agreement or any interest therein without the prior written approval of the Contract Administrator. Consultant shall not subcontract any portion of the performance contemplated and provided for herein, other than to the subcontractors noted in the proposal, without prior written approval of the Contract Administrator.

8.5 Survival. All obligations arising prior to the termination of this Agreement and all provisions of this Agreement allocating liability between City and Consultant shall survive the termination of this Agreement.

8.6 Options upon Breach by Consultant. If Consultant materially breaches any of the terms of this Agreement, City's remedies shall include, but are not limited to, the following:

8.6.1 Immediately terminate the Agreement;

8.6.2 Retain the plans, specifications, drawings, reports, design documents, and any other work product prepared by Consultant pursuant to this Agreement;

8.6.3 Retain a different consultant to complete the work described in Exhibit A not finished by Consultant; or

8.6.4 Charge Consultant the difference between the cost to complete the work described in Exhibit A that is unfinished at the time of breach and the amount that City would have paid Consultant pursuant to Section 2 if Consultant had completed the work.

Section 9. KEEPING AND STATUS OF RECORDS.

9.1 Records Created as Part of Consultant's Performance. All reports, data, maps, models, charts, studies, surveys, photographs, memoranda, plans, studies, specifications, records, files, or any other documents or materials, in electronic or any other form, that Consultant prepares or obtains pursuant to this Agreement and that relate to the matters covered hereunder shall be the property of the City. Consultant hereby agrees to deliver those documents to the City upon termination of the Agreement. It is understood and agreed that the documents and other materials, including but not limited to those described above, prepared pursuant to this Agreement are prepared specifically for the City and are not necessarily suitable for any future or other use. City and Consultant agree that, until final approval by City, all data, plans, specifications, reports and other documents are confidential and will not be released to third parties without prior written consent of both Parties.

9.2 Consultant's Books and Records. Consultant shall maintain any and all ledgers, books of account, invoices, vouchers, canceled checks, and other records or documents evidencing or relating to charges for services or expenditures and disbursements charged to the City under this Agreement for a minimum of 3 years, or for any longer period required by law, from the date of final payment to the Consultant to this Agreement.

9.3 Inspection and Audit of Records. Any records or documents that Subsection 9.2 of this Agreement requires Consultant to maintain shall be made available for inspection, audit, and/or copying at any time during regular business hours,

upon oral or written request of the City. Under California Government Code Section 8546.7, if the amount of public funds expended under this Agreement exceeds \$10,000.00, the Agreement shall be subject to the examination and audit of the State Auditor, at the request of City or as part of any audit of the City, for a period of 3 years after final payment under the Agreement.

Section 10. MISCELLANEOUS PROVISIONS.

- 10.1 Attorneys' Fees.** If a party to this Agreement brings any action, including an action for declaratory relief, to enforce or interpret the provision of this Agreement, the prevailing party shall be entitled to reasonable attorneys' fees in addition to any other relief to which that party may be entitled. The court may set such fees in the same action or in a separate action brought for that purpose.
- 10.2 Venue.** In the event that either party brings any action against the other under this Agreement, the Parties agree that trial of such action shall be vested exclusively in the state courts of California in the County of Alameda or in the United States District Court for the Northern District of California.
- 10.3 Severability.** If a court of competent jurisdiction finds or rules that any provision of this Agreement is invalid, void, or unenforceable, the provisions of this Agreement not so adjudged shall remain in full force and effect. The invalidity in whole or in part of any provision of this Agreement shall not void or affect the validity of any other provision of this Agreement.
- 10.4 No Implied Waiver of Breach.** The waiver of any breach of a specific provision of this Agreement does not constitute a waiver of any other breach of that term or any other term of this Agreement.
- 10.5 Successors and Assigns.** The provisions of this Agreement shall inure to the benefit of and shall apply to and bind the successors and assigns of the Parties.
- 10.6 Use of Recycled Products.** Consultant shall prepare and submit all reports, written studies and other printed material on recycled paper to the extent it is available at equal or less cost than virgin paper.
- 10.7 Conflict of Interest.** Consultant may serve other clients, but none whose activities within the corporate limits of City or whose business, regardless of location, would place Consultant in a "conflict of interest," as that term is defined in the Political Reform Act, codified at California Government Code Section 81000 *et seq.*

Consultant shall not employ any City official in the work performed pursuant to this Agreement. No officer or employee of City shall have any financial interest in this Agreement that would violate California Government Code Section 1090 *et seq.*

Consultant hereby warrants that it is not now, nor has it been in the previous 12 months, an employee, agent, appointee, or official of the City. If Consultant was an employee, agent, appointee, or official of the City in the previous 12 months, Consultant warrants that it did not participate in any manner in the forming of this Agreement. Consultant understands that, if this Agreement is made in violation of California Government Code Section 1090 *et seq.*, the entire Agreement is void and Consultant will not be entitled to any compensation for services performed pursuant to this Agreement, including reimbursement of expenses, and Consultant will be required to reimburse the City for any sums paid to the Consultant. Consultant understands that, in addition to the foregoing, it may be subject to criminal prosecution for a violation of California Government Code Section 1090 *et seq.*, and, if applicable, will be disqualified from holding public office in the State of California.

At City's sole discretion, Consultant may be required to file with the City a Form 700 to identify and document Consultant's economic interests, as defined and regulated by the California Fair Political Practices Commission. If Consultant is required to file a Form 700, Consultant is hereby advised to contact the San Leandro City Clerk for the Form 700 and directions on how to prepare it.

10.8 Solicitation. Consultant agrees not to solicit business at any meeting, focus group, or interview related to this Agreement, either orally or through any written materials.

10.9 Contract Administration. This Agreement shall be administered by Avalon Schultz, Assistant Community Development Director ("Contract Administrator"). All correspondence shall be directed to or through the Contract Administrator or his or her designee.

10.10 Notices. Any written notice to Consultant shall be sent to:

Aaron Aknin, Principal and Owner
Good City Company
601 Allerton, Suite 110 Redwood City, CA 94063
aaknin@goodcityco.com

Any written notice to City shall be sent to:

City of San Leandro
c/o Avalon Schultz, Assistant Community Development Director
835 E. 14th Street
San Leandro, CA 94577
aschultz@sanleandro.org

With a copy to:

City of San Leandro
Department of Finance
c/o Purchasing Agent
835 East 14th Street
San Leandro, CA 94577

10.11 Professional Seal. Where applicable in the determination of the contract administrator, the first page of a technical report, first page of design specifications, and each page of construction drawings shall be stamped/sealed and signed by the licensed professional responsible for the report/design preparation. The stamp/seal shall be in a block entitled "Seal and Signature of Registered Professional with report/design responsibility," as in the following example.



10.12 Integration. This Agreement, including the scope of work attached hereto and incorporated herein as Exhibits A, B, C, and D represents the entire and integrated agreement between City and Consultant and supersedes all prior negotiations, representations, or agreements, either written or oral.

<u>Exhibit A</u>	Scope of Services
<u>Exhibit B</u>	Compensation Schedule & Reimbursable Expenses
<u>Exhibit C</u>	Indemnification
<u>Exhibit D</u>	COVID-19 Compliance Requirements

10.13 Counterparts. This Agreement may be executed in multiple counterparts, each of which shall be an original and all of which together shall constitute one agreement.

10.14 Certification per Iran Contracting Act of 2010. In the event that this contract is for one million dollars (\$1,000,000.00) or more, by Consultant's signature below Consultant certifies that Consultant, and any parent entities, subsidiaries, successors or subunits of Consultant are not identified on a list created pursuant to subdivision (b) of Section 2203 of the California Public Contract Code as a person engaging in investment activities in Iran as described in subdivision (a) of Section 2202.5, or as a person described in subdivision (b) of Section 2202.5 of the California Public Contract Code, as applicable.

SIGNATURES ON FOLLOWING PAGE

The Parties have executed this Agreement as of the Effective Date. The persons whose signatures appear below certify that they are authorized to sign on behalf of the respective Party.

CITY OF SAN LEANDRO

GOOD CITY COMPANY

Frances M. Robustelli, City Manager

Aaron Akin, Principal and Owner

Attest:

Consultant's DIR Registration Number
(if applicable)

Kelly B Clancy, City Clerk

Budget Approved:

Approved as to Fiscal Authority:

Michael Yuen, Finance Director

150-41-121-5120
Account Number

Approved as to Form:

Richard D. Pio Roda, City Attorney

Per Section 10.7: Form 700 Required

Tom Liao, Community Development Director

EXHIBIT A

SCOPE OF SERVICES

Bay Fair TOD Sub-Area 1 Development Plan

TASK 1: PROJECT MANAGEMENT, ADMINISTRATION, MEETINGS and QUALITY CONTROL

Consultant shall perform activities necessary to plan, direct and coordinate the work of the consultant team and provide progress reporting to the Project Team on a regular basis.

Project Initiation and Refinement of Scope of Work

Consultant shall work with City to confirm the boundaries of the Development Plan, identify project goals, refine project schedule, and identify responsible and stakeholder agencies. It is anticipated that this will occur at the initial kick-off meeting.

Project Management/ Administration

Consultant will be responsible for general project management, coordination of all aspects of the project, monitoring project progress for adherence to schedule and budget, reporting project progress, and administering the project according to City, BART and MTC requirements as called for in this Request for Proposals

Project Team Meetings

Consultant will be responsible for scheduling and running all project team meetings with the City. This shall include an initial kick-off meeting as well as regular (at least bi-monthly) progress meetings. Meetings will generally occur virtually with the possibility of in-person meetings on an as-needed basis. Project Team meetings will address and resolve issues related to coordination, procedures, project schedule, community interface, staff preferences, project deliverables and similar topics. Consultant shall maintain an updated task tracker and schedule throughout the project duration. The consultant shall be responsible for preparing meeting agendas, meeting summary minutes and tracking action items. Meeting minutes and action items will be provided to all project team members on a timely basis with adequate review time prior to subsequent meeting.

Quality Control/Quality Assurance Program

Consultant shall implement quality control procedures for project deliverables and perform quality assurance reviews to ensure quality control procedures are followed. Where different disciplines are involved, perform cross-checking to avoid potential conflicts. Consultant shall supervise, coordinate and monitor work for conformance with all applicable standards and plans of City, BART, Alameda County Flood Control District, Union Pacific Railroad (UPRR), California Public Utilities Commission (CPUC), Regional Water Quality Control Board, all affected utilities and any other standards that apply, as determined by consultant.

Task 1 Deliverables

- Project Set-Up: Schedule/Work Plan, Task Tracker & Data Request to City
- Kick-Off Meeting

- Memorandum on scope and budget for the project that includes both covered and optional tasks
- Project team coordination meetings and correspondence

TASK 2 - COMMUNITY OUTREACH PLAN & STAKEHOLDER FACILITATION

With assistance from the City, the consultant shall develop a Multi-Lingual and Accessible Community Outreach and Engagement Plan, to lead a community outreach effort to keep the community informed about the project, and provide opportunities for public input. The consultant shall also facilitate property and other stakeholder discussions throughout the duration of the project.

Task 2 Deliverables

- 1 Multi-Lingual and Accessible Community Outreach and Engagement Plan - draft and final
- 2 Community Engagement Plan Implementation (e.g., pop-ups, stakeholder group meetings, survey(s))
- 3 Site Tour - materials and summary
- 4 Stakeholder Interviews (10) & Summary Memo
- 5 Property Stakeholder Facilitation - materials, facilitation, and summary
- 6 Website Content - project overview & updates to correspond with Community Meetings, key milestones, review drafts, and final documents.
- 7 Community Workshops (number TBD) - materials, attendance and summary

TASK 3 - DATA COLLECTION, BASE MAPS, AND EXISTING CONDITIONS ANALYSIS

Consultant shall collect, survey and organize all information necessary to analyze existing conditions and produce a planning survey and other base maps and drawings required for development of the Development Plan. These maps will be produced in a timely manner to inform alternatives development.

Consultant shall collect and review all utility as-built, geotechnical and other information that would help establish the existing conditions of the plan area. City will provide background documents from the Bay Fair TOD Specific Plan preparation, Infrastructure Phasing and Financing Study deliverables, speed and traffic volume data for adjacent City streets. BART will provide recent planometric, topographic and digital terrain mapping for its property. Other property owners will provide site surveys, as available; however, consultant shall budget for preparation of additional survey work required to prepare a feasible Development Plan. Consultant shall also propose a potholing plan for any utilities that cannot be precisely located and perform the necessary potholing. Consultant shall obtain all title reports and easements for properties within the sub-district, and collect parking supply and occupancy data. From this information, the consultant shall prepare utility base maps and existing condition analysis.

Consultant shall create existing conditions report(s) and/or memo(s) summarizing the following. Reports may be additions to or adaptations of existing conditions report(s) and/or memo(s) created for the 2018 Specific Plan, with updated information.

- Area's history and planning processes

- *Current Policy & Regulatory Framework*
 - Land use policy framework (e.g., San Leandro Certified 2023-2031 Housing Element, MTC Transit-Oriented Community Policy, Plan Bay Area 2050, San Leandro 2035 General Plan, Bay Fair TOD Specific Plan, HCD Pro-Housing Designation, MTC Priority Sites Program, state housing legislation, BART Facilities Standards, BART TOD and Access Policies & Guidelines, BART A-Line Jobs Attraction Study).
- *Current Private Ownership Profile*: Catalogue existing owners in the Plan Area, including Real Estate Agreements (REAs), Codes Covenants and Restrictions (CC&Rs), Lease Agreements, Parking Agreements, and other private property agreements and restrictions that may limit or require planning and design alternatives.
- *Economic and Land Use Study*:
 - *Market Feasibility Analysis*: Analyze future market conditions and economics for potential land uses, including retail, commercial, and housing (market rate and affordable)
 - Phasing Considerations
- *Community Assets and Equity Analysis*
- *Access & Circulation*: Existing multi-modal transportation conditions and planned projects, traffic volumes, BART ridership.
- *Parking Resource Assessment*: Assessment of existing parking supply and demand, including analysis of leases, to inform comprehensive district-wide parking management plan.
- *Detailed Utility Analysis*: Detailed assessment of existing public and private infrastructure (e.g., power, water, sewer, stormwater, high speed internet) location and capacity and its ability to accommodate changes generated by potential development plan demands including a range of scenarios to inform utility concept plan.
- *Resilience & Climate Adaptation*: Resilience and climate adaptation concerns and opportunities, including detailed site grading and flood zone analysis and recommendations to inform preliminary grading plans.

Task 3 Deliverables

- Ownership Data Collection (titles, leases, etc.)
- Preliminary Studies and Surveys
 - Aerial survey with contours and elevations
 - Supplemental Topographic Survey
 - 50-foot interval street sections
 - Survey storm and sanitary structures lid and pipe invert elevations
 - Survey all surface utility structures and features
 - Survey bridge and drainage flow line
 - FEMA flood zone study
 - Drainage channel hydrology study
 - Water/Hydrology analysis of existing potable water system
 - Sewer study/capacity analysis
 - PG&E study/capacity analysis
 - Solar study
- Existing Condition base maps of the plan area for topics identified in the scope of work.
- Updated Data Bibliography

- Administrative Draft: Existing Conditions Report and/or Technical Memos on the existing conditions, including:
 - Policy & Regulatory Framework
 - Private Ownership Profile
 - Market Feasibility Analysis
 - Community Assets and Equity Analysis
 - Access & Circulation
 - Parking Resource Assessment
 - Detailed Utility Analysis:
 - Resilience & Climate Adaptation
- Final Draft & Plancheck: Existing Conditions Report and/or Technical Memos on above-listed topics.

TASK 4 - STRATEGIES AND TECHNICAL MEMORANDA

The Consultant shall provide Technical memos and a Strategy Report that will include analysis of opportunities, constraints and preliminary strategies as inputs for the Charrette, development of Development Plan alternatives, and a preliminary evaluation framework for the Development Plan. Topics to be covered, but not limited to:

- Land Use Strategy
 - Analysis of land uses compatible with policy objectives, employment trends, and stakeholders' economic goals
 - Housing Affordability and Production Strategy
- TOC Consistency. Identify any necessary amendments for consistency with MTC's Transit Oriented Communities Policy that should be completed during the planning process, including for the following topics:
 - Density. Ensure consistency with TOC Policy's Tier 2 minimum density standard for residential (minimum 75 du/acre) and office development (minimum 3 FAR) on average within 1/2 mile of Bay Fair BART.
 - Transit Access and Parking. Ensures consistency with TOC Policy's maximum parking standard (0.5 spaces or less for residential development, 1.6 spaces per 1,000 square feet for non-residential development).
 - Complete Streets. Consistency with Resolution No. 4493 Complete Streets Policy including consistency with NACTO's "All Ages and Abilities" design principles.
- Community and Equity Strategy. Implement the City's Certified 2023-2031 Housing Element, which includes a suite of AFFH programs to address critical Fair Housing Issues:
 - Outreach. Improving outreach to targeted Equity Priority Communities
 - Integration. Working to replace segregated living patterns with integrated neighborhoods
 - Anti-Displacement. Clear policies to prevent displacement.
 - Access to Opportunities. Addressing disparities in housing availability and access to opportunities.
- Transportation Strategies - Circulation & Parking
 - Multimodal Circulation and Mobility Hub
 - BART Bus Intermodal Strategy

- BART Parking Replacement Strategy
 - Vehicle and Bike Parking Strategy
 - Curb Management- Loading, Delivery and EVA Access Strategy
 - Travel Demand Management Assessment
- Public Realm Strategy
 - Public Realm & Open Space Strategy
 - Complete Streets Framework
 - Universal Design Strategy
- Resilience and Climate Adaptation Strategy for Development, including Microgrid, solar & green infrastructure opportunities
- Infrastructure Strategy and Capital Improvement Strategy
 - Key District-Scale Capital Improvements (channel crossing, etc.)
 - Private Infrastructure
 - Public Infrastructure
- Implementation, Financing/Funding, and Phasing Strategy (building off of the in-process grant-funded Infrastructure Phasing and Financing Study described in Section II. Background)

Task 4 Deliverables

- Administrative Strategy Report and/or Technical Memoranda
- Final Strategy Reports and/or Memoranda
- Executive Summary & Presentation: Development Plan Strategies

TASK 5 MULTIMODAL CIRCULATION and PARKING MANAGEMENT

To develop the best feasible Development Plan, consultants should take advantage of a combined planning and environmental review project to streamline and integrate transportation impact analysis, access planning, transportation demand management (TDM), and BART ridership forecasting. All activities under this task should seek to maximize non-single-occupancy vehicle access to the Sub Area, increase BART & bus ridership, and minimize impacts to the surrounding community. All plan alternatives should be modeled to inform the selection of a Preferred Plan, and once a preferred plan is selected, the modeling should be refined for environmental review. Consultant is encouraged to propose a process that incorporates the below scope in the most efficient and effective manner.

Access Scenarios

Consultant shall prepare transportation access scenarios that identify circulation, curb management, BART replacement parking amounts, BART bus intermodal configuration, transportation access improvements, and vehicle and bike parking levels and locations necessary to serve Subdistrict 1. The scenarios should address and include a complete streets network, reconfigured bus intermodal facilities, proposed locations for Estudillo Channel crossings, on-street parking and loading capacity, bike parking strategy and Bay Fair BART customer replacement parking. These scenarios should be integrated into the Development Plan alternatives development, and the pros and cons of each access scenario should be incorporated into the Alternatives Analysis Report.

- Multi-Modal Network Concept, Street Typologies, Details, and Sections

- Intersection Improvements

Multi-Modal Travel Demand Model

To help inform alternatives capacity & development, consultant will develop travel demand and mode split forecasts for each of the project alternatives, taking into account future land use and development forecasts. This task should include developing and validating a travel demand model (including BART ridership), providing traffic volume and intersection turning volumes to assess traffic impacts. All plan alternatives should be modeled to inform the selection of a Preferred Plan, and once a preferred plan is selected, the modeling should be refined for environmental review.

Parking and Curb Management Strategy and Implementation Plan

The consultant shall develop a district-based comprehensive parking & curb management plan for private vehicle and bicycle parking that will meet the needs of future development and BART riders, while also achieving City, BART, regional and state policies and objectives. The strategy should build a clear case around the benefits of this approach from an equity, cost effectiveness, affordable housing, and environmental perspective. The strategy should include but not be limited to determining the appropriate range of BART rider parking replacement and possible locations, establishing on-street parking and curb management, if and where a public parking garage should be built, and any reforms necessary to implement. The strategy should explore the creation of a parking benefit district in conjunction with the TDM Strategy, and address financial and enforcement considerations. These strategies should be incorporated into access scenarios and plan alternatives,

Transportation Demand Management (TDM) Strategy and Implementation Plan

The consultant shall develop Transportation Demand Management (TDM) strategies, incentives and other programs applied to Sub-Area 1, evaluate the feasibility and financial sustainability of organizational structures such as a transportation management association (TMA) for new private development, conduct financial analysis to set fee structure for new development, and identify methods to quantify TDM program effects on travel behavior and BART ridership. These strategies should be incorporated into access scenarios and plan alternatives, and are anticipated to become the basis for any mitigation measures deemed necessary through environmental review.

Task 5 Deliverables

- Memo - Draft Access Scenarios & Strategy
- Memo - Preliminary Parking & TDM District Strategy
- Draft Parking & TDM Implementation Plan
- Final Parking TDM Implementation Plan

TASK 6: CONCEPTS, PRELIMINARY ENGINEERING, AND COST ESTIMATES

Consultant shall develop concepts, preliminary engineering drawings and cost estimates for major access barriers in Sub-Area 1 including, at minimum, a new direct crossing over the Estudillo Channel, upgrades to existing channel crossings, and modifications to the Bay Fair BART station to accommodate ADA access through the station. Drawings should be sufficiently detailed to provide accurate cost estimates and position the projects for future construction

grants. Concept alternatives for the channel crossing(s) should include both a new complete streets crossing and upgrades to existing crossings.

Task 6 Deliverables

- Conceptual Design Alternatives (to inform Charrette and Alternatives Development)
- Draft Preliminary Engineering and Cost Estimates
- Final Preliminary Engineering and Cost Estimates

TASK 7 - STAKEHOLDER CHARRETTE

The Consultant shall lead and facilitate a Multi-Day Working Charrette with key stakeholders and decision makers to develop and establish consensus on key Development Plan assumptions and alternative concepts that will serve as basis for in-depth alternatives development, analysis and community input.

The Charrette should include a site-tour, hands-on exercises, interim feedback from stakeholders, preliminary evaluation framework, a final presentation and memo. City will provide location and assist with scheduling.

Charrette should develop a mutually agreed upon number of alternative concepts, each with phasing options as appropriate for consideration by City & Property Stakeholders. Alternatives should incorporate direction from Strategy memos/reports, and consider development scenarios for parcelization, structured parking, multimodal access and circulation, placemaking, etc..

Task 7 Deliverables

- Team Charrette Meeting Materials (agenda, presentations, meeting notes)
- Charrette Summary Memo

TASK 8 - ALTERNATIVES DEVELOPMENT AND ANALYSIS

The Consultant shall develop and produce an Alternatives Analysis Report and evaluation framework to serve as basis for community and stakeholder input. Using the findings and feedback from previous tasks, the consultant shall develop a mutually agreed upon number of Development Plan alternatives with phasing approaches. The Report shall summarize the key elements of the Development Plan alternatives, outline the pros and cons of each alternative including the approximate cost differential, and include an evaluation framework and related survey/decision making instrument. Prior to developing the alternatives, the consultant shall conduct a meeting with City and Property Stakeholders to finalize the alternatives to be developed.

- Memo - Recommendations for stakeholder review and input, including fiscal analysis and considerations for phasing.
- Illustrative Development Plan and Parcelization Plan Alternatives including:
 - Illustrative Development Plans for each alternative should include at minimum:
 - Development Program
 - Parcelization Plan

- Multi-Modal Circulation Network & Street Standards
- Curb Management & On-street Bicycle Parking
- Public/Civic Realm
- Green Infrastructure (Grading/Drainage/Landscape)
- Phasing Plan
- Summary tables for comparison
- Alternatives survey tool for public / decision making tool for stakeholders.
- Market Feasibility and Phasing Analysis

Task 8 Deliverables

- Memo - Preliminary Alternatives, Evaluation Framework and Fiscal Alternatives Analysis
- Team Workshop on draft Alternatives options
- Administrative Draft - Development Plan Alternatives Analysis Report
- Draft Final - Development Plan Alternatives Analysis Report
- Decisionmaker Work Session on Alternatives - materials and attendance
- Memo - Summary of stakeholder and public input
- Final Development Plan Alternatives Analysis Report

TASK 9 - DRAFT DEVELOPMENT PLAN

Consultant shall produce a draft Development Plan. The plan should include but not be limited to: Vision, Development Standards, Public Realm Standards, Parking & TDM Strategy, Community and Equity, Capital Improvements, Implementation Strategy

Task 9 Deliverables

- Annotated Outline for Development Plan and Related Amendments
- Team Workshop - materials and summary
- Administrative Draft Development Plan and Related Amendments
- Screencheck Draft Development Plan and Related Amendments
- Public Draft Development Plan
- Materials and Summary of Outreach

TASK 10 FINAL DEVELOPMENT PLAN

Task 10 Deliverables

- Final Development Plan

Bay Fair TOD Specific Plan Amendments

TASK 1: PROJECT MANAGEMENT, ADMINISTRATION, MEETINGS and QUALITY CONTROL

Consultant shall perform activities necessary to plan, direct and coordinate the work of the consultant team and provide progress reporting to the Project Team on a regular basis.

Task 1 Deliverables

- Project Set-Up: Schedule/Work Plan, Task Tracker & Data Request to City
- Kick-Off Meeting
- Memorandum on scope and budget for the project that includes both covered and optional tasks
- Project team coordination meetings and correspondence

TASK 2 - SPECIFIC PLAN, GENERAL PLAN & ZONING CODE AMENDMENTS FOR TOC COMPLIANCE

The consultant shall prepare all necessary:

- Amendments to the Bay Fair TOD Specific Plan to incorporate the Bay Fair TOD Sub-Area 1 Development Plan's Development Plan and Parcelization Plan and achieve compliance with TOC policies for the full 150-acre PDA, including updating all affected figures and policies in the Specific Plan and creating a new Community and Equity Chapter.
- Related General Plan Amendments for full 150-acre Bay Fair TOD PDA to achieve compliance with TOC policy and incorporate Sub-Area 1 Development Plan deliverables
- Related Zoning Code Amendments including revised Objective Development Standards for full 150-acre Bay Fair TOD PDA to achieve compliance with TOC policy and incorporate Sub-Area 1 Development Plan deliverables

Task 2 Deliverables:

- Administrative Draft Amendments
- Screencheck Draft Amendments
- Public Draft Amendments
- Materials and Summary of Outreach

TASK 3 ENVIRONMENTAL REVIEW

Utilizing the preferred Development Plan alternative, consultant shall establish appropriate level of environmental review necessary to environmentally clear & streamline projected plan build out beyond that already analyzed in the Bay Fair TOD Specific Plan EIR and Housing Element Supplemental EIR. Consultant will produce CEQA Compliance Documentation Memo reviewing proposed plan changes and recommendation for further environmental review. Scope should conservatively assume producing a Supplemental EIR that may tier off of previous EIRs.

Task 3 Deliverables

- Memo on CEQA Strategy

- Admin Draft CEQA Compliance Documentation
- Public Noticing Related to CEQA Compliance
- Draft CEQA Compliance Documentation
- Final CEQA Compliance Documentation

TASK 4 PUBLIC REVIEW AND ADOPTION

Task 4 Deliverables

- Public Hearings for Adoption – materials and attendance
- Final Amended Specific Plan, General Plan, and Zoning Code

EXHIBIT B

COMPENSATION SCHEDULE & REIMBURSABLE EXPENSES

GCC BILLING RATES



BILLING RATES

Good City prides itself on being a cost-effective solution for public sector agencies. Staff retains detailed timesheets and works efficiently to ensure the client is getting the best value for the services.

» Principal/Partner	\$260/hour
» Planning Director	\$230/hour
» Principal Planner/Planning Manager	\$195/hour
» Economic Development Director	\$230/hour
» Public Policy Manager	\$225/hour
» Chief Building Official	\$170/hour
» Senior Planner/Project Manager	\$170/hour
» Senior Economic Development Planner	\$170/hour
» Housing Services Consultant	\$170/hour
» Associate Planner	\$140/hour
» Economic Development Associate	\$140/hour
» Assistant Planner	\$130/hour
» Planning Technician	\$100/hour
» Marketing Specialist/Graphic Designer	\$100/hour
» Administrative Specialist	\$90/hour

Subconsultant Contracts Direct Billing + 10% oversight fee

Rates subject to adjustment January 1st of each year (typically 3-7% increase)

UFS BILLING RATES

RATE SCHEDULE

(Rates effective through 12/31/2023)

Charges for Services:

Charges for basic and additional services shall be based on the following rates and are subject to revision annually:

Principal-In-Charge:	\$235.00 per hour
Consulting Principal:	\$195.00 per hour
Urban Designer I:	\$150.00 per hour
Urban Designer II:	\$125.00 per hour
Consultant's Time:	1.15 times consultant's charges
Automobile Travel:	Prevailing IRS allowance
Reimbursable Expenses/	
Reproduction Costs:	1.15 times charge
All other costs:	Direct reimbursement

Reimbursable Expenses:

Reimbursable Expenses are in addition to the compensation for basic and additional services and include actual expenditures made by Urban Field Studio or its professional consultants in the interest of the Project for the expenses listed in the following subparagraphs:

1. Expense of transportation, including rental car insurance (loss damage waiver/ collision damage waiver and liability coverage), and living when traveling in connection with the Project; conference call services, and fees paid for securing approval of authorities having jurisdiction over the project.
2. Expense of reproductions including computer plotting, postage, overnight priority mail and handling of Drawings and Specifications.
3. If authorized in advance by the Owner, expense of overtime work requiring higher than regular rates and expense of renderings or models for the Owner's use.

MIG BILLING RATES

Unless specified otherwise by prior agreement, invoices are submitted monthly showing time and charges for professional services by staff category and a separate figure for expenses. Invoices are payable upon receipt. Invoices unpaid past 30 days are subject to interest at 1 1/2% per month. MIG Inc., labor includes all overhead.

Rates subject to increase effective January 1 of each year.

STAFF BILLING RATES

CATEGORY	\$/HR	CATEGORY	\$/HR
Senior Principal/CEO	355	Senior Archaeologist/Historian	185-200
Principal	230-245	Archaeologist/Historian	110-165
Director/Senior Project Manager III	205-235	Senior Landscape Architect	185-200
Senior Project Manager I-II	180-200	Landscape Architect	150-165
Project Manager	150-165	Landscape Designer	120-130
Snr. Biologist/Ecologist/Analyst III	205-225	Senior Planner	185-200
Snr. Biologist/Ecologist/Analyst I-II	180-200	Planner	110-160
Biologist/Ecologist/Analyst I-II	110-165	ADA Specialist	135-155
Field Crew	100	Snr. Facilitator/Engagement Specialist	155-185
Senior CAD/GIS/Graphic Analyst	135-165	Facilitator/Engagement Specialist	110-150
CAD/GIS/Graphic Analyst	110-130	Digital Engagement/Web Design	145-190
Administrative Support	110	Graphic Designer/Visualization	110-165

EXPENSES

CATEGORY	Basis
Commercial travel	Cost + 10%
Automobile travel	Current IRS rate
Lodging/Meals	Cost + 10%
Photocopy (A and B sizes)	\$0.10/image
Color copies	\$0.50/image
Commercial report reproduction	Cost + 10%
Noise meter setup	\$50/unit/day
Bat acoustic detector	\$50/unit/night
Subcontractors	Cost + 10%
Other (lab, materials, equipment rental, etc.)	Cost + 10%

RRER BILLING RATES

Hourly Rates

Senior/Principal Staff *	\$250/hour
Associate Staff	\$100/hour
Research Staff	\$100/hour
Travel Rates	50% of hourly rate
Administrative Fee	1.5%

Related Expenses

Mileage	standard mileage rate
Copies (black/white)	\$0.13/each
Copies (color)	\$0.35/each
CD / DVD	\$5.00/each
Per Diem Out of Pocket Travel Expenses	\$70/day
Hotel/Flight/Car Rental	Reimburse at Cost
Phones, Faxes, Postage	Reimburse at Cost
Special Supplies	Reimburse at Cost
Industry Mailing List	(Quote Price)
Industry Telemarketing List	(Quote Price)
Industry Demographic List	(Quote Price)

* This rate is the discount rate (discounted approximate 15.25%) for Public Agencies.

ARUP BILLING RATES

Arup Billing Rates		
Role	Arup Grade	Average Billing Rates
Principal	GRD9	\$465
Associate Principal	GRD8	\$368
Associate/Project Manager	GRD7	\$298
Senior Planner/Senior Engineer	GRD6	\$278
Senior Planner/Senior Engineer	GRD5	\$235
Planner/Engineer II	GRD4	\$200
Jr. Planner/Engineer I	GRD3	\$185
Jr. Planner/Engineer I	GRD2	\$173

BKF BILLING RATES

BKF ENGINEERS PROFESSIONAL SERVICES RATE SCHEDULE EFFECTIVE JANUARY 1, 2023

<u>CLASSIFICATION</u>	<u>HOURLY RATE</u>
PROJECT MANAGEMENT	
Principal	\$288.00
Senior Associate Principal	\$268.00
Associate Principal	\$260.00
Senior Project Manager Senior Technical Manager	\$253.00
Project Manager Technical Manager	\$247.00
Engineering Manager Surveying Manager Planning Manager	\$228.00
TECHNICAL STAFF	
Senior Project Engineer Senior Project Surveyor Senior Project Planner	\$212.00
Project Engineer Project Surveyor Project Planner	\$186.00
Design Engineer Staff Surveyor Staff Planner	\$162.00
BIM Specialist I, II, III	\$162.00 - \$186.00 - \$212.00
Technician I, II, III, IV	\$154.00 - \$164.00 - \$180.00 - \$194.00
Drafter I, II, III, IV	\$121.00 - \$133.00 - \$143.00 - \$159.00
Engineering Assistant Surveying Assistant Planning Assistant	\$101.00
FIELD SURVEYING	
Survey Party Chief	\$212.00
Instrument Person	\$182.00
Survey Chainperson	\$136.00
Utility Locator I, II, III, IV	\$110.00 - \$156.00 - \$187.00 - \$213.00
Apprentice I, II, III, IV	\$83.00 - \$112.00 - \$124.00 - \$132.00
CONSTRUCTION ADMINISTRATION	
Senior Consultant	\$277.00
Senior Construction Administrator	\$241.00
Resident Engineer	\$179.00
Field Engineer I, II, III	\$162.00 - \$186.00 - \$212.00
FUNDING & GRANT MANAGEMENT	
Director of Funding Strategies	\$198.00
Funding Strategies Manager	\$181.00
Funding/Research Analyst I, II, III, IV	\$124.00 - \$144.00 - \$153.00 - \$168.00
PROJECT ADMINISTRATION	
Project Coordinator	\$135.00
Senior Project Assistant	\$117.00
Project Assistant	\$103.00
Clerical Administrative Assistant	\$87.00

Expert witness rates are available upon request.

Subject to the terms of a services agreement:

- Charges for outside services, equipment, materials, and facilities not furnished directly by BKF Engineers will be billed as reimbursable expenses at cost plus 10%. Such charges may include, but shall not be limited to: printing and reproduction services; shipping, delivery, and courier charges; subconsultant fees and expenses; agency fees; insurance; transportation on public carriers; meals and lodging; and consumable materials.
- Allowable mileage will be charged at the prevailing IRS rate per mile.
- Monthly invoices are due within 30 days from invoice date. Interest will be charged at 1.5% per month on past due accounts.
- The rates shown are subject to periodic increases, including January 1st of each year.

EPS BILLING RATES

2024 Hourly Billing Rates

Oakland and Los Angeles Offices

Managing Principal	\$340
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Senior Principal	\$375
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Principal	\$300–\$315
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Vice President	\$265
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Senior Technical Associate	\$275
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Senior Associate	\$240
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Associate	\$205
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Production and Administrative Staff	\$125
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Billing rates updated annually.



EXHIBIT C

INDEMNIFICATION

- A. Consultant shall, to the extent permitted by law, including without limitation California Civil Code 2782 and 2782.8, indemnify, hold harmless and assume the defense of, in any actions at law or in equity, the City, its employees, agents, volunteers, and elective and appointive boards, from all claims, losses, and damages, including property damage, personal injury, death, and liability of every kind, nature and description, arising out of, pertaining to or related to the negligence, recklessness or willful misconduct of Consultant or any person directly or indirectly employed by, or acting as agent for, Consultant, during and after completion of Consultant's work under this Agreement.
- B. With respect to those claims arising from a professional error or omission, Consultant shall defend, indemnify and hold harmless the City (including its elected officials, officers, employees, and volunteers) from all claims, losses, and damages arising from the professionally negligent acts, errors or omissions of Consultant, however, the cost to defend charged to Consultant shall not exceed Consultant's proportionate percentage fault.
- C. Consultant's obligation under this section does not extend to that portion of a claim caused in whole or in part by the sole negligence or willful misconduct of the City.
- D. Consultant shall also indemnify, defend and hold harmless the City from all suits or claims for infringement of any patent rights, copyrights, trade secrets, trade names, trademarks, service marks, or any other proprietary rights of any person or persons because of the City or any of its officers, employees, volunteers, or agents use of articles, products things, or services supplied in the performance of Consultant's services under this Agreement, however, the cost to defend charged to Consultant shall not exceed Consultant's proportionate percentage fault.
- E. Consultant shall also indemnify, defend and hold harmless the City from all suits or claims for infringement of any patent rights, copyrights, trade secrets, trade names, trademarks, service marks, or any other proprietary rights of any person or persons because of the City or any of its officers, employees, volunteers, or agents use of articles, products things, or services supplied in the performance of Consultant's services under this Agreement, however, the cost to defend charged to Consultant shall not exceed Consultant's proportionate percentage fault.

EXHIBIT D

The novel coronavirus ("COVID-19") has been declared a worldwide pandemic by the World Health Organization. The City of San Leandro is currently in a local emergency and state of emergency due to the COVID-19 pandemic.

COVID-19 is extremely contagious, and is believed to spread mainly from person-to-person contact, through touched surfaces, and in airborne particles. As a result, federal, state, and local governments, including the City of San Leandro, and federal, state, county, and local health agencies recommend social distancing and additional cleaning protocols to limit the spread of the disease. The City has taken steps and put in place preventative measures recommended by federal, state, and local health agencies to reduce the spread of COVID-19. These measures include steps each person must take to prevent the spread of COVID-19 and include, but are not limited to, requiring face coverings, frequent hand washing and/or use of hand sanitizer, social distancing where possible, limiting of person-to-person contact, frequent cleanings of high-touch surfaces, and avoiding entering any building if they have COVID-19 symptoms.

Consultant shall obey all local orders and abide by all applicable preventative measures recommended by federal, state, county, and local health agencies and any preventative measures specifically implemented by the City. Consultant agrees that when entering any City buildings, Consultant will follow all COVID-19 related signage, wear a face covering, follow all social distancing protocols, and abide by any other COVID-19 preventative measure that are in place when performing the services described in this Agreement. Consultant shall also adhere to any subsequently communicated COVID-19 preventative measures as directed by City staff. The COVID-19 preventative measures are subject to change over time, and Consultant shall maintain knowledge of and adhere to the current COVID-19 preventative measures when interacting with City employees, officials, volunteers, agents, and representatives, and when entering City buildings.