

**2018 Request for Fleet & Police Vehicle Maintenance**

**ATTENTION: All Bidders**

**You are hereby notified that Addendum #1 includes the Previous Contracts from a request at the pre-bid meeting:**

- A. Attached are the previous contracts for fleet maintenance.**

**All bidders are required to acknowledge receipt of this addendum on the Bid Form. Failure to do so may cause rejection of the bid.**

**City of Federal Way**

**Rod Toot  
Fleet Maintenance Coordinator**

RETURN TO: POLICE

EXT: #6715

# CITY OF FEDERAL WAY LAW DEPARTMENT ROUTING FORM

ORIGINATING DEPT./DIV: POLICE DEPARTMENT

ORIGINATING STAFF PERSON: STAN MCCALL EXT: #6715 3. DATE REQ. BY: \_\_\_\_\_

TYPE OF DOCUMENT (CHECK ONE):

- CONTRACTOR SELECTION DOCUMENT (E.G., RFB, RFP, RFQ)
  - PUBLIC WORKS CONTRACT
  - PROFESSIONAL SERVICE AGREEMENT
  - GOODS AND SERVICE AGREEMENT
  - REAL ESTATE DOCUMENT
  - ORDINANCE
  - CONTRACT AMENDMENT (AG#): 12-161
  - OTHER \_\_\_\_\_
- SMALL OR LIMITED PUBLIC WORKS CONTRACT
  - MAINTENANCE AGREEMENT
  - HUMAN SERVICES / CDBG
  - SECURITY DOCUMENT (E.G. BOND RELATED DOCUMENTS)
  - RESOLUTION
  - INTERLOCAL

PROJECT NAME: AMENDMENT TO - POLICE FLEET MAINTENANCE AGREEMENT

NAME OF CONTRACTOR: SPARKS CAR CARE, INC.

ADDRESS: 32627 PACIFIC HWY S. TELEPHONE 253-874-1070

E-MAIL: \_\_\_\_\_ FAX: \_\_\_\_\_

SIGNATURE NAME: \_\_\_\_\_ TITLE \_\_\_\_\_

EXHIBITS AND ATTACHMENTS:  SCOPE, WORK OR SERVICES  COMPENSATION  INSURANCE REQUIREMENTS/CERTIFICATE  ALL OTHER REFERENCED EXHIBITS  PROOF OF AUTHORITY TO SIGN  REQUIRED LICENSES  PRIOR CONTRACT/AMENDMENTS

TERM: COMMENCEMENT DATE: CURRENT DATE COMPLETION DATE: 1/2/18 OR START DATE OF NEW FLEET MAINT. AGREEMENT

TOTAL COMPENSATION \$ Attached Fee Schedule. (INCLUDE EXPENSES AND SALES TAX, IF ANY)

REIMBURSABLE EXPENSE:  YES  NO IF YES, MAXIMUM DOLLAR AMOUNT: \$ \_\_\_\_\_

IS SALES TAX OWED  YES  NO IF YES, \$ \_\_\_\_\_ PAID BY:  CONTRACTOR  CITY

RETAINAGE: RETAINAGE AMOUNT: \_\_\_\_\_  RETAINAGE AGREEMENT (SEE CONTRACT) OR  RETAINAGE BOND PROVIDE

PURCHASING: PLEASE CHARGE TO: \_\_\_\_\_

0. DOCUMENT/CONTRACT REVIEW

	INITIAL / DATE REVIEWED	INITIAL / DATE APPROVED
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- PROJECT MANAGER 10/17/17 [Signature]
- DIRECTOR [Signature] 10/17/17
- RISK MANAGEMENT (IF APPLICABLE)
- LAW TRC 10/17/17

1. COUNCIL APPROVAL (IF APPLICABLE) COMMITTEE APPROVAL DATE: \_\_\_\_\_ COUNCIL APPROVAL DATE: \_\_\_\_\_

2. CONTRACT SIGNATURE ROUTING

- SENT TO VENDOR/CONTRACTOR DATE SENT: \_\_\_\_\_ DATE REC'D: \_\_\_\_\_
  - ATTACH: SIGNATURE AUTHORITY, INSURANCE CERTIFICATE, LICENSES, EXHIBITS
  - CREATE ELECTRONIC REMINDER/NOTIFICATION FOR 1 MONTH PRIOR TO EXPIRATION DATE
- (Include dept. support staff if necessary and feel free to set notification more than a month in advance if council approval is needed.)

<input type="checkbox"/> LAW DEPARTMENT	INITIAL / DATE SIGNED
<input type="checkbox"/> SIGNATORY (MAYOR OR DIRECTOR)	<u>JRC</u> <u>10/17/17</u>
<input type="checkbox"/> CITY CLERK	<u>(10)</u> <u>10/23/17</u> <u>NO sig req'd</u>
<input type="checkbox"/> ASSIGNED AG#	AG# <u>12-161 A</u>
<input type="checkbox"/> SIGNED COPY RETURNED	DATE SENT: <u>10-24-17</u> <u>TT</u>

COMMENTS: ORIGINAL AGREEMENT #AG 12-161

**AMENDMENT NO. 1  
TO  
MAINTENANCE AGREEMENT  
FOR  
POLICE (ONLY) FLEET MAINTENANCE**

This Amendment ("Amendment No.1) is made between the City of Federal Way, a Washington municipal corporation ("City"), and Sparks Car Care, an Automotive Repair and Service Provider located at 32627 Pacific Highway, Federal Way, WA. ("Contractor"). The City and Contractor (together "Parties"), for valuable consideration and by mutual consent of the Parties, agree to amend the original Agreement for Police Fleet Maintenance ("Agreement") dated effective January 1, 2013 through December 31, 2015 as follows:

1. **AMENDED TERM.** The term of the Agreement, as referenced by Section 1 of the Agreement and any prior amendments thereto, shall be amended and shall continue until the earlier of **January 2, 2018, or the effective start date of the new Fleet Maintenance Agreement** ("Amended Term").
2. **AMENDED COMPENSATION.** The amount of compensation, as referenced by **Section 4** of the Agreement, shall be amended to change the total compensation the City shall pay the Contractor and the rate or method of payment, as delineated in Exhibit B-#2, attached hereto and incorporated by this reference. The Contractor agrees that any hourly or flat rate charged by it for its services contracted for herein shall remain locked at the negotiated rate for the **Amended Term**. Except as otherwise provided in an attached Exhibit, the Contractor shall be solely responsible for the payment of any taxes imposed by any lawful jurisdiction as a result of the performance and payment of this Agreement.
3. **GENERAL PROVISIONS.** All other terms and provisions of the Agreement, together with any prior amendments thereto, not modified by this Amendment, shall remain in full force and effect. Any and all acts done by either Party consistent with the authority of the Agreement, together with any prior amendments thereto, after the previous expiration date and prior to the effective date of this Amendment, are hereby ratified as having been performed under the Agreement, as modified by any prior amendments, as it existed prior to this Amendment. The provisions of Section 13 of the Agreement shall apply to and govern this Amendment. The Parties whose names appear below swear under penalty of perjury that they are authorized to enter into this Amendment, which is binding on the parties of this contract.

[Signature page follows]

**EXHIBIT B-#2**
**ADDITIONAL COMPENSATION**

1. Total Compensation: In return for the Services, the City shall pay the Contractor according the updated Service/Cost table (inserted below) dated February 1, 2017.

**SPARKS CAR CARE  
(Amended rate/fee Schedule)  
02/01/17**

<b>POLICE VEHICLE Service/Cost</b>	<b>Crown Victorias</b>	<b>Dodge Chargers</b>	<b>SUV &amp; Utility Trucks</b>	<b>Ford Interceptors</b>
	<b>Cost</b>	<b>Cost</b>	<b>Cost</b>	<b>Cost</b>
Oil Service W/5 quarts Synthetic Blend Oil, Filter & Multi Point Maintenance Inspection	\$39.00	\$39.00	\$39.00	\$39.00
Vehicle Transport (pick up & delivery) for preventive & scheduled services	\$0.00	\$0.00	\$0.00	\$0.00
Hourly Labor Rate (not included in Oil Service)	\$70.00	\$70.00	\$70.00	\$70.00
Rotate Tire (4-Way Front to Back) & Inspect Brakes	\$35.00	\$35.00	\$35.00	\$35.00
Replacement Dealer Parts (not included in Oil Service) <b>Cost Plus</b>	50%	50%	50%	50%
Replacement Non-Dealer Parts (not included in Oil Service) <b>Cost Plus</b>	50%	50%	50%	50%
Cost for shop supplies and other disposal fees as a percentage of total service fee (not included in Oil Service)	0%	0%	0%	0%
Safety Inspection on Vehicle in for Non Routine Maintenance	\$35.00	\$35.00	\$35.00	\$35.00
Cost for Tire Mount & Balance (per tire)	\$18.00	\$18.00	\$18.00	\$18.00

IN WITNESS, the Parties execute this Agreement below, effective the last date written below.

## CITY OF FEDERAL WAY:

By: 

Jim Ferrell, Mayor

## ATTEST:

  
Stephanie Courtney, CMC, City ClerkDATE: 10/17/17

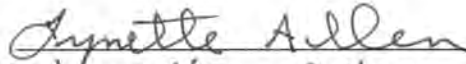
## APPROVED AS TO FORM:

  
J. Ryan Call, City Attorney

## SPARKS CAR CARE, INC.:

By: Printed Name: Kenneth ClarkTitle: PresidentDate: 10/18/2017STATE OF WASHINGTON )  
) ss.  
COUNTY OF King )

On this day personally appeared before me Kenneth Clark, to me known to be the \_\_\_\_\_ of Sparks Car Care that executed the foregoing instrument, and acknowledged the said instrument to be the free and voluntary act and deed of said corporation, for the uses and purposes therein mentioned, and on oath stated that he/she was authorized to execute said instrument and that the seal affixed, if any, is the corporate seal of said corporation.

GIVEN my hand and official seal this 18th day of October, 2017Notary's signature Notary's printed name Lynette Allen

Notary Public in and for the State of Washington.

My commission expires 3-26-19

CITY OF FEDERAL WAY LAW DEPARTMENT ROUTING FORM

1. ORIGINATING DEPT/DIV: PUBLIC WORKS / ST - Fleet

2. ORIGINATING STAFF PERSON: Marwan Salloum EXT: 2720 3. DATE REQ. BY: RUSH

4. TYPE OF DOCUMENT (CHECK ONE):

- CONTRACTOR SELECTION DOCUMENT (E.G., RFB, RFP, RFQ)
PUBLIC WORKS CONTRACT
PROFESSIONAL SERVICE AGREEMENT
GOODS AND SERVICE AGREEMENT
REAL ESTATE DOCUMENT
ORDINANCE
CONTRACT AMENDMENT (AG#):
OTHER
SMALL OR LIMITED PUBLIC WORKS CONTRACT
MAINTENANCE AGREEMENT
HUMAN SERVICES / CDBG
SECURITY DOCUMENT (E.G. BOND RELATED DOCUMENTS)
RESOLUTION
INTERLOCAL

5. PROJECT NAME: 2013 Fleet Maintenance - Police

6. NAME OF CONTRACTOR: SPARKS CAR CARE, INC.
ADDRESS: 321027 Pacific Hwy S 98003
E-MAIL:
SIGNATURE NAME: Merle Pfeifer
TELEPHONE: 874-1070
FAX:
TITLE: Chairman

7. EXHIBITS AND ATTACHMENTS: SCOPE, WORK OR SERVICES
COMPENSATION
INSURANCE REQUIREMENTS/CERTIFICATE
ALL OTHER REFERENCED EXHIBITS
PROOF OF AUTHORITY TO SIGN
REQUIRED LICENSES
PRIOR CONTRACT/AMENDMENTS
CFW LICENSE #
BL, EXP. 12/31/
UBI# 601039620, EXP. 8/31/13

8. TERM: COMMENCEMENT DATE: Jan 1, 2013 COMPLETION DATE: Dec 31, 2015

9. TOTAL COMPENSATION: \$ See attached fee schedule (INCLUDE EXPENSES AND SALES TAX, IF ANY)
REIMBURSABLE EXPENSE: YES NO IF YES, MAXIMUM DOLLAR AMOUNT: \$
IS SALES TAX OWED: YES NO IF YES, \$ PAID BY: CONTRACTOR CITY

PURCHASING: PLEASE CHARGE TO:

10. DOCUMENT / CONTRACT REVIEW

Table with columns: INITIAL / DATE REVIEWED, INITIAL / DATE APPROVED. Rows for Project Manager, Division Manager, Deputy Director (11/29), Director, Risk Management, Law Dept (11/29, 12/03).

11. COUNCIL APPROVAL (IF APPLICABLE) COMMITTEE APPROVAL DATE: 11/27/12 COUNCIL APPROVAL DATE: 12/4/12

12. CONTRACT SIGNATURE ROUTING

- SENT TO VENDOR/CONTRACTOR DATE SENT: 12/5/12
ATTACH: SIGNATURE AUTHORITY, INSURANCE CERTIFICATE, LICENSES, EXHIBITS
LAW DEPT 12/12
SIGNATORY (MAYOR OR DIRECTOR) 12/14
CITY CLERK 12/14
ASSIGNED AG #
SIGNED COPY RETURNED
RETURN ONE ORIGINALS
INITIAL / DATE SIGNED: 12-11-12
DATE SENT: 12-14-12

COMMENTS: EXECUTE " ORIGINALS
11/29 - Split into two contracts. Sparks will handle PD vehicles & Eagle tire will handle City Hall.
See pp. 10, 12, 13 + Exc - Exc should have a not to exceed amount and only include the costs & conditions section not the entire RFP response.
Let me know if you have questions - ASP #2573
12/12 - Please review insurance.

**MAINTENANCE AGREEMENT  
FOR  
FLEET MAINTENANCE**

This Maintenance Agreement ("Agreement") is made between the City of Federal Way, a Washington municipal corporation ("City"), and Sparks Car Care, Inc., a Washington Corporation ("Contractor"). The City and Contractor (together "Parties") are located and do business at the below addresses which shall be valid for any notice required under this Agreement:

<b>SPARKS CAR CARE, INC.:</b>  Merle Pfeifer, Chairman 32627 Pacific Hwy S Federal Way, WA 98003  (253) 874.1070 (telephone)	<b>CITY OF FEDERAL WAY:</b>  Kristen Gregory, Quarter Master 33325 8 <sup>th</sup> Ave. S. Federal Way, WA 98003-6325  (253) 835.6769 (telephone) Kristen.gregory@cityoffederalway.com
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The Parties agree as follows:

1. **TERM.** The term of this Agreement shall commence upon the effective date of this Agreement, which shall be the date of mutual execution, and shall continue until the completion of the Work, but in any event no later than December 31, 2015 ("Term"). This Agreement may be extended for additional periods of time upon the mutual written agreement of the City and the Contractor.

2. **WORK.**

2.1 **Work.** The Contractor shall provide goods, materials or services and otherwise perform the work more specifically described in Exhibit "A" and Exhibit "B", attached hereto and incorporated by this reference ("Work"), performed to the City's satisfaction, within the time period prescribed by the City and pursuant to the direction of the Mayor or his or her designee.

2.2 **Warranties.** The Contractor warrants that it has the requisite training, skill, and experience necessary to provide the Work and is appropriately accredited and licensed by all applicable agencies and governmental entities, including but not limited to obtaining a City of Federal Way business registration. The Contractor warrants it will provide services in a manner consistent with the response to the City's Request for Proposals, attached hereto as Exhibit F and incorporated by this reference, along with the accepted practices for other similar services within the Puget Sound region in effect at the time those services are performed. The Contractor warrants goods are merchantable, are fit for the particular purpose for which they were obtained, and will perform in accordance with their specifications and Contractor's representations to City. The Contractor shall, at its sole cost and expense, correct all Work performed which the City deems to have defects in workmanship and material discovered within one (1) year after the City's final acceptance of the Work. This Agreement is subject to all warranty provisions established under the Uniform Commercial Code, Title 62A RCW. In the event any part of the goods are repaired, only original replacement parts shall be used—rebuilt or used parts will not be acceptable. When defects are corrected, the warranty for that portion of the work shall extend for one (1) year from the date such correction is completed and accepted by the City. The Contractor shall begin to correct any defects within seven (7) calendar days of its receipt of notice from the City of the defect. If the Contractor does not accomplish the corrections within a reasonable



time as determined by the City, the City may complete the corrections and the Contractor shall pay all costs incurred by the City in order to accomplish the correction.

2.3 Time, Documentation, and Inspection. Work shall begin immediately upon the effective date of this Agreement. Work shall be subject, at all times, to observation and inspection by and with approval of the City, but the making (or failure or delay in making) such inspection or approval shall not relieve Contractor of responsibility for performance of the Work in accordance with this Contract, notwithstanding the City's knowledge of defective or non-complying performance, its substantiality or the ease of its discovery.

2.4 Clean Up. At any time ordered by the City and immediately after completion of the Work, the Contractor shall, at its own expense, clean up and remove all refuse and unused materials of any kind resulting from the Work. In the event the Contractor fails to perform the necessary clean up, the City may, but in no event is it obligated to, perform the necessary clean up and the costs thereof shall be immediately paid by the Contractor to the City and/or the City may deduct its costs from any remaining payments due to the Contractor.

3. TERMINATION. Either party may terminate this Agreement, with or without cause, upon providing the other party thirty (30) days written notice at its address set forth on the signature block of this Agreement. The City may terminate this Agreement immediately if the Contractor fails to maintain required insurance policies, breaches confidentiality, or materially violates Section 12 and may result in ineligibility for further City agreements.

#### 4. COMPENSATION.

4.1 Amount. In consideration of the Contractor performing the Services the City agrees to pay the contractor for actual services performed and accepted by the City based on the set cost for services as identified in Exhibit "C" (Cost and Conditions) of the attached hereto and incorporated by this reference Compensation, plus any appropriate Washington State sales tax.

4.2 Method of Payment. Payment by the City for the Services will only be made after the Services have been performed a voucher or invoice is submitted in the form specified by the City and the same is approved by the appropriate City representative Payment shall be made on a monthly basis thirty 30 days after receipt of such voucher or invoice.

4.3 Defective or Unauthorized Work. If any goods, materials, or services provided under this Agreement are either defective, unauthorized, or otherwise do not meet the requirements of this Agreement, the Contractor will correct or modify the work to comply with the Agreement and the City reserves the right to withhold payment from the Contractor until the goods, materials, or services are acceptable to the City. If Contractor is unable, for any reason, to complete any part of this Agreement, the City may obtain the goods, materials or services from other sources, and Contractor shall be liable to the City for any additional costs incurred by the City. "Additional costs" shall mean all reasonable costs, including legal costs and attorney fees, incurred by the City beyond the maximum Agreement price specified above. The City further reserves its right to deduct these additional costs incurred to complete this Agreement with other sources, from any and all amounts due or to become due the Contractor.

4.4 Non-Appropriation of Funds. If sufficient funds are not appropriated or allocated for payment under this Agreement for any future fiscal period, the City will not be obligated to make payments for Work or amounts incurred after the end of the current fiscal period, and this Agreement will terminate upon the



completion of all remaining Work for which funds are allocated. No penalty or expense shall accrue to the City in the event this provision applies.

4.5 Final Payment: Waiver of Claims. Contractor's acceptance of final payment shall constitute a waiver of any and all claims, except those previously and properly made and identified by Contractor as unsettled at the time request for final payment is made.

## 5. INDEMNIFICATION.

5.1 Contractor Indemnification. The Contractor agrees to release indemnify, defend, and hold the City, its elected officials, officers, employees, agents, representatives, insurers, attorneys, and volunteers harmless from any and all claims, demands, actions, suits, causes of action, arbitrations, mediations, proceedings, judgments, awards, injuries, damages, liabilities, taxes, losses, fines, fees, penalties expenses, attorney's fees, costs, and/or litigation expenses to or by any and all persons or entities, including, without limitation, their respective agents, licensees, or representatives, arising from, resulting from, or in connection with this Agreement or the performance of this Agreement, except for that portion of the claims caused by the City's sole negligence. Should a court of competent jurisdiction determine that this Agreement is subject to RCW 4.24.115, then, in the event of liability for damages arising out of bodily injury to persons or damages to property caused by or resulting from the concurrent negligence of the Contractor and the City, the Contractor's liability hereunder shall be only to the extent of the Contractor's negligence. Contractor shall ensure that each sub-contractor shall agree to defend and indemnify the City, its elected officials, officers, employees, agents, representatives, insurers, attorneys, and volunteers to the extent and on the same terms and conditions as the Contractor pursuant to this paragraph. The City's inspection or acceptance of any of Contractor's work when completed shall not be grounds to avoid any of these covenants of indemnification.

5.2 Industrial Insurance Act Waiver. It is specifically and expressly understood that the Contractor waives any immunity that may be granted to it under the Washington State industrial insurance act, Title 51 RCW, solely for the purposes of this indemnification. Contractor's indemnification shall not be limited in any way by any limitation on the amount of damages, compensation or benefits payable to or by any third party under workers' compensation acts, disability benefit acts or any other benefits acts or programs. The Parties further acknowledge that they have mutually negotiated this waiver.

5.3 City Indemnification. The City agrees to release, indemnify, defend and hold the Contractor, its officers, directors, shareholders, partners, employees, agents, representatives, and sub- contractors harmless from any and all claims, demands, actions, suits, causes of action, arbitrations, mediations, proceedings, judgments, awards, injuries, damages, liabilities, losses, fines, fees, penalties expenses, attorney's fees, costs, and/or litigation expenses to or by any and all persons or entities, including without limitation, their respective agents, licensees, or representatives, arising from, resulting from or connected with this Agreement to the extent solely caused by the negligent acts, errors, or omissions of the City.

5.4 Survival. The provisions of this Section shall survive the expiration or termination of this Agreement with respect to any event occurring prior to such expiration or termination.

6. INSURANCE. The Contractor agrees to carry insurance for liability which may arise from or in connection with the performance of the services or work by the Contractor, their agents, representatives, employees or subcontractors for the duration of the Agreement and thereafter with respect to any event occurring prior to such expiration or termination as follows:

6.1. Minimum Limits. The Contractor agrees to carry as a minimum, the following insurance, in such forms and with such carriers who have a rating that is satisfactory to the City:

a. Commercial general liability insurance covering liability arising from premises, operations, independent contractors, products-completed operations, stop gap liability, personal injury, bodily injury, death, property damage, products liability, advertising injury, and liability assumed under an insured contract with limits no less than \$1,000,000 for each occurrence and \$1,000,000 general aggregate.

b. Workers' compensation and employer's liability insurance in amounts sufficient pursuant to the laws of the State of Washington;

c. Automobile liability insurance covering all owned, non-owned, hired and leased vehicles with a minimum combined single limits in the minimum amounts required to drive under Washington State law per accident for bodily injury, including personal injury or death, and property damage.

d. Garage Liability insurance with combined single limits of liability not less than \$3,000,000 for bodily injury, including personal injury or death, and property damage.

e. Garage Keepers Legal Liability insurance of \$20,000 times maximum vehicle capacity.

6.2. No Limit of Liability. Contractor's maintenance of insurance as required by the agreement shall not be construed to limit the liability of the Contractor to the coverage provided by such insurance, or otherwise limit the City's recourse to any remedy available at law or in equity. The Contractor's insurance coverage shall be primary insurance as respect the City. Any insurance, self-insurance, or insurance pool coverage maintained by the City shall be excess of the Contractor's insurance and shall not contribute with it.

6.3. Additional Insured, Verification. The City shall be named as additional insured on all commercial general liability insurance policies. Concurrent with the execution of this Agreement, Contractor shall provide certificates of insurance for all commercial general liability policies attached hereto as Exhibit "E" and incorporated by this reference. At City's request, Contractor shall furnish the City with copies of all insurance policies and with evidence of payment of premiums or fees of such policies. If Contractor's insurance policies are "claims made," Contractor shall be required to maintain tail coverage for a minimum period of three (3) years from the date this Agreement is actually terminated or upon project completion and acceptance by the City.

6.4. Survival. The provisions of this Section shall survive the expiration or termination of this Agreement.

7. CONFIDENTIALITY. All information regarding the City obtained by Contractor in performance of this Agreement shall be considered confidential subject to applicable laws. Breach of confidentiality by the Contractor may be grounds for immediate termination. The Contractor will fully cooperate with the City in identifying and assembling records in case of any public disclosure request.

8. BOND. Contractor shall obtain a fidelity and employee dishonesty bond in the amount of not less than Ten Thousand Dollars and NO/100 (\$10,000.00) to insure against any theft/misappropriation of money or property during the Term of the Agreement.

9. WORK PRODUCT. All originals and copies of work product, including plans, sketches, layouts, designs, design specifications, records, files, computer disks, magnetic media or material which may be produced or modified by Contractor while performing the Work shall belong to the City upon delivery. The Contractor shall delivery all needed or contracted for work project upon demand. All records submitted by the City to the Contractor will be safeguarded by the Contractor. Contractor shall make such data, documents, and files available to the City upon the City's request. At the expiration or termination of this

Agreement, all originals and copies of any such work product remaining in the possession of Contractor shall be delivered to the City.

**10. BOOKS AND RECORDS.** The Contractor agrees to maintain books, records, and documents which sufficiently and properly reflect all direct and indirect costs related to the performance of the Work and maintain such accounting procedures and practices as may be deemed necessary by the City to assure proper accounting of all funds paid pursuant to this Agreement. These records shall be subject, at all reasonable times, to inspection, review or audit by the City, its authorized representative, the State Auditor, or other governmental officials authorized by law to monitor this Agreement.

**11. INDEPENDENT CONTRACTOR / EMPLOYEE CONDITIONS.**

11.1 Independence. The Parties intend that the Contractor shall be an independent contractor and that the Contractor has the ability to control and direct the performance and details of its work, the City being interested only in the results obtained under this Agreement. The City shall be neither liable nor obligated to pay Contractor sick leave, vacation pay or any other benefit of employment, nor to pay any social security, income, or other tax which may arise as an incident of employment, except as specifically provided in Section 4. Industrial or any other insurance that is purchased for the benefit of the City, regardless of whether such may provide a secondary or incidental benefit to the Contractor, shall not be deemed to convert this Agreement to an employment contract. If the Contractor is a sole proprietorship or if this Agreement is with an individual, the Contractor agrees to notify the City and complete any required form if the Contractor retired under a State of Washington retirement system and agrees to indemnify any losses the City may sustain through the Contractor's failure to do so.

11.2 Safety. Contractor shall take all necessary precautions and shall be responsible for the safety of its employees, agents, and subcontractors at the work site and in the performance of the contract work and shall utilize all protection necessary for that purpose. Contractor shall comply with all applicable provisions of federal, state and municipal safety and health laws and codes, including without limitation, all OSHA/WISHA requirements, Safety and Health Standards for Construction Work (Chapter 296-155 WAC), General Safety and Health Standards (Chapter 296-24 WAC), and General Occupational Health Standards (Chapter 296-62 WAC). Contractor shall erect and properly maintain, at all times, all necessary guards, barricades, signals and other safeguards at all unsafe places at or near the site for the protection of its employees and the public, safe passageways at all road crossings, crosswalks, street intersections, post danger signs warning against known or unusual hazards and do all other things necessary to prevent accident or loss of any kind. Contractor shall protect from damage all water, sewer, gas, steam or other pipes or conduits, and all hydrants and all other property that is likely to become displaced or damaged by the performance of the Work. The Contractor shall, at its own expense, secure and maintain a safe storage place for its materials and equipment and is solely responsible for the same

11.3 Risk of Work. All work shall be done at Contractor's own risk, and Contractor shall be responsible for any loss of or damage to materials, tools, or other articles used or held for use in connection with the work. Industrial or any other insurance that is purchased for the benefit of the City, regardless of whether such may provide a secondary or incidental benefit to the Contractor, shall not be deemed to convert this Agreement to an employment contract. Even though Contractor is an independent contractor, the work must meet the approval of the City and shall be subject to the City's general right of inspection to secure satisfactory completion

## 11.4 Prevailing Wages.

11.4.1 Wages of Employees. This Agreement is subject to the minimum wage requirements of Chapter 39.12 of the Revised Code of Washington, as now existing or hereafter amended or supplemented. In the payment of hourly wages and fringe benefits to be paid to any of Contractor's laborers, workers and/or mechanics, Contractor shall not pay less than the "prevailing rate of wage" for an hour's work in the same trade or occupation in the locality within the State of Washington where such labor is performed, as determined by the Industrial Statistician of the Department of Labor and Industries of the State of Washington, which current "prevailing rates of wage" are attached hereto as Exhibit "D" and incorporated herein by this reference. Prevailing wages paid pursuant to this Agreement shall be the prevailing wage rates that are in effect on the date when the bids, proposals, or quotes were required to be submitted to the City.

11.4.2 Agreements Exceeding One Year. Pursuant to WAC 296-127-023, or hereafter amended, the City agrees to pay any increase in the current prevailing wages if and when this Contract is extended provided that the term of the Contract exceeds one year. The City further agrees to pay the current prevailing wages at the time of additional yearly extensions, and the Contractor agrees to pay its employees the increased prevailing wage.

11.4.3 Exemptions to Prevailing Wage. The prevailing wage requirements of Chapter 39.12 RCW, and as required in this Agreement do not apply to: Sole owners and their spouses; any partner who owns at least 30% of a partnership; the President, Vice President and Treasurer of a corporation if each one owns at least 30% of the corporation.

11.4.4 Reporting Requirements. Contractor shall comply with all reporting requirements of the Department of Labor and Industries of the State of Washington. Upon the execution of this Agreement, Contractor shall complete and file a Statement of Intent to Pay Prevailing Wages with the Department of Labor and Industries. Upon completion of the Work, Contractor shall complete and file an Affidavit of Wages Paid with the Department of Labor and Industries. Contractor shall deliver copies of both the Statement of Intent to Pay Prevailing Wages and the Affidavit of Wages Paid, certified by the Department of Labor and Industries, to the City.

11.4.5 Disputes. In the event any dispute arises as to what are the prevailing rates of wages for work of a similar nature and such dispute cannot be resolved by the City and the Contractor, the matter shall be referred for arbitration to the Director of the Department of Labor and Industries of the State of Washington and the decision therein shall be final and conclusive and binding on all parties involved in the dispute.

**12. CONFLICT OF INTEREST.** It is recognized that Contractor may or will be performing professional services during the Term for other parties; however, such performance of other services shall not conflict with or interfere with Contractor's ability to perform the Services. Contractor agrees to resolve any such conflicts of interest in favor of the City. Contractor confirms that Contractor does not have a business interest or a close family relationship with any City officer or employee who was, is, or will be involved in the Contractor's selection, negotiation, drafting, signing, administration, or evaluating the Contractor's performance.

**13. EQUAL OPPORTUNITY EMPLOYER.** In all services, programs, activities, hiring, and employment made possible by or resulting from this Agreement or any subcontract, there shall be no discrimination by Contractor or its subcontractors of any level, or any of those entities' employees, agents,

subcontractors, or representatives against any person because of sex, age (except minimum age and retirement provisions), race, color, religion, creed, national origin, marital status, or the presence of any disability, including sensory, mental or physical handicaps, unless based upon a bona fide occupational qualification in relationship to hiring and employment. This requirement shall apply, but not be limited to the following: employment, advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. Contractor shall comply with and shall not violate any of the terms of Chapter 49.60 RCW, Title VI of the Civil Rights Act of 1964, the Americans With Disabilities Act, Section 504 of the Rehabilitation Act of 1973, 49 CFR Part 21, 21.5 and 26, or any other applicable federal, state, or local law or regulation regarding non-discrimination.

#### **14. GENERAL PROVISIONS.**

14.1 Interpretation and Modification. This Agreement, together with any attached Exhibits, contains all of the agreements of the Parties with respect to any matter covered or mentioned in this Agreement and no prior statements or agreements, whether oral or written, shall be effective for any purpose. Should any language in any Exhibits to this Agreement conflict with any language in this Agreement, the terms of this Agreement shall prevail. The respective captions of the Sections of this Agreement are inserted for convenience of reference only and shall not be deemed to modify or otherwise affect any of the provisions of this Agreement. Any provision of this Agreement that is declared invalid, inoperative, null and void, or illegal shall in no way affect or invalidate any other provision hereof and such other provisions shall remain in full force and effect. Any act done by either Party prior to the effective date of the Agreement that is consistent with the authority of the Agreement and compliant with the terms of the Agreement, is hereby ratified as having been performed under the Agreement. No provision of this Agreement, including this provision, may be amended, waived, or modified except by written agreement signed by duly authorized representatives of the Parties.

14.2 Assignment and Beneficiaries. Neither the Contractor nor the City shall have the right to transfer or assign, in whole or in part, any or all of its obligations and rights hereunder without the prior written consent of the other Party. If the non-assigning party gives its consent to any assignment, the terms of this Agreement shall continue in full force and effect and no further assignment shall be made without additional written consent. Subject to the foregoing, the rights and obligations of the Parties shall inure to the benefit of and be binding upon their respective successors in interest, heirs and assigns. This Agreement is made and entered into for the sole protection and benefit of the Parties hereto. No other person or entity shall have any right of action or interest in this Agreement based on any provision set forth herein.

14.3 Compliance with Laws. The Contractor shall comply with and perform the Services in accordance with all applicable federal, state, local, and city laws including, without limitation, all City codes, ordinances, resolutions, regulations, rules, standards and policies, as now existing or hereafter amended, adopted, or made effective. If a violation of the City's Ethics Resolution No. 91-54, as amended, occurs as a result of the formation or performance of this Agreement, this Agreement may be rendered null and void, at the City's option.

14.4 Enforcement. Time is of the essence of this Agreement and each and all of its provisions in which performance is a factor. Adherence to completion dates set forth in the description of the Services is essential to the Contractor's performance of this Agreement. Any notices required to be given by the Parties shall be delivered at the addresses set forth at the beginning of this Agreement. Any notices may be delivered personally to the addressee of the notice or may be deposited in the United States mail, postage prepaid, to the address set forth above. Any notice so posted in the United States mail shall be deemed received three (3) days after the date of mailing. Any remedies provided for under the terms of this

Agreement are not intended to be exclusive, but shall be cumulative with all other remedies available to the City at law, in equity or by statute. The failure of the City to insist upon strict performance of any of the covenants and agreements contained in this Agreement, or to exercise any option conferred by this Agreement in one or more instances shall not be construed to be a waiver or relinquishment of those covenants, agreements or options, and the same shall be and remain in full force and effect. Failure or delay of the City to declare any breach or default immediately upon occurrence shall not waive such breach or default. Failure of the City to declare one breach or default does not act as a waiver of the City's right to declare another breach or default. This Agreement shall be made in, governed by, and interpreted in accordance with the laws of the State of Washington. If the Parties are unable to settle any dispute, difference or claim arising from this Agreement, the exclusive means of resolving that dispute, difference, or claim, shall be by filing suit under the venue, rules and jurisdiction of the King County Superior Court, King County, Washington, unless the parties agree in writing to an alternative process. If the King County Superior Court does not have jurisdiction over such a suit, then suit may be filed in any other appropriate court in King County, Washington. Each party consents to the personal jurisdiction of the state and federal courts in King County, Washington and waives any objection that such courts are an inconvenient forum. If either Party brings any claim or lawsuit arising from this Agreement, each Party shall pay all its legal costs and attorney's fees and expenses incurred in defending or bringing such claim or lawsuit, including all appeals, in addition to any other recovery or award provided by law; provided, however, however nothing in this paragraph shall be construed to limit the Parties' rights to indemnification under Section 5 of this Agreement.

14.5 Execution. Each individual executing this Agreement on behalf of the City and Contractor represents and warrants that such individual is duly authorized to execute and deliver this Agreement. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original and with the same effect as if all Parties hereto had signed the same document. All such counterparts shall be construed together and shall constitute one instrument, but in making proof hereof it shall only be necessary to produce one such counterpart. The signature and acknowledgment pages from such counterparts may be assembled together to form a single instrument comprised of all pages of this Agreement and a complete set of all signature and acknowledgment pages. The date upon which the last of all of the Parties have executed a counterpart of this Agreement shall be the "date of mutual execution" hereof.

[Signature page follows]

IN WITNESS, the Parties execute this Agreement below, effective the last date written below.

CITY OF FEDERAL WAY

ATTEST:

By: Skip Priest  
Skip Priest, Mayor

Carol McNeilly  
City Clerk, Carol McNeilly, CMC

DATE: December 14, 2012

APPROVED AS TO FORM:

Amy J. Leavelle  
City Attorney, Patricia A Richardson

**SPARKS CAR CARE, INC.**

By: Merle Pfeifer  
Merle Pfeifer, Chairman

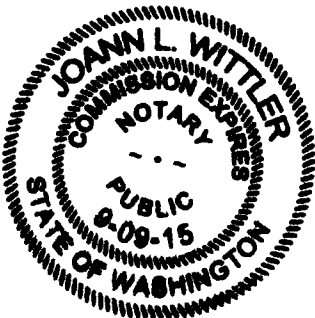
DATE: 12-10-12

STATE OF WASHINGTON )  
) ss.  
COUNTY OF \_\_\_\_\_)

On this day personally appeared before me Merle Pfeifer, to me known to be the Chairman of Sparks Car Care, Inc., that executed the foregoing instrument, and acknowledged the said instrument to be the free and voluntary act and deed of said corporation, for the uses and purposes therein mentioned, and on oath stated that he was authorized to execute said instrument and that the seal affixed, if any, is the corporate seal of said corporation.

GIVEN my hand and official seal this 10<sup>th</sup> day of December, 2012.

Notary's signature Joann L Wittler  
Notary's printed name Joann L. Wittler  
Notary Public in and for the State of Washington.  
My commission expires 9/9/15





## EXHIBIT A

### SCOPE OF SERVICE

#### GENERAL PROVISIONS

Contractor will perform general and preventive maintenance and common repair services on city police vehicles and equipment that include, but are not limited to, brakes, suspension, heat/air conditioning systems, electrical systems, engine, etc.

**A. Preventive Maintenance**

The City's vehicles are routinely driven in short distance; frequent start/stop; and long idle periods. The attached Exhibit "B", Section E outlines preventive maintenance requirements due to the use conditions. The average annual usage is normally around 20,000 miles for Police vehicles.

**B. Repairs and Maintenance**

Provide service/repairs to all common mechanical and electrical systems as needed.

**C. Transport of Vehicles for Service**

- Contractor may be responsible for transport (pick up and delivery) of some police vehicles for preventive and scheduled services from the following location:  
City Hall – 33325 8<sup>th</sup> Ave South
- For non-scheduled emergency service, courtesy transportation for customer to and from city facilities and other locations within city limits.
- For vehicles not drivable, additional towing charge may be billed upon approval of authorized city staff.

**D. Conditions on Required Services**

- 24-hour turn-around on common repairs (including brakes, etc.) and routine maintenance without prior scheduling. When a prior appointment has been made for routine maintenance, the turn-around time should be four (4) hours.
- Provide adequate inventory on special parts to ensure minimum turn-around on non-common repairs.

**E. Repair Order Content and Procedure**

The Contractor shall provide repair orders for all services provided containing the following information:

- Repair estimates with anticipated work to be performed, estimated completion time, and estimate cost signed by the city staff upon pick-up/drop-off. A confirming copy with final cost shall be mailed to City upon completion, and a billing copy shall be sent to the City with the monthly statement.
- Actual work/cost above written estimate requires City approval prior to work start.
- Authorization of work by designated City Fleet Coordinator or designee is required for all repair orders.

- Individual vehicle charges shall be submitted on separate repair orders for each service visit. The repair order must include:
  - Date work performed
  - Vehicle and/or license #, make/model
  - Vehicle mileage at time of service/repair
  - Date in / date out / time completed
  - Detail type of service, hours, material used, and cost associated with each.
  - Subcontracted repair orders containing same information shall be attached to contractor repair order.
  - Copies of all invoices related to the repair.
- The Contractor guarantees and warrants that all material furnished and all services performed under said contract will be free from defects in material and workmanship and will conform to the requirements of this contract for a period of 12 months or 12,000 miles, whichever occurs first. The Contractor shall remedy all such defects at his/her own expense within one (1) working day after notification by the City.
- Warranty and subcontracted repair orders need to be provided by the Contractor. Contractor is prime contractor; however, subcontractors may be used by Contractor. Contractor assumes responsibility for work of subcontractors. The charges for such services to the City shall be the amount of the subcontractor's invoice for services performed, or the contract price, whichever is less.

**F. Hours of Operation**

The City has a number of services that are active on a 24/7 basis and desires the most comprehensive hour coverage possible. Please identify normal business hours and emergency business hours if available.

**G. List of Police Vehicles as of June 2012**

2004	Ford	e350 SD Cargo EXT	1FTSS34L14HA74009	2011	Ford	Crown Vic	2FABP7BV1BX135746
2005	Chevy	Tahoe	1GNEC13Z45R216134	2011	Ford	Crown Vic	2FABP7BV5BX135748
2005	Ford	Crown Vic	2FAFP71W05X155437	2011	Ford	Crown Vic	2FABP7BV8BX135744
2005	Ford	Crown Vic	2FAFP71WX5X153047	2011	Ford	Crown Vic	2FABP7BV5BX135751
2005	Ford	Crown Vic	2FAFP71W35X153052	2011	Ford	Crown Vic	2FABP7BV9BX135753
2006	Dodge	Sprinter V	WDOPD544365969548	2011	Ford	Crown Vic	2FABP7BV0BX135754
2006	Ford	Crown Vic	2FAFP71W96X121711	2011	Ford	Crown Vic	2FABP7BV2BX135755
2006	Ford	Crown Vic	2FAFP71W06X121712	2011	Ford	Crown Vic	2FABP7BV3BX135750
2006	Ford	Crown Vic	2FAFP71W26X144487	2011	Ford	Crown Vic	2FABP7BV7BX135749
2006	Ford	Crown Vic	2FAFP71W86X160208	2011	Ford	F-250	1FT7X2A63BEA69070
2006	Ford	Crown Vic	2FAFP71W56X121706	2012	Dodge	Charger	2C3CDXAG2CH172413
2007	Ford	Crown Vic	2FAFP71W67X141514	2012	Dodge	Charger	2C3CDXAG4CH172414
2007	Ford	Crown Vic	2FAFP71W27X141512	2012	Dodge	Charger	2C3CDXAG6CH172415
2007	Ford	Crown Vic	2FAFP71W27X141509	2012	Dodge	Charger	2C3CDXAG8CH172416
2007	Ford	Crown Vic	2FAFP71W87X156449	2012	Dodge	Charger	2C3CDXAGXCH172417
2007	Ford	Crown Vic	2FAFP71W47X156450	2012	Dodge	Charger	2C3CDXAG1CH172418
2008	Chevy	Tahoe	1GNEC03088R229114	2012	Dodge	Charger	2C3CDXAG0CH172412
2008	Dodge	Charger	2B3KA43H08H280154	2013	Ford	Interceptor sedan	1FAHP2MT5DG116960
2008	Dodge	Charger	2B3KA43H78H251850	2013	Ford	Interceptor sedan	1FAHP2MT7DG116961
2008	Dodge	Charger	2B3KA43H58H251846	2013	Ford	SUV interceptor	1FM5K8AR0DGA38543
2008	Dodge	Charger	2B3KA43H78H251847	2013	Ford	SUV interceptor	1FM5K8AR2DGA38544
2008	Dodge	Charger	2B3KA43H08H284950	2010	Ford	F-350	1FDWF3EY4AEB37337
2008	Dodge	Charger	2B3KA43H38H199116	2004	Chevy	Impala	2G1WF52K649353576
2008	Dodge	Charger	2B3KA43H88H199127	2004	Chevy	Impala	2G1WF52K149353923
2008	Dodge	Charger	2B3KA43H08H251849	2004	Dodge	Intrepid	2B3HD46R54H659179
2008	Dodge	Charger	2B3KA43H48H199111	2005	Ford	500	1FAFP23135G154020
2008	Dodge	Charger	2B3KA43H68H199112	2005	Ford	500	1FAFP23175G131095
2008	Dodge	Charger	2B3KA43H88H199113	2006	Chevy	Impala	2G1WS551769360439
2008	Dodge	Charger	2B3KA43HX8H199114	2006	Ford	Van E450	1FDXE45S76DA35388
2008	Dodge	Charger	2B3KA43H18H199115	2007	Chevy	Impala	2G1WS58R479291163
2008	Dodge	Charger	2B3KA43H98H251848	2007	Ford	E450 Cutaway Van	1FDXE45S87DB46808
2009	Dodge	Charger	2B3KA43T79H572079	2007	Toyota	Prius	JTDKB20U377588673
2009	dodge	Charger	2B3KA43T39H572080	2007	Toyota	Prius	JTDKB20U373209758
2009	dodge	Charger	2B3KA43T69H590234	2009	chevy	Malibu	1G12J57769F182827
2009	Ford	F650	3FRNF65G88V048591	2009	Toyota	Camry	4T1BB3EK9AU115233
2010	Dodge	Charger	2B3AA4CT1AH159462	2010	Ford	Fusion	3FAHP0GA3AR404625
2010	Ford	Crown Vic	2FABP7BV2AX129565	2010	Ford	Fusion	3FAHP0GA1AR404624
2010	Ford	Crown Vic	2FABP7BV4AX129566	2010	Toyota	Camry	4T1BB3EK7AU114209
2010	Ford	Crown Vic	2FABP7BV6AX129567	2010	Toyota	Prius	JTDKN3DU7A0074672
2010	Ford	Crown Vic	2FABP7BV9AX129563	2010	Toyota	Prius	JTDKN3DU3A0035464
2010	Ford	Crown Vic	2FABP7BV0AX129564	2012	Ford	Fusion Hybrid	3FADP0L35CR367098
2011	Chevy	Tahoe	1GNLC2E0XBR145884	2012	Ford	Fusion Hybrid	3FADP0L31CR367101
2011	Chevy	Tahoe	1GNLC2E0XBR147425	2012	Ford	Fusion Hybrid	3FADP0L33CR367102
2011	Chevy	Tahoe	1GNLC2E0XBR145951	2012	Ford	Fusion Hybrid	3FADP0L37CR367099
2011	Ford	Crown Vic	2FABP7BVXB135745	2012	Ford	Fusion Hybrid	3FADP0L36CR380815
2011	Ford	Crown Vic	2FABP7BV7BX135752	2012	Ford	Fusion Hybrid	3FADP0L3XCR367100
2011	Ford	Crown Vic	2FABP7BV4BX135756	2013	Ford	Int SUV	1FM5K8AR9DGA51534
2011	Ford	Crown Vic	2FABP7BV6BX135743				

## EXHIBIT B

### OPERATING PROCEDURES FOR VEHICLE MAINTENANCE SERVICES

This section sets forth the operating policy and procedures for servicing City vehicles and equipment. It discusses maintenance scheduling procedures, loaner procedures and invoicing requirements.

Contracted maintenance facilities are expected to provide prompt, courteous and competent service to drivers. Garage staff must be knowledgeable about service procedures, and initiate the service transaction within 15 minutes of their arrival and/or service call is placed. It is important that the service desk is staffed adequately to provide efficient customer service in a timely manner.

To assist the Contractor with the maintenance program, the City will provide:

1. Listing of covered vehicles (Exhibit "A", Section G) by Vehicle number, updated as necessary.
2. Repair orders and billing invoices must refer to the vehicles by their Vehicle number.
3. City preventive maintenance schedule (Exhibit "B", Section E)
4. Designated staff contacts.

#### A. Safety Check

The Contractor shall perform a safety check in conjunction with all maintenance requirements listed within this Request for Proposal. These safety checks shall be performed every time a vehicle is brought in for service:

- Tires – Visually check condition.
- Lights – Check directional signaling devices and emergency light systems for proper operation.
- Windshield Wipers and Washers – Check condition of wiper arms and blades. Check aim and flow of washer spray. Fill washer reservoir with washer solvent.
- Fluid Levels – Check and replenish fluid levels in transmission, differential, steering sector or power steering pump, and master cylinder. Inspect all units for leakage and clogging.
- Battery – Check condition of heat-shield, hold-down clamps and cable ends, top off electrolyte level, and clean top and terminals as necessary.
- Heater-Defroster-Air Conditioner System and Wiper Controls – Check switches, valves, and ducting doors for proper operation.
- Exhaust System – Visually inspect complete exhaust system including catalytic converter and heat-shielding. Check for broken, damaged, missing, or poorly positioned parts. Inspect for open seams, holes, or any condition which could allow exhaust fumes to enter the vehicle.
- Steering and Suspension Components – Conduct a "look and "shake" inspection.
- Frame/Sub-Frame and Cross Member – Visually check for "drive-over" and/or vehicular damage and fatiguing.
- Drive Shaft U-Joints/ CV Joints – Conduct a "look" and "shake" inspection for seal leakage and joint failure.
- Critical Components – Check condition of all under-hood heat-shields, and the routing of all

hoses and wiring to ensure maximum protection from radiated exhaust heat. Inspect all coolant hoses, fuel line hoses, power steering hoses, engine accessory drive belts, and other under-hood plastic or rubber components.

- Brakes – Inspect all brake line hoses and master cylinder for signs of leaks or damage. Inspect front brake pads, rear brake linings, wheels cylinders, and parking brake cables and linkage. Report estimate of remaining life of pads and shoes.
- Cooling System – Visually inspect entire system for leaks, damage or others signs of needed repair.

## **B. Scheduling of Maintenance and Service Procedures**

1. City will designate a specific Service Representative (SR). Although the garage will have contact with other City operations staff, the SR is your primary contact with the City.
2. The contracted garage shall identify a single individual by name to serve as the responsible contact for daily communication with the City regarding vehicle scheduling and vehicle status update(s).
3. The SR will contact the designated garage representative between 7:30 a.m. and 5:00 p.m., weekdays to determine the status of vehicles and/or equipment being serviced. The garage contact should provide accurate and timely information to the SR on vehicle status including but not limited to:
  - What vehicle/equipment is ready by vehicle number.
  - What vehicle/equipment is being serviced/require repair.
  - Estimated completion of vehicles/equipment under repair.
  - Description of repairs and costs.
4. For other services, the vehicle driver will deliver the vehicle to your facility, and provide a description of problem of the vehicle.
  - a. Contractor to shuttle driver back to work within 30 minutes.
5. After the service is completed:
  - a. Complete Vehicle Service Order ready for SR or designee to sign.
  - b. Place service reminder label on the driver's side windshield stating the next maintenance Mileage and Date for routine preventive maintenance.
  - c. Contact SR to provide time that vehicle is ready for transporting back to the original location. If the SR is not available, leave a voicemail message.
  - d. SR or designee will check work performed, sign off Service Order, and accept the keys from Contractor representative.
6. When repairs cannot be accomplished at your facility or a subcontractor facility identified in the proposal, you must contact the SR for instructions. No repairs shall be made by non-authorized facilities without notification of the SR.

7. The City asks that you report to the SR any vehicle brought in for service or specific concern with problems caused by driver misuse.
8. The Contractor will be responsible for loss and damage to all City vehicles under its custody and/or control.

**C. Preventive Maintenance**

The preventive maintenance services will be in accordance with the preventive maintenance schedule (Exhibit "B", Section E). Additionally:

1. If projected brake pad/shoe life is less than 1500 miles, replace brake pads/shoes.
2. Tires are to be replaced when they reach tread depth of 4/32 of an inch within 1500 miles.
3. Turn-around time of 24 hours for routine preventive maintenance is expected when no appointment for service has been made. When a prior appointment has been made for routine maintenance, the turn-around time should be four (4) hours.

**D. Non-Preventive Maintenance Service and Emergencies**

1. Non-routine maintenance, other than emergencies, will be handled by appointment through the SR or designee. If a driver stops at your facility Monday through Friday between 7:30 a.m. and 5:00 p.m. requesting service without prior notification to you from the City, call the SR/designee for instructions.
2. After Contractor hours, if a vehicle has a breakdown or is involved in an accident and must be towed, the driver has been instructed to have the vehicle towed to your facility. The operator will then provide their own transportation. You may, therefore, encounter a disabled vehicle that has been towed to your facility during non-working hours. In such a situation, notify the SR for instructions.
3. There may be times when the SR calls early in the day with a specific set of instructions, and later in the day changes them; or, another staff member will call to change them if the SR is not available. The last set of instructions will prevail.
4. Turn-around time of 24 hours for non-preventive maintenance service is expected unless otherwise approved by SR.

**E. Preventive Maintenance Schedule**

1	Change Engine Oil *
2	Change Engine Oil Filter
3	Reset Intelligent Oil Life Monitor System if Equipped
4	Rotate Tires (4 Way – Front To Rear)
5	Inspect Tire Wear, Tread Depth and Proper Pressure
6	Accessory Drive Belts
7	Half-Shaft Dust Boots Drive Axel Fluid Level (if equipped)
8	Battery Performance and Corrosion Free Connections
9	Horn Operation
10	Radiator, Cooler, Heater, and a/c Hoses
11	Engine Air Filter
12	Suspension Component for Leaks or Damage
13	Exhaust System
14	Steering Linkage, Ball Joints, Suspension, Tie-Rod Ends, Driveshaft and U-Joints, Lubricate if Equipped with Grease Fittings. Inspect Undercarriage for Damage
15	Exterior Lamps and Hazard Warning System Operation
16	Fluid Levels (Brake, Coolant Recovery Reservoir, Manual and Automatic Transmission with an Under Hood Dipstick), Power Steering and Window Washer
17	Windshield for Cracks, Chips or Pits
18	Check for Oil and Fluid Leaks
19	Washer Spray, Wiper Operation and Condition of Wiper Blades
20	Inspect Brake Pads, Shoes, Rotors, Drums, Brake Linings, Hoses and Parking Brake
21	Inspect Wheel and Related Components for Abnormal Noise, Wear, Looseness or Drag
22	Inspect Engine Cooling System Strength and Hoses
23	Inspect Exhaust System and Heat Shields
24	Inspect Rear Axel and U-Joints; Lubricate if Equipped with Grease Fittings (AWD Vehicles)
25	Inspect Exterior and Interior Lights and Other Electrical Items for Correct Operation

\* Price for the oil change should be based on 5 quarts.



**EXHIBIT C**

**VI. COST AND CONDITIONS**

<b>CITY VEHICLE Service/Costs</b>	<b>Passenger Vehicles &amp; Light Trucks</b>	<b>4x4 Trucks &amp; Utility Vehicles</b>	<b>4X4 Truck 6.0 Diesel*</b>	<b>4x4 Truck 7.3 Diesel*</b>
	<b>Cost</b>	<b>Cost</b>	<b>Cost</b>	<b>Cost</b>
Service A:	\$31.95	\$41.95	\$200.00	\$200.00
Vehicle Transport (pickup & delivery) for preventative & scheduled services	\$0	\$0	\$0	\$0
Cost of Hourly Labor Rate (not included in Service A)	\$60.00	\$60.00	\$60.00	\$60.00
Rotate Tire (4-Way Front to Rear)	\$0	\$0	\$0	\$0
Replacement Dealer Parts (not included in Service A) <b>Cost Plus</b>	.25%	.25%	.25%	.25%
Replacement Non-Dealer Parts (not included in Service A) <b>Cost Plus</b>	.25%	.25%	.25%	.25%
Cost for shop supplies, and other disposal fee as a percentage of total service fee (not included in Service A)	0%	0%	0%	0%
Cost for tire installation & balance per tire	\$13.00	\$13.00	N/A	N/A

\*This includes labor to remove and replace dual axles where applicable and parts and labor to replace diesel fuel filters where applicable. Vehicles with dual axle rear drum brakes would require additional labor.

<b>POLICE VEHICLE Service/Costs</b>	<b>Crown Victorias</b>	<b>Dodge Chargers</b>	<b>SUV &amp; Utility Trucks</b>	<b>2013 Ford Interceptors</b>
	<b>Cost</b>	<b>Cost</b>	<b>Cost</b>	<b>Cost</b>
Service A:	\$31.95	\$31.95	\$31.95	\$31.95
Vehicle Transport (pickup & delivery) for preventative & scheduled services	\$0	\$0	\$0	\$0
Cost of Hourly Labor Rate (not included in Service A)	\$60.00	\$60.00	\$60.00	\$60.00
Rotate Tire (4-Way Front to Rear)	\$0	\$0	\$0	\$0
Replacement Dealer Parts (not included in Service A) <b>Cost Plus</b>	.25%	.25%	.25%	.25%
Replacement Non-Dealer Parts (not included in Service A) <b>Cost Plus</b>	.25%	.25%	.25%	.25%
Cost for shop supplies, and other disposal fee as a percentage of total service fee (not included in Service A)	0%	0%	0%	0%
Cost for tire installation & balance per tire	\$13.00	\$13.00	\$13.00	\$13.00



**Conditions:**

1. Prices for the services listed above must include all labor and material needed to complete the services specified.
2. Prices proposed in this section are firm fixed prices for the initial period of the contract (three years).
3. All repair parts are to be OEM or equivalent. Exceptions will be individually considered on a case-by-case basis. Price for each service shall include parts, labor and all necessary fluids and free fluid top off between service intervals.
4. Service reminder sticker is required with each service.
5. All labor hours shall be as listed on ALLDATA Service & Repair Information system. Contractor shall provide the city with an access password to their ALLDATA Service & Repair Information system.
6. Unless otherwise specified and/or agreed to, a standard 12 month or 12,000 mile warranty will be required on all labor and materials.
7. The City is required to pay Washington State Sales or Use Taxes for most goods and services. The city is exempt from Federal Excise and transportation taxes. Taxes shall NOT be included in the bid prices. Applicable taxes will be added as a separate item.

**VII. SIGNATURE SHEET**

**Receipt of the following Addendum is hereby acknowledged by:**

Addendum #1	Dated: September 17, 2012	Acknowledged by:
-------------	---------------------------	------------------

<b>COMPANY</b> Sparks Car Care, Inc.	<b>DELIVERY GUARANTEED</b> As required in the proposal	<b>DAYS AFTER ORDER</b>
<b>ADDRESS</b> 32627 Pacific Hwy South	<b>PROMPT PAYMENT DISCOUNT TERMS:</b> Already providing government fleet discount rate	
<b>CITY</b> Federal Way	<b>STATE</b> WA	<b>ZIP CODE</b> 98003
<b>AUTHORIZED REPRESENTATIVE (Print)</b> Merle Pfeifer Christena Pfeifer	<b>SIGNATURE</b>  	
	<b>TITLE</b> Owner/CEO Owner/President	

**Proposals signed by an agent are to be accompanied by evidence of their authority.**

## EXHIBIT D

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: 11/28/2012

County	Trade	Job Classification	Wage	Holiday	Overtime	Note
King	Asbestos Abatement Workers	Journey Level	\$40.83	5D	1H	
King	Boilermakers	Journey Level	\$60.24	5N	1C	
King	Brick Mason	Brick And Block Finisher	\$42.21	5A	1M	
King	Brick Mason	Journey Level	\$49.07	5A	1M	
King	Brick Mason	Pointer-Caulker-Cleaner	\$49.07	5A	1M	
King	Building Service Employees	Janitor	\$19.98	5S	2F	
King	Building Service Employees	Traveling Waxer/shampooer	\$20.39	5S	2F	
King	Building Service Employees	Window Cleaner (Scaffold)	\$24.52	5S	2F	
King	Building Service Employees	Window Cleaner(non-scaffold)	\$23.66	5S	2F	
King	Cabinet Makers (In Shop)	Journey Level	\$22.74		1	
King	Carpenters	Acoustical Worker	\$49.57	5D	1M	
King	Carpenters	Bridge, Dock And Wharf Carpenters	\$49.57	5D	1M	
King	Carpenters	Carpenter	\$49.57	5D	1M	
King	Carpenters	Carpenters on Stationary Tools	\$49.70	5D	1M	
King	Carpenters	Creosoted Material	\$49.67	5D	1M	
King	Carpenters	Floor Finisher	\$49.57	5D	1M	
King	Carpenters	Floor Layer	\$49.57	5D	1M	
King	Carpenters	Scaffold Erector	\$49.57	5D	1M	
King	Cement Masons	Journey Level	\$50.13	7A	1M	
King	Divers & Tenders	Diver	\$100.28	5D	1M	8A
King	Divers & Tenders	Diver On Standby	\$56.68	5D	1M	
King	Divers & Tenders	Diver Tender	\$52.23	5D	1M	
King	Divers & Tenders	Surface Rcv & Rov Operator	\$52.23	5D	1M	
King	Divers & Tenders	Surface Rcv & Rov Operator Tender	\$48.67	5A	1B	
King	Dredge Workers	Assistant Engineer	\$49.57	5D	1T	8L
King	Dredge Workers	Assistant Mate(deckhand)	\$49.06	5D	1T	8L

King	<u>Dredge Workers</u>	Engineer Welder	\$49.62	<u>5D</u>	<u>1T</u>	<u>8L</u>
King	<u>Dredge Workers</u>	Leverman, Hydraulic	\$51.19	<u>5D</u>	<u>1T</u>	<u>8L</u>
King	<u>Dredge Workers</u>	Maintenance	\$49.06	<u>5D</u>	<u>1T</u>	<u>8L</u>
King	<u>Dredge Workers</u>	Mates And Boatmen	\$49.57	<u>5D</u>	<u>1T</u>	<u>8L</u>
King	<u>Dredge Workers</u>	Oiler	\$49.19	<u>5D</u>	<u>1T</u>	<u>8L</u>
King	<u>Drywall Applicator</u>	Journey Level	\$49.74	<u>5D</u>	<u>1H</u>	
King	<u>Drywall Tapers</u>	Journey Level	\$49.79	<u>5P</u>	<u>1E</u>	
King	<u>Electrical Fixture Maintenance Workers</u>	Journey Level	\$25.08	<u>5L</u>	<u>1E</u>	
King	<u>Electricians - Inside</u>	Cable Splicer	\$62.74	<u>7C</u>	<u>2W</u>	
King	<u>Electricians - Inside</u>	Cable Splicer (tunnel)	\$67.45	<u>7C</u>	<u>2W</u>	
King	<u>Electricians - Inside</u>	Certified Welder	\$60.61	<u>7C</u>	<u>2W</u>	
King	<u>Electricians - Inside</u>	Certified Welder (tunnel)	\$65.10	<u>7C</u>	<u>2W</u>	
King	<u>Electricians - Inside</u>	Construction Stock Person	\$33.69	<u>7C</u>	<u>2W</u>	
King	<u>Electricians - Inside</u>	Journey Level	\$58.47	<u>7C</u>	<u>2W</u>	
King	<u>Electricians - Inside</u>	Journey Level (tunnel)	\$62.74	<u>7C</u>	<u>2W</u>	
King	<u>Electricians - Motor Shop</u>	Craftsman	\$15.37		<u>1</u>	
King	<u>Electricians - Motor Shop</u>	Journey Level	\$14.69		<u>1</u>	
King	<u>Electricians - Powerline Construction</u>	Cable Splicer	\$64.95	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Certified Line Welder	\$59.37	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Groundperson	\$42.16	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Head Groundperson	\$44.50	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Heavy Line Equipment Operator	\$59.37	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Jackhammer Operator	\$44.50	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Journey Level Lineperson	\$59.37	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Line Equipment Operator	\$49.95	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Pole Sprayer	\$59.37	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Powderperson	\$44.50	<u>5A</u>	<u>4A</u>	
King	<u>Electronic Technicians</u>	Journey Level	\$31.00		<u>1</u>	
King	<u>Elevator Constructors</u>	Mechanic	\$75.24	<u>7D</u>	<u>4A</u>	
King	<u>Elevator Constructors</u>	Mechanic In Charge	\$82.00	<u>7D</u>	<u>4A</u>	
King	<u>Fabricated Precast Concrete Products</u>	All Classifications - In-Factory Work Only	\$14.15	<u>5B</u>	<u>2K</u>	
King	<u>Fence Erectors</u>	Fence Erector	\$15.18		<u>1</u>	
King	<u>Flaggers</u>	Journey Level	\$34.61	<u>7A</u>	<u>2Y</u>	
King	<u>Glaziers</u>	Journey Level	\$52.76	<u>7L</u>	<u>1Y</u>	
King	<u>Heat &amp; Frost Insulators And</u>	Journeyman	\$56.93	<u>5J</u>	<u>1S</u>	

	<u>Asbestos Workers</u>				
King	<u>Heating Equipment Mechanics</u>	Journey Level	\$68.52	<u>7F</u>	<u>1E</u>
King	<u>Hod Carriers &amp; Mason Tenders</u>	Journey Level	\$42.11	<u>7A</u>	<u>2Y</u>
King	<u>Industrial Engine And Machine Mechanics</u>	Journey Level	\$15.65		<u>1</u>
King	<u>Industrial Power Vacuum Cleaner</u>	Journey Level	\$9.24		<u>1</u>
King	<u>Inland Boatmen</u>	Boat Operator	\$52.32	<u>5B</u>	<u>1K</u>
King	<u>Inland Boatmen</u>	Cook	\$48.89	<u>5B</u>	<u>1K</u>
King	<u>Inland Boatmen</u>	Deckhand	\$48.96	<u>5B</u>	<u>1K</u>
King	<u>Inland Boatmen</u>	Deckhand Engineer	\$49.95	<u>5B</u>	<u>1K</u>
King	<u>Inland Boatmen</u>	Launch Operator	\$51.16	<u>5B</u>	<u>1K</u>
King	<u>Inland Boatmen</u>	Mate	\$51.16	<u>5B</u>	<u>1K</u>
King	<u>Inspection/Cleaning/Sealing Of Sewer &amp; Water Systems By Remote Control</u>	Cleaner Operator, Foamer Operator	\$31.49		<u>1</u>
King	<u>Inspection/Cleaning/Sealing Of Sewer &amp; Water Systems By Remote Control</u>	Grout Truck Operator	\$11.48		<u>1</u>
King	<u>Inspection/Cleaning/Sealing Of Sewer &amp; Water Systems By Remote Control</u>	Head Operator	\$24.91		<u>1</u>
King	<u>Inspection/Cleaning/Sealing Of Sewer &amp; Water Systems By Remote Control</u>	Technician	\$19.33		<u>1</u>
King	<u>Inspection/Cleaning/Sealing Of Sewer &amp; Water Systems By Remote Control</u>	Tv Truck Operator	\$20.45		<u>1</u>
King	<u>Insulation Applicators</u>	Journey Level	\$49.57	<u>5D</u>	<u>1M</u>
King	<u>Ironworkers</u>	Journeyman	\$59.02	<u>7N</u>	<u>1Q</u>
King	<u>Laborers</u>	Air, Gas Or Electric Vibrating Screed	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Airtrac Drill Operator	\$42.11	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Ballast Regular Machine	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Batch Weighman	\$34.61	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Brick Pavers	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Brush Cutter	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Brush Hog Feeder	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Burner	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Caisson Worker	\$42.11	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Carpenter Tender	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Caulker	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Cement Dumper-paving	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Cement Finisher Tender	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Change House Or Dry Shack	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Chipping Gun (under 30 Lbs.)	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Chipping Gun(30 Lbs. And	\$41.59	<u>7A</u>	<u>2Y</u>

		Over)			
King	<u>Laborers</u>	Choker Setter	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Chuck Tender	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Clary Power Spreader	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Clean-up Laborer	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Concrete Dumper/chute Operator	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Concrete Form Stripper	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Concrete Placement Crew	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Concrete Saw Operator/core Driller	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Crusher Feeder	\$34.61	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Curing Laborer	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Demolition: Wrecking & Moving (incl. Charred Material)	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Ditch Digger	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Diver	\$42.11	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Drill Operator (hydraulic, diamond)	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Dry Stack Walls	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Dump Person	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Epoxy Technician	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Erosion Control Worker	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Faller & Bucker Chain Saw	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Fine Graders	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Firewatch	\$34.61	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Form Setter	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Gabian Basket Builders	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	General Laborer	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Grade Checker & Transit Person	\$42.11	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Grinders	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Grout Machine Tender	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Groutmen (pressure)including Post Tension Beams	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Guardrail Erector	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Hazardous Waste Worker (level A)	\$42.11	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Hazardous Waste Worker (level B)	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Hazardous Waste Worker (level C)	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	High Scaler	\$42.11	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Jackhammer	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Laserbeam Operator	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Maintenance Person	\$40.83	<u>7A</u>	<u>2Y</u>

King	<u>Laborers</u>	Manhole Builder-mudman	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Material Yard Person	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Motorman-dinky Locomotive	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Nozzleman (concrete Pump, Green Cutter When Using Combination Of High Pressure Air & Water On Concrete & Rock, Sandblast, Gunite, Shotcrete, Water Bla	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Pavement Breaker	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Pilot Car	\$34.61	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Pipe Layer Lead	\$42.11	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Pipe Layer/tailor	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Pipe Pot Tender	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Pipe Reliner	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Pipe Wrapper	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Pot Tender	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Powderman	\$42.11	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Powderman's Helper	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Power Jacks	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Railroad Spike Puller - Power	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Raker - Asphalt	\$42.11	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Re-timberman	\$42.11	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Remote Equipment Operator	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Rigger/signal Person	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Rip Rap Person	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Rivet Buster	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Rodder	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Scaffold Erector	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Scale Person	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Sloper (over 20")	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Sloper Sprayer	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Spreader (concrete)	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Stake Hopper	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Stock Piler	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Tamper & Similar Electric, Air & Gas Operated Tools	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Tamper (multiple & Self- propelled)	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Timber Person - Sewer (lagger, Shorer & Cribber)	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Toolroom Person (at Jobsite)	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Topper	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Track Laborer	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Track Liner (power)	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Traffic Control Laborer	\$37.01	<u>7A</u>	<u>2Y</u>	<u>8R</u>



King	<u>Laborers</u>	Traffic Control Supervisor	\$37.01	<u>7A</u>	<u>2Y</u>	<u>8R</u>
King	<u>Laborers</u>	Truck Spotter	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Tugger Operator	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 0-30 psi	\$55.89	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 30.01-44.00 psi	\$60.92	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 44.01-54.00 psi	\$64.60	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 54.01-60.00 psi	\$70.30	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 60.01-64.00 psi	\$72.42	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 64.01-68.00 psi	\$77.52	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 68.01-70.00 psi	\$79.42	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 70.01-72.00 psi	\$81.42	<u>7A</u>	<u>1H</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 72.01-74.00 psi	\$83.42	<u>7A</u>	<u>1H</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Guage and Lock Tender	\$42.21	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Miner	\$42.21	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Vibrator	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Vinyl Seamer	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Watchman	\$31.46	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Welder	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Well Point Laborer	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Window Washer/cleaner	\$31.46	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers - Underground Sewer &amp; Water</u>	General Laborer & Topman	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers - Underground Sewer &amp; Water</u>	Pipe Layer	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Landscape Construction</u>	Irrigation Or Lawn Sprinkler Installers	\$13.56		<u>1</u>	
King	<u>Landscape Construction</u>	Landscape Equipment Operators Or Truck Drivers	\$28.17		<u>1</u>	
King	<u>Landscape Construction</u>	Landscaping or Planting Laborers	\$17.87		<u>1</u>	
King	<u>Lathers</u>	Journey Level	\$49.74	<u>5D</u>	<u>1H</u>	
King	<u>Marble Setters</u>	Journey Level	\$49.07	<u>5A</u>	<u>1M</u>	
King	<u>Metal Fabrication (In Shop)</u>	Fitter	\$15.86		<u>1</u>	
King	<u>Metal Fabrication (In Shop)</u>	Laborer	\$9.78		<u>1</u>	
King	<u>Metal Fabrication (In Shop)</u>	Machine Operator	\$13.04		<u>1</u>	
King	<u>Metal Fabrication (In Shop)</u>	Painter	\$11.10		<u>1</u>	
King	<u>Metal Fabrication (In Shop)</u>	Welder	\$15.48		<u>1</u>	
King	<u>Millwright</u>	Journey Level	\$50.67	<u>5D</u>	<u>1M</u>	

King	<u>Modular Buildings</u>	Cabinet Assembly	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Electrician	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Equipment Maintenance	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Plumber	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Production Worker	\$9.40		<u>1</u>	
King	<u>Modular Buildings</u>	Tool Maintenance	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Utility Person	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Welder	\$11.56		<u>1</u>	
King	<u>Painters</u>	Journey Level	\$37.51	<u>6Z</u>	<u>2B</u>	
King	<u>Pile Driver</u>	Journey Level	\$49.82	<u>5D</u>	<u>1M</u>	
King	<u>Plasterers</u>	Journey Level	\$48.23	<u>7Q</u>	<u>1R</u>	
King	<u>Playground &amp; Park Equipment Installers</u>	Journey Level	\$9.04		<u>1</u>	
King	<u>Plumbers &amp; Pipefitters</u>	Journey Level	\$70.84	<u>6Z</u>	<u>1G</u>	
King	<u>Power Equipment Operators</u>	Asphalt Plant Operators	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Assistant Engineer	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Barrier Machine (zipper)	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Batch Plant Operator, Concrete	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Bobcat	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Brokk - Remote Demolition Equipment	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Brooms	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Bump Cutter	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cableways	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Chipper	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Compressor	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Concrete Pump: Truck Mount With Boom Attachment Over 42 M	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Concrete Finish Machine -laser Screed	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Concrete Pump - Mounted Or Trailer High Pressure Line Pump, Pump High Pressure.	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Concrete Pump: Truck Mount With Boom Attachment Up To 42m	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Conveyors	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: 20 Tons Through 44 Tons With Attachments	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: 20 Tons Through 44 Tons With Attachments Overhead, Bridge Type Crane: 20 Tons Through 44 Tons	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: 100 Tons Through 199 Tons, Or 150' Of Boom (including Jib With	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>

King	<u>Power Equipment Operators</u>	Cranes: 100 Tons Through 199 Tons, or 150' of boom (including jib with attachments); Overhead, bridge type, 100 tons and over; Tower crane up to 175' in height, base to boom.	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: 200 Tons To 300 Tons, Or 250' Of Boom (including Jib With Attachments)	\$53.01	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: 45 Tons Through 99 Tons, Under 150' Of Boom (including Jib With Attachments)	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: A-frame - 10 Tons And Under	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: Friction 100 Tons Through 199 Tons	\$53.01	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: Friction Over 200 Tons	\$53.57	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: Over 300 Tons Or 300' Of Boom (including Jib With Attachments)	\$53.57	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: Through 19 Tons With Attachments A-frame Over 10 Tons	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Crusher	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Deck Engineer/deck Winches (power)	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Derricks, On Building Work	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Dozer Quad 9, HD 41, D10 and Over	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Dozers D-9 & Under	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Drill Oilers: Auger Type, Truck Or Crane Mount	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Drilling Machine	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Elevator And Man-lift: Permanent And Shaft Type	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Finishing Machine, Bidwell And Gamaco & Similar Equipment	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Forklift: 3000 Lbs And Over With Attachments	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Forklifts: Under 3000 Lbs. With Attachments	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Grade Engineer: Using Blue Prints, Cut Sheets, Etc	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Gradechecker/stakeman	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Guardrail Punch	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Guardrail Punch/Auger	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Hard Tail End Dump Articulating Off- Road	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>

		Equipment 45 Yards. & Over				
King	<u>Power Equipment Operators</u>	Hard Tail End Dump Articulating Off-road Equipment Under 45 Yards	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Horizontal/directional Drill Locator	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Horizontal/directional Drill Operator	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Hydralifts/boom Trucks Over 10 Tons	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Hydralifts/boom Trucks, 10 Tons And Under	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Loader, Overhead 8 Yards. & Over	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Loader, Overhead, 6 Yards. But Not Including 8 Yards	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Loaders, Overhead Under 6 Yards	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Loaders, Plant Feed	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Loaders: Elevating Type Belt	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Locomotives, All	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Material Transfer Device	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Mechanics, All (leadmen - \$0.50 Per Hour Over Mechanic)	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Mixers: Asphalt Plant	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Motor Patrol Grader - Non- finishing	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Motor Patrol Graders, Finishing	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Mucking Machine, Mole, Tunnel Drill, Boring, Road Header And/or Shield	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Oil Distributors, Blower Distribution & Mulch Seeding Operator	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Outside Hoists (elevators And Manlifts), Air Tuggers, strato	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Overhead, Bridge Type Crane: 20 Tons Through 44 Tons	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Overhead, Bridge Type: 100 Tons And Over	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Overhead, Bridge Type: 45 Tons Through 99 Tons	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Pavement Breaker	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Pile Driver (other Than Crane Mount)	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Plant Oiler - Asphalt, Crusher	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Posthole Digger, Mechanical	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Power Plant	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Pumps - Water	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>

King	<u>Power Equipment Operators</u>	Quad 9, Hd 41, D10 And Over	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Quick Tower - No Cab, Under 100 Feet In Height Based To Boom	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Remote Control Operator On Rubber Tired Earth Moving Equipment	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Rigger And Bellman	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Rollagon	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Roller, Other Than Plant Mix	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Roller, Plant Mix Or Multi-lift Materials	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Roto-mill, Roto-grinder	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Saws - Concrete	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Scraper, Self Propelled Under 45 Yards	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Scrapers - Concrete & Carry All	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Scrapers, Self-propelled: 45 Yards And Over	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Service Engineers - Equipment	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shotcrete/gunite Equipment	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shovel , Excavator, Backhoe, Tractors Under 15 Metric Tons.	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shovel, Excavator, Backhoe: Over 30 Metric Tons To 50 Metric Tons	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shovel, Excavator, Backhoes, Tractors: 15 To 30 Metric Tons	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shovel, Excavator, Backhoes: Over 50 Metric Tons To 90 Metric Tons	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shovel, Excavator, Backhoes: Over 90 Metric Tons	\$53.01	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Slipform Pavers	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Spreader, Topsider & Screedman	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Subgrader Trimmer	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Tower Bucket Elevators	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Tower Crane Over 175'in Height, Base To Boom	\$53.01	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Tower Crane Up To 175' In Height Base To Boom	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Transporters, All Track Or Truck Type	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Trenching Machines	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Truck Crane Oiler/driver - 100 Tons And Over	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Truck Crane Oiler/driver Under 100 Tons	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>

King	Power Equipment Operators	Truck Mount Portable Conveyor	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators	Welder	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators	Wheel Tractors, Farmall Type	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators	Yo Yo Pay Dozer	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Asphalt Plant Operators	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Assistant Engineer	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Barrier Machine (zipper)	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Batch Plant Operator, Concrete	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Bobcat	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Brokk - Remote Demolition Equipment	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Brooms	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Bump Cutter	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Cableways	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Chipper	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Compressor	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Concrete Pump: Truck Mount With Boom Attachment Over 42 M	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Concrete Finish Machine -laser Screed	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Concrete Pump - Mounted Or Trailer High Pressure Line Pump, Pump High Pressure.	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Concrete Pump: Truck Mount With Boom Attachment Up To 42m	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Conveyors	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Cranes: 20 Tons Through 44 Tons With Attachments	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Cranes: 20 Tons Through 44 Tons With Attachments Overhead, Bridge Type Crane: 20 Tons Through 44 Tons	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Cranes: 100 Tons Through 199 Tons, Or 150' Of Boom (including Jib With	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Cranes: 200 Tons To 300 Tons, Or 250' Of Boom (including Jib	\$53.01	<u>7A</u>	<u>3C</u>	<u>8P</u>

		With Attachments)				
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Cranes: 45 Tons Through 99 Tons, Under 150' Of Boom (including Jib With Attachments)	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Cranes: A-frame - 10 Tons And Under	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Cranes: Friction 100 Tons Through 199 Tons	\$53.01	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Cranes: Friction Over 200 Tons	\$53.57	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Cranes: Over 300 Tons Or 300' Of Boom (including Jib With Attachments)	\$53.57	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Cranes: Through 19 Tons With Attachments A-frame Over 10 Tons	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Crusher	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Deck Engineer/deck Winches (power)	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Derricks, On Building Work	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Dozer Quad 9, HD 41, D10 and Over	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Dozers D-9 & Under	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Drill Oilers: Auger Type, Truck Or Crane Mount	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Drilling Machine	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Elevator And Man-lift: Permanent And Shaft Type	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Finishing Machine, Bidwell And Gamaco & Similar Equipment	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Forklift: 3000 Lbs And Over With Attachments	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Forklifts: Under 3000 Lbs. With Attachments	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Grade Engineer: Using Blue Prints, Cut Sheets, Etc	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Gradechecker/stakeman	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Guardrail Punch	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Guardrail Punch/Auger	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Hard Tail End Dump Articulating Off- Road Equipment 45 Yards. & Over	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>



King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Hard Tail End Dump Articulating Off-road Equipment Under 45 Yards	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Horizontal/directional Drill Locator	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Horizontal/directional Drill Operator	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Hydralifts/boom Trucks Over 10 Tons	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Hydralifts/boom Trucks, 10 Tons And Under	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Loader, Overhead 8 Yards. & Over	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Loader, Overhead, 6 Yards. But Not Including 8 Yards	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Loaders, Overhead Under 6 Yards	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Loaders, Plant Feed	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Loaders: Elevating Type Belt	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Locomotives, All	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Material Transfer Device	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Mechanics, All (leadmen - \$0.50 Per Hour Over Mechanic)	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Mixers: Asphalt Plant	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Motor Patrol Grader - Non- finishing	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Motor Patrol Graders, Finishing	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Mucking Machine, Mole, Tunnel Drill, Boring, Road Header And/or Shield	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Oil Distributors, Blower Distribution & Mulch Seeding Operator	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Outside Hoists (elevators And Manlifts), Air Tuggers, strato	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Overhead, Bridge Type Crane: 20 Tons Through 44 Tons	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Overhead, Bridge Type: 100 Tons And Over	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Overhead, Bridge Type: 45 Tons Through 99 Tons	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Pavement Breaker	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators-</u>	Pile Driver (other Than Crane	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>

	Underground Sewer & Water	Mount)				
King	Power Equipment Operators- Underground Sewer & Water	Plant Oiler - Asphalt, Crusher	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Posthole Digger, Mechanical	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Power Plant	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Pumps - Water	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Quad 9, Hd 41, D10 And Over	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Quick Tower - No Cab, Under 100 Feet In Height Based To Boom	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Remote Control Operator On Rubber Tired Earth Moving Equipment	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Rigger And Bellman	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Rollagon	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Roller, Other Than Plant Mix	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Roller, Plant Mix Or Multi-lift Materials	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Roto-mill, Roto-grinder	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Saws - Concrete	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Scraper, Self Propelled Under 45 Yards	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Scrapers - Concrete & Carry All	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Scrapers, Self-propelled: 45 Yards And Over	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Service Engineers - Equipment	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Shotcrete/gunite Equipment	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Shovel , Excavator, Backhoe, Tractors Under 15 Metric Tons.	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Shovel, Excavator, Backhoe: Over 30 Metric Tons To 50 Metric Tons	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Shovel, Excavator, Backhoes, Tractors: 15 To 30 Metric Tons	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Shovel, Excavator, Backhoes: Over 50 Metric Tons To 90 Metric Tons	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators-	Shovel, Excavator, Backhoes:	\$53.01	<u>7A</u>	<u>3C</u>	<u>8P</u>

	<u>Underground Sewer &amp; Water</u>	Over 90 Metric Tons				
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Slipform Pavers	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Spreader, Topsider & Screedman	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Subgrader Trimmer	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Tower Bucket Elevators	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Tower Crane Over 175'in Height, Base To Boom	\$53.01	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Tower Crane Up To 175' In Height Base To Boom	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Transporters, All Track Or Truck Type	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Trenching Machines	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Truck Crane Oiler/driver - 100 Tons And Over	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Truck Crane Oiler/driver Under 100 Tons	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Truck Mount Portable Conveyor	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Welder	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Wheel Tractors, Farmall Type	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Yo Yo Pay Dozer	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Line Clearance Tree Trimmers</u>	Journey Level In Charge	\$42.91	<u>5A</u>	<u>4A</u>	
King	<u>Power Line Clearance Tree Trimmers</u>	Spray Person	\$40.73	<u>5A</u>	<u>4A</u>	
King	<u>Power Line Clearance Tree Trimmers</u>	Tree Equipment Operator	\$41.29	<u>5A</u>	<u>4A</u>	
King	<u>Power Line Clearance Tree Trimmers</u>	Tree Trimmer	\$38.38	<u>5A</u>	<u>4A</u>	
King	<u>Power Line Clearance Tree Trimmers</u>	Tree Trimmer Groundperson	\$28.95	<u>5A</u>	<u>4A</u>	
King	<u>Refrigeration &amp; Air Conditioning Mechanics</u>	Journey Level	\$69.96	<u>6Z</u>	<u>1G</u>	
King	<u>Residential Brick Mason</u>	Journey Level	\$49.07	<u>5A</u>	<u>1M</u>	
King	<u>Residential Carpenters</u>	Journey Level	\$28.20		<u>1</u>	
King	<u>Residential Cement Masons</u>	Journey Level	\$22.64		<u>1</u>	
King	<u>Residential Drywall Applicators</u>	Journey Level	\$38.08	<u>5D</u>	<u>1M</u>	
King	<u>Residential Drywall Tapers</u>	Journey Level	\$49.79	<u>5P</u>	<u>1E</u>	
King	<u>Residential Electricians</u>	JOURNEY LEVEL	\$30.44		<u>1</u>	
King	<u>Residential Glaziers</u>	Journey Level	\$34.60	<u>7L</u>	<u>1H</u>	
King	<u>Residential Insulation</u>	Journey Level	\$26.28		<u>1</u>	

	Applicators				
King	<u>Residential Laborers</u>	Journey Level	\$23.03		<u>1</u>
King	<u>Residential Marble Setters</u>	Journey Level	\$24.09		<u>1</u>
King	<u>Residential Painters</u>	Journey Level	\$24.46		<u>1</u>
King	<u>Residential Plumbers &amp; Pipefitters</u>	Journey Level	\$34.69		<u>1</u>
King	<u>Residential Refrigeration &amp; Air Conditioning Mechanics</u>	Journey Level	\$69.96	<u>6Z</u>	<u>1G</u>
King	<u>Residential Sheet Metal Workers</u>	Journey Level (Field or Shop)	\$41.30	<u>7F</u>	<u>1R</u>
King	<u>Residential Soft Floor Layers</u>	Journey Level	\$41.78	<u>5A</u>	<u>3D</u>
King	<u>Residential Sprinkler Fitters (Fire Protection)</u>	Journey Level	\$41.31	<u>5C</u>	<u>2R</u>
King	<u>Residential Stone Masons</u>	Journey Level	\$49.07	<u>5A</u>	<u>1M</u>
King	<u>Residential Terrazzo Workers</u>	Journey Level	\$45.43	<u>5A</u>	<u>1M</u>
King	<u>Residential Terrazzo/Tile Finishers</u>	Journey Level	\$21.46		<u>1</u>
King	<u>Residential Tile Setters</u>	Journey Level	\$25.17		<u>1</u>
King	<u>Roofers</u>	Journey Level	\$43.90	<u>5A</u>	<u>1R</u>
King	<u>Roofers</u>	Using Irritable Bituminous Materials	\$46.90	<u>5A</u>	<u>1R</u>
King	<u>Sheet Metal Workers</u>	Journey Level (Field or Shop)	\$68.52	<u>7F</u>	<u>1E</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Boilermaker	\$35.83	<u>7M</u>	<u>1H</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Carpenter	\$38.24	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Electrician	\$37.85	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Heat & Frost Insulator	\$56.93	<u>5J</u>	<u>1S</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Laborer	\$36.81	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Machinist	\$37.81	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Operator	\$40.20	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Painter	\$37.81	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Pipefitter	\$37.79	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Rigger	\$37.78	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Sandblaster	\$36.81	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Sheet Metal	\$37.77	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Shipfitter	\$37.78	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Trucker	\$37.63	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Warehouse	\$37.68	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Welder/Burner	\$37.78	<u>7O</u>	<u>3B</u>
King	<u>Sign Makers &amp; Installers (Electrical)</u>	Sign Installer	\$22.92		<u>1</u>
King	<u>Sign Makers &amp; Installers (Electrical)</u>	Sign Maker	\$21.36		<u>1</u>
King	<u>Sign Makers &amp; Installers (Non-Electrical)</u>	Sign Installer	\$27.28		<u>1</u>
King	<u>Sign Makers &amp; Installers (Non-Electrical)</u>	Sign Maker	\$33.25		<u>1</u>

King	<u>Soft Floor Layers</u>	Journey Level	\$41.78	<u>5A</u>	<u>3D</u>	
King	<u>Solar Controls For Windows</u>	Journey Level	\$12.44		<u>1</u>	
King	<u>Sprinkler Fitters (Fire Protection)</u>	Journey Level	\$69.44	<u>5C</u>	<u>1X</u>	
King	<u>Stage Rigging Mechanics (Non Structural)</u>	Journey Level	\$13.23		<u>1</u>	
King	<u>Stone Masons</u>	Journey Level	\$49.07	<u>5A</u>	<u>1M</u>	
King	<u>Street And Parking Lot Sweeper Workers</u>	Journey Level	\$19.09		<u>1</u>	
King	<u>Surveyors</u>	Assistant Construction Site Surveyor	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Surveyors</u>	Chainman	\$50.46	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Surveyors</u>	Construction Site Surveyor	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Telecommunication Technicians</u>	Journey Level	\$22.76		<u>1</u>	
King	<u>Telephone Line Construction - Outside</u>	Cable Splicer	\$35.09	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Hole Digger/Ground Person	\$19.22	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Installer (Repairer)	\$33.63	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Spécial Aparatus Installer I	\$35.09	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Special Apparatus Installer II	\$34.37	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Telephone Equipment Operator (Heavy)	\$35.09	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Telephone Equipment Operator (Light)	\$32.62	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Telephone Lineperson	\$32.62	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Television Groundperson	\$18.65	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Television Lineperson/Installer	\$24.66	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Television System Technician	\$29.42	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Television Technician	\$26.43	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Tree Trimmer	\$32.95	<u>5A</u>	<u>2B</u>	
King	<u>Terrazzo Workers</u>	Journey Level	\$45.43	<u>5A</u>	<u>1M</u>	
King	<u>Tile Setters</u>	Journey Level	\$21.65		<u>1</u>	
King	<u>Tile, Marble &amp; Terrazzo Finishers</u>	Finisher	\$37.76	<u>5A</u>	<u>1B</u>	
King	<u>Traffic Control Stripers</u>	Journey Level	\$41.27	<u>7A</u>	<u>1K</u>	
King	<u>Truck Drivers</u>	Asphalt Mix Over 16 Yards (W. WA-Joint Council 28)	\$47.91	<u>5D</u>	<u>3A</u>	<u>8L</u>
King	<u>Truck Drivers</u>	Asphalt Mix To 16 Yards (W.	\$47.07	<u>5D</u>	<u>3A</u>	<u>8L</u>

		WA-Joint Council 28)				
King	<u>Truck Drivers</u>	Dump Truck & Trailer	\$47.91	<u>5D</u>	<u>3A</u>	<u>8L</u>
King	<u>Truck Drivers</u>	Dump Truck (W. WA-Joint Council 28)	\$47.07	<u>5D</u>	<u>3A</u>	<u>8L</u>
King	<u>Truck Drivers</u>	Other Trucks (W. WA-Joint Council 28)	\$47.91	<u>5D</u>	<u>3A</u>	<u>8L</u>
King	<u>Truck Drivers</u>	Transit Mixer	\$23.45		<u>1</u>	
King	<u>Well Drillers &amp; Irrigation Pump Installers</u>	Irrigation Pump Installer	\$17.71		<u>1</u>	
King	<u>Well Drillers &amp; Irrigation Pump Installers</u>	Oiler	\$12.97		<u>1</u>	
King	<u>Well Drillers &amp; Irrigation Pump Installers</u>	Well Driller	\$18.00		<u>1</u>	

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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.
  - 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.
  - l. 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.

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- 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.
- S. 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 hours worked on holidays and 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.
- T. 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 shift, and all work on Saturdays shall be paid at time and one-half the straight time rate. Hours worked over twelve hours (12) in a single shift and all work performed after 6:00 pm Saturday to 6:00 am Monday and holidays shall be paid at double the straight time rate of pay. The employer shall have the sole discretion to assign overtime work to employees. Primary consideration for overtime work shall be given to employees regularly assigned to the work to be performed on overtime situations. 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.
- 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.
- W. 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.
- 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.
1. 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.
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.



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- 2. C. All hours worked on Sundays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at two 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.
- G. 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 hours worked on Sunday shall be paid at two 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.
- K. All hours worked on holidays shall be paid at two times the hourly rate of wage in addition to the holiday pay.
- O. All hours worked on Sundays and holidays shall be paid at one and one-half times 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.
- W. 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 first eight (8) hours worked on the fifth day shall be paid at one and one-half times the hourly rate of wage. All other hours worked on the fifth, sixth, and seventh days and on holidays shall be paid at double the hourly rate of wage.
- Y. All hours worked on Saturdays (except for make-up days) 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.

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.

- A. 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 shift, and all work on Saturdays shall be paid at time and one-half the straight time rate. Hours worked over twelve hours (12) in a single shift and all work performed after 6:00 pm Saturday to 6:00 am Monday and holidays shall be paid at double the straight time rate of pay. Any shift starting between the hours of 6:00 pm and midnight shall receive an additional one dollar (\$1.00) per hour for all hours worked that shift.  
The employer shall have the sole discretion to assign overtime work to employees. Primary consideration for overtime work shall be given to employees regularly assigned to the work to be performed on overtime situations. 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.
- B. 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, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- C. 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 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 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.

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3. D. All hours worked between 6:00 pm Monday through 6:00 am Saturday, shall be paid at an overtime rate of 15% over the hourly rate of wage. All other hours worked after 6:00 am 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.
- E. All hours worked Sundays and holidays shall be paid at double the hourly rate of wage. Each week, once 40 hours of straight time work is achieved, then any hours worked over 10 hours per day Monday through Saturday shall be paid at double the hourly wage rate.
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.
- B. 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 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.

**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).
- J. Holidays: New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve Day, And Christmas Day (7).
- 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.
- 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).

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- 5. S. Paid Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, And Christmas Day (7).
- T. Paid Holidays: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, Christmas Day, And The Day Before Or After Christmas (9).
- 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. A. Paid Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, And Christmas Day (8).
- E. Paid Holidays: New Year's Day, Day Before Or After New Year's Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving Day, Christmas Day, And A Half-Day On Christmas Eve Day. (9 1/2).
- 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).
- I. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday After Thanksgiving Day, And Christmas Day (7).
- Q. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, The Day After Thanksgiving Day And Christmas Day (8). Unpaid Holiday: Presidents' Day.
- 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.

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7. 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.
- 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.
- M. Paid Holidays: New Year's Day, The Day after or before New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, And the Day after or before Christmas Day. 10). 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.
- O. Paid Holidays: New Year's Day, The Day After Or Before New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, Christmas Day, The Day After Or Before Christmas Day, And The Employees Birthday. 11). 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.
- 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.

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7. 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.
- R. Paid Holidays: New Year's Day, the day after or before New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, and the day after or before Christmas Day (10). If any of the listed holidays fall on Saturday, the preceding Friday shall be observed as the holiday. If any of the listed holidays falls on a Sunday, the day observed by the Nation shall be considered a holiday and compensated accordingly.

**Note Codes**

8. A. In addition to the hourly wage and fringe benefits, the following 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 100' To 150' - \$3.00 per Foot for Each Foot Over 100 Feet  
Over 150' To 220' - \$4.00 per Foot for Each Foot Over 150 Feet  
Over 220' - \$5.00 per Foot for Each Foot Over 220 Feet
- C. In addition to the hourly wage and fringe benefits, the following depth premiums apply to depths of fifty feet or more:  
Over 50' To 100' - \$1.00 per Foot for Each Foot Over 50 Feet  
Over 100' To 150' - \$1.50 per Foot for Each Foot Over 100 Feet  
Over 150' To 200' - \$2.00 per Foot for Each Foot Over 150 Feet  
Over 200' - Divers May Name Their Own Price
- 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
- P. 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.
- Q. 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.
- R. 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.
- 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.

**Benefit Code Key – Effective 08-31-2012 thru 03-03-2013**

8. 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.

EXHIBIT E



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)  
12/11/2012

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Tim Lopez Agency 4949 Borgen Blvd NW Ste B102 Gig Harbor, WA 98332	CONTACT NAME: <b>Tim Lopez</b>	FAX (AG. No.): <b>(253) 858-7700</b>	
	PHONE (AG. No. Ext): <b>(253) 858-7200</b>	E-MAIL ADDRESS:	
INSURED <b>SPARKS CAR CARE</b> <b>32627 PACIFIC HWY S</b> <b>FEDERAL WAY, WA 98003</b>	INSURER(S) AFFORDING COVERAGE		NAIC #
	INSURER A:		
	INSURER B:		
	INSURER C:		
	INSURER D:		
	INSURER E:		

COVERAGES      CERTIFICATE NUMBER:      REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INER LTR	TYPE OF INSURANCE	ADDITIONAL INSURER	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	<b>GENERAL LIABILITY</b> <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR  GENTL AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PROJ <input type="checkbox"/> LOC		46X1364501	8/6/2012	8/6/2013	EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ <b>50,000</b> MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ <b>4,000,000</b> PRODUCTS - COMP/OP AGG \$ <b>4,000,000</b>
	<b>AUTOMOBILE LIABILITY</b> <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS		46X1364502	8/6/2012	8/6/2013	COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ <b>1,000,000</b> BODILY INJURY (Per accident) \$ <b>1,000,000</b> PROPERTY DAMAGE (Per accident) \$ <b>250,000</b>
	<b>UMBRELLA LIAB</b> <input type="checkbox"/> OCCUR <b>EXCESS LIAB</b> <input type="checkbox"/> CLAIMS-MADE DEQ    RETENTION \$					EACH OCCURRENCE \$ AGGREGATE \$
	<b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) if yes, describe under DESCRIPTION OF OPERATIONS below	Y/N <input type="checkbox"/> N/A				WC STATUTORY LIMITS    OTHER E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

<b>CERTIFICATE HOLDER</b> CITY OF FEDERAL WAY Attn: Marwan Salfoum Dept Public Works Director 33325 8th AVE S FEDERAL WAY, WA 98003-6325	<b>CANCELLATION</b> SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE 

**EXHIBIT F  
PROPOSAL FORMS**

**I. MANAGEMENT INFORMATION**

**1. SHOP PROFILE RESPONSIBILITY**

**SHOP NAME:** Sparks Car Care, Inc.

**NAME OF SHOP OWNER(S):** Christena and Merle Pfeifer

**SHOP ADDRESS:** 32627 Pacific Highway South, Federal Way, WA, 98003

**PHONE NUMBER:** 253-874-1070

**FAX NUMBER:** 253-927-2347

**NUMBER OF YEARS IN BUSINESS:** 27 years

**NUMBER OF YEARS IN BUSINESS AT THIS LOCATION:** 27 years

**2. PROXIMITY TO CITY HALL:** 1.3 miles

**3. NAME OF SHOP MANAGER:** Toby Gribble

**State the duties and qualifications of the shop manager(s).**

Toby Gribble, our shop foreman, is responsible for prioritizing the workflow in the shop. His role includes making sure he and the technicians increase customer satisfaction by effecting repairs correctly the first time, accomplishing and maintaining a high level of efficiency, maintaining high standards for ethical business practices, professional image, orderliness, customer service and good employee relations. Toby participates in daily meetings with Service Manager/Owner, Merle Pfeifer. This meeting is for Toby to communicate information from the shop area.

Toby is an ASE Certified Technician with 18 years experience in the automotive repair industry and truly enjoys diagnosing vehicles of all makes and models to resolve the repair. Toby has been with Sparks for 16 years.

**4. ASSIGNED CONTACT/SERVICE REPRESENTATIVE**

**Primary Contact**

**Name:** Merle Pfeifer, AAM

**Title/Duties:** Service Manager / Owner

The Service Manager's duties are to increase customer satisfaction by building customer relations, maintain the company's standards for ethical business practices, professional image, orderliness, customer service, and good employee and community relations. This role oversees the Service Advisor and Shop Foreman. This position must possess complete knowledge of the automotive industry and works closely with the shop foreman and owners.

**Qualifications:** Merle started Sparks Car Care in October of 1986 after having worked at GE as Plant Operations Manager. Prior to GE, Merle worked at Kenworth as a Field Engineer and completed a Tool and Dye apprenticeship. He earned a Bachelor of Science in Business Administration, is a Vietnam veteran and a retired Naval Officer.

Merle is an AAM (Accredited Automotive Manager) graduate, a certified Master ASE Automotive Technician, an emission specialist and is active with ASA (Automotive Service Association).



Merle is the past Chair of the Federal Way Chamber Board of Directors and currently the Chair of the Federal Way City Planning Commission. He chairs the Federal Way School District Automotive Vocational Program as well as a past President of the Pierce County ASA organization.

**Years with Contractor:** 27 years  
**Work Phone:** 253-874-1070

**Alternate Contact:**

**Name:** Teri Smith

**Title/Duties:** Service Advisor

The Service Advisor's duties are to increase customer satisfaction by building customer relations, maintain the company's standards for ethical business practices, professional image, orderliness, customer service, and good employee relations. This position must possess a working knowledge of the automotive industry and is the company Safety Director.

**Qualifications:** Teri is one of the few women ASE Certified Service Advisors. Teri has been in the automotive industry for 32 years in various customer service and office management positions that includes fleet account service work. She has taken numerous customer service and marketing classes and is certified in CPR, Hazmat and forklift operation.

**Years with Contractor:** 14 years  
**Work Phone:** 253-874-1070

- 5. **Emergency Contact (365 days/year; 24 hours):** Merle and Christena Pfeifer, Owners
- 6. **Operating Hours: Please state hours that your facility is open for maintenance service.**

Day	Open		Close	24 Hour Availability
Monday	7:00 am	to	6:00 pm	24 hour pickup/drop off
Tuesday	7:00 am	to	6:00 pm	24 hour pickup/drop off
Wednesday	7:00 am	to	6:00 pm	24 hour pickup/drop off
Thursday	7:00 am	to	6:00 pm	24 hour pickup/drop off
Friday	7:00 am	to	6:00 pm	24 hour pickup/drop off
Saturday	Upon Request	to	Upon Request	24 hour pickup/drop off
Sunday	Upon Request	to	Upon Request	24 hour pickup/drop off

For fleet accounts, Sparks is open from 7:00am to 6:00pm, Monday through Friday. On Saturday from 8:00am to 5:00pm, Sparks can be reached for service through our emergency phone number. The shop will be open within 45 minutes after receiving the call.

Arrangements can be made ahead of time for any special City of Federal Way needs outside of normal business hours. Sparks also has a 24-hour night owl pick up and drop off safety lockbox.

These operating hours have been successful with our other government fleet accounts for the past nineteen years.

**7. Please provide an experience/qualification profile for each member of your technical staff to include the following information. Attach additional sheets if needed.**

Name	Job Title/Yrs In Job	Yrs w/ Sparks	Job-Related Training/Certificate/Date
Merte Pfeifer	Owner/ 27 yrs	27 yrs	BS in Business Administration/Degree
			AA in Applied Arts/Degree
			Pierce County President Automotive Service Association (ASA)/2009-2011
			National ASA Mechanical Operations Committee Member/2009-2011
			Tool and Die Journeyman/Apprenticeship
			ASE Certified Master Technician/2009
			ASE Service Consultant/2009
			AAM/Certificate
			WA State Emissions Certified Specialist-Gas & Diesel/2012
			Past NAPA Technical Training Chair/2006
			NAPA Auto Car Council Chair/2008
			Emissions Theory & Diagnosis/Certificate
			Hybrid Components and Scan Data/Certificate
			DSL-200 GM Duramax (Diesel) Diagnosis/Certificate
			Technical Mode 6/Certificate
			Anti-Theft & Key Programming/Certificate
			National NAPA Technician of the Year Nomination/ 2006
			Body Control Systems Training
			Hydrogen Fuel Cell Technology
			Hybrid Technology
			Fuel System Service and Diagnostics
			Duramax 6600 Diesel Engine
			Engine Performance and Driveability
			Hybrid Batteries and Energy Management/Certificate

Too many classes, certificates, and training to list that is job-related throughout his 49-year career as a Naval officer (retired), corporate career and business ownership.

Name	Job Title/Yrs In Job	Yrs w/ Sparks	Job-Related Training/Certificate/Date
Toby Gribble	Foreman/18 years	16 years	ASE Certified Technician-Engine Repair/2011
			ASE Certified Technician-Manual Drive Train and Axles/2011
			ASE Certified Technician-Suspension and Steering/2011
			ASE Certified Technician-Brakes/2011
			ASE Certified Technician-Engine Performance/2009
			ASE Certified Technician-Air Conditioning/2011
			AMP Ramping Diagnostics/Certificate
			GM Duramax Light Truck Diesel/Certificate
			Hybrid Batteries and Energy Management/Certificate
			Advanced Automotive Electronics/Certificate
			Toyota Fuel Injection/Certificate
			GM Truck and Body Computer & Electrical Systems/Certificate
			Ford Electrical & Accessories Diagnostics/Certificate
			OBDII Diagnostics/Certificate

			OBDII Major Monitors/Certificate
			Hybrid Components and Scan Data/Certificate
			Diagnosing Antilock Brake Systems/Certificate
			Critical Air Conditioning Service Techniques/Certificate
			Basics of Fuel Injection Systems/Certificate
			Basic ABS Troubleshooting and Service/Certificate
			Automotive Computer Operations/Certificate
			Airbags Service and Repair/Certificate
			Automatic Temperature Control/Certificate
			PCM Diagnosis and Repairs/Certificate
			Tips and Tricks for Charging System Diagnostics/Certificate
			Troubleshooting Distributorless Ignition Systems/Certificate
			Understanding Sensors and Their Diagnostic Procedures/Certificate
			Using the Low AMP Probe for Advanced Diagnostics/Certificate
			Using Your Digital Multimeter/Certificate
			What To Do With Catastrophic A/C Failures/Certificate
			Fuel Delivery Systems/Certificate
			Body Control Systems Training
			Hydrogen Fuel Cell Technology
			Hybrid Technology
			Fuel System Service and Diagnostics
			Duramax 6600 Diesel Engine
			Engine Performance and Driveability

Name	Job Title/Yrs In Job	Yrs w/ Sparks	Job-Related Training/Certificate/Date
Jon Morris	Technician/ 5 years	1 year	ASE Certified Technician-Suspension and Steering/2011
			ASE Certified Technician-Brakes/2011
			ASE Certified Technician-Electrical and Electrical Systems/2010
			Body Control Systems Training
			Hydrogen Fuel Cell Technology
			Hybrid Technology
			Fuel System Service and Diagnostics
			Duramax 6600 Diesel Engine
			Engine Performance and Driveability

Name	Job Title/Yrs In Job	Yrs w/ Sparks	Job-Related Training/Certificate/Date
David Bottles	Technician/2 years	2 years	Associate Arts Degree/Automotive Technology/Green River College
			Voltage Drop/Certificate
			Tire Pressure Monitoring System (TPM) Diagnostics/Certificate
			Micrometer Basics/Certificate
			On-Car Brake Lathe/Certificate
			Short Circuit Wire Repair/Certificate
			Digital Multimeter Review/Certificate
			OBD II
			Battery, Charging and Starting/Certificate
			Regulated Voltage Control/Certificate

			Body Control Systems Training
			Hydrogen Fuel Cell Technology
			Hybrid Technology
			Fuel System Service and Diagnostics
			Duramax 6600 Diesel Engine
			Engine Performance and Driveability


**8. Given the size and composition of your current staffing, will it be necessary for you to increase staffing to meet the requirements of this contract. (Explain)**  
 No. If for any reason we are unable to fulfill the contract turnaround time or business grows, we would increase our staff and extend our business hours.

**9. Please describe your hiring and continued education/training requirements for technicians.**

Hiring at Sparks Car Care is done through the team approach. A candidate first is required to fill out a detailed application and then interviews with the entire staff. If the candidate passes through this first screening, the finalists are asked to return for a second interview. The staff meets to discuss the finalists' qualifications and makes the choice based on knowledge level and the ability to fit in the Sparks quality-driven team. All candidates then must pass a drug screening test prior to being offered a position at Sparks.

Potential employees are expected to be ASE certified or working towards ASE certification as well as having at least four years experience in the automotive repair field (Except for apprentice level positions).

Sparks Car Care's commitment to ongoing training and continued education is what separates us from our competitors. Ongoing training and continued education is required of every Sparks' employee as well as the owners. Sparks has received numerous industry awards for their commitment to management and technical training.

**10. The City requires bonding for individuals who will perform services on City vehicles at no additional cost to the City. Please certify the personnel assigned will be bondable by initialing here** 

## II. REFERENCES

1. Describe your shop's experience providing vehicle maintenance services including the number of years in business, and type of services provided. Use additional sheets if necessary.

Sparks Car Care has been providing quality automotive maintenance services on domestic, foreign, diesel, biodiesel and hybrid vehicles to the Federal Way community for 27 years in the same location. This year we received the prestigious award of AAA Washington and Idaho Region Top Shop of 2012-2013. We have also been honored by the Federal Way citizens for ten (10) years running as the Best Automotive Repair Shop. An ASE Blue Seal Approved shop, Sparks' ASE Certified technicians have been providing general automotive repair including but not limited to the following services:

<b>Emissions Services</b>	Gas and Fleet Diesel Parking Lot Emission Testing (Sparks is the ONLY shop in Federal Way that can provide this service.)
<b>Car Care Services</b>	Oil & Filter Change, Chassis Lube, Transmission Service, Pack Wheel Bearings, Pack CV Joints, Differential Service, Power Steering Service, Brake Fluid Service, Windshield Washers, Battery Service, Wiper Blades, Filter Replacements, Various Adjustments
<b>Brake Systems</b>	Diagnosis, Pad Replacement, Lining Replacement, Hose Replacement, Line Replacement, Wheel Cylinders, Master Cylinders, Emergency Brakes, Brake Drums, Brake Rotors, Machining, Power Boosters
<b>Cool/Heat Systems</b>	Diagnosis, Radiators, Hoses, Belts, Heater Cores, Thermostats, Head Gaskets, Fan Clutches, Electric Fans, Water Pumps, Transmission Coolers, Air Conditioning Service
<b>Exhaust Systems</b>	Diagnosis, Mufflers, Exhaust Pipes, Tail Pipes, Crossover Pipes, Clamps & Hangers, Exhaust Manifolds, Catalytic Converters, Gasket Replacement, Dual Systems
<b>Electrical Systems</b>	Diagnosis, Drivability, Minor Tune-ups, Major Tune-ups, Alternators, Starters, Lights, Power Accessories, Heater Controls, Air Conditioning Controls, Climate Controls, Instruments/Gauges, Electrical Wiring
<b>Fuel Systems</b>	Diagnosis, Carburetors, Gas Fuel Injection, Diesel Fuel Injection, Glow Plugs, Fuel Lines, Fuel Hoses, Fuel Tanks, Fuel Gauges, Fuel Pumps, Fuel Filters
<b>Suspension Systems</b>	Diagnosis, Shocks/Struts, Ball Joints, Leaf Springs, Coil Springs, Kingpins, Control Arms, Drive Axles, Air Ride Systems, Steering Racks, Tires/Wheels, Alignment
<b>Hybrid Systems</b>	Oil Change Service, Electrical Diagnosis, Exhaust, Tune-ups, Brakes
<b>Other</b>	Heavy engine and transmission repair and rebuild

2. Please provide 3 commercial client references, their size of fleet by vehicle type, years of contract relation, type and frequency of the service provided. Please identify the contact person and phone number for each. Use additional sheets if necessary.

<b>Company Name</b>	King County Metro Vanpool
<b>Company Address</b>	821 Second Avenue, Seattle, WA 98104
<b>Company Phone</b>	206-684-1392
<b>Contact Person</b>	Linda Machno, Procurement and Contract Services
<b>Fleet Size/Type</b>	(50) ¾ Ton 15 and 12 Passenger Vans, (52) ½ Ton 8 and 7 Passenger Vans
<b>Years of Contract</b>	19 Years
<b>Frequency of Service</b>	Daily

<b>Company Name</b>	King County Sheriff
<b>Company Address</b>	516 Third Ave, Seattle, WA 98104
<b>Company Phone</b>	206-296-5050
<b>Contact Person</b>	Clieve Stewart, Fleet Maintenance Coordinator
<b>Fleet Size/Type</b>	10/Chevrolet Caprice, Ford Crown Victoria (Police vehicles)
<b>Years of Contract</b>	17 Years
<b>Frequency of Service</b>	Weekly

<b>Company Name</b>	City of Federal Way
<b>Company Address</b>	PO Box 9718, Federal Way, WA 98063
<b>Company Phone</b>	253-835-2720
<b>Contact Person</b>	Marwan Salloum, P.E.
<b>Fleet Size/Type</b>	75 vehicles/Passenger cars, vans, bus, police,
<b>Years of Contract</b>	10 Years
<b>Frequency of Service</b>	Daily

<b>Company Name</b>	Clearly Windows
<b>Company Address</b>	2916 62 <sup>nd</sup> Ave NE, Tacoma, WA 98422
<b>Company Phone</b>	253-952-3364
<b>Contact Person</b>	Shawn Slatterly
<b>Fleet Size/Type</b>	(2) ½ Ton Gas Pickups, (1) Honda Passenger Car
<b>Years of Contract</b>	4 Years
<b>Frequency of Service</b>	Monthly

3. **Approximately what percent of your shop work is currently derived from fleet business?** 15%

4. **Has your shop ever been a subject of Better Business Bureau action?** None.  
Sparks currently has the top rating of A.

5. **Please describe the five most recent customer complaints and how you resolved them. Use additional sheets if necessary.**

- A customer brought their vehicle in for maintenance work and at that time it had all four hub caps. One week later they called and said it was missing a hub cap. With no questions asked, we purchased and replaced the hub cap at no charge. The customer stated they were not expecting us to replace the hub cap and were very happy with our customer service. The customer has returned numerous times to have their vehicle serviced.
- Customer brought their car in for a front end alignment. A week later, he returned to state that his car pulls to the left. Readjusted the alignment and resolved the issue.
- Customer complained of an oil leak three days after an oil service was performed. The vehicle was inspected and a defective oil filter was discovered. The oil filter was replaced and the problem was resolved.
- Customer brought their vehicle in for an electrical systems check. We replaced their battery and the customer returned their vehicle and stated their radio didn't work. We re-established radio code per manufacturer's specifications and the radio now works.
- Customer brought a vehicle in for driveability noise. The technician turned the vehicle's radio off so he could listen for the noise. Customer picked up her vehicle and before she left the parking lot, she came back in and told us her radio no longer worked. The technician investigated and found that she just needed to turn it back on. She apologized and said she had never turned her radio off. (A true story!)

6. **Are you currently or have you ever previously contracted with a municipality to provide vehicle maintenance service?** Yes **If yes, please describe:**

We are currently providing the City of Federal Way with vehicle maintenance service and have previously provided the City of Algona with automotive repair work.

7. **Are you currently or have you ever previously provided repair services to other government entities?** Yes **If yes, please list the entity names, contract person and phone number:**

We are currently providing King County Metro Vanpool with repair services. We have been working with Linda Machno and she can be reached at 206-684-1392.

We are providing repair services to the King County Sheriff's Southend Substations patrol cars. Clieve Stewart is our contact and he can be reached at 206-296-5050.

**8. Briefly describe your interest in servicing the City's fleet and what factors make you the best candidate in your opinion. (Include here any information or materials that you want the City to take into consideration while evaluating your ability to perform this contract.)**

Sparks Car Care is the best choice for servicing the City's fleet. Why? Sparks has been maintaining the City of Federal Way's police vehicles for 10 years without any major mechanical failures due to our knowledgeable technicians and quality control procedures. The excellent cooperation between the City's Quartermaster and Sparks Car Care has provided trouble-free vehicle coordination.

Sparks is known as a quality shop with high integrity that partners with their customers to provide the highest vehicle service. We believe in taking customer service to another level beyond just performing maintenance and repair work to the City's vehicles. Sparks will provide the added service of developing and recommending ways to improve services or vehicle repairs that will be economical and increase vehicle longevity. We have been doing this with all our fleet accounts for the past 19 years. Here is a direct quote from our performance review with one of our fleet accounts:

*"The service representative recognizes Sparks' contributions as a major supplier of quality service to 102 VanPool and VanShare groups in South King County. More than a provider of maintenance and repairs of a high standard, Sparks also supports VanPool with technical expertise and vital customer services."*

Our fleet accounts have utilized our subject matter expertise for technical advice on such things as fleet selection, hybrids and biodiesel equipment, establishing two additional services to extend vehicle life and reduce fleet maintenance cost.

We know improvement in quality has to be a continuous process and everything a company does has an impact on quality. This dedication to quality is evidenced by providing a safe, clean, organized environment in which to service vehicles. Sparks facilitates training programs, provides state-of-the-art and environmentally safe equipment and tools for the technicians.

How does this happen?

- We have set a high degree of excellence for quality.
- Management sets good examples.
- We use only high quality parts.
- Sparks hiring processes.
- Prominent leadership roles in industry associations.
- Building relationships with other business leaders inside and outside the industry.

Each Sparks' team member is accountable for his/her own quality. We have identified what is expected, set standards and reinforce these standards by the shop foreman and owner walking around the shop, asking questions and team members double-checking each other's work. The steps taken to accomplish this are:

- A complete 20-point visual inspection checklist that is part of each vehicle repair order.



- We truly drive each vehicle after the repairs are done. This allows us to double check our work and spot any problems we may not have known about.
- Over the years, quality repairs have always been an essential part of our business. Since each employee is accountable for his/her quality, it is an important part of each employee's performance review.

**Acknowledgements of Sparks Car Care's commitment to quality:**

- Washington and Idaho Regional AAA Top Shop 2012-2013
- Merle Pfeifer is the only City of Federal Way technician certified in Fleet Diesel Emission Testing
- AAA approved repair facility for 25 years with the past 11 years with a 100% customer satisfaction rating.
- ASE Blue Seal of Excellence shop
- Voted Best Automotive Repair Shop in Federal Way, Kent, Des Moines and Auburn for the past 12 years
- Voted Best Automotive Technician/City Volunteer/Best Place to Work in Federal Way, Kent, Des Moines and Auburn
- Highest rating of "A" by the Better Business Bureau
- Highest rating by the website RepairPal

**A strong belief to give back to the community:**

- Donate and volunteer to local organizations-St. Francis Hospital, Multi-Service Center, several local churches
- Chair of the Federal Way Planning Commission
- Past Chair of the Federal Way Chamber of Commerce Board
- Chair of the Federal Way Technical Advisory Committee that brought NATEF accreditation to Decatur High School and Federal Way High School
- Appointed by Governor Gregoire to the Washington State Anti-Theft Authority that has brought grants to the Federal Way police for curbing auto theft
- Appointed to the State of Washington Better Brakes Rule Workgroup to establish the new RCW manufacturing guidelines for copper brakepads
- Member of the Federal Way City Center Access Project Stakeholders Team
- Board Member of Federal Way Festival Days
- Past Board Member and President of the Federal Way Soroptimists
- President of the Pierce County ASA
- Participate in Annual October Lights On and Kids First Programs

All of this allows Sparks to bring the best possible quality vehicle maintenance service and subject matter expertise to the City of Federal Way through up-to-date automotive knowledge, leading edge equipment and strong relationships inside and outside the automotive industry.

- 9. Can you supply the City with tires using pricing based on Washington State Contracts? Yes [ X ] No [ ] We are currently providing this service now.**

10. The City reserves the right to perform unannounced site visits, interview staff and management, and test repairs prior to selection to determine, among other things:
- the customer service responsiveness
  - the shop organization and operation efficiency
  - the response time

Our business welcomes the City's inspection. We have annual reviews with our fleet accounts as well the Department of Ecology and the South King County Fire Department. These two government agencies utilize Sparks as an automotive repair business standard.

### III. SUPPLEMENTAL QUESTIONNAIRE

1. **City drivers are usually in a hurry and need to return to work. Their expectation is to be acknowledged and served promptly, courteously and competently. How will you do this?**

All Sparks Car Care's customers are treated promptly, courteously and competently. So the City drivers will be treated with the same high standards of customer service that all our customers receive. Like all our customers, a shuttle service is provided upon request to transport the City driver to and/or from work or home.

Our service staff has been to numerous training classes regarding customer service and satisfaction. And it is an on-going part of their employment to attend classes regularly. Also our service staff will be informed of the City contract obligations regarding customer service.

2. **What procedures are followed to ensure successful completion of service work prior to the vehicle being released to the customer?**

Sparks Car Care has different processes in place to ensure that the work is necessary, cost effective and performed properly. Some of these are:

- To maintain our high integrity, Sparks' written and verbal company policy (Sparks Employee Handbook, Page 15) states that any employee doing unnecessary repairs could result in disciplinary action, up to and including termination.
- A 20-point visual safety inspection is completed on every vehicle that comes into Sparks to eliminate unnecessary diagnosis. This visual inspection document follows the vehicle throughout the entire visit and a copy is provided to the customer.
- We have a knowledgeable staff that includes one ASE Master Certified technician and journey level technicians that utilize state-of-the-art equipment to make correct diagnosis and repairs.
- Sparks has over the past 24 years developed and maintained a complete library of technical materials, manuals and wave patterns as well as vendor and peer relationships and networks. Utilizing technology, Sparks has subscribed to Alldata and Mitchell Repair Updates, Technical Service Bulletins, Identifix and IATN (Independent Automotive Technician Network). IATN is a "chat" system where a

shop will enter a challenge they are facing and thousands of technicians can reply with their experience and solutions.

- Sparks has standard operating procedures (SOP) to help "zero in" on the true problem.
- Work at Sparks is scheduled by the Service Manager or Service Advisor and then assigned by the shop foreman or owner. The work order has the description of the work needed and the time it should take to perform the job according to the Alldata Labor guidelines.
- At the beginning of the service, many vehicles are test driven to confirm the customer's concern.
- In order to add any new work or change a work order, the technician has to return the work order to the Service Manager/Advisor. They will contact the vehicle owner to authorize the new work. The new work is added to the daily schedule and a new work order is created.
- Every vehicle is test-driven by the technician and then by another member of the staff. The second team member must sign off on the work order before it can be released to the front office.
- The shop owner manages by walk around management. He checks in with the technicians, discusses the current jobs and makes suggestions if necessary.
- All employees work to the ASA Code of Ethics and are required to sign the Code of Ethics.

The Sparks team wants a culture that promotes an honest and successful shop – a shop that everyone can be proud of.

3. **City requires the Contractor to designate one person from the shop to work with the City representatives and communicate vehicle repair status and scheduling on a routine basis. Please identify this position and the qualifications you will establish for this position.**

**a. Primary Contact:**

**Name:** Merle Pfeifer, AAM

**Title/Duties:** Service Manager / Owner

The Service Manager's duties are to increase customer satisfaction by building customer relations, maintain the company's standards for ethical business practices, professional image, orderliness, customer service, and good employee and community relations.

This role oversees the Service Advisor and all front office procedures. This position must possess complete knowledge of the automotive industry and works closely with the shop foreman and owners.

**Qualifications:** Merle's lifetime passion of cars led him to start Sparks Car Care in October of 1986 after having worked 5 years at GE as Plant Operations Manager. Prior

to GE, Merle worked at Kenworth as a Field Engineer and a 5 year Tool and Dye apprenticeship. During his 15 year stay at Kenworth, he earned his BS in Business from Seattle City University. He spent 3 years active duty in Vietnam and 17 years as a Naval Reserve Officer.

Merle is an AAM (Accredited Automotive Manager) graduate, a certified Master ASE Automotive Technician, an emission specialist and is active with ASA (Automotive Service Association).

Merle is the past Chair of the Federal Way Chamber Board of Directors and currently the Chair of the Federal Way City Planning Commission. He also is the past President of the Pierce County ASA organization.

**b. Alternate Contact:**

**Name:** Teri Smith

**Title/Duties:** Service Advisor

The Service Advisor's duties are to increase customer satisfaction by building customer relations, maintain the company's standards for ethical business practices, professional image, orderliness, customer service, and good employee relations. This position must possess a working knowledge of the automotive industry and is the company Safety Director.

**Qualifications:** Teri is one of the few women ASE Certified Service Advisors. Teri has been in the automotive industry for 32 years in various customer service and office management positions that includes fleet account service work. She has taken numerous customer service and marketing classes and is certified in CPR, Hazmat and forklift operation.

4. **The City expects 24 hours turnaround time for preventive and for routine repair services. Can you meet this standard and provide quality repair work? Yes.**  
We are currently meeting or exceeding this requirement on the City of the Federal Way contract. To the best of our knowledge, we have never missed this deadline unless the vehicle required more than routine maintenance.
5. **Please specify whether OEM or after-market parts will be used for repairs? If after-market parts will be used, please explain under what circumstance(s). Please be aware the City requires use for OEM parts for all services unless specifying herein or otherwise approved by SR prior to repair for all services.**  
To comply with the City of Federal Way maintenance contract, we will use OEM parts whenever possible. If the OEM part is not available, we will use parts that meet or exceed OEM requirements.

**6. List days and hours of shop operations and after-hour emergency services availability.**

Day	Open		Close	24 Hour Availability
Monday	7:00 am	to	6:00 pm	24 hour pickup/drop off
Tuesday	7:00 am	to	6:00 pm	24 hour pickup/drop off
Wednesday	7:00 am	to	6:00 pm	24 hour pickup/drop off
Thursday	7:00 am	to	6:00 pm	24 hour pickup/drop off
Friday	7:00 am	to	6:00 pm	24 hour pickup/drop off
Saturday	Upon Request	to	Upon Request	24 hour pickup/drop off
Sunday	Upon Request	to	Upon Request	24 hour pickup/drop off

For after-hour emergency services, the City would contact the duty person by our emergency phone number.

**7. Describe the availability of secured parking for vehicles in for repairs.**

Sparks Car Care has 24/7 security. We have specialized lighting that illuminates the front and side of our building as well as digital video recording cameras. We have the room and capacity to park seven vehicles inside the shop. There is a fenced and locked area next to our building that can house two vehicles when necessary. Our parking lot is surrounded on all sides except the entrance. This allows only one entrance and exit to our single driveway that is covered by the surveillance cameras. We have had very few theft or vandalism problems in our 27 years of business.

#### **IV. FACILITY DESCRIPTION**

**1. How many bays are available for vehicles?**

Sparks Car Care has seven (7) bays. We have four bay doors and the capability of parking two (2) cars in each bay for a total of seven (7) bays.

**2. Describe what provisions and procedures you have in place to dispose of hazardous substances, oils, coolants, etc.**

At Sparks Car Care, we value protecting our environment. We take great care to purchase environmentally safe products such as sprays that do not have chlorination, asbestos free brake and clutch parts, etc. Our fourth generation waste oil furnace burns all of our waste oil for heat. Our commercial parts washer is an evaporative machine. The parts' residue is filtered, heated and evaporated and the remaining substance is biodegradable. We recycle tires, scrap metal, antifreeze, batteries, cores and cardboard. Our oil and fuel filters are drained for 24 hours prior to being crushed for recycling.

Sparks Car Care has been recognized as one of the best businesses in the City of Federal Way for our recycling program through the City's Business Recycling Program.

The Sparks Car Care team is proud to be an ultra green shop and a 5-Star EnviroStars business. This is the highest rating possible. For 16 years, Sparks has been reducing, recycling and properly managing hazardous waste. We were one of the first 32 Washington State businesses to become a King County EnviroStars business. EnviroStars begin in 1995 and is a nationally recognized program that certifies businesses for reducing hazardous waste.

Over the years, EnviroStars has utilized Sparks Car Care's technical expertise to help develop and promote environmental responsibility in the automotive industry. For example, we assisted with the recycled oil program and the advantages of crushing used oil filters.

The positive impacts of our recycling efforts include the following:

- Business waste has been reduced
- Increased reuse and recycling of hazardous materials
- Decreased toxicity in use of toxic materials through alternative products and/or processes
- Increased voluntary compliance with dangerous waste and air quality regulations
- Allows customers to select services based on environmental considerations

**3. Do you have a certified emissions specialist on staff?**

Yes, we have two (2) certified emissions specialists. Two (2) are certified for gas emissions and one (1) is certified for diesel vehicles plus fleet emissions certified.

**4. Do you have an electrical systems specialist on staff?**

Yes, we have four (4) electrical systems specialists on staff.

**5. Describe any experience that you have in servicing/maintaining lift-equipped vehicles.**

We have (2) certified lift technicians on staff that provide excellent maintenance and repair service to the following vehicles:

- 3 Metro Vanpool handicap vans with wheelchair lifts
- 1 Foundation House 40 passenger bus with wheelchair lift
- 1 Foundation House ¾ Ton van with wheelchair lift
- 1 Evergreen Village 25 passenger bus with wheelchair lift

**6. The City requires the Contractor to coordinate warranty work. Please describe how you would perform that and which dealership/service departments you will use for Chevrolet, Ford, GMC, and Dodge. Please provide name of dealership, shop location and phone number.**

Sparks Car Care has been successfully coordinating warranty work for all our fleet accounts during the past 25 years. It's a seamless process with Sparks because of the great working relationships we have with our local dealerships.

Manufacturer	Name	Location	Phone Number
Chevrolet	Jet Chevrolet	Federal Way	253-838-7600
Ford	Scarf Ford	Auburn	253-833-1500
Dodge	Larson Dodge	Auburn	253-845-1725
GM	Jet Chevrolet	Federal Way	253-838-7600

**7. Can you perform emergency roadside service as required? Yes.**

For after-hour emergency services, the City would contact the duty person by our emergency phone number.

**V. SUBCONTRACTOR LIST**

Sparks Car Care will be providing all maintenance and repair work in house.

## VI. COST AND CONDITIONS

CITY VEHICLE Service/Costs	Passenger Vehicles & Light Trucks	4x4 Trucks & Utility Vehicles	4X4 Truck 6.0 Diesel*	4x4 Truck 7.3 Diesel*
	Cost	Cost	Cost	Cost
Service A:	\$31.95	\$41.95	\$200.00	\$200.00
Vehicle Transport (pickup & delivery) for preventative & scheduled services	\$0	\$0	\$0	\$0
Cost of Hourly Labor Rate (not included in Service A)	\$60.00	\$60.00	\$60.00	\$60.00
Rotate Tire (4-Way Front to Rear)	\$0	\$0	\$0	\$0
Replacement Dealer Parts (not included in Service A) Cost Plus	.25%	.25%	.25%	.25%
Replacement Non-Dealer Parts (not included in Service A) Cost Plus	.25%	.25%	.25%	.25%
Cost for shop supplies, and other disposal fee as a percentage of total service fee (not included in Service A)	0%	0%	0%	0%
Cost for tire installation & balance per tire	\$13.00	\$13.00	N/A	N/A

\*This includes labor to remove and replace dual axles where applicable and parts and labor to replace diesel fuel filters where applicable. Vehicles with dual axle rear drum brakes would require additional labor.

POLICE VEHICLE Service/Costs	Crown Victorias	Dodge Chargers	SUV & Utility Trucks	2013 Ford Interceptors
	Cost	Cost	Cost	Cost
Service A:	\$31.95	\$31.95	\$31.95	\$31.95
Vehicle Transport (pickup & delivery) for preventative & scheduled services	\$0	\$0	\$0	\$0
Cost of Hourly Labor Rate (not included in Service A)	\$60.00	\$60.00	\$60.00	\$60.00
Rotate Tire (4-Way Front to Rear)	\$0	\$0	\$0	\$0
Replacement Dealer Parts (not included in Service A) Cost Plus	.25%	.25%	.25%	.25%
Replacement Non-Dealer Parts (not included in Service A) Cost Plus	.25%	.25%	.25%	.25%
Cost for shop supplies, and other disposal fee as a percentage of total service fee (not included in Service A)	0%	0%	0%	0%
Cost for tire installation & balance per tire	\$13.00	\$13.00	\$13.00	\$13.00

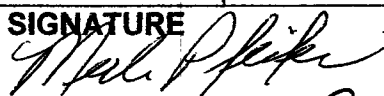

**Conditions:**

1. Prices for the services listed above must include all labor and material needed to complete the services specified.
2. Prices proposed in this section are firm fixed prices for the initial period of the contract (three years).
3. All repair parts are to be OEM or equivalent. Exceptions will be individually considered on a case-by-case basis. Price for each service shall include parts, labor and all necessary fluids and free fluid top off between service intervals.
4. Service reminder sticker is required with each service.
5. All labor hours shall be as listed on ALLDATA Service & Repair Information system. Contractor shall provide the city with an access password to their ALLDATA Service & Repair Information system.
6. Unless otherwise specified and/or agreed to, a standard 12 month or 12,000 mile warranty will be required on all labor and materials.
7. The City is required to pay Washington State Sales or Use Taxes for most goods and services. The city is exempt from Federal Excise and transportation taxes. Taxes shall NOT be included in the bid prices. Applicable taxes will be added as a separate item.

**VII. SIGNATURE SHEET**

**Receipt of the following Addendum is hereby acknowledged by:**

Addendum #1	Dated: September 17, 2012	Acknowledged by:
-------------	---------------------------	------------------

<b>COMPANY</b> Sparks Car Care, Inc.	<b>DELIVERY GUARANTEED</b> As required in the proposal	<b>DAYS AFTER ORDER</b>	
<b>ADDRESS</b> 32627 Pacific Hwy South	<b>PROMPT PAYMENT DISCOUNT TERMS:</b> Already providing government fleet discount rate		
<b>CITY</b> Federal Way	<b>STATE</b> WA	<b>ZIP CODE</b> 98003	<b>PHONE</b> 253-874-1070
<b>AUTHORIZED REPRESENTATIVE (Print)</b> Merte Pfeifer Christena Pfeifer	<b>SIGNATURE</b>  		
	<b>TITLE</b> Owner/CEO Owner/President		

**Proposals signed by an agent are to be accompanied by evidence of their authority.**





# Western Surety Company

## DISHONESTY BOND (FOR ANY TYPE OF BUSINESS)

Bond No. 61543118

In consideration of the agreed premium, Western Surety Company, a South Dakota corporation (the "Surety"), hereby agrees to indemnify Sparks Car Care Inc

32627 Pacific Hwy S, Federal Way, WA 98003

(the "Insured"), against any loss of money or other property which the Insured shall sustain or for which the Insured shall incur liability to any Customer or Subscriber of the Insured through any fraudulent or dishonest act or acts committed by any Employee or Employees of the Insured acting alone or in Collusion with others, the amount of indemnity on each of such Employees being Ten Thousand and 00/100

DOLLARS (\$10,000.00)).

THE FOREGOING AGREEMENT IS SUBJECT TO THE FOLLOWING CONDITIONS AND LIMITATIONS:

### TERM OF BOND:

SECTION 1. The term of this bond begins with the 1st day of January, 2013, standard time, at the address of the Insured above given, and ends at 12:00 o'clock night, standard time, on the effective date of the cancellation of this bond in its entirety.

### EXCLUSION:

SECTION 2. This bond does not apply to loss, or to that part of any loss, as the case may be, the proof of which, either as to its factual existence or as to its amount, is dependent upon an inventory computation or a profit and loss computation. In addition, the policy does not apply to the defense of any legal proceedings brought against the Insured, or to fees, costs or expenses incurred or paid by the Insured in prosecuting or defending any legal proceedings whether or not such proceedings results or would result in a loss to the Insured covered by this policy. In addition, the Company shall not be liable for any costs, fees and other expenses incurred by the Insured in establishing the existence or the amount of loss covered under this policy.

### DISCOVERY PERIOD:

SECTION 3. Loss is covered under this bond only (a) if sustained through any act or acts committed by any Employee of Insured while this bond is in force as to such Employee, and (b) if discovered prior to the expiration or sooner cancellation of this bond in its entirety as provided in Section 10, or from its cancellation or termination in its entirety in any other manner, whichever shall first happen.

### DEFINITION OF EMPLOYEE:

SECTION 4. The word Employee or Employees, as used in this bond, shall be deemed to mean, respectively, one or more of the natural persons (except directors or trustees of the Insured, if a corporation, who are not also officers or employees thereof in some other capacity) while in the regular service of the Insured in the ordinary course of the Insured's business during the term of this bond, and whom the Insured compensates by salary or wages and has the right to govern and direct in the performance of such service, and who are engaged in such service within any of the States of the United States of America, or within the District of Columbia, Puerto Rico, the Virgin Islands, or elsewhere for a limited period, but not to mean brokers, factors, commission merchants, consignees, contractors, or other agents or representatives of the same general character.

### FRAUDULENT OR DISHONEST ACT:

SECTION 5. A FRAUDULENT OR DISHONEST ACT OF AN EMPLOYEE OF THE INSURED SHALL MEAN AN ACT WHICH IS PUNISHABLE UNDER THE CRIMINAL CODE IN THE JURISDICTION WITHIN WHICH ACT OCCURRED, FOR WHICH SAID EMPLOYEE IS TRIED AND CONVICTED BY A COURT OF PROPER JURISDICTION.

### MERGER OR CONSOLIDATION:

SECTION 6. If any natural persons shall be taken into the regular service of the Insured through merger or consolidation with some other concern, the Insured shall give the Surety written notice thereof and shall pay an additional premium on any increase in the number of Employees covered under this bond as a result of such merger or consolidation computed pro rata from the date of such merger or consolidation to the end of the current premium period.

### NON-ACCUMULATION OF LIABILITY:

SECTION 7. Regardless of the number of years this bond shall continue in force and the number of premiums which shall be payable or paid, the liability of the Surety under this bond shall not be cumulative in amounts from year to year or from period to period.

**LIMIT OF LIABILITY UNDER THIS BOND AND PRIOR INSURANCE:**

**SECTION 8.** With respect to loss or losses caused by an Employee or which are chargeable to such Employee as provided in Section 5 and which occur partly under this bond and partly under other bonds or policies issued by the Surety to the Insured or to any predecessor in interest of the Insured and terminated or cancelled or allowed to expire and in which the period for discovery has not expired at the time any such loss or losses thereunder are discovered, the total liability of the Surety under this bond and under such other bonds or policies shall not exceed, in the aggregate, the amount carried under this bond on such loss or losses or the amount available to the Insured under such other bonds or policies, as limited by the terms and conditions thereof, for any such loss or losses, if the latter amount be the larger.

**SALVAGE:**

**SECTION 9.** If the Insured shall sustain any loss or losses covered by this bond which exceed the amount of coverage provided by this bond, the Insured shall be entitled to all recoveries, except from suretyship, insurance, reinsurance, security or indemnity taken by or for the benefit of the Surety, by whomsoever made, on account of such loss or losses under this bond until fully reimbursed, less the actual cost of effecting the same; and less the amount of the deductible carried on the Employee causing such loss or losses; and any remainder shall be applied to the reimbursement of the Surety.

**CANCELLATION AS TO ANY EMPLOYEE:**

**SECTION 10.** This bond shall be deemed cancelled as to any Employee: (a) immediately upon discovery by the Insured, or by any partner or officer thereof not in collusion with such Employee, of any fraudulent or dishonest act on the part of such Employee; or (b) at 12:00 o'clock night, standard time, upon the effective date specified in a written notice served upon the Insured or sent by mail. Such date, if the notice be served, shall be not less than ten days after such service, or, if sent by mail, not less than fifteen days after the date of mailing. The mailing by Surety of notice, as aforesaid, to the Insured at its principal office shall be sufficient proof of notice.

**CANCELLATION AS TO BOND IN ITS ENTIRETY:**

**SECTION 11.** This bond shall be deemed cancelled in its entirety at 12:00 o'clock night, standard time, upon the effective date specified in a written notice served by the Insured upon the Surety or by the Surety upon the Insured, or sent by mail. Such date, if served by the Surety, shall be not less than ten days after such service, or if sent by the Surety by mail, not less than fifteen days after the date of mailing. The mailing by the Surety of notice, as aforesaid, to the Insured at its principal office shall be sufficient proof of notice. The Surety shall refund to the Insured the unearned premium computed pro rata if this bond be cancelled at the instance of the Surety, or at short rates if cancelled or reduced at the instance of the Insured.

**PRIOR FRAUD, DISHONESTY OR CANCELLATION:**

**SECTION 12.** No Employee, to the best of the knowledge of the Insured, or of any partner or officer thereof not in collusion with such Employee, has committed any fraudulent or dishonest act in the service of the Insured or otherwise. If prior to the issuance of this bond, any fidelity insurance in favor of the Insured or any predecessor in interest of the Insured and covering one or more of the Insured's Employees shall have been cancelled as to any of such Employees by reason of (a) the discovery of any fraudulent or dishonest act on the part of such Employees, or (b) the giving of written notice of cancellation by the insurer issuing said fidelity insurance, whether the Surety or not, and if such Employees shall not have been reinstated under the coverage of said fidelity insurance or superseding fidelity insurance, the Surety shall not be liable under this bond on account of such Employees unless the Surety shall agree in writing to include such Employees within the coverage of this bond.

**LOSS—NOTICE—PROOF—LEGAL PROCEEDINGS:**

**SECTION 13.** At the earliest practical moment, and at all events not later than fifteen days after discovery of any fraudulent or dishonest act on the part of any Employee by the Insured, or by any partner or officer thereof not in collusion with such Employee, the Insured shall give the Surety written notice thereof and within four months after such discovery shall file with the Surety affirmative proof of loss, itemized and duly sworn to, and shall upon request of the Surety render every assistance, not pecuniary, to facilitate the investigation and adjustment of any loss. No suit to recover on account of loss under this bond shall be brought before the expiration of two months from the filing of proof as aforesaid on account of such loss, nor after the expiration of fifteen months from the discovery as aforesaid of the fraudulent or dishonest act causing such loss. If any limitation in this bond for giving notice, filing claim or bringing suit is prohibited or made void by any law controlling the construction of this bond, such limitation shall be deemed to be amended so as to be equal to the minimum period of limitation permitted by such law.

**PART-TIME OR TEMPORARY EMPLOYEES:**

**SECTION 14.** The named Insured shall not at any time while this bond is in force direct any temporary or part-time Employee(s) to any subscriber's premises unless such Employee(s) is accompanied by a foreman who is in the regular employ of the Insured.

SIGNED, SEALED AND DATED December 11th, 2012.

WESTERN SURETY COMPANY

By

  
PAUL T. BRUFLAT, SENIOR VICE PRESIDENT



Sparks Car Care  
Board of Directors Meeting

Board members present: Merle Pfeifer, Christena Pfeifer, Shaun Pfeifer, Tom Hanson, Marilyn Hanson.

December 10<sup>th</sup> 2012

Chair Pfeifer called the meeting to order at 7:00p.m.

The purpose of the meeting is to provide Certified Proof of Authority allowing signatory to sign on behalf of Sparks Car Care, Inc.

Mr. Hanson moved (and it was seconded) to accept Merle and Christena Pfeifer as Certified Proof of Authority signers for Sparks Car Care. The motion passed unanimously.

The board of directors for Sparks Car Care resolves that Merle F. Pfeifer and Christena M. Pfeifer have the Certified Proof of Authority to sign for all matters involving Sparks Car Care Inc. Board members:

- Shaun Pfeifer: Vice President
- Tom Hanson: Secretary
- Marilyn Hanson: Treasurer
- Christeana Pfeifer: President
- Merle Pfeifer: CEO

Merle F. Pfeifer, CEO *Merle F. Pfeifer*  
Printed Name: Merle F. Pfeifer

Christena M, Pfeifer, President *Christena M Pfeifer*  
Printed Name: Christena M. Pfeifer

*Joann L Wittler*

Address \_\_\_\_\_  
Phone \_\_\_\_\_  
STATE OF WASHINGTON )  
COUNTY OF KING )



On this day personally appeared before me Merrill Pfeiffer, to me know to be owner of Sparks Car Care, Inc. that executed the foregoing instrument, and acknowledged the said instrument to be the free and voluntary act and deed of said corporation, for the uses and purposes therein mentioned, and on oat stated that he/she was authorized to execute said instrument and that the seal affixed, if any is, is the corporate seal of said corporation.

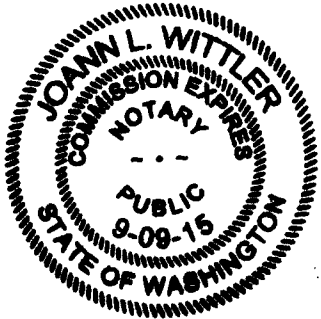
GIVE my hand and official seal this 10<sup>th</sup> day of Dec, 2008.

Joann L. Wittler  
Joann L. Wittler

(Typed/printed name of notary)

Notary Public in and for the State of Washington.

My commission expires 9/9/15



## Corporations and Charities Division

[Corporations Home](#) [Nonprofit Home](#) [Charities Home](#) [Awards](#) [Public Notices](#) [Contact Info](#)

### Corporation Detail

Neither the State of Washington nor any agency, officer, or employee of the State of Washington warrants the accuracy, reliability, or timeliness of any information in the Public Access System and shall not be liable for any losses caused by such reliance on the accuracy, reliability, or timeliness of such information. While every effort is made to ensure the accuracy of this information, portions may be incorrect or not current. Any person or entity who relies on information obtained from the System does so at his or her own risk.

All documents filed with the Corporations Division are considered public record.

#### SPARKS CAR CARE, INC.

UBI Number	601039620
Category	REG
Profit/Nonprofit	Profit
Active/Inactive	Active
State Of Incorporation	WA
WA Filing Date	08/06/1987
Expiration Date	08/31/2013
Inactive Date	
Duration	Perpetual
<b>Registered Agent Information</b>	
Agent Name	MERLE F PFEIFER
Address	32627 PACIFIC HWY S
City	FEDERAL WAY
State	WA
ZIP	98003

#### Special Address Information

Address

City

State

Zip

#### Governing Persons

Title	Name	Address
Vice President	PFEIFER , SHAUN	KENT , WA
President	PFEIFER , CHRISTENA	KENT , WA
Secretary	HANSON , TOM	ALLYN , WA
Chairman	PFEIFER , MERLE	KENT , WA

CITY OF FEDERAL WAY LAW DEPARTMENT ROUTING FORM

1. ORIGINATING DEPT/DIV: PUBLIC WORKS / Fleet

2. ORIGINATING STAFF PERSON: Fred Everett EXT: 2534 3. DATE REQ. BY:

4. TYPE OF DOCUMENT (CHECK ONE):

- CONTRACTOR SELECTION DOCUMENT (E.G., RFB, RFP, RFQ)
PUBLIC WORKS CONTRACT
PROFESSIONAL SERVICE AGREEMENT
GOODS AND SERVICE AGREEMENT
REAL ESTATE DOCUMENT
ORDINANCE
CONTRACT AMENDMENT (AG#): 12-164
SMALL OR LIMITED PUBLIC WORKS CONTRACT
MAINTENANCE AGREEMENT
HUMAN SERVICES / CDBG
SECURITY DOCUMENT (E.G. BOND RELATED DOCUMENTS)
RESOLUTION
INTERLOCAL

5. PROJECT NAME: 2013 Fleet Maintenance - Non Police

6. NAME OF CONTRACTOR: Eagle Tire & Automotive
ADDRESS: 1515 S. 344th St. Federal Way, WA 98003
E-MAIL:
SIGNATURE NAME: Ron Kurosky
TELEPHONE: 253-838-2424
FAX:
TITLE: President

7. EXHIBITS AND ATTACHMENTS: SCOPE, WORK OR SERVICES COMPENSATION INSURANCE REQUIREMENTS/CERTIFICATE ALL OTHER REFERENCED EXHIBITS PROOF OF AUTHORITY TO SIGN REQUIRED LICENSES PRIOR CONTRACT/AMENDMENTS CFW LICENSE # 87-000042 BL, EXP. 12/31/15 UBI # 601044624, EXP. 9/30/16

8. TERM: COMMENCEMENT DATE: Jan. 31, 2013 COMPLETION DATE: Dec. 31, 2017

9. TOTAL COMPENSATION: \$ See original fee schedule (INCLUDE EXPENSES AND SALES TAX, IF ANY)
REIMBURSABLE EXPENSE: YES NO IF YES, MAXIMUM DOLLAR AMOUNT: \$
IS SALES TAX OWED: YES NO IF YES, \$ PAID BY: CONTRACTOR CITY

PURCHASING: PLEASE CHARGE TO: N/A

10. DOCUMENT / CONTRACT REVIEW

- PROJECT MANAGER
DIVISION MANAGER
DEPUTY DIRECTOR
DIRECTOR
RISK MANAGEMENT (IF APPLICABLE)
LAW DEPT

INITIAL / DATE REVIEWED
7/12 11-4-15
11/15/15
11/5/15

INITIAL / DATE APPROVED

11. COUNCIL APPROVAL (IF APPLICABLE) COMMITTEE APPROVAL DATE: COUNCIL APPROVAL DATE:

12. CONTRACT SIGNATURE ROUTING

- SENT TO VENDOR/CONTRACTOR
ATTACH: SIGNATURE AUTHORITY, INSURANCE CERTIFICATE, LICENSES, EXHIBITS

DATE SENT: 11/6/15

DATE REC'D: 11/17/15

- LAW DEPT
CHIEF OF STAFF
SIGNATORY (MAYOR OR DIRECTOR)
CITY CLERK
ASSIGNED AG #
SIGNED COPY RETURNED
RETURN ONE ORIGINAL

INITIAL / DATE SIGNED

11/17
11/19
11/23
AG# 12-164 A
DATE SENT: 11-23-15

COMMENTS:

EXECUTE " ORIGINALS
\* One note on pg. 1. TERM ONLY

**AMENDMENT NO. 1  
TO  
MAINTENANCE AGREEMENT  
FOR  
FLEET MAINTENANCE**

This Amendment (“Amendment No. 1”) is made between the City of Federal Way, a Washington municipal corporation (“City”), and Kurosky Tire, Inc. dba Eagle Tire & Automotive, a Washington corporation (“Contractor”). The City and Contractor (together “Parties”), for valuable consideration and by mutual consent of the Parties, agree to amend the original Agreement for Fleet Maintenance (“Agreement”) dated effective January 31, 2013 as follows:

1. **AMENDED TERM.** The term of the Agreement, as referenced by Section 1 of the Agreement and any prior amendments thereto, shall be amended and shall continue until the completion of the Services, but in any event no later than December 31, 2017 (“Amended Term”).
  
2. **GENERAL PROVISIONS.** All other terms and provisions of the Agreement, together with any prior amendments thereto, not modified by this Amendment, shall remain in full force and effect. Any and all acts done by either Party consistent with the authority of the Agreement, together with any prior amendments thereto, after the previous expiration date and prior to the effective date of this Amendment, are hereby ratified as having been performed under the Agreement, as modified by any prior amendments, as it existed prior to this Amendment. The provisions of Section 13 of the Agreement shall apply to and govern this Amendment. The Parties whose names appear below swear under penalty of perjury that they are authorized to enter into this Amendment, which is binding on the parties of this contract.

[Signature page follows]

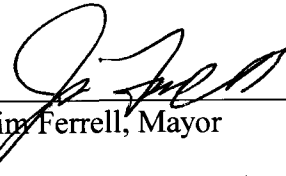


CITY HALL  
33325 8th Avenue South  
Federal Way, WA 98003-6325  
(253) 835-7000  
www.cityoffederalway.com

IN WITNESS, the Parties execute this Agreement below, effective the last date written below.

CITY OF FEDERAL WAY

ATTEST:


By:   
Jim Ferrell, Mayor

  
City Clerk, Stephanie Courtney, CMC

DATE: 11/19/15

APPROVED AS TO FORM:  
JR Call  
for City Attorney, Amy Jo Pearsall

EAGLE TIRE & AUTOMOTIVE

By: 

Ron Kurosky

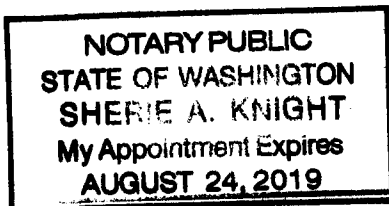
Vice President

DATE: 11-17-2015


STATE OF WASHINGTON )  
COUNTY OF King ) ss.

On this day personally appeared before me Ron Kurosky, to me known to be the Vice President of Kurosky Tire Inc. dba Eagle Tire & Automotive that executed the foregoing instrument, and acknowledged the said instrument to be the free and voluntary act and deed of said corporation, for the uses and purposes therein mentioned, and on oath stated that he was authorized to execute said instrument and that the seal affixed, if any, is the corporate seal of said corporation.

GIVEN my hand and official seal this 17<sup>th</sup> day of NOV, 2015



Notary's signature  
Notary's printed name

  
Sherie A Knight

Notary Public in and for the State of Washington.  
My commission expires 8-24-2019



CITY OF FEDERAL WAY LAW DEPARTMENT ROUTING FORM

1. ORIGINATING DEPT/DIV: PUBLIC WORKS / ST - Fleet  
2. ORIGINATING STAFF PERSON: Marwan Salloum EXT: 2770 3. DATE REQ. BY: RUSH

4. TYPE OF DOCUMENT (CHECK ONE):  
 CONTRACTOR SELECTION DOCUMENT (E.G., RFB, RFP, RFQ)  
 PUBLIC WORKS CONTRACT  
 PROFESSIONAL SERVICE AGREEMENT  
 GOODS AND SERVICE AGREEMENT  
 REAL ESTATE DOCUMENT  
 ORDINANCE  
 CONTRACT AMENDMENT (AG#): \_\_\_\_\_  
 OTHER \_\_\_\_\_  
 SMALL OR LIMITED PUBLIC WORKS CONTRACT  
 MAINTENANCE AGREEMENT  
 HUMAN SERVICES / CDBG  
 SECURITY DOCUMENT (E.G. BOND RELATED DOCUMENTS)  
 RESOLUTION  
 INTERLOCAL

5. PROJECT NAME: 2013 Fleet Maintenance - Non Police

6. NAME OF CONTRACTOR: Eagle Tire + Automotive  
ADDRESS: 1515 S 340th St. TELEPHONE: 838.2424  
E-MAIL: \_\_\_\_\_ FAX: \_\_\_\_\_  
SIGNATURE NAME: Ren Kurosky TITLE: President

7. EXHIBITS AND ATTACHMENTS:  SCOPE, WORK OR SERVICES  COMPENSATION  INSURANCE REQUIREMENTS/CERTIFICATE  ALL OTHER REFERENCED EXHIBITS  PROOF OF AUTHORITY TO SIGN  REQUIRED LICENSES  PRIOR CONTRACT/AMENDMENTS  
CFW LICENSE # 87-000042 BL, EXP. 12/31/13 UBI # 001 044 624, EXP. 9/30/13

8. TERM: COMMENCEMENT DATE: Jan 1, 2013 COMPLETION DATE: Dec 31, 2015

9. TOTAL COMPENSATION: \$ See Attached Fee Schedule (INCLUDE EXPENSES AND SALES TAX, IF ANY)  
(IF CALCULATED ON HOURLY LABOR CHARGE - ATTACH SCHEDULES OF EMPLOYEES TITLES AND HOLIDAY RATES)  
REIMBURSABLE EXPENSE:  YES  NO IF YES, MAXIMUM DOLLAR AMOUNT: \$ \_\_\_\_\_  
IS SALES TAX OWED:  YES  NO IF YES, \$ \_\_\_\_\_ PAID BY:  CONTRACTOR  CITY  
 PURCHASING: PLEASE CHARGE TO: \_\_\_\_\_

10. DOCUMENT / CONTRACT REVIEW  
 PROJECT MANAGER  
 DIVISION MANAGER  
 DEPUTY DIRECTOR 11/29  
 DIRECTOR 8/16  
 RISK MANAGEMENT (IF APPLICABLE)  
 LAW DEPT 11/29, 12/03  
INITIAL / DATE REVIEWED  
ASP 8-16-12 see pp 3,4,8  
INITIAL / DATE APPROVED  
11/29/12  
ASP 8-16-12 see pp 3,4,8  
ASP 11-29-12  
ASP 12-3-12

11. COUNCIL APPROVAL (IF APPLICABLE) COMMITTEE APPROVAL DATE: 11/27/12 COUNCIL APPROVAL DATE: 12/4/12

12. CONTRACT SIGNATURE ROUTING  
 SENT TO VENDOR/CONTRACTOR  
 ATTACH: SIGNATURE AUTHORITY, INSURANCE CERTIFICATE, LICENSES, EXHIBITS  
DATE SENT: 12/9/12 DATE REC'D: \_\_\_\_\_  
INITIAL / DATE SIGNED  
ASP 12-26-12  
CM 12-31-12  
AG# 12-1604  
DATE SENT: 12-31-12

12/26  LAW DEPT  
12/27  SIGNATORY (MAYOR OR DIRECTOR)  
 CITY CLERK  
 ASSIGNED AG #  
SIGNED COPY RETURNED  
 RETURN ORIGINALS  
COMMENTS: EXECUTE " ORIGINALS  
11/28 - Split into two contracts. Sparks will handle PD vehicles + Eagle Tire will handle City Hall.

See pp. 1, 9, 10, 12 + 13 if you have questions, let me know - ASP #2573  
Exc should have a not to exceed amount and only include the costs + conditions section not the entire response

**MAINTENANCE AGREEMENT  
FOR  
FLEET MAINTENANCE**

This Maintenance Agreement ("Agreement") is made between the City of Federal Way, a Washington municipal corporation ("City"), and Kurosky Tire, Inc. dba Eagle Tire & Automotive, a Washington Corporation ("Contractor"). The City and Contractor (together "Parties") are located and do business at the below addresses which shall be valid for any notice required under this Agreement:

<b>EAGLE TIRE &amp; AUTOMOTIVE</b>	<b>CITY OF FEDERAL WAY:</b>
Ron Kurosky, President 1515 S 344 <sup>th</sup> Street Federal Way, WA 98003  (253) 838.2424 (telephone) (253) 838.6907 (facsimile)	Chris Pyle, Fleet Coordinator 33325 8 <sup>th</sup> Ave. S. Federal Way, WA 98003-6325 (253) 261.4749 (telephone) (253) 835.2709 (facsimile) Chris.pyle@cityoffederalway.com

The Parties agree as follows:

1. **TERM.** The term of this Agreement shall commence upon the effective date of this Agreement, which shall be the date of mutual execution, and shall continue until the completion of the Work, but in any event no later than December 31, 2015 ("Term"). This Agreement may be extended for additional periods of time upon the mutual written agreement of the City and the Contractor.

2. **WORK.**

2.1 **Work.** The Contractor shall provide goods, materials or services and otherwise perform the work more specifically described in Exhibit "A" and Exhibit "B", attached hereto and incorporated by this reference ("Work"), performed to the City's satisfaction, within the time period prescribed by the City and pursuant to the direction of the Mayor or his or her designee.

2.2 **Warranties.** The Contractor warrants that it has the requisite training, skill, and experience necessary to provide the Work and is appropriately accredited and licensed by all applicable agencies and governmental entities, including but not limited to obtaining a City of Federal Way business registration. The Contractor warrants it will provide services in a manner consistent with the response to the City's Request for Proposals, attached hereto as Exhibit "F" and incorporated by this reference along with the accepted practices for other similar services within the Puget Sound region in effect at the time those services are performed. The Contractor warrants goods are merchantable, are fit for the particular purpose for which they were obtained, and will perform in accordance with their specifications and Contractor's representations to City. The Contractor shall, at its sole cost and expense, correct all Work performed which the City deems to have defects in workmanship and material discovered within one (1) year after the City's final acceptance of the Work. This Agreement is subject to all warranty provisions established under the Uniform Commercial Code, Title 62A RCW. In the event any part of the goods are repaired, only original replacement parts shall be used—rebuilt or used parts will not be acceptable. When defects are corrected, the warranty for that portion of the work shall extend for one (1) year from the date such correction is completed and accepted by the City. The Contractor shall begin to correct any defects within seven (7) calendar days of its receipt of notice from the City of the defect. If the Contractor does not accomplish the corrections within a reasonable

time as determined by the City, the City may complete the corrections and the Contractor shall pay all costs incurred by the City in order to accomplish the correction.

2.3 Time, Documentation, and Inspection. Work shall begin immediately upon the effective date of this Agreement. Work shall be subject, at all times, to observation and inspection by and with approval of the City, but the making (or failure or delay in making) such inspection or approval shall not relieve Contractor of responsibility for performance of the Work in accordance with this Contract, notwithstanding the City's knowledge of defective or non-complying performance, its substantiality or the ease of its discovery.

2.4 Clean Up. At any time ordered by the City and immediately after completion of the Work, the Contractor shall, at its own expense, clean up and remove all refuse and unused materials of any kind resulting from the Work. In the event the Contractor fails to perform the necessary clean up, the City may, but in no event is it obligated to, perform the necessary clean up and the costs thereof shall be immediately paid by the Contractor to the City and/or the City may deduct its costs from any remaining payments due to the Contractor.

3. TERMINATION. Either party may terminate this Agreement, with or without cause, upon providing the other party thirty (30) days written notice at its address set forth on the signature block of this Agreement. The City may terminate this Agreement immediately if the Contractor fails to maintain required insurance policies, breaches confidentiality, or materially violates Section 12 and may result in ineligibility for further City agreements.

#### 4. COMPENSATION.

4.1 Amount. In consideration of the Contractor performing the Services the City agrees to pay the contractor for actual services performed and accepted by the City based on the set cost for services as identified in Exhibit "C" (Cost and Conditions) of the attached hereto and incorporated by this reference Compensation, plus any appropriate Washington State sales tax.

4.2 Method of Payment. Payment by the City for the Services will only be made after the Services have been performed a voucher or invoice is submitted in the form specified by the City and the same is approved by the appropriate City representative Payment shall be made on a monthly basis thirty 30 days after receipt of such voucher or invoice.

4.3 Defective or Unauthorized Work. If any goods, materials, or services provided under this Agreement are either defective, unauthorized, or otherwise do not meet the requirements of this Agreement, the Contractor will correct or modify the work to comply with the Agreement and the City reserves the right to withhold payment from the Contractor until the goods, materials, or services are acceptable to the City. If Contractor is unable, for any reason, to complete any part of this Agreement, the City may obtain the goods, materials or services from other sources, and Contractor shall be liable to the City for any additional costs incurred by the City. "Additional costs" shall mean all reasonable costs, including legal costs and attorney fees, incurred by the City beyond the maximum Agreement price specified above. The City further reserves its right to deduct these additional costs incurred to complete this Agreement with other sources, from any and all amounts due or to become due the Contractor.

4.4 Non-Appropriation of Funds. If sufficient funds are not appropriated or allocated for payment under this Agreement for any future fiscal period, the City will not be obligated to make payments for Work or amounts incurred after the end of the current fiscal period, and this Agreement will terminate upon the

completion of all remaining Work for which funds are allocated. No penalty or expense shall accrue to the City in the event this provision applies.

4.5 Final Payment: Waiver of Claims. Contractor's acceptance of final payment shall constitute a waiver of any and all claims, except those previously and properly made and identified by Contractor as unsettled at the time request for final payment is made.

## 5. INDEMNIFICATION.

5.1 Contractor Indemnification. The Contractor agrees to release indemnify, defend, and hold the City, its elected officials, officers, employees, agents, representatives, insurers, attorneys, and volunteers harmless from any and all claims, demands, actions, suits, causes of action, arbitrations, mediations, proceedings, judgments, awards, injuries, damages, liabilities, taxes, losses, fines, fees, penalties expenses, attorney's fees, costs, and/or litigation expenses to or by any and all persons or entities, including, without limitation, their respective agents, licensees, or representatives, arising from, resulting from, or in connection with this Agreement or the performance of this Agreement, except for that portion of the claims caused by the City's sole negligence. Should a court of competent jurisdiction determine that this Agreement is subject to RCW 4.24.115, then, in the event of liability for damages arising out of bodily injury to persons or damages to property caused by or resulting from the concurrent negligence of the Contractor and the City, the Contractor's liability hereunder shall be only to the extent of the Contractor's negligence. Contractor shall ensure that each sub-contractor shall agree to defend and indemnify the City, its elected officials, officers, employees, agents, representatives, insurers, attorneys, and volunteers to the extent and on the same terms and conditions as the Contractor pursuant to this paragraph. The City's inspection or acceptance of any of Contractor's work when completed shall not be grounds to avoid any of these covenants of indemnification.

5.2 Industrial Insurance Act Waiver. It is specifically and expressly understood that the Contractor waives any immunity that may be granted to it under the Washington State industrial insurance act, Title 51 RCW, solely for the purposes of this indemnification. Contractor's indemnification shall not be limited in any way by any limitation on the amount of damages, compensation or benefits payable to or by any third party under workers' compensation acts, disability benefit acts or any other benefits acts or programs. The Parties further acknowledge that they have mutually negotiated this waiver.

5.3 City Indemnification. The City agrees to release, indemnify, defend and hold the Contractor, its officers, directors, shareholders, partners, employees, agents, representatives, and sub- contractors harmless from any and all claims, demands, actions, suits, causes of action, arbitrations, mediations, proceedings, judgments, awards, injuries, damages, liabilities, losses, fines, fees, penalties expenses, attorney's fees, costs, and/or litigation expenses to or by any and all persons or entities, including without limitation, their respective agents, licensees, or representatives, arising from, resulting from or connected with this Agreement to the extent solely caused by the negligent acts, errors, or omissions of the City.

5.4 Survival. The provisions of this Section shall survive the expiration or termination of this Agreement with respect to any event occurring prior to such expiration or termination.

6. INSURANCE. The Contractor agrees to carry insurance for liability which may arise from or in connection with the performance of the services or work by the Contractor, their agents, representatives, employees or subcontractors for the duration of the Agreement and thereafter with respect to any event occurring prior to such expiration or termination as follows:

6.1. Minimum Limits. The Contractor agrees to carry as a minimum, the following insurance, in such forms and with such carriers who have a rating that is satisfactory to the City:

a. Commercial general liability insurance covering liability arising from premises, operations, independent contractors, products-completed operations, stop gap liability, personal injury, bodily injury, death, property damage, products liability, advertising injury, and liability assumed under an insured contract with limits no less than \$1,000,000 for each occurrence and \$1,000,000 general aggregate.

b. Workers' compensation and employer's liability insurance in amounts sufficient pursuant to the laws of the State of Washington;

c. Automobile liability insurance covering all owned, non-owned, hired and leased vehicles with a minimum combined single limits in the minimum amounts required to drive under Washington State law per accident for bodily injury, including personal injury or death, and property damage.

d. Garage Liability insurance with combined single limits of liability not less than \$3,000,000 for bodily injury, including personal injury or death, and property damage.

e. Garage Keepers Legal Liability insurance of \$20,000 times maximum vehicle capacity.

6.2. No Limit of Liability. Contractor's maintenance of insurance as required by the agreement shall not be construed to limit the liability of the Contractor to the coverage provided by such insurance, or otherwise limit the City's recourse to any remedy available at law or in equity. The Contractor's insurance coverage shall be primary insurance as respect the City. Any insurance, self-insurance, or insurance pool coverage maintained by the City shall be excess of the Contractor's insurance and shall not contribute with it.

6.3. Additional Insured, Verification. The City shall be named as additional insured on all commercial general liability insurance policies. Concurrent with the execution of this Agreement, Contractor shall provide certificates of insurance for all commercial general liability policies attached hereto as Exhibit "E" and incorporated by this reference. At City's request, Contractor shall furnish the City with copies of all insurance policies and with evidence of payment of premiums or fees of such policies. If Contractor's insurance policies are "claims made," Contractor shall be required to maintain tail coverage for a minimum period of three (3) years from the date this Agreement is actually terminated or upon project completion and acceptance by the City.

6.4 Survival. The provisions of this Section shall survive the expiration or termination of this Agreement.

7. CONFIDENTIALITY. All information regarding the City obtained by Contractor in performance of this Agreement shall be considered confidential subject to applicable laws. Breach of confidentiality by the Contractor may be grounds for immediate termination. The Contractor will fully cooperate with the City in identifying and assembling records in case of any public disclosure request.

8. BOND. Contractor shall obtain a fidelity and employee dishonesty bond in the amount of not less than Ten Thousand Dollars and NO/100 (\$10,000.00) to insure against any theft/misappropriation of money or property during the Term of the Agreement.

9. WORK PRODUCT. All originals and copies of work product, including plans, sketches, layouts, designs, design specifications, records, files, computer disks, magnetic media or material which may be produced or modified by Contractor while performing the Work shall belong to the City upon delivery. The Contractor shall delivery all needed or contracted for work project upon demand. All records submitted by the City to the Contractor will be safeguarded by the Contractor. Contractor shall make such data, documents, and files available to the City upon the City's request. At the expiration or termination of this

Agreement, all originals and copies of any such work product remaining in the possession of Contractor shall be delivered to the City.

**10. BOOKS AND RECORDS.** The Contractor agrees to maintain books, records, and documents which sufficiently and properly reflect all direct and indirect costs related to the performance of the Work and maintain such accounting procedures and practices as may be deemed necessary by the City to assure proper accounting of all funds paid pursuant to this Agreement. These records shall be subject, at all reasonable times, to inspection, review or audit by the City, its authorized representative, the State Auditor, or other governmental officials authorized by law to monitor this Agreement.

**11. INDEPENDENT CONTRACTOR / EMPLOYEE CONDITIONS.**

11.1 Independence. The Parties intend that the Contractor shall be an independent contractor and that the Contractor has the ability to control and direct the performance and details of its work, the City being interested only in the results obtained under this Agreement. The City shall be neither liable nor obligated to pay Contractor sick leave, vacation pay or any other benefit of employment, nor to pay any social security, income, or other tax which may arise as an incident of employment, except as specifically provided in Section 4. Industrial or any other insurance that is purchased for the benefit of the City, regardless of whether such may provide a secondary or incidental benefit to the Contractor, shall not be deemed to convert this Agreement to an employment contract. If the Contractor is a sole proprietorship or if this Agreement is with an individual, the Contractor agrees to notify the City and complete any required form if the Contractor retired under a State of Washington retirement system and agrees to indemnify any losses the City may sustain through the Contractor's failure to do so.

11.2 Safety. Contractor shall take all necessary precautions and shall be responsible for the safety of its employees, agents, and subcontractors at the work site and in the performance of the contract work and shall utilize all protection necessary for that purpose. Contractor shall comply with all applicable provisions of federal, state and municipal safety and health laws and codes, including without limitation, all OSHA/WISHA requirements, Safety and Health Standards for Construction Work (Chapter 296-155 WAC), General Safety and Health Standards (Chapter 296-24 WAC), and General Occupational Health Standards (Chapter 296-62 WAC). Contractor shall erect and properly maintain, at all times, all necessary guards, barricades, signals and other safeguards at all unsafe places at or near the site for the protection of its employees and the public, safe passageways at all road crossings, crosswalks, street intersections, post danger signs warning against known or unusual hazards and do all other things necessary to prevent accident or loss of any kind. Contractor shall protect from damage all water, sewer, gas, steam or other pipes or conduits, and all hydrants and all other property that is likely to become displaced or damaged by the performance of the Work. The Contractor shall, at its own expense, secure and maintain a safe storage place for its materials and equipment and is solely responsible for the same

11.3 Risk of Work. All work shall be done at Contractor's own risk, and Contractor shall be responsible for any loss of or damage to materials, tools, or other articles used or held for use in connection with the work. Industrial or any other insurance that is purchased for the benefit of the City, regardless of whether such may provide a secondary or incidental benefit to the Contractor, shall not be deemed to convert this Agreement to an employment contract. Even though Contractor is an independent contractor, the work must meet the approval of the City and shall be subject to the City's general right of inspection to secure satisfactory completion

#### 11.4 Prevailing Wages.

11.4.1 Wages of Employees. This Agreement is subject to the minimum wage requirements of Chapter 39.12 of the Revised Code of Washington, as now existing or hereafter amended or supplemented. In the payment of hourly wages and fringe benefits to be paid to any of Contractor's laborers, workers and/or mechanics, Contractor shall not pay less than the "prevailing rate of wage" for an hour's work in the same trade or occupation in the locality within the State of Washington where such labor is performed, as determined by the Industrial Statistician of the Department of Labor and Industries of the State of Washington, which current "prevailing rates of wage" are attached hereto as Exhibit "D" and incorporated herein by this reference. Prevailing wages paid pursuant to this Agreement shall be the prevailing wage rates that are in effect on the date when the bids, proposals, or quotes were required to be submitted to the City.

11.4.2 Agreements Exceeding One Year. Pursuant to WAC 296-127-023, or hereafter amended, the City agrees to pay any increase in the current prevailing wages if and when this Contract is extended provided that the term of the Contract exceeds one year. The City further agrees to pay the current prevailing wages at the time of additional yearly extensions, and the Contractor agrees to pay its employees the increased prevailing wage.

11.4.3 Exemptions to Prevailing Wage. The prevailing wage requirements of Chapter 39.12 RCW, and as required in this Agreement do not apply to: Sole owners and their spouses; any partner who owns at least 30% of a partnership; the President, Vice President and Treasurer of a corporation if each one owns at least 30% of the corporation.

11.4.4 Reporting Requirements. Contractor shall comply with all reporting requirements of the Department of Labor and Industries of the State of Washington. Upon the execution of this Agreement, Contractor shall complete and file a Statement of Intent to Pay Prevailing Wages with the Department of Labor and Industries. Upon completion of the Work, Contractor shall complete and file an Affidavit of Wages Paid with the Department of Labor and Industries. Contractor shall deliver copies of both the Statement of Intent to Pay Prevailing Wages and the Affidavit of Wages Paid, certified by the Department of Labor and Industries, to the City.

11.4.5 Disputes. In the event any dispute arises as to what are the prevailing rates of wages for work of a similar nature and such dispute cannot be resolved by the City and the Contractor, the matter shall be referred for arbitration to the Director of the Department of Labor and Industries of the State of Washington and the decision therein shall be final and conclusive and binding on all parties involved in the dispute.

12. **CONFLICT OF INTEREST.** It is recognized that Contractor may or will be performing professional services during the Term for other parties; however, such performance of other services shall not conflict with or interfere with Contractor's ability to perform the Services. Contractor agrees to resolve any such conflicts of interest in favor of the City. Contractor confirms that Contractor does not have a business interest or a close family relationship with any City officer or employee who was, is, or will be involved in the Contractor's selection, negotiation, drafting, signing, administration, or evaluating the Contractor's performance.

13. **EQUAL OPPORTUNITY EMPLOYER.** In all services, programs, activities, hiring, and employment made possible by or resulting from this Agreement or any subcontract, there shall be no discrimination by Contractor or its subcontractors of any level, or any of those entities' employees, agents,

subcontractors, or representatives against any person because of sex, age (except minimum age and retirement provisions), race, color, religion, creed, national origin, marital status, or the presence of any disability, including sensory, mental or physical handicaps, unless based upon a bona fide occupational qualification in relationship to hiring and employment. This requirement shall apply, but not be limited to the following: employment, advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. Contractor shall comply with and shall not violate any of the terms of Chapter 49.60 RCW, Title VI of the Civil Rights Act of 1964, the Americans With Disabilities Act, Section 504 of the Rehabilitation Act of 1973, 49 CFR Part 21, 21.5 and 26, or any other applicable federal, state, or local law or regulation regarding non-discrimination.

#### **14. GENERAL PROVISIONS.**

14.1 Interpretation and Modification. This Agreement, together with any attached Exhibits, contains all of the agreements of the Parties with respect to any matter covered or mentioned in this Agreement and no prior statements or agreements, whether oral or written, shall be effective for any purpose. Should any language in any Exhibits to this Agreement conflict with any language in this Agreement, the terms of this Agreement shall prevail. The respective captions of the Sections of this Agreement are inserted for convenience of reference only and shall not be deemed to modify or otherwise affect any of the provisions of this Agreement. Any provision of this Agreement that is declared invalid, inoperative, null and void, or illegal shall in no way affect or invalidate any other provision hereof and such other provisions shall remain in full force and effect. Any act done by either Party prior to the effective date of the Agreement that is consistent with the authority of the Agreement and compliant with the terms of the Agreement, is hereby ratified as having been performed under the Agreement. No provision of this Agreement, including this provision, may be amended, waived, or modified except by written agreement signed by duly authorized representatives of the Parties.

14.2 Assignment and Beneficiaries. Neither the Contractor nor the City shall have the right to transfer or assign, in whole or in part, any or all of its obligations and rights hereunder without the prior written consent of the other Party. If the non-assigning party gives its consent to any assignment, the terms of this Agreement shall continue in full force and effect and no further assignment shall be made without additional written consent. Subject to the foregoing, the rights and obligations of the Parties shall inure to the benefit of and be binding upon their respective successors in interest, heirs and assigns. This Agreement is made and entered into for the sole protection and benefit of the Parties hereto. No other person or entity shall have any right of action or interest in this Agreement based on any provision set forth herein.

14.3 Compliance with Laws. The Contractor shall comply with and perform the Services in accordance with all applicable federal, state, local, and city laws including, without limitation, all City codes, ordinances, resolutions, regulations, rules, standards and policies, as now existing or hereafter amended, adopted, or made effective. If a violation of the City's Ethics Resolution No. 91-54, as amended, occurs as a result of the formation or performance of this Agreement, this Agreement may be rendered null and void, at the City's option.

14.4 Enforcement. Time is of the essence of this Agreement and each and all of its provisions in which performance is a factor. Adherence to completion dates set forth in the description of the Services is essential to the Contractor's performance of this Agreement. Any notices required to be given by the Parties shall be delivered at the addresses set forth at the beginning of this Agreement. Any notices may be delivered personally to the addressee of the notice or may be deposited in the United States mail, postage prepaid, to the address set forth above. Any notice so posted in the United States mail shall be deemed received three (3) days after the date of mailing. Any remedies provided for under the terms of this



Agreement are not intended to be exclusive, but shall be cumulative with all other remedies available to the City at law, in equity or by statute. The failure of the City to insist upon strict performance of any of the covenants and agreements contained in this Agreement, or to exercise any option conferred by this Agreement in one or more instances shall not be construed to be a waiver or relinquishment of those covenants, agreements or options, and the same shall be and remain in full force and effect. Failure or delay of the City to declare any breach or default immediately upon occurrence shall not waive such breach or default. Failure of the City to declare one breach or default does not act as a waiver of the City's right to declare another breach or default. This Agreement shall be made in, governed by, and interpreted in accordance with the laws of the State of Washington. If the Parties are unable to settle any dispute, difference or claim arising from this Agreement, the exclusive means of resolving that dispute, difference, or claim, shall be by filing suit under the venue, rules and jurisdiction of the King County Superior Court, King County, Washington, unless the parties agree in writing to an alternative process. If the King County Superior Court does not have jurisdiction over such a suit, then suit may be filed in any other appropriate court in King County, Washington. Each party consents to the personal jurisdiction of the state and federal courts in King County, Washington and waives any objection that such courts are an inconvenient forum. If either Party brings any claim or lawsuit arising from this Agreement, each Party shall pay all its legal costs and attorney's fees and expenses incurred in defending or bringing such claim or lawsuit, including all appeals, in addition to any other recovery or award provided by law; provided, however, however nothing in this paragraph shall be construed to limit the Parties' rights to indemnification under Section 5 of this Agreement.

14.5 Execution. Each individual executing this Agreement on behalf of the City and Contractor represents and warrants that such individual is duly authorized to execute and deliver this Agreement. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original and with the same effect as if all Parties hereto had signed the same document. All such counterparts shall be construed together and shall constitute one instrument, but in making proof hereof it shall only be necessary to produce one such counterpart. The signature and acknowledgment pages from such counterparts may be assembled together to form a single instrument comprised of all pages of this Agreement and a complete set of all signature and acknowledgment pages. The date upon which the last of all of the Parties have executed a counterpart of this Agreement shall be the "date of mutual execution" hereof.

[Signature page follows]

IN WITNESS, the Parties execute this Agreement below, effective the last date written below.

CITY OF FEDERAL WAY

ATTEST:

By: Skip Priest  
Skip Priest, Mayor

Carol McNeilly  
City Clerk, Carol McNeilly, CMC

DATE: January 31, 2012

APPROVED AS TO FORM:

Amy Olearall, FOR  
City Attorney, Patricia A Richardson

EAGLE TIRE & AUTOMOTIVE

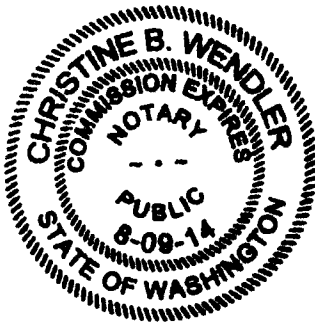
By: Ron Kurosky  
Ron Kurosky, President

DATE: 12-11-12

STATE OF WASHINGTON )  
COUNTY OF KING. ) ss.

On this day personally appeared before me Ron Kurosky, to me known to be the President of Eagle Tire & Automotive aka Kurosky Tire, Inc., that executed the foregoing instrument, and acknowledged the said instrument to be the free and voluntary act and deed of said corporation, for the uses and purposes therein mentioned, and on oath stated that he was authorized to execute said instrument and that the seal affixed, if any, is the corporate seal of said corporation.

GIVEN my hand and official seal this 11<sup>th</sup> day of DECEMBER, 2012



Notary's signature Christine B. Wendler  
Notary's printed name CHRISTINE B. WENDLER  
Notary Public in and for the State of Washington.  
My commission expires 08-09-2014

## EXHIBIT A

### SCOPE OF SERVICE

#### GENERAL PROVISIONS

Contractor will perform general and preventive maintenance and common repair services on City non-police vehicles and equipment that include, but are not limited to, brakes, suspension, heat/air conditioning systems, electrical systems, engine, etc.

**A. Preventive Maintenance**

The City's vehicles are routinely driven in short distance; frequent start/stop; and long idle periods. The attached Exhibit "B", Section E outlines preventive maintenance requirements due to the use conditions. The average annual usage is normally around 10,000 miles for general purposes vehicles.

**B. Repairs and Maintenance**

Provide service/repairs to all common mechanical and electrical systems as needed.

**C. Transport of Vehicles for Service**

- Contractor is responsible for transport (pick up and delivery) of non-police vehicles for all preventive and scheduled services from the following two (2) locations:
  - City Hall – 33325 8<sup>th</sup> Ave South
  - Steel Lake Maintenance Shop – 31130 28<sup>th</sup> Ave South
- For non-scheduled emergency service, courtesy transportation for customer to and from city facilities and other locations within city limits.
- For vehicles not drivable, additional towing charge may be billed upon approval of authorized city staff.

**D. Conditions on Required Services**

- 24-hour turn-around on common repairs (including brakes, etc.) and routine maintenance without prior scheduling. When a prior appointment has been made for routine maintenance, the turn-around time should be four (4) hours.
- Provide adequate inventory on special parts to ensure minimum turn-around on non-common repairs.

**E. Repair Order Content and Procedure**

The Contractor shall provide repair orders for all services provided containing the following information:

- Repair estimates with anticipated work to be performed, estimated completion time, and estimate cost signed by the city staff upon pick-up/drop-off. A confirming copy with final cost shall be mailed to City upon completion, and a billing copy shall be sent to the City with the monthly statement.
- Actual work/cost above written estimate requires City approval prior to work start.
- Authorization of work by designated City Fleet Coordinator or designee is required for all repair orders.

- Individual vehicle charges shall be submitted on separate repair orders for each service visit. The repair order must include:
  - Date work performed
  - Vehicle and/or license #, make/model
  - Vehicle mileage at time of service/repair
  - Date in / date out / time completed
  - Detail type of service, hours, material used, and cost associated with each.
  - Subcontracted repair orders containing same information shall be attached to contractor repair order.
  - Copies of all invoices related to the repair.
- The Contractor guarantees and warrants that all material furnished and all services performed under said contract will be free from defects in material and workmanship and will conform to the requirements of this contract for a period of 12 months or 12,000 miles, whichever occurs first. The Contractor shall remedy all such defects at his/her own expense within one (1) working day after notification by the City.
- Warranty and subcontracted repair orders need to be provided by the Contractor. Contractor is prime contractor; however, subcontractors may be used by Contractor. Contractor assumes responsibility for work of subcontractors. The charges for such services to the City shall be the amount of the subcontractor's invoice for services performed, or the contract price, whichever is less.

**F. Hours of Operation**

The City has a number of services that are active on a 24/7 basis and desires the most comprehensive hour coverage possible. Please identify normal business hours and emergency business hours if available.

**G. List of Non-Police Vehicles as of June 2012**

1999	Chevy	Utility Truck	1GBGC24R5XF097041	2003	Ford	Taurus	1FAHP58253A199634
2011	Ford	F-450 4x2 Crew Cab	1FDOW4GY5BEC96104	2011	Ford	F450 Extended Cab	1FDOX4GY5BEA59710
2002	Chev	S10 Blazer 2WD	1GNCS13W62K217578	2011	Ford	F-450 4x4 Super Cab	1FDOX4HY9EA59711
2002	Ford	F250 PU	1FTNF21L02ED14052	2003	Ford	E250 Van	1FTNE24L13HB05305
2002	Chev	G/Express Van	1GCGG25R121229376	2012	Dodge	1/2 Ton 4x4 Quad Cab	1C6RD7FP2CS251790
2008	Ford	Ranger	1FTZR14U78PA05148	2003	Ford	E250 Van	1FTNE24L13HB05306
2008	Ford	Ranger	1FTZR14U78PA05149	2012	Dodge	Quad Cab 1500 4x4	1C6RD7FP6CS251789
2007	Ford	F250	1FTSX20508EB82776	2005	Ford		1FDXF46P35EB04240
2004	Ford	Clubwagon	1FDNE31L24HB40748	2000	Ford	Ranger	1FTYR10C3YPA90353
1994	Ford	Minibus	1FDKE30G1PHB97535	2000	Ford	Focus	1FAFP33P1YW314528
2007	Chevy	Passenger	1GAHG39U171249863	2000	Ford	Focus	1FAFP33P2YW364256
1997	Chev	C2500 4x4	1GCGK29J8VE271009	2005	Ford	Ranger	1FTYR14U55PA87985
2008	Ford	F450	1FDXF47Y98EC14799	2007	Ford	F150	1FTRX12W37FB33403
2004	Ford	4x2 XL Heritage	2FTRX17W24CA51100	2009	Ford	Escape FWD HEV	1FMCU49339KA12940
2004	Ford	4x2 XL Heritage	2FTRX17W44CA51101	2009	Ford	Escape FWD HEV	1FMCU49359DA12941
2004	Ford	4x2 XL Heritage	2FTRX17W64CA51102	2009	Ford	Escape FWD HEV	1FMCU49379DA12942
1998	Ford	Ranger	1FTYR14U5WPB12076	1999	GMC	Sonoma	1GTCS19X0XK512837
2004	Ford	4x2 XL Heritage	2FTRX17W84CA51103	2009	Ford	Escape FWD HEV	1FMCU49399DA12943
1998	Chev	K2500PU	1GCGK24R5WZ267314	2000	Ford	Ranger	1FTYR14V3YPB16980
2006	Ford	F250	1FTSX2DY86EA19607	2009	Ford	Escape FWD HEV	1FMCU49399DA12944
2000	Ford	F550	1FDAF56SXYEB80476	1995	Ford	E350	1FTJE34H8SHC17923
2000	Ford	F550	1FDAF56S1YEB80477	2002	Chevy	G3500 van	1GBHG31R821140893
2008	Ford	F450	1FDXF47Y78EC22321				
1999	Chev	Dump Truck	4KBC4B1R5XJ003611				
1992	Chev	2500 4x4	1GDGK24K2NE205510				
2004	Ford	F150 4x4 XL Heritage	2FTRX18W84CA53805				
2004	Ford	F250 Supercab 4x4	1FTNX21L14EC48885				
2008	Ford	E150	1FTNE14LX8DB17414				
2000	Ford	Ranger	1FTZR15V2YPB82231				
2007	Chevy	K1500	1GCEK19C57Z607892				
2001	Ford	F450 Truck	1FDXF46F41EC19396				
2001	Chev	S10 Blazer	1GNDD13W51K204272				
2012	Ford	Escape FWD HEV	1FMCU5K33CKA45069				
2001	GMC	Safari Van	1GKEL19W21B516476				
1996	Ford	Ranger 4x4	1FTDR15UXTPA99589				
2010	Ford	F-150 SC 4x4	1FTEX1EW1AFB91351				
2001	GMC	Sonoma	1GTDT19W518212322				
2001	GMC	Sonoma	1GTDT19W318214165				

## EXHIBIT B

### OPERATING PROCEDURES FOR VEHICLE MAINTENANCE SERVICES

This section sets forth the operating policy and procedures for servicing City vehicles and equipment. It discusses maintenance scheduling procedures, loaner procedures and invoicing requirements.

Contracted maintenance facilities are expected to provide prompt, courteous and competent service to drivers. Garage staff must be knowledgeable about service procedures, and initiate the service transaction within 15 minutes of their arrival and/or service call is placed. It is important that the service desk is staffed adequately to provide efficient customer service in a timely manner.

To assist the Contractor with the maintenance program, the City will provide:

1. Listing of covered vehicles (Exhibit "A", Section G) by Vehicle number, updated as necessary.
2. Repair orders and billing invoices must refer to the vehicles by their Vehicle number.
3. City preventive maintenance schedule (Exhibit "B", Section E)
4. Designated staff contacts.

#### A. Safety Check

The Contractor shall perform a safety check in conjunction with all maintenance requirements listed within this Request for Proposal. These safety checks shall be performed every time a vehicle is brought in for service:

- Tires – Visually check condition.
- Lights – Check directional signaling devices and emergency light systems for proper operation.
- Windshield Wipers and Washers – Check condition of wiper arms and blades. Check aim and flow of washer spray. Fill washer reservoir with washer solvent.
- Fluid Levels – Check and replenish fluid levels in transmission, differential, steering sector or power steering pump, and master cylinder. Inspect all units for leakage and clogging.
- Battery – Check condition of heat-shield, hold-down clamps and cable ends, top off electrolyte level, and clean top and terminals as necessary.
- Heater-Defroster-Air Conditioner System and Wiper Controls – Check switches, valves, and ducting doors for proper operation.
- Exhaust System – Visually inspect complete exhaust system including catalytic converter and heat-shielding. Check for broken, damaged, missing, or poorly positioned parts. Inspect for open seams, holes, or any condition which could allow exhaust fumes to enter the vehicle.
- Steering and Suspension Components – Conduct a "look and "shake" inspection.
- Frame/Sub-Frame and Cross Member – Visually check for "drive-over" and/or vehicular damage and fatiguing.
- Drive Shaft U-Joints/ CV Joints – Conduct a "look" and "shake" inspection for seal leakage and joint failure.
- Critical Components – Check condition of all under-hood heat-shields, and the routing of all

hoses and wiring to ensure maximum protection from radiated exhaust heat. Inspect all coolant hoses, fuel line hoses, power steering hoses, engine accessory drive belts, and other under-hood plastic or rubber components.

- Brakes – Inspect all brake line hoses and master cylinder for signs of leaks or damage. Inspect front brake pads, rear brake linings, wheels cylinders, and parking brake cables and linkage. Report estimate of remaining life of pads and shoes.
- Cooling System – Visually inspect entire system for leaks, damage or others signs of needed repair.

## **B. Scheduling of Maintenance and Service Procedures**

1. City will designate a specific Service Representative (SR). Although the garage will have contact with other City operations staff, the SR is your primary contact with the City.
2. The contracted garage shall identify a single individual by name to serve as the responsible contact for daily communication with the City regarding vehicle scheduling and vehicle status update(s).
3. The SR will contact the designated garage representative between 7:30 a.m. and 5:00 p.m., weekdays to determine the status of vehicles and/or equipment being serviced. The garage contact should provide accurate and timely information to the SR on vehicle status including but not limited to:
  - What vehicle/equipment is ready by vehicle number.
  - What vehicle/equipment is being serviced/require repair.
  - Estimated completion of vehicles/equipment under repair.
  - Description of repairs and costs.
4. For other services, the vehicle driver will deliver the vehicle to your facility, and provide a description of problem of the vehicle.
  - a. Contractor to shuttle driver back to work within 30 minutes.
5. After the service is completed:
  - a. Complete Vehicle Service Order ready for SR or designee to sign.
  - b. Place service reminder label on the driver's side windshield stating the next maintenance Mileage and Date for routine preventive maintenance.
  - c. Contact SR to provide time that vehicle is ready for transporting back to the original location. If the SR is not available, leave a voicemail message.
  - d. SR or designee will check work performed, sign off Service Order, and accept the keys from Contractor representative.
6. When repairs cannot be accomplished at your facility or a subcontractor facility identified in the proposal, you must contact the SR for instructions. No repairs shall be made by non-authorized facilities without notification of the SR.

7. The City asks that you report to the SR any vehicle brought in for service or specific concern with problems caused by driver misuse.
8. The Contractor will be responsible for loss and damage to all City vehicles under its custody and/or control.

**C. Preventive Maintenance**

The preventive maintenance services will be in accordance with the preventive maintenance schedule (Exhibit "B", Section E). Additionally:

1. If projected brake pad/shoe life is less than 1500 miles, replace brake pads/shoes.
2. Tires are to be replaced when they reach tread depth of 4/32 of an inch within 1500 miles.
3. Turn-around time of 24 hours for routine preventive maintenance is expected when no appointment for service has been made. When a prior appointment has been made for routine maintenance, the turn-around time should be four (4) hours.

**D. Non-Preventive Maintenance Service and Emergencies**

1. Non-routine maintenance, other than emergencies, will be handled by appointment through the SR or designee. If a driver stops at your facility Monday through Friday between 7:30 a.m. and 5:00 p.m. requesting service without prior notification to you from the City, call the SR/designee for instructions.
2. After Contractor hours, if a vehicle has a breakdown or is involved in an accident and must be towed, the driver has been instructed to have the vehicle towed to your facility. The operator will then provide their own transportation. You may, therefore, encounter a disabled vehicle that has been towed to your facility during non-working hours. In such a situation, notify the SR for instructions.
3. There may be times when the SR calls early in the day with a specific set of instructions, and later in the day changes them; or, another staff member will call to change them if the SR is not available. The last set of instructions will prevail.
4. Turn-around time of 24 hours for non-preventive maintenance service is expected unless otherwise approved by SR.



**E. Preventive Maintenance Schedule**

1	Change Engine Oil *
2	Change Engine Oil Filter
3	Check Air Filter Condition
4	Check Belts and Belt Tensioner
5	Check Battery Electrolyte Level, Add Water As Needed; Clean And Tighten Terminals
6	Check Brake Fluid Level
7	Check Drive Tran Fluid Levels (Transmission, Transfer case, Differential)
8	Check Engine Compartment Fluid Levels, Add As Needed
9	Check Engine Cooling System, Hoses And Clamps
10	Check Exhaust System
11	Check Front And Rear Shocks For Wear and/or Leakage
12	Check Exterior & Interior Lights And Other Electrical Items For Correct Operation
13	Check Power Steering Fluid Level
14	Check Tire Pressure And Condition
15	Check Windshield Wiper operation, Blades condition, Washer Solvent level, Fill as needed.
16	Lubricate Chassis
17	Lubricate Steering Linkage
18	Check Front Brake Pads, Rotors, Calipers; Check Rear Brake Shoes, Drums, Wheel Cylinders and Brake Hoses.
19	Check Parking Brake Operation
20	Lubricate Door Latches, Locks And Hinges
21	Fuel Filter – Replace
22	For Diesel engines, check & drain fuel/water separator
23	Check all Seat Belts

\* Price for the oil change should be based on 5 quarts.

EXHIBIT C

VI. COST AND CONDITIONS

	Passenger Vehicles & Light Trucks	4x4 Trucks and Utility Vehicles	4x4 Truck 6.0 Diesel	4x4 Truck 7.3 Diesel
	Cost	Cost	Cost	Cost
Service A	\$ 3495	\$ 3495	\$ 189	\$ 174
Vehicle Transport (pickup and delivery) for preventative and scheduled services	\$ 9	\$ 9	\$ 9	\$ 9
Cost of Hourly Labor Rate (not included in Service A)	\$ 66	\$ 66	\$ 66	\$ 66
Rotate Tire (4-Way Front to Rear)	\$ 0	\$ 0	\$ 0	\$ 0
Replacement Dealer Parts (not included in Service A) Cost Plus	25 %	25 %	25 %	25 %
Replacement None Dealer Parts (not included in Service A) Cost Plus	30 %	30 %	30 %	30 %
Cost for shop supplies, and other disposal fee as a percentage of total service fee (not included in Service A)	0 %	0 %	0 %	0 %
* Cost for tire installation and balance per tire	\$ 15 *	\$ 15 *	\$ 18 *	\$ 18 *

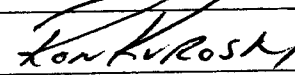
\* Per Net State Pricing

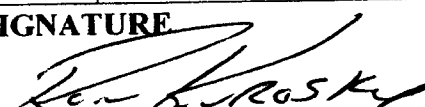
Conditions:

1. Prices for the services listed above must include all labor and material needed to complete the services specified.
2. Prices proposed in this section are firm fixed prices for the initial period of the contract (three years).
3. All repair parts are to be OEM or equivalent. Exceptions will be individually considered on a case- by-case basis. Price for each service shall include parts, labor and all necessary fluids and free fluid top off between service intervals.
4. Service reminder sticker is required with each service.
5. All labor hours shall be as listed on ALLDATA Service & Repair Information system. Contractor shall provide the city with an access pass word to their ALLDATA Service & Repair Information system.
6. Unless otherwise specified and/or agreed to, a standard 12 month or 12,000 mile warranty will be required on all labor and materials.
7. The City is required to pay Washington State Sales or Use Taxes for most goods and services. The City is exempt from Federal Excise and transportation taxes. Taxes shall NOT be included in the bid prices. Applicable taxes will be added as a separate item.

**VII. SIGNATURE SHEET**

Receipt of the following Addendum is hereby acknowledged by:

Addendum # <u>1</u>	Dated: <u>9-4-12</u>	Acknowledged By: 
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COMPANY <u>EAGLE TIRE &amp; AUTOMOTIVE</u>	DELIVERY GUARANTEED	DAYS AFTER ORDER
ADDRESS <u>1515 S. 344th ST</u>	PROMPT PAYMENT DISCOUNT TERMS: <u>N/A</u>	
CITY <u>FEDERAL WAY</u>	STATE <u>WA</u>	ZIP CODE <u>98003</u>
		PHONE <u>(253) 838-2424</u>
AUTHORIZED REPRESENTATIVE (Print) <u>RON KUROSKY</u>	SIGNATURE 	
	TITLE <u>OWNER/MANAGER</u>	

Proposals signed by an agent are to be accompanied by evidence of their authority.

## EXHIBIT D

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: 11/28/2012

County	Trade	Job Classification	Wage	Holiday	Overtime	Note
King	Asbestos Abatement Workers	Journey Level	\$40.83	5D	1H	
King	Boilermakers	Journey Level	\$60.24	5N	1C	
King	Brick Mason	Brick And Block Finisher	\$42.21	5A	1M	
King	Brick Mason	Journey Level	\$49.07	5A	1M	
King	Brick Mason	Pointer-Caulker-Cleaner	\$49.07	5A	1M	
King	Building Service Employees	Janitor	\$19.98	5S	2F	
King	Building Service Employees	Traveling Waxer/shampooer	\$20.39	5S	2F	
King	Building Service Employees	Window Cleaner (Scaffold)	\$24.52	5S	2F	
King	Building Service Employees	Window Cleaner(non-scaffold)	\$23.66	5S	2F	
King	Cabinet Makers (In Shop)	Journey Level	\$22.74		1	
King	Carpenters	Acoustical Worker	\$49.57	5D	1M	
King	Carpenters	Bridge, Dock And Wharf Carpenters	\$49.57	5D	1M	
King	Carpenters	Carpenter	\$49.57	5D	1M	
King	Carpenters	Carpenters on Stationary Tools	\$49.70	5D	1M	
King	Carpenters	Creosoted Material	\$49.67	5D	1M	
King	Carpenters	Floor Finisher	\$49.57	5D	1M	
King	Carpenters	Floor Layer	\$49.57	5D	1M	
King	Carpenters	Scaffold Erector	\$49.57	5D	1M	
King	Cement Masons	Journey Level	\$50.13	7A	1M	
King	Divers & Tenders	Diver	\$100.28	5D	1M	8A
King	Divers & Tenders	Diver On Standby	\$56.68	5D	1M	
King	Divers & Tenders	Diver Tender	\$52.23	5D	1M	
King	Divers & Tenders	Surface Rcv & Rov Operator	\$52.23	5D	1M	
King	Divers & Tenders	Surface Rcv & Rov Operator Tender	\$48.67	5A	1B	
King	Dredge Workers	Assistant Engineer	\$49.57	5D	1T	8L
King	Dredge Workers	Assistant Mate(deckhand)	\$49.06	5D	1T	8L

King	<u>Dredge Workers</u>	Engineer Welder	\$49.62	<u>5D</u>	<u>1T</u>	<u>8L</u>
King	<u>Dredge Workers</u>	Leverman, Hydraulic	\$51.19	<u>5D</u>	<u>1T</u>	<u>8L</u>
King	<u>Dredge Workers</u>	Maintenance	\$49.06	<u>5D</u>	<u>1T</u>	<u>8L</u>
King	<u>Dredge Workers</u>	Mates And Boatmen	\$49.57	<u>5D</u>	<u>1T</u>	<u>8L</u>
King	<u>Dredge Workers</u>	Oiler	\$49.19	<u>5D</u>	<u>1T</u>	<u>8L</u>
King	<u>Drywall Applicator</u>	Journey Level	\$49.74	<u>5D</u>	<u>1H</u>	
King	<u>Drywall Tapers</u>	Journey Level	\$49.79	<u>5P</u>	<u>1E</u>	
King	<u>Electrical Fixture Maintenance Workers</u>	Journey Level	\$25.08	<u>5L</u>	<u>1E</u>	
King	<u>Electricians - Inside</u>	Cable Splicer	\$62.74	<u>7C</u>	<u>2W</u>	
King	<u>Electricians - Inside</u>	Cable Splicer (tunnel)	\$67.45	<u>7C</u>	<u>2W</u>	
King	<u>Electricians - Inside</u>	Certified Welder	\$60.61	<u>7C</u>	<u>2W</u>	
King	<u>Electricians - Inside</u>	Certified Welder (tunnel)	\$65.10	<u>7C</u>	<u>2W</u>	
King	<u>Electricians - Inside</u>	Construction Stock Person	\$33.69	<u>7C</u>	<u>2W</u>	
King	<u>Electricians - Inside</u>	Journey Level	\$58.47	<u>7C</u>	<u>2W</u>	
King	<u>Electricians - Inside</u>	Journey Level (tunnel)	\$62.74	<u>7C</u>	<u>2W</u>	
King	<u>Electricians - Motor Shop</u>	Craftsman	\$15.37		<u>1</u>	
King	<u>Electricians - Motor Shop</u>	Journey Level	\$14.69		<u>1</u>	
King	<u>Electricians - Powerline Construction</u>	Cable Splicer	\$64.95	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Certified Line Welder	\$59.37	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Groundperson	\$42.16	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Head Groundperson	\$44.50	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Heavy Line Equipment Operator	\$59.37	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Jackhammer Operator	\$44.50	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Journey Level Lineperson	\$59.37	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Line Equipment Operator	\$49.95	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Pole Sprayer	\$59.37	<u>5A</u>	<u>4A</u>	
King	<u>Electricians - Powerline Construction</u>	Powderperson	\$44.50	<u>5A</u>	<u>4A</u>	
King	<u>Electronic Technicians</u>	Journey Level	\$31.00		<u>1</u>	
King	<u>Elevator Constructors</u>	Mechanic	\$75.24	<u>7D</u>	<u>4A</u>	
King	<u>Elevator Constructors</u>	Mechanic In Charge	\$82.00	<u>7D</u>	<u>4A</u>	
King	<u>Fabricated Precast Concrete Products</u>	All Classifications - In-Factory Work Only	\$14.15	<u>5B</u>	<u>2K</u>	
King	<u>Fence Erectors</u>	Fence Erector	\$15.18		<u>1</u>	
King	<u>Flaggers</u>	Journey Level	\$34.61	<u>7A</u>	<u>2Y</u>	
King	<u>Glaziers</u>	Journey Level	\$52.76	<u>7L</u>	<u>1Y</u>	
King	<u>Heat &amp; Frost Insulators And</u>	Journeyman	\$56.93	<u>5J</u>	<u>1S</u>	

	<u>Asbestos Workers</u>				
King	<u>Heating Equipment Mechanics</u>	Journey Level	\$68.52	<u>7F</u>	<u>1E</u>
King	<u>Hod Carriers &amp; Mason Tenders</u>	Journey Level	\$42.11	<u>7A</u>	<u>2Y</u>
King	<u>Industrial Engine And Machine Mechanics</u>	Journey Level	\$15.65		<u>1</u>
King	<u>Industrial Power Vacuum Cleaner</u>	Journey Level	\$9.24		<u>1</u>
King	<u>Inland Boatmen</u>	Boat Operator	\$52.32	<u>5B</u>	<u>1K</u>
King	<u>Inland Boatmen</u>	Cook	\$48.89	<u>5B</u>	<u>1K</u>
King	<u>Inland Boatmen</u>	Deckhand	\$48.96	<u>5B</u>	<u>1K</u>
King	<u>Inland Boatmen</u>	Deckhand Engineer	\$49.95	<u>5B</u>	<u>1K</u>
King	<u>Inland Boatmen</u>	Launch Operator	\$51.16	<u>5B</u>	<u>1K</u>
King	<u>Inland Boatmen</u>	Mate	\$51.16	<u>5B</u>	<u>1K</u>
King	<u>Inspection/Cleaning/Sealing Of Sewer &amp; Water Systems By Remote Control</u>	Cleaner Operator, Foamer Operator	\$31.49		<u>1</u>
King	<u>Inspection/Cleaning/Sealing Of Sewer &amp; Water Systems By Remote Control</u>	Grout Truck Operator	\$11.48		<u>1</u>
King	<u>Inspection/Cleaning/Sealing Of Sewer &amp; Water Systems By Remote Control</u>	Head Operator	\$24.91		<u>1</u>
King	<u>Inspection/Cleaning/Sealing Of Sewer &amp; Water Systems By Remote Control</u>	Technician	\$19.33		<u>1</u>
King	<u>Inspection/Cleaning/Sealing Of Sewer &amp; Water Systems By Remote Control</u>	Tv Truck Operator	\$20.45		<u>1</u>
King	<u>Insulation Applicators</u>	Journey Level	\$49.57	<u>5D</u>	<u>1M</u>
King	<u>Ironworkers</u>	Journeyman	\$59.02	<u>7N</u>	<u>1Q</u>
King	<u>Laborers</u>	Air, Gas Or Electric Vibrating Screed	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Airtrac Drill Operator	\$42.11	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Ballast Regular Machine	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Batch Weighman	\$34.61	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Brick Pavers	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Brush Cutter	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Brush Hog Feeder	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Burner	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Caisson Worker	\$42.11	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Carpenter Tender	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Caulker	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Cement Dumper-paving	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Cement Finisher Tender	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Change House Or Dry Shack	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Chipping Gun (under 30 Lbs.)	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Chipping Gun(30 Lbs. And	\$41.59	<u>7A</u>	<u>2Y</u>

		Over)			
King	<u>Laborers</u>	Choker Setter	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Chuck Tender	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Clary Power Spreader	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Clean-up Laborer	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Concrete Dumper/chute Operator	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Concrete Form Stripper	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Concrete Placement Crew	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Concrete Saw Operator/core Driller	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Crusher Feeder	\$34.61	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Curing Laborer	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Demolition: Wrecking & Moving (incl. Charred Material)	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Ditch Digger	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Diver	\$42.11	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Drill Operator (hydraulic, diamond)	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Dry Stack Walls	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Dump Person	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Epoxy Technician	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Erosion Control Worker	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Faller & Bucker Chain Saw	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Fine Graders	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Firewatch	\$34.61	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Form Setter	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Gabian Basket Builders	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	General Laborer	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Grade Checker & Transit Person	\$42.11	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Grinders	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Grout Machine Tender	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Groutmen (pressure)including Post Tension Beams	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Guardrail Erector	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Hazardous Waste Worker (level A)	\$42.11	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Hazardous Waste Worker (level B)	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Hazardous Waste Worker (level C)	\$40.83	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	High Scaler	\$42.11	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Jackhammer	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Laserbeam Operator	\$41.59	<u>7A</u>	<u>2Y</u>
King	<u>Laborers</u>	Maintenance Person	\$40.83	<u>7A</u>	<u>2Y</u>

King	Laborers	Manhole Builder-mudman	\$41.59	7A	2Y	
King	Laborers	Material Yard Person	\$40.83	7A	2Y	
King	Laborers	Motorman-dinky Locomotive	\$41.59	7A	2Y	
King	Laborers	Nozzleman (concrete Pump, Green Cutter When Using Combination Of High Pressure Air & Water On Concrete & Rock, Sandblast, Gunite, Shotcrete, Water Bla	\$41.59	7A	2Y	
King	Laborers	Pavement Breaker	\$41.59	7A	2Y	
King	Laborers	Pilot Car	\$34.61	7A	2Y	
King	Laborers	Pipe Layer Lead	\$42.11	7A	2Y	
King	Laborers	Pipe Layer/tailor	\$41.59	7A	2Y	
King	Laborers	Pipe Pot Tender	\$41.59	7A	2Y	
King	Laborers	Pipe Reliner	\$41.59	7A	2Y	
King	Laborers	Pipe Wrapper	\$41.59	7A	2Y	
King	Laborers	Pot Tender	\$40.83	7A	2Y	
King	Laborers	Powderman	\$42.11	7A	2Y	
King	Laborers	Powderman's Helper	\$40.83	7A	2Y	
King	Laborers	Power Jacks	\$41.59	7A	2Y	
King	Laborers	Railroad Spike Puller - Power	\$41.59	7A	2Y	
King	Laborers	Raker - Asphalt	\$42.11	7A	2Y	
King	Laborers	Re-timberman	\$42.11	7A	2Y	
King	Laborers	Remote Equipment Operator	\$41.59	7A	2Y	
King	Laborers	Rigger/signal Person	\$41.59	7A	2Y	
King	Laborers	Rip Rap Person	\$40.83	7A	2Y	
King	Laborers	Rivet Buster	\$41.59	7A	2Y	
King	Laborers	Rodder	\$41.59	7A	2Y	
King	Laborers	Scaffold Erector	\$40.83	7A	2Y	
King	Laborers	Scale Person	\$40.83	7A	2Y	
King	Laborers	Sloper (over 20")	\$41.59	7A	2Y	
King	Laborers	Sloper Sprayer	\$40.83	7A	2Y	
King	Laborers	Spreader (concrete)	\$41.59	7A	2Y	
King	Laborers	Stake Hopper	\$40.83	7A	2Y	
King	Laborers	Stock Piler	\$40.83	7A	2Y	
King	Laborers	Tamper & Similar Electric, Air & Gas Operated Tools	\$41.59	7A	2Y	
King	Laborers	Tamper (multiple & Self- propelled)	\$41.59	7A	2Y	
King	Laborers	Timber Person - Sewer (lagger, Shorer & Cribber)	\$41.59	7A	2Y	
King	Laborers	Toolroom Person (at Jobsite)	\$40.83	7A	2Y	
King	Laborers	Topper	\$40.83	7A	2Y	
King	Laborers	Track Laborer	\$40.83	7A	2Y	
King	Laborers	Track Liner (power)	\$41.59	7A	2Y	
King	Laborers	Traffic Control Laborer	\$37.01	7A	2Y	8R



King	<u>Laborers</u>	Traffic Control Supervisor	\$37.01	<u>7A</u>	<u>2Y</u>	<u>8R</u>
King	<u>Laborers</u>	Truck Spotter	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Tugger Operator	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 0-30 psi	\$55.89	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 30.01-44.00 psi	\$60.92	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 44.01-54.00 psi	\$64.60	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 54.01-60.00 psi	\$70.30	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 60.01-64.00 psi	\$72.42	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 64.01-68.00 psi	\$77.52	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 68.01-70.00 psi	\$79.42	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 70.01-72.00 psi	\$81.42	<u>7A</u>	<u>1H</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 72.01-74.00 psi	\$83.42	<u>7A</u>	<u>1H</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Guage and Lock Tender	\$42.21	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Miner	\$42.21	<u>7A</u>	<u>2Y</u>	<u>8Q</u>
King	<u>Laborers</u>	Vibrator	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Vinyl Seamer	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Watchman	\$31.46	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Welder	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Well Point Laborer	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers</u>	Window Washer/cleaner	\$31.46	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers - Underground Sewer &amp; Water</u>	General Laborer & Topman	\$40.83	<u>7A</u>	<u>2Y</u>	
King	<u>Laborers - Underground Sewer &amp; Water</u>	Pipe Layer	\$41.59	<u>7A</u>	<u>2Y</u>	
King	<u>Landscape Construction</u>	Irrigation Or Lawn Sprinkler Installers	\$13.56		<u>1</u>	
King	<u>Landscape Construction</u>	Landscape Equipment Operators Or Truck Drivers	\$28.17		<u>1</u>	
King	<u>Landscape Construction</u>	Landscaping or Planting Laborers	\$17.87		<u>1</u>	
King	<u>Lathers</u>	Journey Level	\$49.74	<u>5D</u>	<u>1H</u>	
King	<u>Marble Setters</u>	Journey Level	\$49.07	<u>5A</u>	<u>1M</u>	
King	<u>Metal Fabrication (In Shop)</u>	Fitter	\$15.86		<u>1</u>	
King	<u>Metal Fabrication (In Shop)</u>	Laborer	\$9.78		<u>1</u>	
King	<u>Metal Fabrication (In Shop)</u>	Machine Operator	\$13.04		<u>1</u>	
King	<u>Metal Fabrication (In Shop)</u>	Painter	\$11.10		<u>1</u>	
King	<u>Metal Fabrication (In Shop)</u>	Welder	\$15.48		<u>1</u>	
King	<u>Millwright</u>	Journey Level	\$50.67	<u>5D</u>	<u>1M</u>	

King	<u>Modular Buildings</u>	Cabinet Assembly	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Electrician	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Equipment Maintenance	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Plumber	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Production Worker	\$9.40		<u>1</u>	
King	<u>Modular Buildings</u>	Tool Maintenance	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Utility Person	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Welder	\$11.56		<u>1</u>	
King	<u>Painters</u>	Journey Level	\$37.51	<u>6Z</u>	<u>2B</u>	
King	<u>Pile Driver</u>	Journey Level	\$49.82	<u>5D</u>	<u>1M</u>	
King	<u>Plasterers</u>	Journey Level	\$48.23	<u>7Q</u>	<u>1R</u>	
King	<u>Playground &amp; Park Equipment Installers</u>	Journey Level	\$9.04		<u>1</u>	
King	<u>Plumbers &amp; Pipefitters</u>	Journey Level	\$70.84	<u>6Z</u>	<u>1G</u>	
King	<u>Power Equipment Operators</u>	Asphalt Plant Operators	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Assistant Engineer	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Barrier Machine (zipper)	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Batch Plant Operator, Concrete	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Bobcat	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Brokk - Remote Demolition Equipment	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Brooms	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Bump Cutter	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cableways	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Chipper	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Compressor	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Concrete Pump: Truck Mount With Boom Attachment Over 42 M	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Concrete Finish Machine -laser Screed	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Concrete Pump - Mounted Or Trailer High Pressure Line Pump, Pump High Pressure.	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Concrete Pump: Truck Mount With Boom Attachment Up To 42m	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Conveyors	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: 20 Tons Through 44 Tons With Attachments	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: 20 Tons Through 44 Tons With Attachments Overhead, Bridge Type Crane: 20 Tons Through 44 Tons	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: 100 Tons Through 199 Tons, Or 150' Of Boom (including Jib With	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>

King	<u>Power Equipment Operators</u>	Cranes: 100 Tons Through 199 Tons, or 150' of boom (including jib with attachments); Overhead, bridge type, 100 tons and over; Tower crane up to 175' in height, base to boom.	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: 200 Tons To 300 Tons, Or 250' Of Boom (including Jib With Attachments)	\$53.01	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: 45 Tons Through 99 Tons, Under 150' Of Boom (including Jib With Attachments)	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: A-frame - 10 Tons And Under	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: Friction 100 Tons Through 199 Tons	\$53.01	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: Friction Over 200 Tons	\$53.57	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: Over 300 Tons Or 300' Of Boom (including Jib With Attachments)	\$53.57	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: Through 19 Tons With Attachments A-frame Over 10 Tons	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Crusher	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Deck Engineer /deck Winches (power)	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Derricks, On Building Work	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Dozer Quad 9, HD 41, D10 and Over	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Dozers D-9 & Under	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Drill Oilers: Auger Type, Truck Or Crane Mount	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Drilling Machine	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Elevator And Man-lift: Permanent And Shaft Type	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Finishing Machine, Bidwell And Gamaco & Similar Equipment	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Forklift: 3000 Lbs And Over With Attachments	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Forklifts: Under 3000 Lbs. With Attachments	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Grade Engineer: Using Blue Prints, Cut Sheets, Etc	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Gradechecker/stakeman	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Guardrail Punch	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Guardrail Punch/Auger	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Hard Tail End Dump Articulating Off- Road	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>

		Equipment 45 Yards. & Over				
King	<u>Power Equipment Operators</u>	Hard Tail End Dump Articulating Off-road Equipment Under 45 Yards	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Horizontal/directional Drill Locator	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Horizontal/directional Drill Operator	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Hydralifts/boom Trucks Over 10 Tons	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Hydralifts/boom Trucks, 10 Tons And Under	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Loader, Overhead 8 Yards. & Over	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Loader, Overhead, 6 Yards. But Not Including 8 Yards	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Loaders, Overhead Under 6 Yards	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Loaders, Plant Feed	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Loaders: Elevating Type Belt	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Locomotives, All	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Material Transfer Device	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Mechanics, All (leadmen - \$0.50 Per Hour Over Mechanic)	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Mixers: Asphalt Plant	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Motor Patrol Grader - Non- finishing	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Motor Patrol Graders, Finishing	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Mucking Machine, Mole, Tunnel Drill, Boring, Road Header And/or Shield	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Oil Distributors, Blower Distribution & Mulch Seeding Operator	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Outside Hoists (elevators And Manlifts), Air Tuggers, strato	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Overhead, Bridge Type Crane: 20 Tons Through 44 Tons	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Overhead, Bridge Type: 100 Tons And Over	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Overhead, Bridge Type: 45 Tons Through 99 Tons	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Pavement Breaker	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Pile Driver (other Than Crane Mount)	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Plant Oiler - Asphalt, Crusher	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Posthole Digger, Mechanical	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Power Plant	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Pumps - Water	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>

King	<u>Power Equipment Operators</u>	Quad 9, Hd 41, D10 And Over	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Quick Tower - No Cab, Under 100 Feet In Height Based To Boom	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Remote Control Operator On Rubber Tired Earth Moving Equipment	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Rigger And Bellman	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Rollagon	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Roller, Other Than Plant Mix	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Roller, Plant Mix Or Multi-lift Materials	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Roto-mill, Roto-grinder	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Saws - Concrete	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Scraper, Self Propelled Under 45 Yards	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Scrapers - Concrete & Carry All	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Scrapers, Self-propelled: 45 Yards And Over	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Service Engineers - Equipment	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shotcrete/gunite Equipment	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shovel , Excavator, Backhoe, Tractors Under 15 Metric Tons.	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shovel, Excavator, Backhoe: Over 30 Metric Tons To 50 Metric Tons	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shovel, Excavator, Backhoes, Tractors: 15 To 30 Metric Tons	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shovel, Excavator, Backhoes: Over 50 Metric Tons To 90 Metric Tons	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shovel, Excavator, Backhoes: Over 90 Metric Tons	\$53.01	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Slipform Pavers	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Spreader, Toppers & Screedman	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Subgrader Trimmer	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Tower Bucket Elevators	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Tower Crane Over 175'in Height, Base To Boom	\$53.01	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Tower Crane Up To 175' In Height Base To Boom	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Transporters, All Track Or Truck Type	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Trenching Machines	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Truck Crane Oiler/driver - 100 Tons And Over	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Truck Crane Oiler/driver Under 100 Tons	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>

King	Power Equipment Operators	Truck Mount Portable Conveyor	\$51.40	7A	3C	8P
King	Power Equipment Operators	Welder	\$51.89	7A	3C	8P
King	Power Equipment Operators	Wheel Tractors, Farmall Type	\$48.62	7A	3C	8P
King	Power Equipment Operators	Yo Yo Pay Dozer	\$51.40	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Asphalt Plant Operators	\$51.89	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Assistant Engineer	\$48.62	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Barrier Machine (zipper)	\$51.40	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Batch Plant Operator, Concrete	\$51.40	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Bobcat	\$48.62	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Brokk - Remote Demolition Equipment	\$48.62	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Brooms	\$48.62	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Bump Cutter	\$51.40	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Cableways	\$51.89	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Chipper	\$51.40	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Compressor	\$48.62	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Concrete Pump: Truck Mount With Boom Attachment Over 42 M	\$51.89	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Concrete Finish Machine -laser Screed	\$48.62	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Concrete Pump - Mounted Or Trailer High Pressure Line Pump, Pump High Pressure.	\$50.98	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Concrete Pump: Truck Mount With Boom Attachment Up To 42m	\$51.40	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Conveyors	\$50.98	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Cranes: 20 Tons Through 44 Tons With Attachments	\$51.40	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Cranes: 20 Tons Through 44 Tons With Attachments Overhead, Bridge Type Crane: 20 Tons Through 44 Tons	\$51.40	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Cranes: 100 Tons Through 199 Tons, Or 150' Of Boom (including Jib With	\$52.44	7A	3C	8P
King	Power Equipment Operators- Underground Sewer & Water	Cranes: 200 Tons To 300 Tons, Or 250' Of Boom (including Jib	\$53.01	7A	3C	8P

		With Attachments)				
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Cranes: 45 Tons Through 99 Tons, Under 150' Of Boom (including Jib With Attachments)	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Cranes: A-frame - 10 Tons And Under	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Cranes: Friction 100 Tons Through 199 Tons	\$53.01	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Cranes: Friction Over 200 Tons	\$53.57	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Cranes: Over 300 Tons Or 300' Of Boom (including Jib With Attachments)	\$53.57	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Cranes: Through 19 Tons With Attachments A-frame Over 10 Tons	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Crusher	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Deck Engineer/deck Winches (power)	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Derricks, On Building Work	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Dozer Quad 9, HD 41, D10 and Over	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Dozers D-9 & Under	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Drill Oilers: Auger Type, Truck Or Crane Mount	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Drilling Machine	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Elevator And Man-lift: Permanent And Shaft Type	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Finishing Machine, Bidwell And Gamaco & Similar Equipment	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Forklift: 3000 Lbs And Over With Attachments	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Forklifts: Under 3000 Lbs. With Attachments	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Grade Engineer: Using Blue Prints, Cut Sheets, Etc	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Gradechecker/stakeman	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Guardrail Punch	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Guardrail Punch/Auger	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Hard Tail End Dump Articulating Off- Road Equipment 45 Yards. & Over	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>

King	Power Equipment Operators- Underground Sewer & Water	Hard Tail End Dump Articulating Off-road Equipment Under 45 Yards	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Horizontal/directional Drill Locator	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Horizontal/directional Drill Operator	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Hydralifts/boom Trucks Over 10 Tons	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Hydralifts/boom Trucks, 10 Tons And Under	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Loader, Overhead 8 Yards. & Over -	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Loader, Overhead, 6 Yards. But Not Including 8 Yards	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Loaders, Overhead Under 6 Yards	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Loaders, Plant Feed	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Loaders: Elevating Type Belt	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Locomotives, All	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Material Transfer Device	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Mechanics, All (leadmen - \$0.50 Per Hour Over Mechanic)	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Mixers: Asphalt Plant	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Motor Patrol Grader - Non- finishing	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Motor Patrol Graders, Finishing	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Mucking Machine, Mole, Tunnel Drill, Boring, Road Header And/or Shield	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Oil Distributors, Blower Distribution & Mulch Seeding Operator	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Outside Hoists (elevators And Manlifts), Air Tuggers, strato	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Overhead, Bridge Type Crane: 20 Tons Through 44 Tons	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Overhead, Bridge Type: 100 Tons And Over	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Overhead, Bridge Type: 45 Tons Through 99 Tons	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators- Underground Sewer & Water	Pavement Breaker	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators-	Pile Driver (other Than Crane	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>



	<u>Underground Sewer &amp; Water</u>	Mount)				
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Plant Oiler - Asphalt, Crusher	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Posthole Digger, Mechanical	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Power Plant	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Pumps - Water	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Quad 9, Hd 41, D10 And Over	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Quick Tower - No Cab, Under 100 Feet In Height Based To Boom	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Remote Control Operator On Rubber Tired Earth Moving Equipment	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Rigger And Bellman	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Rollagon	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Roller, Other Than Plant Mix	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Roller, Plant Mix Or Multi-lift Materials	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Roto-mill, Roto-grinder	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Saws - Concrete	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Scraper, Self Propelled Under 45 Yards	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Scrapers - Concrete & Carry All	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Scrapers, Self-propelled: 45 Yards And Over	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Service Engineers - Equipment	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Shotcrete/gunite Equipment	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Shovel , Excavator, Backhoe, Tractors Under 15 Metric Tons.	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Shovel, Excavator, Backhoe: Over 30 Metric Tons To 50 Metric Tons	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Shovel, Excavator, Backhoes, Tractors: 15 To 30 Metric Tons	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Shovel, Excavator, Backhoes: Over 50 Metric Tons To 90 Metric Tons	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators-</u>	Shovel, Excavator, Backhoes:	\$53.01	<u>7A</u>	<u>3C</u>	<u>8P</u>

	<u>Underground Sewer &amp; Water</u>	Over 90 Metric Tons				
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Slipform Pavers	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Spreader, Toppersider & Screedman	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Subgrader Trimmer	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Tower Bucket Elevators	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Tower Crane Over 175'in Height, Base To Boom	\$53.01	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Tower Crane Up To 175' In Height Base To Boom	\$52.44	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Transporters, All Track Or Truck Type	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Trenching Machines	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Truck Crane Oiler/driver - 100 Tons And Over	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Truck Crane Oiler/driver Under 100 Tons	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Truck Mount Portable Conveyor	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Welder	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Wheel Tractors, Farmall Type	\$48.62	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer &amp; Water</u>	Yo Yo Pay Dozer	\$51.40	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Line Clearance Tree Trimmers</u>	Journey Level In Charge	\$42.91	<u>5A</u>	<u>4A</u>	
King	<u>Power Line Clearance Tree Trimmers</u>	Spray Person	\$40.73	<u>5A</u>	<u>4A</u>	
King	<u>Power Line Clearance Tree Trimmers</u>	Tree Equipment Operator	\$41.29	<u>5A</u>	<u>4A</u>	
King	<u>Power Line Clearance Tree Trimmers</u>	Tree Trimmer	\$38.38	<u>5A</u>	<u>4A</u>	
King	<u>Power Line Clearance Tree Trimmers</u>	Tree Trimmer Groundperson	\$28.95	<u>5A</u>	<u>4A</u>	
King	<u>Refrigeration &amp; Air Conditioning Mechanics</u>	Journey Level	\$69.96	<u>6Z</u>	<u>1G</u>	
King	<u>Residential Brick Mason</u>	Journey Level	\$49.07	<u>5A</u>	<u>1M</u>	
King	<u>Residential Carpenters</u>	Journey Level	\$28.20		<u>1</u>	
King	<u>Residential Cement Masons</u>	Journey Level	\$22.64		<u>1</u>	
King	<u>Residential Drywall Applicators</u>	Journey Level	\$38.08	<u>5D</u>	<u>1M</u>	
King	<u>Residential Drywall Tapers</u>	Journey Level	\$49.79	<u>5P</u>	<u>1E</u>	
King	<u>Residential Electricians</u>	JOURNEY LEVEL	\$30.44		<u>1</u>	
King	<u>Residential Glaziers</u>	Journey Level	\$34.60	<u>7L</u>	<u>1H</u>	
King	<u>Residential Insulation</u>	Journey Level	\$26.28		<u>1</u>	

	<u>Applicators</u>				
King	<u>Residential Laborers</u>	Journey Level	\$23.03		<u>1</u>
King	<u>Residential Marble Setters</u>	Journey Level	\$24.09		<u>1</u>
King	<u>Residential Painters</u>	Journey Level	\$24.46		<u>1</u>
King	<u>Residential Plumbers &amp; Pipefitters</u>	Journey Level	\$34.69		<u>1</u>
King	<u>Residential Refrigeration &amp; Air Conditioning Mechanics</u>	Journey Level	\$69.96	<u>6Z</u>	<u>1G</u>
King	<u>Residential Sheet Metal Workers</u>	Journey Level (Field or Shop)	\$41.30	<u>7F</u>	<u>1R</u>
King	<u>Residential Soft Floor Layers</u>	Journey Level	\$41.78	<u>5A</u>	<u>3D</u>
King	<u>Residential Sprinkler Fitters (Fire Protection)</u>	Journey Level	\$41.31	<u>5C</u>	<u>2R</u>
King	<u>Residential Stone Masons</u>	Journey Level	\$49.07	<u>5A</u>	<u>1M</u>
King	<u>Residential Terrazzo Workers</u>	Journey Level	\$45.43	<u>5A</u>	<u>1M</u>
King	<u>Residential Terrazzo/Tile Finishers</u>	Journey Level	\$21.46		<u>1</u>
King	<u>Residential Tile Setters</u>	Journey Level	\$25.17		<u>1</u>
King	<u>Roofers</u>	Journey Level	\$43.90	<u>5A</u>	<u>1R</u>
King	<u>Roofers</u>	Using Irritable Bituminous Materials	\$46.90	<u>5A</u>	<u>1R</u>
King	<u>Sheet Metal Workers</u>	Journey Level (Field or Shop)	\$68.52	<u>7F</u>	<u>1E</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Boilermaker	\$35.83	<u>7M</u>	<u>1H</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Carpenter	\$38.24	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Electrician	\$37.85	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Heat & Frost Insulator	\$56.93	<u>5J</u>	<u>1S</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Laborer	\$36.81	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Machinist	\$37.81	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Operator	\$40.20	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Painter	\$37.81	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Pipefitter	\$37.79	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Rigger	\$37.78	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Sandblaster	\$36.81	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Sheet Metal	\$37.77	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Shipfitter	\$37.78	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Trucker	\$37.63	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Warehouse	\$37.68	<u>7O</u>	<u>3B</u>
King	<u>Shipbuilding &amp; Ship Repair</u>	Welder/Burner	\$37.78	<u>7O</u>	<u>3B</u>
King	<u>Sign Makers &amp; Installers (Electrical)</u>	Sign Installer	\$22.92		<u>1</u>
King	<u>Sign Makers &amp; Installers (Electrical)</u>	Sign Maker	\$21.36		<u>1</u>
King	<u>Sign Makers &amp; Installers (Non-Electrical)</u>	Sign Installer	\$27.28		<u>1</u>
King	<u>Sign Makers &amp; Installers (Non-Electrical)</u>	Sign Maker	\$33.25		<u>1</u>

King	<u>Soft Floor Layers</u>	Journey Level	\$41.78	<u>5A</u>	<u>3D</u>	
King	<u>Solar Controls For Windows</u>	Journey Level	\$12.44		<u>1</u>	
King	<u>Sprinkler Fitters (Fire Protection)</u>	Journey Level	\$69.44	<u>5C</u>	<u>1X</u>	
King	<u>Stage Rigging Mechanics (Non Structural)</u>	Journey Level	\$13.23		<u>1</u>	
King	<u>Stone Masons</u>	Journey Level	\$49.07	<u>5A</u>	<u>1M</u>	
King	<u>Street And Parking Lot Sweeper Workers</u>	Journey Level	\$19.09		<u>1</u>	
King	<u>Surveyors</u>	Assistant Construction Site Surveyor	\$50.98	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Surveyors</u>	Chainman	\$50.46	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Surveyors</u>	Construction Site Surveyor	\$51.89	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Telecommunication Technicians</u>	Journey Level	\$22.76		<u>1</u>	
King	<u>Telephone Line Construction - Outside</u>	Cable Splicer	\$35.09	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Hole Digger/Ground Person	\$19.22	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Installer (Repairer)	\$33.63	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Special Aparatus Installer I	\$35.09	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Special Apparatus Installer II	\$34.37	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Telephone Equipment Operator (Heavy)	\$35.09	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Telephone Equipment Operator (Light)	\$32.62	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Telephone Lineperson	\$32.62	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Television Groundperson	\$18.65	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Television Lineperson/Installer	\$24.66	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Television System Technician	\$29.42	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Television Technician	\$26.43	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Tree Trimmer	\$32.95	<u>5A</u>	<u>2B</u>	
King	<u>Terrazzo Workers</u>	Journey Level	\$45.43	<u>5A</u>	<u>1M</u>	
King	<u>Tile Setters</u>	Journey Level	\$21.65		<u>1</u>	
King	<u>Tile, Marble &amp; Terrazzo Finishers</u>	Finisher	\$37.76	<u>5A</u>	<u>1B</u>	
King	<u>Traffic Control Stripers</u>	Journey Level	\$41.27	<u>7A</u>	<u>1K</u>	
King	<u>Truck Drivers</u>	Asphalt Mix Over 16 Yards (W. WA-Joint Council 28)	\$47.91	<u>5D</u>	<u>3A</u>	<u>8L</u>
King	<u>Truck Drivers</u>	Asphalt Mix To 16 Yards (W.	\$47.07	<u>5D</u>	<u>3A</u>	<u>8L</u>

		WA-Joint Council 28)				
King	<u>Truck Drivers</u>	Dump Truck & Trailer	\$47.91	<u>5D</u>	<u>3A</u>	<u>8L</u>
King	<u>Truck Drivers</u>	Dump Truck (W. WA-Joint Council 28)	\$47.07	<u>5D</u>	<u>3A</u>	<u>8L</u>
King	<u>Truck Drivers</u>	Other Trucks (W. WA-Joint Council 28)	\$47.91	<u>5D</u>	<u>3A</u>	<u>8L</u>
King	<u>Truck Drivers</u>	Transit Mixer	\$23.45		<u>1</u>	
King	<u>Well Drillers &amp; Irrigation Pump Installers</u>	Irrigation Pump Installer	\$17.71		<u>1</u>	
King	<u>Well Drillers &amp; Irrigation Pump Installers</u>	Oiler	\$12.97		<u>1</u>	
King	<u>Well Drillers &amp; Irrigation Pump Installers</u>	Well Driller	\$18.00		<u>1</u>	

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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.
  - 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.
  1. 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.

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- 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.
- S. 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 hours worked on holidays and 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.
- T. 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 shift, and all work on Saturdays shall be paid at time and one-half the straight time rate. Hours worked over twelve hours (12) in a single shift and all work performed after 6:00 pm Saturday to 6:00 am Monday and holidays shall be paid at double the straight time rate of pay. The employer shall have the sole discretion to assign overtime work to employees. Primary consideration for overtime work shall be given to employees regularly assigned to the work to be performed on overtime situations. 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.
- 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.
- W. 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.
- 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.
1. 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.
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.

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  - C. All hours worked on Sundays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at two 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.
  - G. 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 hours worked on Sunday shall be paid at two 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.
  - K. All hours worked on holidays shall be paid at two times the hourly rate of wage in addition to the holiday pay.
  - O. All hours worked on Sundays and holidays shall be paid at one and one-half times 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.
  - W. 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 first eight (8) hours worked on the fifth day shall be paid at one and one-half times the hourly rate of wage. All other hours worked on the fifth, sixth, and seventh days and on holidays shall be paid at double the hourly rate of wage.
  - Y. All hours worked on Saturdays (except for make-up days) 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.

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.

- A. 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 shift, and all work on Saturdays shall be paid at time and one-half the straight time rate. Hours worked over twelve hours (12) in a single shift and all work performed after 6:00 pm Saturday to 6:00 am Monday and holidays shall be paid at double the straight time rate of pay. Any shift starting between the hours of 6:00 pm and midnight shall receive an additional one dollar (\$1.00) per hour for all hours worked that shift.  
The employer shall have the sole discretion to assign overtime work to employees. Primary consideration for overtime work shall be given to employees regularly assigned to the work to be performed on overtime situations. 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.
- B. 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, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- C. 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 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 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.



Benefit Code Key – Effective 08-31-2012 thru 03-03-2013

3. D. All hours worked between 6:00 pm Monday through 6:00 am Saturday, shall be paid at an overtime rate of 15% over the hourly rate of wage. All other hours worked after 6:00 am 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.
- E. All hours worked Sundays and holidays shall be paid at double the hourly rate of wage. Each week, once 40 hours of straight time work is achieved, then any hours worked over 10 hours per day Monday through Saturday shall be paid at double the hourly wage rate.

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.
- B. 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 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.

**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).
- J. Holidays: New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve Day, And Christmas Day (7).
- 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.
- 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).

Benefit Code Key -- Effective 08-31-2012 thru 03-03-2013

- 5. S. Paid Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, And Christmas Day (7).
- T. Paid Holidays: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, Christmas Day, And The Day Before Or After Christmas (9).
- 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. A. Paid Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, And Christmas Day (8).
- E. Paid Holidays: New Year's Day, Day Before Or After New Year's Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving Day, Christmas Day, And A Half-Day On Christmas Eve Day. (9 1/2).
- 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).
- I. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday After Thanksgiving Day, And Christmas Day (7).
- Q. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, The Day After Thanksgiving Day And Christmas Day (8). Unpaid Holiday: Presidents' Day.
- 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.

Benefit Code Key – Effective 08-31-2012 thru 03-03-2013

7. 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.
- 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.
- M. Paid Holidays: New Year's Day, The Day after or before New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, And the Day after or before Christmas Day. 10). 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.
- O. Paid Holidays: New Year's Day, The Day After Or Before New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, Christmas Day, The Day After Or Before Christmas Day, And The Employees Birthday. 11). 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.
- 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.

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7. 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.
- R. Paid Holidays: New Year's Day, the day after or before New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, and the day after or before Christmas Day (10). If any of the listed holidays fall on Saturday, the preceding Friday shall be observed as the holiday. If any of the listed holidays falls on a Sunday, the day observed by the Nation shall be considered a holiday and compensated accordingly.

**Note Codes**

8. A. In addition to the hourly wage and fringe benefits, the following 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 100' To 150' - \$3.00 per Foot for Each Foot Over 100 Feet  
Over 150' To 220' - \$4.00 per Foot for Each Foot Over 150 Feet  
Over 220' - \$5.00 per Foot for Each Foot Over 220 Feet
- C. In addition to the hourly wage and fringe benefits, the following depth premiums apply to depths of fifty feet or more:  
Over 50' To 100' - \$1.00 per Foot for Each Foot Over 50 Feet  
Over 100' To 150' - \$1.50 per Foot for Each Foot Over 100 Feet  
Over 150' To 200' - \$2.00 per Foot for Each Foot Over 150 Feet  
Over 200' - Divers May Name Their Own Price
- 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
- P. 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.
- Q. 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.
- R. 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.
- 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.

**Benefit Code Key – Effective 08-31-2012 thru 03-03-2013**

8. 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.

EXHIBIT E



**CERTIFICATE OF LIABILITY INSURANCE**

DATE (MM/DD/YYYY)  
12/19/2012

**THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.**

**IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).**

<b>PRODUCER</b> YouZoom Insurance Services Inc. 7045 College Blvd., 4th floor Overland Park, KS 66221 Fax:877-835-1833; PH: 888-240-8803, Option 1	<b>CONTACT NAME:</b> Arrowhead Automotive Aftermarket Service Center
	<b>PHONE (A/C No. EXT):</b> 888-240-8803 <b>FAX (A/C No.):</b> 877-835-1833
<b>E-MAIL ADDRESS:</b> AMServiceCenter@arrowheadgrp.com	
<b>INSURER(S) AFFORDING COVERAGE</b>	
<b>INSURER A:</b> Universal Underwriters Insurance Company	<b>NAIC #</b> 41181
<b>INSURER B:</b> Universal Underwriters of Texas Ins. Co.	40843
<b>INSURER C:</b>	
<b>INSURER D:</b>	
<b>INSURER E:</b>	

**INSURED** 010379900  
 KUROSKY TIRE, INC. DBA  
 EAGLE TIRE & AUTOMOTIVE  
 1515 SOUTH 344TH STREET  
 FEDERAL WAY, WA 98003

**COVERAGES**      **CERTIFICATE NUMBER:**      **REVISION NUMBER:**

**THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.**

INSR LTR	TYPE OF INSURANCE	ADD'L INSUR	ENDORSED	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<b>GENERAL LIABILITY</b> <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS MADE <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> _____ <input type="checkbox"/> _____ GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC	<input type="checkbox"/>	<input type="checkbox"/>	320094A	01-01-2012	01-01-2013	EACH OCCURENCE \$300,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COMP/OP AGG \$
A	<b>AUTOMOBILE LIABILITY</b> <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input checked="" type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS <input type="checkbox"/> COMP/COLL DED \$ /	<input type="checkbox"/>	<input type="checkbox"/>	320094A	01-01-2012	01-01-2013	COMBINED SINGLE LIMIT (Ea Accident) \$300,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$ \$
A	<input type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> DEDUCTIBLE <input checked="" type="checkbox"/> RETENTION \$ 0	<input type="checkbox"/>	<input type="checkbox"/>	320094A	01-01-2012	01-01-2013	EACH OCCURENCE \$3,000,000 AGGREGATE \$ PRODUCTS - COMP/OP AGG \$9,000,000 \$
	<b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <input type="checkbox"/> Y/N (Mandatory in WA) If yes, describe under DESCRIPTION OF OPERATIONS below	<input type="checkbox"/>	N/A				<input type="checkbox"/> WG STATUTORY LIMITS <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ E.L. DISEASE -EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$
A	<b>GARAGE LIABILITY</b> <input type="checkbox"/> ANY AUTO	<input type="checkbox"/>	<input type="checkbox"/>	320094A	01-01-2012	01-01-2013	OTHER THAN AUTO ONLY EACH ACC: \$300,000
A	<b>EMPLOYEE DISHONESTY WELFARE &amp; PENSION PLAN</b>	<input type="checkbox"/>	<input type="checkbox"/>				\$10,000 Limit

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

Reason for Certificate: General Liability.

30 day notice of cancellation applies, except for cancellation due to non-payment of premium.  
 See Additional Remarks Schedule Attached

<b>CERTIFICATE HOLDER</b> CITY OF FEDERAL WAY 33325 8TH AVE SOUTH FEDERAL WAY, WA 98003-6325 Attn: Fax:	<b>CANCELLATION</b> SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE YouZoom Insurance Services Inc.
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## **IMPORTANT**

If the certificate holder is an **ADDITIONAL INSURED**, the policy(ies) must be endorsed. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

If **SUBROGATION IS WAIVED**, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

## **DISCLAIMER**

The Certificate of Insurance on the reverse side of this form does not constitute a contract between the issuing insurer(s), authorized representative or producer, and the certificate holder, nor does it affirmatively or negatively amend, extend or alter the coverage afforded by the policies listed thereon.



### ADDITIONAL REMARKS SCHEDULE

AGENCY YouZoom Insurance Services Inc.		NAMED INSURED KUROSKY TIRE, INC. DBA EAGLE TIRE & AUTOMOTIVE 1515 SOUTH 344TH STREET FEDERAL WAY, WA 98003	
POLICY NUMBER 320094A		EFFECTIVE DATE: 01-01-2012	
CARRIER Universal Underwriters Insurance Company	NAIC CODE 41181		

#### ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,  
FORM NUMBER: 25 FORM TITLE: Certificate Of Liability Insurance  
CITY OF FEDERAL WAY IS NAMED AS ADDITIONAL INSURED.

Employee Dishonesty  
Limit \$10,000

\*Products – Completed Operations Aggregate of \$900,000 applies to the Garage Liability.



**EXHIBIT F  
PROPOSAL FORMS**

**I. MANAGEMENT INFORMATION**

Proposers and their subcontractors must have prior successful experience performing maintenance and repair services on automobiles, must be licensed to conduct business in the State of Washington, and must possess all permits, licenses, certifications, approvals, equipment, materials, and staff necessary to perform and/or carry out the requirements of the contract.

**1. SHOP PROFILE RESPONSIBILITY**

SHOP NAME: EAGLE TIRE  
NAME OF SHOP OWNER(S) RON & JOHN KUROSKY  
SHOP ADDRESS: 1515 S. 344th ST, FEDWAY, 98003  
PHONE NUMBER: (253) 838-2424  
FAX NUMBER: (253) 838-6907  
NUMBER OF YEARS IN BUSINESS: 25  
NUMBER OF YEARS IN BUSINESS AT THIS LOCATION: 25

2. PROXIMITY TO CITY HALL 1 MILES.

3. NAME OF SHOP MANAGER(S): RON KUROSKY - OVERALL OPERATION  
State the duties and qualifications of shop manager(s)  
SERG - SERVICE MANAGER - PRODUCTION / CUSTOMER SERV  
DICK PALIN - OFFICE MANAGER - BILLING / CUSTOMER  
SERVIC

**4. ASSIGNED CONTACT/SERVICE REPRESENTATIVE:**

Name: SERGEY BYURGANOVSKY / RON KUROSKY  
Title/Duties: SERVICE MANAGER / MANAGER  
Qualifications: SERVICE MANAGEMENT & AUTO REPAIR TRAINING  
Years with Contractor: 5 RON IS

Work Phone: (253) 838-2424 Pager: N/A

Cell Phone: (253) 651-3736 Other: N/A

5. Emergency Contact (365 days/year; 24 hours): 253-651-3736

6. Operating Hours – The Contractor shall be currently operating out of a commercial facility, which is open and accessible to City personnel, without prior notice during normal business hours. Facilities shall be available for vehicle service between the hours of 8:00am and 5:00pm, Monday through Friday (excluding holidays).

Please state hours that your facility is open for maintenance service.

Monday	<u>8:00</u> a.m.	to	<u>5:30</u> p.m.
Tuesday	<u>8:00</u> a.m.	to	<u>5:30</u> p.m.
Wednesday	<u>8:00</u> a.m.	to	<u>5:30</u> p.m.
Thursday	<u>8:00</u> a.m.	to	<u>5:30</u> p.m.
Friday	<u>8:00</u> a.m.	to	<u>5:30</u> p.m.
Saturday	<u>8:00</u> a.m.	to	<u>4:30</u> p.m.
Sunday	<u>CLOSED</u> a.m.	to	<u>CLOSED</u> p.m.

7. Please provide an experience/qualification profile for each member of your technical staff to include the following information. Attach additional sheets if needed.

Name	Job Title/Years in Job	Years with Contractor	Job-Related Training/ Cert./Date
CRAN, RICHIE	TECH	12	ASE / EMISSIONS
BILL McDONALD	TECH	2	ASE
TRAVIS LAICH	TECH	8	ASE
JASON FENT	TECH	1	
KYLE MATHEWS	TECH	4	

8. Given the size and composition of your current staffing, will it be necessary for you to increase staffing to meet the requirements of this contract? (Explain) *NO*
9. Please describe your hiring and continued education/training requirements for mechanics? *IF NEEDED WE COULD POOL TECHS FROM ANOTHER ST.*
10. The City requires bonding for individuals who will perform services on City vehicles at no additional cost to the City. Please certify the personnel assigned will be bondable by initialing here KK.

*WE HIRE FROM TECHNICAL SCHOOLS AND PARTICIPATE IN APPRENTISHP PROGRAMS. WE HAVE ONGOING TRAINING THROUGH GOOD YEAR, CARQUEST, OLYMPIC BRAKE.*

## II. REFERENCES

1. Describe your shop's experience providing vehicle maintenance services including the number of years in business, and type of services provided. Use additional sheets if necessary.
2. Please provide 3 commercial client references, their size of fleet by vehicle type, years of contract relation, type and frequency of the service provided. Please identify the contact person and phone number for each. Use additional sheets if necessary.

Company Name COMPLETE COLLISION  
Company Address 34627 16<sup>th</sup> AVE So. FEDERAL WAY 98003  
Company Phone (253) 838-4433  
Contact Person JULIE  
Fleet Size/Type CARS & LIGHT TRUCKS  
Years of Contract NO CONTRACT  
Frequency of Service TWICE A WEEK

Company Name CITY OF FEDERAL WAY  
Company Address \_\_\_\_\_  
Company Phone 253-835-2534  
Contact Person CHRIS PYLE  
Fleet Size/Type \_\_\_\_\_  
Years of Contract 3  
Frequency of Service 3-4 CARS/TRUCK PER WEEK

Company Name JASMINE BAKERY  
Company Address 1001 So 344<sup>th</sup> ST. FW 98003  
Company Phone (253) 838-6683  
Contact Person BOB  
Fleet Size/Type CARS/TRUCKS/ISUZU NTR 12  
Years of Contract NO CONTRACT  
Frequency of Service TWICE A WEEK

3. Approximately what percent of your shop work is currently derived from fleet business?  
8-10 %
4. Has your shop ever been a subject of Better Business Bureau action? Yes [ ] No [X]  
If yes, please describe:

5. Please describe the 5 most recent customer complaints and how you resolved them. Use additional sheets if necessary.

Please see attached sheet

6. Are you currently or have you ever previously contracted with a municipality to provide vehicle maintenance service? Yes  No   
If yes, please describe:

CITY OF FEDERAL WAY

7. Are you currently or have you ever previously provided repair services to other government entities? Yes  No   
If yes, please list the entity names, contract person and phone number:

JS MARSHALL  
WASHINGTON STATE PATROL

8. Briefly describe your interest in servicing the City's fleet and what factors make you the best candidate in your opinion. (Include here any information or materials that you want the City to take into consideration while evaluating your ability to perform this contract.)

Please see attached sheet

9. Can you supply the City with tires using pricing based on Washington State Contracts?  
Yes  No

10. The City reserves the right to perform unannounced site visits, interview staff and management, and test repairs prior to selection to determine, among other things:

- the customer service responsiveness
- the shop organization and operation efficiency
- the response time

III. SUPPLEMENTAL QUESTIONNAIRE

1. City drivers are usually in a hurry and need to return to work. Their expectation is to be acknowledged and served promptly, courteously and competently. How will you do this?

WE HAVE AT LEAST TWO GENERAL SERVICE TECHS EVERY DAY.

2. What procedures are followed to ensure successful completion of service work prior to the vehicle being released to the customer?

TEST DRIVE BEFORE AND AFTER WORK IS COMPLETED.

3. City requires the Contractor to designate one person from the shop to work with the City representatives and communicate vehicle repair status and scheduling on a routine basis. Please identify this position and the qualifications you will establish for this position.

SERGEY BYURGANOVSKY  
SERVICE MANAGER

4. The City expects 24 hours turn around time for preventive and for routine repair services. Can you meet this standard and provide quality repair work? Yes  No

5. Please specify whether OEM or after-market parts will be used for repairs? If after-market parts will be used, please explain under what circumstance(s). Please be aware the City requires use of OEM parts for all services unless specifying herein or otherwise approved by SR prior to repair for all services.

WOULD BE DUE TO  
AVAILABILITY

6. List days and hours of shop operations and after-hour emergency services availability.

8-5:30 MON THRU FRIDAY 8:00 TO 4:30 SATURDAY

7. Describe the availability of secured parking for vehicles in for repairs.

TEN SPOTS IN BUILDING.

**IV. FACILITY DESCRIPTION**

1. How many bays are available for vehicles?

10

2. Describe what provisions and procedures you have in place to dispose of hazardous substances, oils, coolants, etc.

WE RECYCLE  
 1. OIL & FILTERS  
 2. COOLANT  
 3. METAL

3. Do you have a certified emissions specialist on staff?  Yes No

4. Do you have an electrical systems specialist on staff?  Yes No

5. Describe any experience that you have in servicing/maintaining lift-equipped vehicles.

NONE

6. The City requires the Contractor to coordinate warranty work. Please describe how you would perform that and which dealership/service departments you will use for Chevrolet, Ford, GMC, and Dodge. Please provide name of dealership, shop location and phone number.

JET CHEVROLET 838-7600  
 TITUS WILSON FORD 475-8448  
 TOM MATSON DODGE 852-5590

7. Can you perform emergency roadside service as required?  Yes No

**V. SUBCONTRACTOR LIST**

Indicate what work is proposed to be performed by subcontractor(s). Indicate on the following list the name and location of all subcontractor(s).

<u>Service</u>	<u>Sub-contractor</u> (Name/Location)	<u>Primary Contact</u>	<u>Phone</u>
COMPLETE COLLISION	(BODY WORK)	JULIE	838-4433
A-1 AUTOGLASS	(WINDSHIELDS)		661-1334

## **Eagle Tire & Automotive – RFP for Fleet Maintenance**

### **Exhibit C / Section I / Question 7 (Additional Technicians)**

Travis Glasco – General Service – 2 years – Tires / Brakes

Tony Rodriguez – General Service – 6 months – Tires / Brakes

*Note: We have ongoing training through Goodyear, Carquest, and other vendors.*

### **Exhibit C / Section II / Question 5 (Recent Customer Complaints)**

When there has been a problem it is usually a breakdown in communication and that is what we strive to improve on.

We currently have an A+ rating with the Better Business Bureau and have had zero complaints within the last three years.

1. Customer brought a vehicle in which had an intermittent problem. We were unable to duplicate that problem while the vehicle was here. The customer was unhappy about needing to make return trips to our shop. He took our technician for an extended test drive and the problem occurred. Once it was duplicated, the needed repairs were done.
2. Customer complained of hearing a noise in front end. Upon inspection, we replaced defective parts, but noise was still present. We explained to the customer that these parts needed to be replaced and that we would continue to check the vehicle and make any necessary repairs at a reduced cost.
3. Customer stated that vehicle had a vibration that only occurred at high speeds (75 mph). Since we could not duplicate this speed, we inspected the vehicle for worn out parts and then balanced the tires to see if there is any improvement.
4. Customer complained of price being higher than quoted. Found billing error and then adjusted bill to correct amount.
5. Customer brought vehicle in for overheating problem (engine overheat, but no heat inside). We replaced leaking radiator hose, but did not find defective thermostat. The customer was given a refund for the diagnosis.



**Exhibit C / Section II / Question 8 (Servicing the City's Fleet)**

We take pride in the services that we provide to the City of Federal Way. We have always had a "drive up service" policy for any of the city vehicles. In the past, this has included everything from checking lights, noises, fluid levels to repairing/replacing tires and changing oil.

We have a large inventory of tires on site. Additionally, we try to keep in stock the filters, fluids and other various parts needed to service the city vehicles in a timely manner. We are open Monday through Saturday and have ample technicians to serve your needs.

**VI. COST AND CONDITIONS**

	Passenger Vehicles & Light Trucks	4x4 Trucks and Utility Vehicles	4x4 Truck 6.0 Diesel	4x4 Truck 7.3 Diesel
	Cost	Cost	Cost	Cost
Service A	\$ 3495	\$ 3495	\$ 189	\$ 174
Vehicle Transport (pickup and delivery) for preventative and scheduled services	\$ 9	\$ 9	\$ 9	\$ 9
Cost of Hourly Labor Rate (not included in Service A)	\$ 66	\$ 66	\$ 66	\$ 66
Rotate Tire (4-Way Front to Rear)	\$ 0	\$ 0	\$ 0	\$ 0
Replacement Dealer Parts (not included in Service A) Cost Plus	25 %	25 %	25 %	25 %
Replacement None Dealer Parts (not included in Service A) Cost Plus	30 %	30 %	30 %	30 %
Cost for shop supplies, and other disposal fee as a percentage of total service fee (not included in Service A)	0 %	0 %	0 %	0 %
Cost for tire installation and balance per tire	\$ 15 *	\$ 15 *	\$ 18 *	\$ 18 *

	Crown Victoria's	Dodge Charger's	SUV & Utility Trucks	2013 Ford Interceptor's
	Cost	Cost	Cost	Cost
Service A	\$ 3495	\$ 3495	\$ 3495	\$ 3495
Vehicle Transport (pickup and delivery) for preventative and scheduled services	\$ 0	\$ 0	\$ 0	\$ 0
Cost of Hourly Labor Rate (not included in Service A)	\$ 66	\$ 66	\$ 66	\$ 66
Rotate Tire (4-Way Front to Rear)	\$ 0	\$ 0	\$ 0	\$ 0
Replacement Dealer Parts (not included in Service A) Cost Plus	25 %	25 %	25 %	25 %
Replacement None Dealer Parts (not included in Service A) Cost Plus	30 %	30 %	30 %	30 %
Cost for shop supplies, and other disposal fee as a percentage of total service fee (not included in Service A)	0 %	0 %	0 %	0 %
Cost for tire installation and balance per tire	\$ 15 *	\$ 15 *	\$ 15 *	\$ 15 *

\* Per Net State Pricing

Conditions:

1. Prices for the services listed above must include all labor and material needed to complete the services specified.
2. Prices proposed in this section are firm fixed prices for the initial period of the contract (three years).
3. All repair parts are to be OEM or equivalent. Exceptions will be individually considered on a case-by-case basis. Price for each service shall include parts, labor and all necessary fluids and free fluid top off between service intervals.
4. Service reminder sticker is required with each service.
5. All labor hours shall be as listed on ALLDATA Service & Repair Information system. Contractor shall provide the city with an access pass word to their ALLDATA Service & Repair Information system.
6. Unless otherwise specified and/or agreed to, a standard 12 month or 12,000 mile warranty will be required on all labor and materials.
7. The City is required to pay Washington State Sales or Use Taxes for most goods and services. The City is exempt from Federal Excise and transportation taxes. Taxes shall NOT be included in the bid prices. Applicable taxes will be added as a separate item.

**VII. SIGNATURE SHEET**

Receipt of the following Addendum is hereby acknowledged by:

Addendum # <u>1</u>	Dated: <u>9-4-12</u>	Acknowledged By: <u>Ron Kurosky</u>
---------------------	----------------------	-------------------------------------

COMPANY <u>EAGLE TIRE &amp; AUTOMOTIVE</u>	DELIVERY GUARANTEED	DAYS AFTER ORDER	
ADDRESS <u>1575 S. 344<sup>th</sup> ST</u>	PROMPT PAYMENT DISCOUNT TERMS: <u>N/A</u>		
CITY <u>FEDERAL WAY</u>	STATE <u>WA</u>	ZIP CODE <u>98003</u>	PHONE <u>(253) 838-2424</u>
AUTHORIZED REPRESENTATIVE ( Print ) <u>RON KUROSKY</u>	SIGNATURE <u>Ron Kurosky</u>		
	TITLE <u>OWNER/MANAGER</u>		

Proposals signed by an agent are to be accompanied by evidence of their authority.



**AFFIDAVIT OF CORPORATE AUTHORITY**

As board member(s)/officer(s) of Kurosky Tire Inc. d/b/a Eagle Tire & Automotive, a corporation, I/we hereby authorize(s) the following people to represent the corporation in all matters pertaining to the small claim section of District Court #1, Pierce County, Washington, including, but not limited to the filing, mediation hearing, trial and collection of said small claim actions.

John M. Kurosky  
 Ronald J. Kurosky

DATED this 16<sup>th</sup> day of June, 2004.

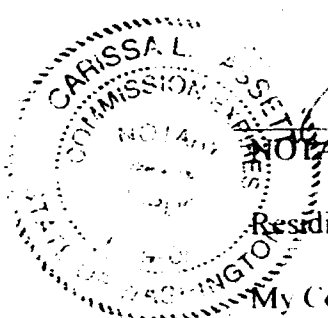
*[Handwritten Signature]*  
 Signature  
*John Kurosky*  
 Printed Name  
*PRESIDENT*  
 Title in corporation

*[Handwritten Signature]*  
 Signature  
*Ron Kurosky*  
 Printed Name  
*VICE PRESIDENT*  
 Title in corporation

STATE OF WASHINGTON )  
 ) ss  
 County of KING )

Subscribed and sworn to before me this 16<sup>th</sup> day of June, 2004.

*[Handwritten Signature]*  
 NOTARY PUBLIC in and for the State of Washington.  
 Residing at: PIERCE COUNTY  
 My Commission Expires: 11-9-06



1515 South 344th Street  
 Federal Way, WA 98003  
 (253) 838-2424

21409 Pacific Highway South  
 Des Moines, WA 98198  
 (206) 878-9634

2522 Pacific Avenue  
 Tacoma, WA 98402  
 (253) 627-7788

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## Corporations and Charities Division

Corporations Home	Nonprofit Home	Charities Home	Awards	Public Notices	Contact Info
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### Corporation Detail

Neither the State of Washington nor any agency, officer, or employee of the State of Washington warrants the accuracy, reliability, or timeliness of any information in the Public Access System and shall not be liable for any losses caused by such reliance on the accuracy, reliability, or timeliness of such information. While every effort is made to ensure the accuracy of this information, portions may be incorrect or not current. Any person or entity who relies on information obtained from the System does so at his or her own risk.

All documents filed with the Corporations Division are considered public record.

#### KUROSKY TIRE, INC.

UBI Number 601044624  
 Category REG  
 Profit/Nonprofit Profit  
 Active/Inactive Active  
 State Of Incorporation WA  
 WA Filing Date 09/09/1987  
 Expiration Date 09/30/2013  
 Inactive Date  
 Duration Perpetual

#### Registered Agent Information

Agent Name JOHN MARTIN KUROSKY  
 Address 1515 S 344TH ST  
 City FEDERAL WAY  
 State WA  
 ZIP 98003

#### Special Address Information

Address  
 City  
 State  
 Zip

#### Governing Persons

Title	Name	Address
President	KUROSKY, RONALD	3615 42ND AVE N E TACOMA, WA 98422
Vice President,Secretary,Treasurer,Chairman	KUROSKY, JOHN	3315 DEER ISLAND DR E LAKE TAPPS, WA 98391


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Washington Secretary of State · Corporations Division  
801 Capitol Way South  
PO Box 40234, Olympia WA 98504-0234  
(360) 725-0377

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**John M. Kurosky  
Ronald J. Kurosky**

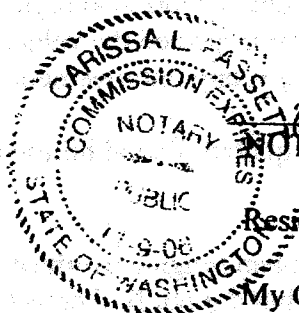
DATED this 16<sup>th</sup> day of June, 2004.

*[Signature]*  
Signature  
*John Kurosky*  
Printed Name  
*PRESIDENT*  
Title in corporation

*[Signature]*  
Signature  
*Ron Kurosky*  
Printed Name  
*VICE PRESIDENT*  
Title in corporation

STATE OF WASHINGTON )  
 )  
County of KING )

Subscribed and sworn to before me this 16<sup>th</sup> day of June, 2004.



*[Signature]*  
NOTARY PUBLIC in and for the State of Washington.  
Residing at: PIERCE COUNTY  
My Commission Expires: 11-9-06

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UNIVERSAL UNDERWRITERS INSURANCE COMPANY

7045 COLLEGE BOULEVARD • OVERLAND PARK, KANSAS 66211  
 ( A STOCK INSURANCE COMPANY )

0103799 00

ITEM 3

COVERAGES, PROPERTY INSURED, AND  
 SPECIAL PROVISIONS APPLICABLE TO  
 EACH COVERAGE PART:

	INSUREDS	LOCA- TIONS	PERILS INSURED	OUR LIMITS
CRIME (PART 380)				
EMPLOYEE DISHONESTY DEDUCTIBLE 1,000	01	ALL	CRIME	10,000
LOSS FROM WITHIN A BUILDING SAFE CLASS B	01	01	CRIME	2,000
LOSS FROM WITHIN A BUILDING SAFE CLASS B	01	02	CRIME	2,000
LOSS FROM WITHIN A BUILDING SAFE CLASS B	01	03	CRIME	2,000
LOSS OUTSIDE THE BUILDING	01	ALL	CRIME	2,000
MONEY ORDERS AND COUNTERFEIT PAPER CURRENCY	01	ALL	CRIME	5,000

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