



REQUEST FOR PROPOSALS

FOR

PAY EQUITY STUDY

TO

THE CITY OF LOUISVILLE

July 22, 2021

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I. INVITATION TO SUBMIT PROPOSALS

Date of Request: Thursday, July 22, 2021

Due Date for Proposals: Thursday, August 19, 2021

The City of Louisville, Colorado, invites proposals from qualified consultants (“Consultants”) to conduct a comprehensive Pay Equity Study for the City of Louisville. The selected Consultant will provide data, documentation, and recommendations to the City Manager’s Office and the Human Resources Department, on the Pay Equity Study that is discussed further in this request for proposal (the “RFP”). An Executive Summary should be provided as well to share with City Council and other interested parties.

Proposals may be submitted by email, by mail, or in person at the addresses listed below. One digital copy of the proposal by email, or one (1) original and three (3) copies of each proposal by mail or physical delivery must be submitted and be received by 1:00 p.m. local time (“our clock”) on Thursday, August 19, 2021. The original copy of the proposal shall be clearly labeled “Original”. Proposals shall be in a sealed envelope plainly marked with the project name “Pay Equity Study Proposal”, and shall be addressed as follows:

**Pay Equity Study Proposal
City of Louisville
749 Main Street
Louisville, CO 80027
Attention: Robin Brookhart, Acting Human Resources Director**

Submit an additional electronic copy of proposal via email to robinb@louisvilleco.gov with subject line Pay Equity Study Proposal. If you submit by email and do not receive a confirmation email within 1 business day (24 hours) please contact Robin Brookhart at 303-335-4723.

No proposals received after the due date and time will be considered, and any proposals so received shall be discarded. Sole responsibility rests with the Consultant to see that its proposal is received on time at the stated location.

Proposals must meet or exceed requirements contained in this RFP. The material shall be complete, organized, and easy to follow and cross-referenced to the requirements of the RFP.

This RFP will be distributed directly to the following firms. Other firms will not be precluded from submitting proposals and may be considered. To obtain a copy of the RFP visit the City of Louisville website at <https://www.louisvilleco.gov/doing-business/bidding-opportunities-requests-for-proposals>.

CPS HR Consulting

dheyn@cpsshr.us

916-263.3614

Employers Council

dheyn@cpsshr.us

303-839-5177

Graves Consulting, LLC

laurie@gravesconsulting.com

Public Sector Personnel Consulting (PSPC)

Matt@pspc.us

[888-522-7772](tel:888-522-7772)

II. PROJECT BACKGROUND, DESCRIPTION AND MINIMUM SCOPE OF SERVICES

A. Project Background and Description

Equitable pay is critical to creating the foundation of an equitable work place for all City of Louisville employees. The City wholeheartedly supports pay equity as it has taken on greater importance as we navigate both the impacts of COVID-19 and our growing awareness of inequity and marginalization in our society. The City of Louisville is committed to closely examining all of our policies and decisions in the context of race, gender, and other aspects of our complex lives.

The City of Louisville is currently seeking a qualified consulting firm that specializes in compensation and specifically pay equity studies that will address the following:

- Perform a diagnostic evaluation of the City's 2021 Compensation Plan as it relates to individuals pay to determine if there are any irregularities between gender identities, alone or with another protected status.
- If potential issues are identified, conduct a more in-depth analysis and review data points to determine whether there is a reasonable explanation for the pay differences as outlined in Colorado Senate Bill 19-085 (SB19-085).
- If pay discrepancies exist and are not permitted by SB19-085, evaluate and provide recommendations on various ways to correct the issues while mitigating the City's future potential financial and legal exposure.

The City's goal is to ensure an equitable pay environment for employees as well as to be compliant with the Equal Pay For Equal Work Act that became effective in Colorado on January 1, 2021. The City's primary objective is to verify that:

- We offer non-biased pay structure, with justifiable, defensible pay differentials between employees.
- We provide salaries that are commensurate with assigned duties, promotional opportunities and recognizable compensation growth that does not indicate any bias as outline in SB19-085.

The City of Louisville employs 191 full time employees and approximately 160 part-time employees. City employees work in nine distinct departments: City Manager's Office, Finance, Public Works & Utilities, Planning & Building Safety, Human Resources, Information Technology, Public Library & Museum Services, Police, and Parks, Recreation & Open Space.

B. Minimum Scope of Services

Included with the RFP are the detailed minimum scope of services and tasks to be completed by the Consultant. It is not the intent of the City to outline a rigid scope of tasks as part of this RFP. The Consultant is encouraged to develop a comprehensive approach with the Human Resources Director throughout the Project that includes step-by-step interim deliverables and project updates. That being stated, the minimum scope of services is provided to help further define the City's expectations and goals for this Project.

III. SPECIAL INSTRUCTIONS TO SUBMITTERS

The City of Louisville will be accepting proposals for consulting services to conduct a Pay Equity Study.

The City is interested in retaining services of a company, or an individual, that has compensation and pay equity expertise relative to local City governments. The company, individual, or consultant should have considerable knowledge on conducting such studies and has the ability and capacity to conduct it in an effective and timely manner. The City of Louisville currently has \$25,000 budgeted for this project.

The Consultant selected for this Project will be responsible for the following:

1. Review and analyze the existing compensation program, including the current compensation pay plan, pay practices, pay philosophy, and our current labor market cities.
2. Review and analyze other related information as needed such as organizational charts, budgets, job descriptions, FLSA designations, etc. to ensure compliance with SB19-085.
3. Make recommendations for changes, if needed, to the existing compensation plan and/or classification structure that would address any identified inequities.
4. Provide recommendations, if needed, to address any internal inequities, pay compression, and market adjustments.
5. Provide progress summaries to the Human Resources Director on a regular basis throughout the project.
6. Meet with key stakeholders, as determined by the Human Resources Director, during the process. This could include the City Council, City Manager, Deputy City Manager, Assistant City Manager, Department Directors, Division Managers, and/or informal leaders in the organization.
7. Work with the Human Resources Director and her Team to develop an implementation plan for any pay equity recommendations as well as an employee communications plan to explain the project, process, and any adjustments.
8. Provide a comprehensive final report for the City Manager, Deputy City Manager and Human Resources Director outlining methodologies, findings, conclusions, recommendations, and fiscal impacts.
9. Provide an Executive Summary for City Council and other interested parties.

Proposals must include the following:

- A detailed timeline.
- A cost for all of the services listed above.
- A list of any additional activities and techniques that might be useful to incorporate into the Pay Equity Study process and the cost for adding such services.
- An hourly rate at which the City would be billed for any services that the City might request outside the scope of the items listed in this RFP.
- Specific information concerning the firm's experience with recent similar projects, general experience and a list of three references.

No extensions for submittal of an RFP will be granted on an individual basis. If the City determines, in its sole discretion, that the response time it has provided is inadequate for the preparation of complete proposals, or if amendments issued have materially changed the proposal requirements, the City may, at its option, extend the opening or response dates to all firms.

All consultants agree that their proposals are a firm offer to provide the requested services to the City. Once submitted, all offers must remain valid for 120 days from submission deadline date for proposals.

A copy of the City's Agreement for Professional Services is attached. Any questions or concerns regarding the agreement must be included with the proposal.

IV. INSTRUCTIONS AND PROPOSAL REQUIREMENTS

Date: August 19, 2021

Project: Pay Equity Study

Robin Brookhart
Acting Human Resources Director
City of Louisville
749 Main Street
Louisville, CO 80027
Email: RobinB@Louisvilleco.gov
Phone: 303-335-4723

Planned Proposal Schedule:

- RFP Issued to Consultants: Thursday, July 22, 2021
- Proposal Due Date: Thursday, August 19, 2021 by 1:00 pm “our clock”
- City Review Period: August 20, 2021 through September 3, 2021
- Interview selected Firms: Week of September 6 – 10, 2021
- Consultant selection and contract approval: September 21, 2021
- Execution of Contract and Project Initiation: September 22, 2021

PART 1 – STANDARD TERMS AND CONDITIONS

When preparing a proposal for submission to the City in response to this RFP, Consultants are advised of the following terms and conditions which have been established by the City:

- 1.01 The RFP is a solicitation and not an offer of contract and thus the City reserves the right to reject any and all proposals, to consider alternatives, to waive any informalities and irregularities, to re-solicit proposals and terminate or abandon the RFP process at any time in its discretion.
- 1.02 The City reserves the right to conduct such investigations of and discussions with those who have submitted proposals or other entities as it deems necessary or appropriate to assist in the evaluation of any proposal or to secure maximum clarification and completeness of any proposal.
- 1.03 All proposals submitted must be valid for a period of 120 days after the date of the proposal deadline.
- 1.04 The City reserves the right to select the proposal that it determines best meets the City's interests, needs and desires.
- 1.05 The City assumes no responsibility for payment of any expenses incurred by any consultant as part of the RFP process.
- 1.06 The Agreement to be entered into between the City and the Successful Consultant will obligate the Consultant to indemnify and hold harmless the City, and will require the Consultant maintain the following insurance coverages throughout the term of the contract: (i) workers' compensation insurance to cover obligations imposed by applicable laws for any employee of consultant engaged

in the performance of work under this Agreement; (ii) employers' liability insurance with limits of liability of not less than One Hundred Thousand Dollars (\$100,000) each accident, Five Hundred Thousand Dollars (\$500,000) for disease (policy limit), and One Hundred Thousand Dollars (\$100,000) for disease (each employee); (iii) comprehensive general liability insurance with limits of liability of not less than One Million Dollars (\$1,000,000) per occurrence and Two Million Dollars (\$2,000,000) aggregate; and (iv) automobile liability insurance with combined single limits of not less than One Hundred Fifty Thousand Dollars (\$150,000) for bodily injury and property damage per person, Six Hundred Thousand Dollars (\$600,000) for bodily injury and property damage for two or more persons in any one occurrence, and Fifty Thousand Dollars (\$50,000) for auto physical damage. The City shall be named as an additional insured on the specified liability insurance policies and certificates of insurance. Insurance certificates required for this Project shall be sent or delivered to Acting Human Resources Director, Attention: Robin Brookhart.

- 1.07 The final form of Agreement to be entered into between the City and the Successful Consultant shall be subject to the final review and approval of the City Attorney.

PART 2 - DEFINED TERMS

When used in this RFP, the following terms shall have the following meaning:

- 2.01 "Agreement" means the Agreement for Professional Services, which is included as Exhibit A to this request for proposal.
- 2.02 "Consultant" or "Consultants" means entities responding to this RFP.
- 2.03 "Project" means comprehensive Pay Equity Study for the City of Louisville as more specifically described in Section II of this RFP.
- 2.04 "RFP" means this request for proposal, dated July 22, 2021, the Pay Equity Study.
- 2.05 "Successful Consultant" means the best qualified, responsible Consultant whom the City in its discretion selects and enters an Agreement for the Project on the basis of the City's evaluations as hereinafter provided.

PART 3 - CONTRACT DOCUMENTS

- 3.01 Project Background, Description and Minimum Scope of Services are included in Section II of this RFP. Please specifically note any proposed deviations or exceptions from these requirements. If no deviations or exceptions are noted, Consultants will be expected to provide the Project requirements set forth therein.
- 3.02 **The Consultant will be expected to sign the Agreement in the same form as presented in Exhibit A of this RFP packet**, except that the Agreement will be modified to reflect the actual scope of services being provided. **A request for changes or modifications to the Agreement may result in a disqualification of the Consultant.** The submission of a proposal constitutes Consultant's indication that it will execute an Agreement with all of the terms and conditions of the City's form of Agreement that is included with this RFP. The City reserves the right to negotiate optional scope of work items with the Successful Consultant.
- 3.03 Payment shall be according to Section IV of the Agreement. The City will not reimburse the Successful Consultant or other Consultants for any expenses incurred in preparing proposals in response to this RFP.

- 3.04 The City, in making the Agreement available on the above terms, does so only for the purpose of obtaining proposals on the Project and does not confer a license or grant for any other use.
- 3.05 RFPs not obtained from the City will be disqualified from consideration.

PART 4 - QUALIFICATIONS OF CONSULTANTS

- 4.01 Provide the name and home office address of your organization. Describe what type of a business entity your organization is (corporation, general partnership, Limited Liability Company, etc.). Indicate in what state your business entity was incorporated or formed.
- 4.02 Provide a brief history of your business including years of operation, general business description, and number of clients serviced, types of services generally offered, size of firm, and a statement of philosophy of customer service levels provided to clients.
- 4.03 Detail qualifications and previous pay equity studies, especially for local governmental entities in Colorado.
- 4.04 Identify the key personnel of the business who will be assigned to perform services for the City, and who will provide continuing support throughout the term of the Agreement. Provide resumes stating qualifications for key personnel and provide a statement as to the availability, continuity, and accessibility of the individuals who would be assigned to the Project.
- 4.05 Provide your Pay Equity Study plan in detail.
- 4.06 List three current clients (municipal/government/Colorado communities preferred) for whom you provided Pay Equity Studies for in the last 36 months. For each client, the list must specify the type of work performed by your company, the size of the client's organization and period of time retained as a client. Provide telephone numbers and contact names for references.
- 4.07 Provide fee structure including specific costs per services, fee payment schedule and cost guarantees, if available. Include an hourly rate for services performed beyond the normal scope of services that would be included in an Agreement. All reasonable and necessary airline and hotel expenses for candidates will be paid directly by the City of Louisville. Any additional reimbursable expenses including but not limited to advertising, recruitment brochures, postage, and estimated additional travel expenses should be listed in the proposal.
- 4.08 Complete the attached Disclosure Statement and return with your proposal.
- 4.09 If an entity, provide certificate of good standing or similar evidence of Consultant's qualification to do business in the State of Colorado.
- 4.10 Consultants will be required to establish to the satisfaction of the City the reliability and responsibility of all proposed subcontractors and suppliers pursuant to the criteria set forth in these Instructions and Proposal Requirements. Prior to completion of the Contract, the City will notify Consultant in writing if the City has reasonable objection to any proposed subcontractor. In such event, Consultant may, at its option, (1) withdraw its proposal, or (2) submit a substitute sub-consultant acceptable to the City with an adjustment in the proposal to cover any difference in cost. The City may, at its discretion, accept the adjusted proposal.

PART 5 - INTERPRETATIONS AND GOVERNING LAW

- 5.01 All questions regarding the meaning or intent of this RFP must be submitted **IN WRITING ONLY VIA EMAIL** to the Acting Human Resources Director: Robin Brookhart. Only questions answered by formal written Addenda to this RFP will be binding. Oral and other interpretations or clarifications will be without legal effect and will NOT be considered. Addenda will be mailed or delivered to all parties recorded by the City as having received the RFP. It shall be each Consultant's responsibility to make inquiry as to Addenda that have been issued. All Addenda shall become part of this RFP, and all Consultants shall be bound by such Addenda, whether or not received by the Consultant.
- 5.02 All applicable State of Colorado and Federal laws, City ordinances, and licenses and regulations of all agencies having jurisdiction shall apply to the Consultant and Project throughout the Project and are incorporated herein by reference. The Agreement with the selected Consultant, and all questions concerning the execution, validity or invalidity, capacity of the parties, and the performance of the Agreement, shall be interpreted in all respects in accordance with the Home Rule Charter and Code of the City of Louisville and the laws of the State of Colorado.

PART 6 - BASIS FOR EVALUATION OF PROPOSALS

The City does not discriminate on the grounds of race, religion, color, age, sex, disability, or national origin or other status protected by federal or state law. Disadvantaged business enterprises are afforded a full opportunity to submit proposals. Proposals will be evaluated on the Consultant's qualifications, experience, Project understanding and approach.

Based on the preliminary review of the proposals, Consultants may then be interviewed prior to selection.

The City will select for the Pay Equity Study Consultant who the City determines best meets the City's interests, needs and desires. In making such determination, the City shall consider but not be limited to the following factors:

1. The Consultant's skill, ability, and capacity to perform the services required;
2. The Consultant's interest in the services which are the subject of this RFP, as well as their understanding of the scope of such services and the specific requirements of the City;
3. Whether the Consultant can perform the services within the time period specified, without delay or interference;
4. The Consultant's character, integrity, reputation, judgment, experience and efficiency;
5. The Consultant's previous and current compliance with statutes, ordinances and rules relating to the Project;
6. The sufficiency of the Consultant's financial resources necessary for the performance of the Project;
7. The number and nature of any conditions attached to the proposal;
8. The general organization of the proposal: Special consideration will be given to submittals which appropriately address the goals; and provide in a clear and concise format the requested information;
9. The scope, responsiveness, efficiency and quality of the Consultant's administrative services.
10. Other selection factors within this RFP or the City's Purchasing Policies that City determines are relevant to consideration of the best interests of the City.

The City makes no commitments to any Consultant until such time as the City approves the negotiated contract. The City may reject all proposals when it determines that such action is in the public interest.

PART 7 - CONTRACT TIME

- 7.01 The number of days within which the Project is to be completed shall be negotiated prior to execution of the Agreement and made part thereof. The City anticipates the Agreement to require completion of services by January 31, 2022.

PART 8 - SUBMISSION OF PROPOSAL

- 8.01 If the proposal is sent by mail, the sealed envelope shall be enclosed in a separate mailing envelope with the notation "PROPOSAL ENCLOSED" on the face thereof.
- 8.02 Proposals shall be submitted prior to the time and date set for receipt of proposals as indicated in these Instructions and Proposal Requirements, or the modified time and date as indicated by any Addendum. Proposals received after the time and date set for receipt of proposals will not be considered. Consultant shall assume full responsibility for timely delivery at the location designated for receipt of proposals; Consultants must allow adequate time for delivery of their proposal either by hand delivery, postal service, or other delivery service.
- 8.03 No Consultant may submit more than one proposal. Multiple proposals under different names will not be accepted from one firm or association. Evidence of collusion among Consultants shall be grounds for exclusion of any Consultant who is a participant in any such collusion.
- 8.04 All information submitted to the City by the Consultant is a public record, and may be subject to disclosure under the Colorado Open Records Act, Colorado Revised Statutes § 24-72-201, et seq. **The Consultant shall clearly identify any portion(s) of its proposal that it believes constitutes trade secrets, privileged information, and/or confidential commercial, financial, geological or geophysical data which shall not be subject to disclosure under the Colorado Open Records Act.**
- 8.05 To the extent required by Illegal Aliens Public Contracts for Services C.R.S. § 8-17.5-102(1), by submitting a proposal, the Consultant certifies that at the time of proposal submission it does not knowingly employ or contract with an illegal alien who will perform work under its proposal, and that the Consultant will participate in the E-verify program administered by the United States Department of Homeland Security and the Social Security Administration, or the employment verification program administered by the Colorado Department of Labor and Employment in order to verify the employment eligibility of all employees who are newly hired for employment to perform work under its proposal.

PART 9 CONFIDENTIALITY

- 9.01 The Consultant may be provided confidential information by the City. Complete confidentiality must be maintained regarding confidential City information and data. Signing of a confidentiality agreement may be required by the Successful Consultant.

The information included in this RFP is for Consultant's exclusive use in preparing a proposal and must not be shared, whether written or oral, with any other person or entity or used for any other purpose. The use of the City's name in any way as a potential client is strictly prohibited.

PART 10 - MODIFICATION AND WITHDRAWAL OF PROPOSAL

10.01 Proposals submitted early may be modified or withdrawn, subject to the Project Manager's discretion. Withdrawn proposals may be resubmitted until the deadline for submission of proposals.

PART 11 - SIGNING OF AGREEMENT

11.01 When the City gives a notice of selection, it will be accompanied by unsigned counterparts of the Agreement and this RFP. The selected Consultant shall execute the Agreement and deliver it, together with evidence of insurance to the City within seven (7) calendar days from the date of the notice of selection, unless the City designates a later time. Failure to execute an agreement within the time required by the City will be adequate and just cause for cessation of negotiations.

PART 12 - PROPOSAL BECOMES CITY PROPERTY

12.01 Once submitted, a proposal becomes City property. The City reserves the right to retain all proposals submitted and to use any ideas in a proposal regardless of whether that proposal is selected. Submission of a proposal indicates acceptance by the Consultant of the conditions contained in this RFP.

Exhibit A

Standard Professional Services Agreement

**AN AGREEMENT BY AND BETWEEN THE CITY OF LOUISVILLE
AND _____
FOR CONSULTING SERVICES**

1.0 PARTIES

This AGREEMENT FOR CONSULTING SERVICES (this “Agreement”) is made and entered into this ____ day of _____, 20__ (the “Effective Date”), by and between the **City of Louisville**, a Colorado home rule municipal corporation, hereinafter referred to as the “City”, and _____ [Name of Contractor], a _____ [State of Formation and Type of Entity] hereinafter referred to as the “Consultant”.

2.0 RECITALS AND PURPOSE

- 2.1 The City desires to engage the Consultant for the purpose of providing _____ services as further set forth in the Consultant’s Scope of Services (which services are hereinafter referred to as the “Services”).
- 2.2 The Consultant represents that it has the special expertise, qualifications and background necessary to complete the Services.

3.0 SCOPE OF SERVICES

The Consultant agrees to provide the City with the specific Services and to perform the specific tasks, duties and responsibilities set forth in Scope of Services attached hereto as Exhibit “B” and incorporated herein by reference.

4.0 COMPENSATION

- 4.1 The City shall pay the Consultant for services under this agreement a total not to exceed the amounts set forth in Exhibit “C” attached hereto and incorporated herein by this reference. [Further revise as needed to reflect whether contract is hourly or flat amount]. The City shall not pay mileage and other reimbursable expenses (such as meals, parking, travel expenses, necessary memberships, etc.), unless such expenses are (1) clearly set forth in the Scope of Services, and (2) necessary for performance of the Services (“Pre-Approved Expenses”). The foregoing amounts of compensation shall be inclusive of all costs of whatsoever nature associated with the Consultant’s efforts, including but not limited to salaries, benefits, overhead, administration, profits, expenses, and outside consultant fees. The Scope of Services and payment therefor shall only be changed by a properly authorized amendment to this Agreement. No City employee has the authority to bind the City with regard to any payment for any services which exceeds the amount payable under the terms of this Agreement.
- 4.2 The Consultant shall submit monthly an invoice to the City for Services rendered and a detailed expense report for Pre-Approved Expenses incurred during the previous month. The invoice shall

document the Services provided during the preceding month, identifying by work category and subcategory the work and tasks performed and such other information as may be required by the City. The Consultant shall provide such additional backup documentation as may be required by the City. The City shall pay the invoice within thirty (30) days of receipt unless the Services or the documentation therefor are unsatisfactory. Payments made after thirty (30) days may be assessed an interest charge of one percent (1%) per month unless the delay in payment resulted from unsatisfactory work or documentation therefor.

5.0 PROJECT REPRESENTATION

- 5.1 The City designates _____ as the responsible City staff to provide direction to the Consultant during the conduct of the Services. The Consultant shall comply with the directions given by _____ and such person’s designees.
- 5.2 The Consultant designates _____ as its project manager and as the principal in charge who shall be providing the Services under this Agreement. [The Services shall not be provided by persons other than _____.] [or] [Should any of the representatives be replaced, particularly _____, and such replacement require the City or the Consultant to undertake additional reevaluations, coordination, orientations, etc., the Consultant shall be fully responsible for all such additional costs and services.]

6.0 TERM

- 6.1 The term of this Agreement shall be from the Effective Date to _____, 20____, unless sooner terminated pursuant to Section 13, below. The Consultant’s Services under this Agreement shall commence on [(the Effective Date) or (on another date desired by the City, after the Effective Date)] and Consultant shall proceed with diligence and promptness so that the Services are completed in a timely fashion consistent with the City’s requirements.
- 6.2 Nothing in this Agreement is intended or shall be deemed or construed as creating any multiple-fiscal year direct or indirect debt or financial obligation on the part of the City within the meaning of Colorado Constitution Article X, Section 20 or any other constitutional or statutory provision. All financial obligations of the City under this Agreement are subject to annual budgeting and appropriation by the Louisville City Council, in its sole discretion. Notwithstanding anything in this Agreement to the contrary, in the event of non-appropriation, this Agreement shall terminate effective December 31 of the then-current fiscal year.

7.0 INSURANCE

- 7.1 The Consultant agrees to procure and maintain, at its own cost, the policies of insurance set forth in Subsections 7.1.1 through 7.1.4. The Consultant shall not be relieved of any liability, claims, demands, or other obligations assumed pursuant to this Agreement by reason of its failure to procure or maintain insurance, or by reason of its failure to procure or maintain insurance in sufficient amounts, durations, or types. The coverages required below shall be procured and maintained with forms and insurers acceptable to the City. All coverages shall be continuously maintained from the date of commencement of services hereunder. The required coverages are:
 - 7.1.1 Workers' Compensation insurance as required by the Labor Code of the State of Colorado and Employers Liability Insurance. Evidence of qualified self-insured status may be substituted.
 - 7.1.2 General Liability insurance with minimum combined single limits of ONE MILLION DOLLARS (\$1,000,000) each occurrence and TWO MILLION DOLLARS (\$2,000,000)

aggregate. The policy shall include the City of Louisville, its officers and its employees, as additional insureds, with primary coverage as respects the City of Louisville, its officers and its employees, and shall contain a severability of interests provision.

- 7.1.3 Comprehensive Automobile Liability insurance with minimum combined single limits for bodily injury and property damage of not less than FOUR HUNDRED THOUSAND DOLLARS (\$400,000) per person in any one occurrence and ONE MILLION DOLLARS (\$1,000,000) for two or more persons in any one occurrence, and auto property damage insurance of at least FIFTY THOUSAND DOLLARS (\$50,000) per occurrence, with respect to each of Consultant's owned, hired or non-owned vehicles assigned to or used in performance of the services. The policy shall contain a severability of interests provision. If the Consultant has no owned automobiles, the requirements of this paragraph shall be met by each employee of the Consultant providing services to the City of Louisville under this Agreement.
- 7.1.4 Professional Liability coverage with minimum combined single limits of ONE MILLION DOLLARS (\$1,000,000) each occurrence and ONE MILLION DOLLARS (\$1,000,000) aggregate.
- 7.2 The Consultant's general liability insurance, automobile liability and physical damage insurance, and professional liability insurance shall be endorsed to include the City, and its elected and appointed officers and employees, as additional insureds, unless the City in its sole discretion waives such requirement. Every policy required above shall be primary insurance, and any insurance carried by the City, its officers, or its employees, shall be excess and not contributory insurance to that provided by the Consultant. Such policies shall contain a severability of interests provision. The Consultant shall be solely responsible for any deductible losses under each of the policies required above.
- 7.3 Certificates of insurance shall be provided by the Consultant as evidence that policies providing the required coverages, conditions, and minimum limits are in full force and effect, and shall be subject to review and approval by the City. No required coverage shall be cancelled, terminated or materially changed until at least 30 days' prior written notice has been given to the City. The City reserves the right to request and receive a certified copy of any policy and any endorsement thereto.
- 7.4 Failure on the part of the Consultant to procure or maintain policies providing the required coverages, conditions, and minimum limits shall constitute a material breach of contract upon which the City may immediately terminate this Agreement, or at its discretion may procure or renew any such policy or any extended reporting period thereto and may pay any and all premiums in connection therewith, and all monies so paid by the City shall be repaid by Consultant to the City upon demand, or the City may offset the cost of the premiums against any monies due to Consultant from the City.
- 7.5 The parties understand and agree that the City is relying on, and does not waive or intend to waive by any provision of this Agreement, the monetary limitations or any other rights, immunities, and protections provided by the Colorado Governmental Immunity Act, § 24-10-101 et seq., C.R.S., as from time to time amended, or otherwise available to the City, its officers, or its employees.

8.0 INDEMNIFICATION

To the fullest extent permitted by law, the Consultant agrees to indemnify and hold harmless the City, and its elected and appointed officers and its employees, from and against all liability, claims, and demands, on account of any injury, loss, or damage, which arise out of or are connected with the services hereunder, if

and to the extent such injury, loss, or damage is caused by the negligent act, omission, or other fault of the Consultant or any subcontractor of the Consultant, or any officer, employee, or agent of the Consultant or any subcontractor, or any other person for whom Consultant is responsible. The Consultant shall investigate, handle, respond to, and provide defense for and defend against any such liability, claims, and demands. The Consultant shall further bear all other costs and expenses incurred by the City or Consultant and related to any such liability, claims and demands, including but not limited to court costs, expert witness fees and attorneys' fees if the court determines that these incurred costs and expenses are related to such negligent acts, errors, and omissions or other fault of the Consultant. The City shall be entitled to its costs and attorneys' fees incurred in any action to enforce the provisions of this Section 8.0. The Consultant's indemnification obligation shall not be construed to extend to any injury, loss, or damage which is caused by the act, omission, or other fault of the City.

9.0 QUALITY OF WORK

Consultant's professional services shall be in accordance with the prevailing standard of practice normally exercised in the performance of services of a similar nature in the Denver metropolitan area.

10.0 INDEPENDENT CONTRACTOR

It is the expressed intent of the parties that the Consultant is an independent contractor and not the agent, employee or servant of the City, and that:

- 10.1. Consultant shall satisfy all tax and other governmentally imposed responsibilities including but not limited to, payment of state, federal, and social security taxes, unemployment taxes, worker's compensation and self-employment taxes. No state, federal or local taxes of any kind shall be withheld or paid by the City.
- 10.2. **Consultant is not entitled to worker's compensation benefits except as may be provided by the Consultant nor to unemployment insurance benefits unless unemployment compensation coverage is provided by the Consultant or some entity other than the City.**
- 10.3. Consultant does not have the authority to act for the City, or to bind the City in any respect whatsoever, or to incur any debts or liabilities in the name of or on behalf of the City.
- 10.4. Consultant has and retains control of and supervision over the performance of Consultant's obligations hereunder and control over any persons employed by Consultant for performing the Services hereunder.
- 10.5. The City will not provide training or instruction to Consultant or any of its employees regarding the performance of the Services hereunder.
- 10.6. Neither the Consultant nor any of its officers or employees will receive benefits of any type from the City.
- 10.7. Consultant represents that it is engaged in providing similar services to other clients and/or the general public and is not required to work exclusively for the City.
- 10.8. All Services are to be performed solely at the risk of Consultant and Consultant shall take all precautions necessary for the proper and sole performance thereof.

10.9. Consultant will not combine its business operations in any way with the City's business operations and each party shall maintain their operations as separate and distinct.

11.0 ASSIGNMENT

Except as provided in section 22.0 hereof, Consultant shall not assign or delegate this Agreement or any portion thereof, or any monies due or to become due hereunder without the City's prior written consent.

12.0 DEFAULT

Each and every term and condition hereof shall be deemed to be a material element of this Agreement. In the event either party should fail or refuse to perform according to the terms of this Agreement, such party may be declared in default.

13.0 TERMINATION

13.1 This Agreement may be terminated by either party for material breach or default of this Agreement by the other party not caused by any action or omission of the other party by giving the other party written notice at least thirty (30) days in advance of the termination date. Termination pursuant to this subsection shall not prevent either party from exercising any other legal remedies which may be available to it.

13.2 In addition to the foregoing, this Agreement may be terminated by the City for its convenience and without cause of any nature by giving written notice at least fifteen (15) days in advance of the termination date. In the event of such termination, the Consultant will be paid for the reasonable value of the services rendered to the date of termination, not to exceed a pro-rated daily rate, for the services rendered to the date of termination, and upon such payment, all obligations of the City to the Consultant under this Agreement will cease. Termination pursuant to this subsection shall not prevent either party from exercising any other legal remedies which may be available to it.

14.0 INSPECTION AND AUDIT

The City and its duly authorized representatives shall have access to any books, documents, papers, and records of the Consultant that are related to this Agreement for the purpose of making audits, examinations, excerpts, and transcriptions.

15.0 DOCUMENTS

All computer input and output, analyses, plans, documents photographic images, tests, maps, surveys, electronic files and written material of any kind generated in the performance of this Agreement or developed for the City in performance of the Services are and shall remain the sole and exclusive property of the City. All such materials shall be promptly provided to the City upon request therefor and at the time of termination of this Agreement, without further charge or expense to the City. Consultant shall not provide copies of any such material to any other party without the prior written consent of the City.

16.0 ENFORCEMENT

16.1 In the event that suit is brought upon this Agreement to enforce its terms, the prevailing party shall be entitled to its reasonable attorneys' fees and related court costs.

16.2 This Agreement shall be deemed entered into in Boulder County, Colorado, and shall be governed by and interpreted under the laws of the State of Colorado. Any action arising out of, in connection with, or relating to this Agreement shall be filed in the District Court of Boulder County of the State of Colorado, and in no other court. Consultant hereby waives its right to challenge the personal jurisdiction of the District Court of Boulder County of the State of Colorado over it.

17.0 COMPLIANCE WITH LAWS; WORK BY ILLEGAL ALIENS PROHIBITED

17.1 Consultant shall be solely responsible for compliance with all applicable federal, state, and local laws, including the ordinances, resolutions, rules, and regulations of the City; for payment of all applicable taxes; and obtaining and keeping in force all applicable permits and approvals.

17.2 Exhibit A, the “City of Louisville Public Services Contract Addendum-Prohibition Against Employing Illegal Aliens”, is attached hereto and incorporated herein by reference. There is also attached hereto a copy of Consultant’s Pre-Contract Certification which Consultant has executed and delivered to the City prior to Consultant’s execution of this Agreement.

17.3 Consultant acknowledges that the City of Louisville Code of Ethics provides that independent contractors who perform official actions on behalf of the City which involve the use of discretionary authority shall not receive any gifts seeking to influence their official actions on behalf of the City, and that City officers and employees similarly shall not receive such gifts. Consultant agrees to abide by the gift restrictions of the City’s Code of Ethics.

18.0 INTEGRATION AND AMENDMENT

This Agreement represents the entire Agreement between the parties and there are no oral or collateral agreements or understandings. This Agreement may be amended only by an instrument in writing signed by the parties.

19.0 NOTICES

All notices required or permitted under this Agreement shall be in writing and shall be given by hand delivery, by United States first class mail, postage prepaid, registered or certified, return receipt requested, by national overnight carrier, or by facsimile transmission, addressed to the party for whom it is intended at the following address:

If to the City:

City of Louisville
Attn: City Manager
749 Main Street
Louisville, Colorado 80027
Telephone: (303) 335-4533
Fax: (303) 335-4550

If to the Consultant:

Any such notice or other communication shall be effective when received as indicated on the delivery receipt, if by hand delivery or overnight carrier; on the United States mail return receipt, if by United States mail; or on facsimile transmission receipt. Either party may by similar notice given, change the address to which future notices or other communications shall be sent.

20.0 EQUAL OPPORTUNITY EMPLOYER

- 20.1 Consultant will not discriminate against any employee or applicant for employment because of race, color, religion, age, sex, disability or national origin. Consultant will take affirmative action to ensure that applicants are employed and that employees are treated during employment without regard to their race, color, religion, age, sex, disability, or national origin. Such action shall include but not be limited to the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. Consultant agrees to post in conspicuous places, available to employees and applicants for employment, notice to be provided by an agency of the federal government, setting forth the provisions of the Equal Opportunity Laws.
- 20.2 Consultant shall be in compliance with the applicable provisions of the American with Disabilities Act of 1990 as enacted and from time to time amended and any other applicable federal, state, or local laws and regulations. A signed, written certificate stating compliance with the Americans with Disabilities Act may be requested at any time during the life of this Agreement or any renewal thereof.

21.0 NO THIRD PARTY BENEFICIARIES

It is expressly understood and agreed that enforcement of the terms and conditions of this Agreement, and all rights of action relating to such enforcement, shall be strictly reserved to City and Consultant, and nothing contained in this Agreement shall give or allow any such claim or right of action by any other third party on such Agreement. It is the express intention of the parties that any person other than City or Consultant receiving services or benefits under this Agreement shall be deemed to be an incidental beneficiary only.

22.0 SUBCONTRACTORS

Consultant may utilize subcontractors identified in its qualifications submittal to assist with non-specialized works as necessary to complete projects. Consultant will submit any proposed subcontractor and the description of its services to the City for approval. The City will not work directly with subcontractors.

23.0 AUTHORITY TO BIND

Each of the persons signing below on behalf of any party hereby represents and warrants that such person is signing with full and complete authority to bind the party on whose behalf of whom such person is signing, to each and every term of this Agreement.

In witness whereof, the parties have executed this Agreement to be effective on the date first above written.

CITY OF LOUISVILLE,
a Colorado Municipal Corporation

By: _____
Ashley Stolzmann, Mayor

Attest: _____
Meredyth Muth, City Clerk

CONSULTANT:

By: _____

Title: _____

Exhibit B

City of Louisville Public Services Contract Addendum Prohibition Against Employing Illegal Aliens

Prohibition Against Employing Illegal Aliens. Contractor shall not knowingly employ or contract with an illegal alien to perform work under this Agreement. Contractor shall not enter into a contract with a subcontractor that fails to certify to the Contractor that the subcontractor shall not knowingly employ or contract with an illegal alien to perform work under this Agreement.

Contractor will participate in either the E-verify program or the Department program, as defined in C.R.S. § 8-17.5-101(3.3) and 8-17.5-101(3.7), respectively, in order to confirm the employment eligibility of all employees who are newly hired for employment to perform work under the public contract for services. Contractor is prohibited from using the E-verify program or the Department program procedures to undertake pre-employment screening of job applicants while this Agreement is being performed.

If Contractor obtains actual knowledge that a subcontractor performing work under this Agreement for services knowingly employs or contracts with an illegal alien, Contractor shall:

- a. Notify the subcontractor and the City within three days that the Contractor has actual knowledge that the subcontractor is employing or contracting with an illegal alien; and
- b. Terminate the subcontract with the subcontractor if within three days of receiving the notice required pursuant to this paragraph the subcontractor does not stop employing or contracting with the illegal alien; except that the Contractor shall not terminate the contract with the subcontractor if during such three days the subcontractor provides information to establish that the subcontractor has not knowingly employed or contracted with an illegal alien.

Contractor shall comply with any reasonable request by the Department of Labor and Employment made in the course of an investigation that the Department is undertaking pursuant to the authority established in C.R.S. § 8-17.5-102(5).

If Contractor violates a provision of this Agreement required pursuant to C.R.S. § 8-17.5-102, City may terminate the Agreement for breach of contract. If the Agreement is so terminated, the Contractor shall be liable for actual and consequential damages to the City.

Pre-Contract Certification in Compliance with C.R.S. Section 8-17.5-102(1)

The undersigned hereby certifies as follows:

That at the time of providing this certification, the undersigned does not knowingly employ or contract with an illegal alien; and that the undersigned will participate in the E-Verify program or the Department program, as defined in C.R.S. § § 8-17.5-101(3.3) and 8-17.5-101(3.7), respectively, in order to confirm the employment eligibility of all employees who are newly hired for employment to perform under the public contract for services.

Proposer:

By_____

Title:_____

Date

Exhibit C

Disclosure Statement

As a condition for consideration Consultant must disclose any conflict of interest with the City of Louisville, including, but not limited to, any relationship with any City of Louisville elected official or employee. Your response must disclose if a known relationship exists between any principal of your firm and any City of Louisville elected official or employee. If, to your knowledge, no relationship exists, this should also be stated in your response. Failure to disclose a conflict may result in disqualification. This form must be completed and returned in order for your proposal to be eligible for consideration.

NO KNOWN RELATIONSHIP EXISTS _____

RELATIONSHIP EXISTS (Please explain relationship)

I CERTIFY THAT:

1. I, as an officer of this organization, or per the attached letter of authorization, am duly authorized to certify the information provided herein is accurate and true as of the date; and
2. My organization shall comply with all State and Federal Equal Opportunity and Non-Discrimination requirements and conditions of employment.

Printed or Typed Name

Title

Signature