

## CITY OF EAST PALO ALTO, CALIFORNIA



# REQUEST FOR QUALIFICATIONS for STORMWATER NPDES PROGRAM COMPLIANCE SERVICES

**CITY OF EAST PALO ALTO  
PUBLIC WORKS DEPARTMENT  
ENGINEERING DIVISION**  
1960 Tate Street  
East Palo Alto, CA 94303

**DATE OF PUBLICATION:**  
Friday, January 30, 2026

**DEADLINES:**  
**Q&A Deadline** - Friday, February 6, 2026 by 5:00 PM PST  
**Submission Deadline** - Thursday, February 12, 2026 by 3:00 PM PST

**POINT OF CONTACT:**  
Cartier Pham  
Assistant Engineer  
**EMAIL:** [cpham@cityofepa.org](mailto:cpham@cityofepa.org)  
**PHONE:** (650) 209-2823

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## **REQUEST FOR QUALIFICATIONS**

### **STORMWATER NPDES PROGRAM COMPLIANCE SERVICES**

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## **SECTION 1**

### **GENERAL INFORMATION AND INTRODUCTION**

The City of East Palo Alto is soliciting Statements of Qualifications from qualified professionals for Stormwater National Pollutant Discharge Elimination System (NPDES) Program Compliance Services.

#### **1-01 BACKGROUND**

This Request for Qualifications (RFQ) is issued by the City of East Palo Alto ("City"). The City seeks Statements of Qualifications from entities ("Proposer(s)") with demonstrated experience and qualifications in providing NPDES program compliance services such as those required in this RFQ. The City desires to enter into an agreement for one (1) year with the option for up to four (4) one-year renewals upon satisfactory performance. These services are critical to ensuring the City's compliance with the Municipal Regional Stormwater Permit (MRP) and NPDES requirements, including program management, inspections, monitoring, reporting, and coordination with regional partners to protect water quality and public health.

#### **1-02 PROJECT GOAL**

This project supports the City's compliance with Municipal Regional Stormwater Permit (MRP) and NPDES requirements by providing comprehensive stormwater program management, regional coordination, inspections, monitoring, and reporting. Work includes ongoing technical and administrative support to City Staff, implementation of required stormwater program activities such as business, construction, municipal, and new development inspections, advancement of green infrastructure and long term trash reduction efforts, preparation of accurate and timely annual and monitoring reports, coordination with regional partners and stakeholders including SMCWPP, and preparation for upcoming regulatory changes under MRP 3.0 to protect water quality, public health, and receiving waters.

*END OF SECTION*



## **REQUEST FOR QUALIFICATIONS**

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## **SECTION 2**

### **SCOPE OF WORK**

#### **2-01 UNDERSTANDING OF WORK**

The following scope of work is included as a guide for the Proposer. It is designed to identify the minimum service level expected from the successful Proposer, and, as such, should be modified and augmented based on the experience of the Proposer as necessary to complete the project.

**The Contractor shall be responsible for the tasks as outlined in Sections 2-01.01 through 2-01.03 below.**

#### **2-01.01 TASK #1: Program Management, Coordination, and Regional Engagement**

The consultant shall provide overall stormwater program management and support.

Services under this task shall include, but not be limited to:

- Attend kick-off meeting. The City will arrange and conduct a kick-off meeting with the Consultant's staff. This meeting will allow for introduction of project team, review of scope of work, receive information, and discuss a schedule.
- General Program Management coordination and support to City Staff for the implementation of MRP-required stormwater program measures, including quarterly meetings with City Staff.
- San Mateo Countywide Water Pollution Prevention Program (SMCWPPP) Meeting attendance, including review of SMCWPPP-developed materials, and coordinating with SMCWPPP as needed to support the City's implementation of the MRP. This includes preparation for the upcoming stormwater permit re-issuance (MRP 3.0).
- Attendance at the following meetings:
  - Technical Advisory Committee
  - New Development Subcommittee (NDS) (MRP Provision C.3/C.6)
  - Commercial/Industrial/Illicit Discharge (CII) Subcommittee (MRP Provision C.5)
  - Watershed Monitoring Committee (MRP Provision C.8)
  - Litter Workgroup (MRP Provision C.10)
  - Trash Subcommittee (MRP Provision C.10)
  - Stormwater Committee
  - Municipal Maintenance Subcommittee
  - Pest Management and Parks Subcommittee

#### **2-01.02 TASK #2: Stormwater Program Implementation, Inspections, and Field Activities**

- Preparation of Annual Report for the 2026-27 Fiscal Year to San Francisco Bay Regional Water Quality Control Board (MRP Provision C.22, due 9/30/2027).



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- Ongoing assistance with implementation of the City's Green Infrastructure Program, including as-needed review of potential Green Infrastructure projects.
- Completion of Annual Business Stormwater Inspection Plan update (MRP Section C.4), and inspection of businesses for the 2026-27 Fiscal Year. The number of businesses and frequency of inspection is based on the City's Business Inspection Plan (BIP). These also include follow-up inspections as required.
- Completion of wet season (October - April) Monthly Construction Site Inspections (MRP Section C.6) at necessary sites.
- Completion of New Development Stormwater Treatment Measure Annual O&M Inspections (MRP Section C.3), including update of inspection plan inventory.
- Ongoing implementation support for the City's Long-Term Trash Reduction Plan (MRP Section C.10).

#### **2-01.03 TASK #3: Regulatory Monitoring, Bacteria TMDL, and Technical Compliance Support**

- Bacteria TMDL support includes working with City Staff to document and plan for the required actions in C.14 of MRP 3.0 and prepare for the annual Monitoring Reports due each March.
- Bacteria beginning in March 2026. These actions include MS4 inspections and maintenance, detecting sanitary sewer cross connections, inspecting trash and recycling bins, documenting human waste from homeless encampments, establishing and enhanced pet waste programs, and potentially establishing a bacteria monitoring program beyond the current monitoring stations located at the beaches. Assistance could be provided by coordinating with additional stakeholders, including the sanitary districts, the County, Caltrans, the Harbor District, and other local community groups.

In addition to specific tasks identified above and upon prior approval from the Public Works Director or designated staff, the selected proposer may from time to time be asked to provide additional NPDES compliance related professional support services, as needed, based on approved schedule of hourly rates or negotiated lump sum price. Prior to commencing additional services, a Work Order must be issued by the City.

Proposers shall list other specific services that they can provide as related to NPDES and Annual Report Services. The City will consider other services to be included in the scope of work for the consultant services agreement.

#### **2.02 QUALITY ASSURANCE/QUALITY CONTROL**

All submittals shall adhere to a City-approved quality assurance/quality control (QA/QC) program. The formal QA/QC program must include a written verification process for each deliverable.

*END OF SECTION*



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### **SECTION 3**

#### **PROPOSAL REQUIREMENTS AND FORMAT**

##### **3.01 PROPOSAL REQUIREMENTS**

The Proposer shall submit their Proposal to the City in each of the following formats:

###### **1. Physical/Hard Copy**

Three (3) copies of the Proposal shall be submitted to:

City of East Palo Alto, Public Works Department  
Engineering Division  
1960 Tate Street  
East Palo Alto, CA 94303  
Attention: Cartier Pham

###### **2. Electronic/Soft Copy**

One (1) copy of the full Proposal shall be submitted via email to:

**Cartier Pham**  
Assistant Engineer  
[cpham@cityofepa.org](mailto:cpham@cityofepa.org)

In order to be considered, proposals must be received at the address listed above no later than **Friday, February 13, 2026 by 3:00 PM**. Any proposals submitted after this time will not be considered.

##### **3.02 FORMAT**

The Proposal should be concise, well-organized, and demonstrate the Proposer's qualifications and experience as applicable to this Project. The proposal shall not include any unnecessary promotional material.

The proposal should include the following items and shall be organized as follows:

###### **1. Letter of Transmittal**

Describe your firm or team's interest and commitment in providing consulting services for the City of East Palo Alto. The correspondence should include the name, title, address, and telephone number of the individual.

###### **2. Table of Contents**

Each proposal shall include an index to the major topics contained in the proposal and all pages shall be numbered.



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### **3. Work Plan and Approach**

Discuss your firm's understanding of the Scope of Services to be performed. Describe the method for management of overall project costs, schedule, quality assurance/quality control, and other issues critical to this project.

### **4. Key Personnel Background**

Name, position, summary of qualifications, resumes, related experience, and responsibilities of project manager and key personnel.

### **5. Team Experience**

Listing of similar projects performed within the past five (5) years. Please include the following information:

- Client's name, point of contact, addresses, and telephone numbers
- Description of scope of work and year of completion
- Key personnel involved

### **6. References**

The Contractor must be skilled and regularly engaged in traffic signal, streetlight, and lighted crosswalk maintenance as well as performing Underground Service Alert utility location operations.

Provide at least three (3) references, listing the references' names, company titles, addresses, e-mail addresses, and phone numbers.

### **7. Negative History**

A Contractor must include in its Proposal a complete disclosure of any alleged significant prior or on-going contract failures, any civil or criminal litigation or investigation pending which involves the firm or in which the firm has been judged guilty or liable within the past five (5) years.

If there is no negative history to disclose, the firm must affirmatively state in its Proposal there is no negative history to report.

### **8. Schedule**

Include a tentative schedule/sequencing of events for a fictitious task order under this contract. This fictitious schedule should include projected durations for mobilization, de-mobilization, and other pertinent tasks.

### **9. Cost**

Fill out **Attachment B – Cost Proposal** and include as part of the Proposal.

*END OF SECTION*



## REQUEST FOR QUALIFICATIONS

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## SECTION 4

### SELECTION

#### 4.01 SELECTION PROCESS

The City will establish a ranking based on how each proposal meets the qualifications of the Scope of Services and the requirements of the RFQ. The proposal shall conform to the Proposal Requirements as listed in **Section 3: Proposal Requirements and Format** of this RFQ. It is important that all listed items be included in the proposals. **Proposals that do not comply with all the requirements will not be considered.** The City reserves the right to reject any or all proposals.

The selected consultant shall be required to enter into the City's Standard Contractor and Professional Services Agreement (see **Attachment A**). All Consultants that respond to this RFQ shall assume that the execution of this agreement, without changes, will be a required condition.

At the conclusion of the evaluation, the City will enter into contract negotiations with the top-ranking firm. If negotiations with the top-ranking firm are unsuccessful, negotiations will terminate, and the City will undertake negotiations with the second highest-ranking firm. City staff will make recommendations to the City Council, which reserves the right to reject any or all proposals. The selection process will be completed when a contract is executed.

Furthermore, the City reserves the right to reject any or all proposals and to waive any and all irregularities to choose the firm which, in the City's opinion, best serves the City's interests.

Proposals will be evaluated by a committee of City employees. Points will be assigned based on the Proposer's effectiveness and efficiency in supporting each item being rated.

#### 4.02 SELECTION CRITERIA

The selection Criteria for rating submitted proposals shall be as tabulated below:

CRITERIA	WEIGHT
Proposal Quality	5%
Firm's Qualification/Delivery of Similar Projects	30%
Proposed Scope of Work	50%
Client References	10%
Schedule/Manpower Allocation	5%

#### 4.03 SELECTION SCHEDULE

The City reserves the right to evaluate proposals for a period of sixty (60) days before deciding which proposal, if any, to accept.

END OF SECTION



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### SECTION 5

#### QUESTIONS

##### 5.01 REQUESTS FOR INFORMATION

Questions regarding the information in this Request for Qualifications package must be submitted in writing via email addressed to Cartier Pham at [cpham@cityofepa.org](mailto:cpham@cityofepa.org).

All questions must be received **by 5:00 PM on Friday, February 6, 2026**. Questions will be responded to in writing. Written summaries of all questions and answers will be distributed to each Consultant on the Plan Holder's List. Anonymity of the source of specific written questions will be maintained in the written responses. If necessary, a clarification addendum will be issued.

Telephone requests for information or inquiries will only be allowed if the nature of the request or inquiry does not lend itself to formulation into a written question. Verbal inquiries, however, are discouraged and calling parties may be requested to submit written questions in lieu of receiving a verbal response.

If any changes or updates to this RFQ are to be made, an addendum will be distributed to the plan holders.

*END OF SECTION*



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### **SECTION 6**

#### **DISCLAIMERS**

##### **6.01 GENERAL CONDITIONS**

The City reserves the right to accept or reject any or all proposals received, to negotiate with qualified proposers, or to cancel the Request.

The City may require the Proposer to submit additional data or information that the City deems necessary to substantiate the costs presented by the Proposer. The City may also require the Proposer to revise one or more elements of its proposal in accordance with contract negotiations.

##### **6.02 COSTS RELATED TO PROPOSAL PREPARATION**

The Proposer shall be responsible for all costs incurred in the development and submission of this response. The City assumes no contractual obligation as a result of the issuance of this RFQ, the preparation or submission of a response by a Proposer, the evaluation of an accepted response, or the selection of final candidates. The City shall not be contractually bound until the City and the successful Proposer has executed a written contract for performance of the work.

##### **6.03 SIGNED PROPOSAL AND EXCEPTIONS**

Submission of a signed Proposal will be interpreted to mean that the Proposer has hereby agreed to all the terms and conditions set forth in all of the sheet which make up this Solicitation, and any attached sample agreement. Exceptions to any of the language in either the RFQ documents or attached sample agreement(s) must be submitted with the Proposal and clearly defined. Exceptions to the City's RFQ document or standard sample agreement language, terms, or conditions may be considered in the evaluation process.

##### **6.04 CALIFORNIA PUBLIC RECORDS ACT**

Once a final award is made, all RFQ responses except certain financial and proprietary information become a matter of public record and shall be regarded by the City as public records. The City shall not in any way be liable or responsible for the disclosure of any such records or portions thereof if the disclosure is made pursuant to a request under the California Public Records Act. Respondents should be aware that under California Public Records Act, that all documents submitted to this RFQ, including financial information, are considered public records and may be subject to public disclosure.

*END OF SECTION*

*END OF DOCUMENT*

## **ATTACHMENT A**

### **City Standard Contractor and Professional Services Agreement**

## **CONTRACTOR AND PROFESSIONAL SERVICES AGREEMENT**

This Contractor and Professional Services Agreement ("Agreement") is made by and between the City of East Palo Alto, a municipal corporation ("City"), as authorized by the East Palo Alto City Council via Resolution No. [REDACTED], and [ type in name ], [ type in the type of entity ], hereinafter referred to as "Contractor", who agree as follows:

- 1. Services.** Subject to the terms and conditions set forth in this Agreement, Contractor shall provide the City professional services as specified in Exhibit A, entitled "Scope of Work."
- 2. Payment.** City shall pay Contractor for services rendered pursuant to this Agreement at the times and in the manner set forth in Exhibit B, entitled "Compensation." The payments specified in Exhibit B shall be the only payments to be made to Contractor for services rendered pursuant to this Agreement.
- 3. Term.** The term of this Agreement shall commence on [ type in start date] and shall continue in full force and effect until [ type in end date ].
- 4. Facilities and Equipment.** Contractor shall, at its sole cost and expense, furnish all facilities and equipment which may be required for furnishing services pursuant to this Agreement.
- 5. Indemnification.** Contractor shall indemnify, defend (with independent counsel approved by the City), and hold harmless the City, its officers, officials, directors, employees, agents, volunteers and affiliates and each of them from any and all claims, demands, causes of action, damages, costs, expenses, actual attorney's fees, Contractor's fees, expert fees, losses or liability, in law or in equity, of every kind and nature whatsoever arising out of or in connection with Contractor's operations, or any subcontractor's operations, to be performed under this Agreement, for the fullest extent permitted by law, with the exception of the sole active negligence or willful misconduct of the City. The provisions of this section shall survive the expiration or termination of this Agreement and are not limited by any provisions relating to insurance in this Agreement.
- 6. Insurance Requirements.** Contractor agrees to comply with all of the Insurance Requirements set forth in Exhibit C, entitled "Insurance Requirements for Contractor." Failure to maintain required insurance at all times shall constitute a default and material breach.

**7. Accident Reports.** Contractor shall immediately report (as soon as feasible, but not more than 24 hours) to the City any accident or other occurrence causing injury to persons or property during the performance of this Agreement. The report shall be made in writing and shall include, at a minimum: (a) the names, addresses, and telephone numbers of the persons involved, (b) the names, addresses and telephone numbers of any known witnesses, (c) the date, time and description of the accident or other occurrence.

**8. Conflict of Interest.** Contractor warrants and represents that to the best of its knowledge, there exists no actual or potential conflict between Contractor's family, business, real property or financial interests and the services to be provided under this Agreement. Contractor shall comply with the City of East Palo Alto Conflict of Interest Code and not enter into any contract or agreement during the performance of this Agreement which will create a conflict of interest with its duties to City under this Agreement. In the event of a change in Contractor's family, business, real property or financial interests occurs during the term of this Agreement that creates an actual or potential conflict of interest, then Contractor shall disclose such conflict in writing to City.

**9. Independent Contractor.** Contractor is an independent contractor. Neither Contractor nor any of Contractor's officers, employees, agents or subcontractors, if any, is an employee of City by virtue of this Agreement or performance of any services pursuant to this Agreement. City shall have the right to control Contractor only insofar as the results of Contractor's services rendered pursuant to this Agreement; however, City shall not have the right to control the means by which Contractor accomplishes services pursuant to this Agreement.

**10. Licenses, Permits, Etc.** Contractor represents and warrants to City that all Contractor services shall be provided by a person or persons duly licensed by the State of California to provide the type of services to be performed under this Agreement and that Contractor has all the permits, qualifications and approvals of whatsoever nature which are legally required for Contractor to practice its profession. Contractor represents and warrants to City that it shall, at its sole cost and expense, keep in effect at all times during the term of this Agreement any licenses, permits, and approvals which are legally required for Contractor to practice its profession.

**11. Business License.** Contractor, and its subcontractors, has obtained or agrees to apply prior to performing any services under this Agreement to City's Finance Department for a business license, pay the applicable business license tax and maintain said business license during the term of this Agreement. The failure to obtain such license shall be a material breach of this Agreement and grounds for termination by City. No payments shall be made to Contractor until such business license(s) has been obtained.

**12. Standard of Performance.** Contractor shall provide products and perform

all services required pursuant to this Agreement in accordance with generally accepted professional practices and principles and in a manner consistent with the level of care and skill ordinarily exercised under similar conditions by a member of Contractor's profession currently practicing in California.

Contractor is responsible for making an independent evaluation and judgment of all conditions affecting performance of the work, and shall prepare plans, reports, and/or other work products in such a way that additional costs will not be incurred or, beyond a project budget approved or amended by the City Manager or his or her designee.

Whenever the scope of work requires or permits review, approval, conditional approval or disapproval by City, it is understood that such review, approval, conditional approval or disapproval is solely for the purposes of administering this Agreement and determining whether the Contractor is entitled to payment for such work, and not be construed as a waiver of any breach or acceptance by the City of any responsibility, professional or otherwise, for the work, and shall not relieve the Contractor of responsibility for complying with the standard of performance or laws, regulations, industry standards, or from liability for damages caused by negligent acts, errors, omissions, noncompliance with industry standards, or the willful misconduct of Contractor.

Contractor's responsibilities under this section shall not be delegated. Contractor shall be responsible to City for acts, errors, or omissions of Contractor's subcontractors.

**13. Force Majeure.** Neither party shall be considered in default of this Agreement to the extent performances are prevented or delayed by any cause by circumstances beyond either party's reasonable control, such as war, riots, strikes, lockouts, work slow down or stoppage, acts of God, such as floods or earthquakes, and electrical blackouts or brownouts. In the event that the Contractor is unable to meet the completion date or schedule of services, Contractor shall inform the City Representative of the additional time required to perform the work and the City Representative may adjust the schedule.

**14. Time is of the Essence.** Time is of the essence in this Agreement. Any reference to days means calendar days, unless otherwise specifically stated.

**15. Personnel.** Contractor agrees to assign only competent personnel according to the reasonable and customary standards of training and experience in the relevant field to perform services under this Agreement. Failure to assign such competent personnel shall constitute grounds for termination of this Agreement.

The payment made to Contractor pursuant to this Agreement shall be the full and

complete compensation to which Contractor and Contractor's officers, employees, agents, and subcontractors are entitled for performance of any work under this Agreement. Neither Contractor nor Contractor's officers or employees are entitled to any salary or wages, or retirement, health, leave or other fringe benefits applicable to employees of the City. The City will not make any federal or state tax withholdings on behalf of Contractor. The City shall not be required to pay any workers' compensation insurance on behalf of Contractor. Contractor shall pay, when and as due, any and all taxes incurred as a result of Contractor's compensation hereunder, including estimated taxes, and shall provide City with proof of such payments upon request.

**16. Prevailing Wages for Public Works Projects.** For public works projects, Contractor shall comply with all provisions of California laws dealing with prevailing wages, apprentices, and hours of work. Contractor shall also comply with provisions of Labor Code section 1720 as applicable. Contractor shall maintain certified payroll records evidencing such payment of prevailing wages as required by law.

**17. Contractor Not Agent.** Except as authorized under this Agreement or as City may authorize in a letter of authorization signed by the City Manager or his or her designee, Contractor shall have no authority, express or implied to act on behalf of City in any capacity whatsoever as an agent. Contractor shall have no authority, express or implied, under this Agreement, to bind City to any obligation whatsoever.

**18. Termination or Abandonment by City.** The City has the right, at any time and in its sole discretion, to immediately terminate or abandon any portion or all of the services to be provided under this Agreement by giving notice to Contractor. Upon receipt of a notice of termination, Contractor shall perform no further work except as specified in the notice. Before the date of termination, Contractor shall deliver to City all work product, whether completed or not, as of the date of termination and not otherwise previously delivered.

The City shall pay Contractor for services performed in accordance with this Agreement before the date of termination. If this contract provides for payment of a lump sum for all services or by task and termination occurs before completion of the work or any defined task which according to the performance schedule was commenced before the notice of termination, the fee for services performed shall be based on an amount mutually agreed to by City and Contractor for the portion of work completed in conformance with this Agreement before the date of termination. In addition, the City will reimburse Contractor for authorized expenses incurred and not previously reimbursed. The City shall not be liable for any fees or costs associated for the termination or abandonment except for the fees, and reimbursement of authorized expenses, payable pursuant to this section.

**19. Products of Consulting Services.** The work product, including without limitation, all writings, work sheets, reports, recordings, drawings, files, detailed calculations and other work products, whether complete or incomplete, of Contractor resulting from services rendered pursuant to this Agreement, shall become the property of City. Contractor agrees that all copyrights which arise from creation of the work under this Agreement shall be vested in the City and waives and relinquishes all claims to copyright or other intellectual property rights in favor of the City. City acknowledges that its use of the work product is limited to the purposes contemplated by the scope of work and that the Contractor makes no representation of the suitability of the work product for use in or application to circumstances not contemplated by the scope of work.

**20. Cooperation by City.** City shall, to the extent reasonable and practicable, assist and cooperate with Contractor in the performance of Contractor's services hereunder.

**21. Assignment and Subcontracting.** Contractor shall not subcontract, assign or transfer voluntarily or involuntarily any of its rights, duties or obligation under this Agreement without the express written consent of the City Manager or his or her designee in each instance. Any attempted or purported assignment of any right, duty or obligation under this Agreement without said consent shall be void and of no effect.

If subcontracting of work is permitted, Contractor shall pay its subcontractor within ten (10) days of receipt of payment by City for work performed by a subcontractor and billed by the Contractor. Use of the term subcontractor in any other provision of this contract shall not be construed to imply authorization for Contractor to use subcontractors for performance of any service under this Agreement.

The City is an intended beneficiary of any work performed by Contractor's subcontractor for purposes of establishing a duty of care between the subcontractor and City.

**22. Successors and Assigns.** All terms, conditions, and provisions of this Agreement shall apply to and bind the respective heirs, executors, administrators, successors, and assigns of the parties. Nothing in this section is intended to affect the limitation on assignment.

**23. Non-Discrimination/Fair Employment Practices.** Contractor shall comply with all applicable federal, state and local laws, rules and regulations in regard to non-discrimination and non-harassment in employment because of race, color, ancestry, national origin, religion, sex, marital status, age, sexual orientation,

medical condition or physical handicap. Contractor agrees to abide by the City's Policy Against Discrimination, Harassment and Retaliation as set out in attached Exhibit D.

**24. Official Notices.** All notices or instruments required to be given or delivered by law or this Agreement shall be in writing and shall be effective upon receipt thereof and shall be by personal service or delivered by depositing the same in any United States Post Office, registered or certified mail, postage prepaid, addressed to:

If to City: Melvin E. Gaines

City Manager

City Manager's Office

2415 University Avenue

East Palo Alto, CA 94303

If to Contractor: [insert name]

[insert title]

[insert company name]

[insert street name and suite #, if any]

[insert city, state and zip code]

Any party may change its address for receiving notices by giving written notice of such change to the other party in accordance with this section. Routine administrative communications shall be made pursuant to section 1 of Exhibit A.

**25. Integration Clause.** This Agreement, including all Exhibits, contains the entire agreement between the parties and supersedes whatever oral or written understanding they may have had prior to the execution of this Agreement. This Agreement shall not be amended or modified except by a written agreement executed by each of the parties hereto.

**26. Severability Clause.** Should any provision of this Agreement ever be deemed to be legally void or unenforceable, all remaining provisions shall survive and be enforceable.

**27. Law Governing.** This Agreement shall in all respects be governed by the law of the State of California without regard to its conflicts of law rules. Litigation arising out of or connected with this Agreement shall be instituted and maintained in the courts of San Mateo County in the State of California or in the United States District Court, Northern District of California, San Francisco/Oakland Division, California, and the parties consent to jurisdiction over their person and over the subject matter of any such litigation in such courts, and consent to service of process issued by such courts.

**28. Waiver.** Waiver by either party of any default, breach or condition precedent shall not be construed as a waiver of any other default, breach or condition precedent or any other right hereunder.

**29. Ambiguity.** The parties acknowledge that this is a negotiated agreement, that they have had the opportunity to have this Agreement reviewed by their respective legal counsel, and that the terms and conditions of this Agreement are not to be construed against any party on the basis of such party's draftsmanship thereof.

**30. Headings.** The section headings contained in this Agreement are inserted for convenience only and shall not affect in any way the meaning or interpretation of this Agreement.

**31. Compliance with Laws.** Contractor will comply with all statutes, regulations and ordinances in the performance of all services under this Agreement.

**32. Confidentiality.** Contractor shall treat all records and work product prepared or maintained by Contractor in the performance of this Agreement as confidential and shall not at any time, either directly or indirectly, divulge, disclose or communicate in any manner any City records or information to any third party, other than its own employees, agents or subcontractors who have a need for the City records or information for the performance of services under this Agreement. A violation by Contractor of this section shall be a material violation of this Agreement and will justify legal and/or equitable relief.

Contractor agrees and acknowledges that this confidentiality provision does not limit the City's disclosure as required by law, pursuant to a subpoena, the California Public Records Act, or Order of the Court.

**33. News and Information Release.** Contractor agrees that it will not issue any news releases in connection with either the award of this Agreement, or any subsequent amendment of or efforts under this Agreement, without first obtaining review and approval of said news releases from City through the City Representative.

**34. Counterparts.** The parties may execute this Agreement in one or more counterparts, each of which shall be deemed an original, but all of which together shall be deemed one and the same instrument.

**35. Authority.** The person signing this Agreement for Contractor hereby represents and warrants that he/she is fully authorized to sign this Agreement on behalf of Contractor.

**36. Exhibits.** The following exhibits are attached hereto and incorporated herein by reference:

Exhibit A, entitled "Scope of Work," including any attachments.

Exhibit B, entitled "Compensation," including any attachments.

Exhibit C, entitled "Insurance Requirements," including any attachments.

Exhibit D, entitled "Policy Against Discrimination, Harassment and Retaliation"

IN WITNESS WHEREOF, the parties have executed this Agreement on the day and year shown below the name of each of the parties.

[ **INSERT CONTRACTOR NAME** ] CITY OF EAST PALO ALTO,  
a municipal corporation

[ **INSERT TYPE OF ENTITY** ]

By: \_\_\_\_\_

[ **insert name** ]

[ **insert title** ]

By: \_\_\_\_\_

Melvin E. Gaines

City Manager

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_  
East Palo Alto Business License No.

APPROVED AS TO CONTENT:

\_\_\_\_\_  
[ **Insert Department Head Name** ]  
[ **Insert Department Head Title** ]

APPROVED AS TO FORM:

\_\_\_\_\_  
John D. Lê  
City Attorney

## EXHIBIT A

### SCOPE OF WORK

#### 1. Representatives.

City Representative:

[ insert name ]  
[ insert title ]  
[ insert Department name ]  
2415 University Avenue  
East Palo Alto CA 94303  
[ insert telephone number ]  
[ insert facsimile number ]

Contractor's Representative:

[ insert name ]  
[ insert title ]  
[ insert company name ]  
[ insert street name and suite #, if any ]  
[ insert City, state and zip code ]  
[ insert telephone number ]  
[ insert facsimile number ]

All routine administrative communications between the parties will be between the above named representatives and may be by personal delivery, mail, facsimile transmission or electronic mail as agreed between the Contractor Representative and City's Representative.

#### 2. Services and Schedule.

The services provided shall be as set forth in Attachment 1 of Exhibit A, attached hereto and incorporated herein by this reference and performed according to the schedule set forth therein. Contractor will complete all services by [ insert date ].

#### 3. Phased Performance.

If the schedule calls for the services to be performed in phases or discrete increments, Contractor shall not proceed from one phase or increment to the next without written authorization from the City's Representative.

**4. Additional Services.** Additional services are those services related to the scope of Services of Contractor as set forth in Exhibit A but not anticipated at the time of execution of this Agreement ("Additional Services"). Additional Services shall be provided only when authorized by an amendment to this Agreement and approved by the City Manager, or his or her designee. City reserves the right to perform any Additional Services with its own staff or to retain other Contractors to perform said Additional Services. Any costs incurred due to the performance of Additional Services prior to the execution of an amendment will not be reimbursed

under this Agreement or an amendment.

Contractor's compensation for Additional Services shall be based on the total number of hours spent on Additional Services multiplied by the employees' appropriate billable hourly rate as established below. City, at its option, may negotiate a fixed fee for some or all Additional Services as the need arises. Where a fixed fee for Additional Services is established by mutual agreement between City and Contractor, compensation to Contractor shall not exceed the fixed fee amount.

**5. Key Personnel.** All of the individuals identified below are necessary for the successful prosecution of the services due to their unique expertise and depth and breadth of experience. There shall be no change in the personnel listed below, without written approval of the City Representative. Contractor recognizes that the composition of this team was instrumental in the City's decision to award the work to Contractor and that compelling reasons for substituting these individuals must be demonstrated for the City's consent to be granted. Any substitutes shall be persons of comparable or superior expertise and experience. Failure to comply with the provisions of this section shall constitute a material breach of Contractor's obligations under this Agreement and shall be grounds for termination.

Key personnel: [ **INSERT LIST OF EMPLOYEES NAMES** – If the project does not require assignment of specific personnel, delete "Key Personnel" section ]

**EXHIBIT B**  
**COMPENSATION**

**1. Contractor's Compensation.**

A. City agrees to pay Contractor, at the rate(s) specified below, for those services set forth in Exhibit A of this Agreement and for all authorized reimbursable expenses, for a total not to exceed [ insert dollar amount in words - e.g. Two Thousand Five Hundred Fifty Dollars and 13 Cents ] [ insert dollar amount in number- e.g., \$2,550.13 ].

Contractor shall notify City in writing no later than thirty (30) days prior to the estimated date when Contractor will have billed City the maximum payment amount permitted under this Agreement, and Contractor shall provide City with an estimate of the additional compensation required to complete the project.

**2. Appropriate Billable Hourly Rates for Services and Additional Services.**

Contractor's billable hourly rates shall be:

[ Insert Name, Title and Hourly Rate ]

or

[“Contractor will perform the services according to the schedule contained in Attachment [insert number] of [insert letter].”]

**3. Contractor's Reimbursable Expenses.**

Reimbursable Expenses shall be limited to actual reasonable expenditures of Contractor for expenses that are necessary for the proper completion of the Services and shall only be payable if specifically authorized in advance by City.

#### **4. Payments to Contractor.**

A. Payments to Contractor shall be made within a reasonable time after receipt of Contractor's invoice, said payments to be made in proportion to services performed. Contractor may request payment on a monthly basis. Contractor shall be responsible for the cost of supplying all documentation necessary to verify the monthly billings to the satisfaction of City.

B. All invoices submitted by Contractor shall contain the following information:

1. Description of services billed under this invoice
2. Date of Invoice Issuance
3. Sequential Invoice Number
4. City's Purchase Order Number (if issued)
5. Social Security Number or Taxpayer Identification Number
6. Amount of this Invoice (Itemize all Reimbursable Expenses")
7. Total Billed to Date

C. Items shall be separated into Services and Reimbursable Expenses. Billings that do not conform to the format outlined above shall be returned to Contractor for correction. City shall not be responsible for delays in payment to Contractor resulting from Contractor's failure to comply with the invoice format described above.

#### **5. Accounting Records of Contractor.**

Contractor shall maintain for three (3) years after completion of all services hereunder, all records under this Agreement, including, but not limited to, records of Contractor's direct salary costs for all Services and Additional Services performed under this Agreement and records of Contractor's Reimbursable Expenses, in accordance with generally accepted accounting practices. Contractor shall keep such records available for audit, inspection and copying by representatives of the City's Finance Department or other government agencies during regular business hours upon twenty four (24) hours notice.

The obligations of Contractor under this section shall survive this Agreement.

#### **6. Taxes.**

Contractor shall pay, when and as due, any and all taxes incurred as a result of Contractor's compensation hereunder, including estimated taxes, and shall provide City with proof of such payments upon request. Contractor hereby agrees to indemnify and defend City for any claims, losses, costs, fees, liabilities, damages or injuries suffered by City arising out of Contractor's breach of this section pursuant to the Indemnification provisions of this Agreement.

7. **Taxpayer Identification Number.** Contractor shall provide City with an IRS Form W-9, Request for Taxpayer Identification Number and Certification, containing an original signature and any other State or local tax identification number requested by City.

**EXHIBIT C**  
**INSURANCE REQUIREMENTS**

**I. TYPES OF INSURANCE**

- A. Commercial General Liability Insurance: Contractor's General Liability insurance shall include contractual liability coverage. Contractor shall take out and maintain during the life of this Agreement such Bodily Injury Liability and Property Damage Liability Insurance (Commercial General Liability Insurance) on an occurrence basis as shall protect it while performing work covered by this Agreement from any and all claims for damages for bodily injury, including accidental death, as well as claims for property damage which may arise from the Contractor's operations under this Agreement, whether such operations be by Contractor or by any sub-Contractor or by anyone directly or indirectly employed by either of them. The amounts of such insurance shall be not less than One Million Dollars (\$1,000,000) per occurrence and Three Million Dollars (\$3,000,000), in aggregate or Three Million Dollars (\$3,000,000) combined single limit bodily injury and property damage for each occurrence.
- B. Automobile Liability Insurance: CONTRACTOR shall procure and maintain Automobile Liability Insurance as broad as Insurance Services Office Form Number CA 0001 covering Automobile Liability, Code 1 (any auto). Such Automobile Liability Insurance shall have minimum limits of no less than One Million Dollars (\$1,000,000.00) per accident for bodily injury and property damage.
- C. Worker's Compensation and Employer's Liability Insurance: Contractor shall have in effect during the entire life of this Agreement Worker's Compensation and Employer's Liability Insurance providing full statutory coverage. In signing this Agreement, Contractor makes the following certification, required by Section 18161 of the California Labor Code: "I am aware of the provisions of Section 3700 of the California Labor Code which require every employer to be insured against liability for Worker's Compensation or to undertake self-insurance in accordance with the provisions of the Code, and I will comply with such provisions before commencing the performance of the work of this Agreement".
- D. Professional Liability Insurance: Contractor shall take out and maintain during the life of this Agreement a policy of professional liability insurance, protecting it against claims arising out of the acts, errors, or omissions of Contractor pursuant to this Agreement, in the amount of not less than One Million Dollars (\$1,000,000) per claim. Said professional liability insurance is to be kept in force for not less than one (1) year after completion of services described herein.

## II. ADDITIONAL REQUIREMENTS

- A. Broader Insurance Coverage: In the event that Contractor maintains broader coverage and/or higher limits than the City's minimum requirements, the City requires and shall be entitled to the broader coverage and/or the higher limits maintained by the Contractor. The limits of insurance required in this agreement may be satisfied by a combination of primary and umbrella or excess insurance. Any umbrella or excess insurance shall contain or be endorsed to contain a provision that such coverage shall also apply on a primary and non-contributory basis for the benefit of the City before the City's own insurance shall be called upon to protect it as a named insured.
- B. Additional Insured Status: The City of East Palo Alto, its subsidiary agencies, directors, officers, employees, agents, independent contractors and volunteers shall be named as additional insureds on any such policies of comprehensive general and automobile liability insurance.
- C. Primary and Non-Contributory Coverage: Except for professional liability and worker's compensation insurance, the policies shall also contain a provision that the insurance afforded to the City, its subsidiary agencies, and their directors, officers, employees, agents, independent contractors and volunteers based on additional insured status shall be primary and non-contributory insurance to the full limits of liability of the policy, and that if the City, its subsidiary agencies and their directors, officers, employees, agents, independent contractors and volunteers have other insurance against a loss covered by a policy, such other insurance shall be excess insurance only.
- D. Verification of Coverage: Contractor shall furnish the City with original Certificates of Insurance including all required amendatory endorsements (or copies of the applicable policy language effecting coverage required by this clause).
- E. Notice of Cancellation: Contractor shall provide thirty (30) days' notice, in writing, to the City, at 2415 University Avenue, East Palo Alto, CA 94303, of any pending change or cancellation of the policy.
- F. Deductibles or Self-Insured Retentions: Prior to the execution of this Agreement, any deductibles or self-insured retentions must be declared to and approved by City.
- G. Breach: In the event of the breach of any provision of this section, or in the event any notice is received which indicates any required insurance coverage will be diminished or canceled, City, at its option, may, notwithstanding any other provision of this Agreement to the contrary, immediately declare a material breach of this Agreement and suspend all further work pursuant to this Agreement.

## **EXHIBIT D**

### **CITY OF EAST PALO ALTO'S POLICY AGAINST DISCRIMINATION, HARASSMENT AND RETALIATION**

EFFECTIVE DATE: 12/21/2004

REVISED DATE: 1/12/07

ADOPTED BY CITY COUNCIL: 12/21/2004

#### **I. PURPOSES**

The purposes of this policy are to emphasize the City's commitment to keeping its workplace free of harassment, discrimination and retaliation, to define and provide examples of the conduct that is prohibited, to summarize the respective responsibilities for preventing, reporting, investigating, and responding to violations and to give clear warning of the serious consequences that violators will face.

A copy of this policy shall be provided to all persons who are subject to it, and shall be posted on City bulletin boards in all City facilities.

#### **II. POLICY**

All of the following are prohibited by this Policy:

- Discrimination or harassment in any aspect of City employment based on any legally protected characteristic or status, including sex, gender, sexual orientation, race, color, national origin, language, ancestry, religion, age, marital status, domestic partner, physical disability, mental disability, or medical condition.
- Retaliation for opposing, filing a complaint about, or participating in an investigation of, any such harassment or discrimination.
- Aiding, abetting, inciting, compelling, or coercing or any such discrimination, harassment or retaliation, or attempting to do so.

The City will take all reasonable steps necessary to prevent such misconduct from occurring, and to remedy and punish any occurrence. Any City employee, Council member, member of any advisory body, including any Commissioner, Committee member, or Board member found having engaged in any such misconduct will be subject to disciplinary action up to and including termination or censure or removal and will be deemed to have acted outside the course and scope of his or her employment.

This policy applies to all City employees, volunteers, interns, vendors, and contractors as well as to all applicants for City positions.

The policy shall not be interpreted or applied in any manner that would be inconsistent with any applicable State or Federal law or regulation, or increase the legal liability of the City.

### **III. DESCRIPTION AND EXAMPLES OF PROHIBITED HARASSMENT**

Harassment on the basis of sex is unlawful, and is prohibited by this policy. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when:

- An individual's submission to such conduct is made explicitly or implicitly, a term or condition of that individual's employment; or,
- An individual's submission to or rejection of such conduct is used as the basis for an employment decision affecting that individual; or,
- The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, abusive, or offensive work environment.

Sexual harassment need not be motivated by sexual desire or gratification, and may include nonsexual conduct motivated by the violator's hostility towards the victim's gender, or towards the victim's nonconformity to gender stereotypes. Sexual harassment includes not only conduct motivated by gender, but also by pregnancy, childbirth, or a related condition. A harasser may be either male or female, and the victim may either be the same sex or the opposite sex. Even a person who is not the intended target of harassment may be harassed by it if he or she witnesses it.

Sexual harassment may be verbal, visual, or physical. For example:

- Verbal harassment may consist of derogatory, threatening, or intimidating comments, epithets, slurs or jokes; references to gender, physical appearance, attire, sexual prowess, marital status, or pregnancy; or sexual advances, propositions, or demands.
- Visual harassment may consist of displaying or circulating derogatory or offensive posters, cartoons, drawings, photographs, pin-ups, computer images, or electronic media transmissions.
- Physical harassment may consist of assault, battery, or unwelcome, unnecessary and offensive touching (kissing, hugging, patting, rubbing, pinching, brushing against), staring, leering, gesturing, whistling or making noises, impeding or blocking movement, or physical interfering with normal work or movement.

In addition to prohibiting harassment based on sex or gender, this policy also prohibits harassment based on sexual orientation, or upon any other legal protected characteristic or status, such as race, religion, creed, color, national origin, language, ancestry, physical disability, mental disability, medical condition, marital status, domestic partner, or age.

Harassment on the basis of such factors is subject to the principles applicable to sexual harassment, as stated above.

#### **IV. REPORTING DISCRIMINATION, HARASSMENT OR RETALIATION**

Any City employee, volunteer, intern, vendor, contractor, or applicant who becomes aware of any discrimination, harassment or retaliation prohibited by this policy shall report it immediately to their immediate supervisor, or higher ranking supervisor, or the Assistant City Manager. Under no circumstances shall such a report be required or expected to be made to the person who engaged in the misconduct that is subject to this report.

The responsibility to report conduct prohibited by this policy arises even if the conduct is directed toward someone else and even if the person toward whom it is directed does not want it reported.

Reports may be made orally or in writing, free of requirements as to form.

Because reports of conduct prohibited by this policy will be treated as serious charges, the making of a deliberately false report, or a report made with reckless disregard for its truth or falsity, may subject the maker to disciplinary action.

#### **V. INVESTIGATION AND RESOLUTION**

The City of East Palo Alto will investigate all reported violations of this policy. All employees, volunteers, interns, vendors and contractors, members of the City Council, or members of a City advisory body shall cooperate with any such investigation.

Any supervisor, manager department head, member of the City Council, or member of a City advisory body who receives a report of, or who becomes aware of, conduct prohibited by this policy shall promptly report it to the Personnel Officer. Upon receiving the report, the Personnel Officer shall direct any report that accuses a City Council member or appointee to the City Council for investigation and resolution. The City Council shall delegate the responsibility to conduct a prompt, full, and fair investigation to the qualified private investigator. Upon receiving a report regarding a non-City Council member or appointee, the Personnel Officer shall conduct a prompt, full, and fair investigation, or delegate

that responsibility to a qualified City employee or private investigator. The person performing the investigation shall:

- Interview the complainant, the accused, and any other person the investigator believe to have knowledge relevant to the charges;
- Gather and review any documentary, electronic, or physical evidence relevant to the charges;
- Consult with legal counsel as needed;
- Determine whether the charges can or cannot be substantiated; and
- Develop recommendations for appropriate remedial and/or disciplinary action, if any.

## **VI. OUTSIDE ADMINISTRATIVE AGENCIES**

In addition to the remedies described in this Policy, the U.S. Equal Employment Commission and the California Department of Fair Employment and Housing provide administrative complaint and investigation processes as to harassment, discrimination or retaliation on the basis of a protected status. The toll free telephone number for such office is listed below:

California Department of Fair Employment and Housing 1.800.233.3212  
U.S. Equal Employment Opportunity Commission 1.800.669.4000

**ATTACHMENT B**  
Cost Proposal (Example)

**CITY OF EAST PALO ALTO - STORMWATER NPDES PROGRAM COMPLIANCE SERVICES**  
**ATTACHMENT B - COST PROPOSAL (SAMPLE)**

TASK	PRIME CONSULTANT NAME					SUBCONSULTANT NAME							
	POSITION #1 \$/ HR	POSITION #2 \$/ HR	POSITION #3 \$/ HR	POSITION #4 \$/ HR	POSITION #5 \$/ HR	TOTAL HOURS	POSITION #1 \$/ HR	POSITION #2 \$/ HR	POSITION #3 \$/ HR	POSITION #4 \$/ HR	POSITION #5 \$/ HR	TOTAL HOURS	TOTAL
<b>TASK NO.</b>	<b>TASK DESCRIPTION</b>												
1	Project Management, Coordination, and Regional Engagement												
2	Stormwater Program Implementation, Inspections, and Field Activities												
3	Regulatory Monitoring, Bacteria TMDL, and Technical Compliance Support												
<b>SUBTOTAL</b>													

**NOTES:**