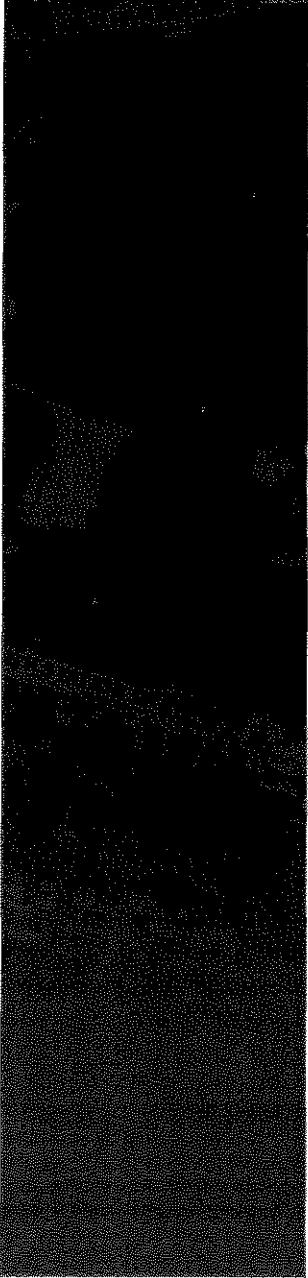


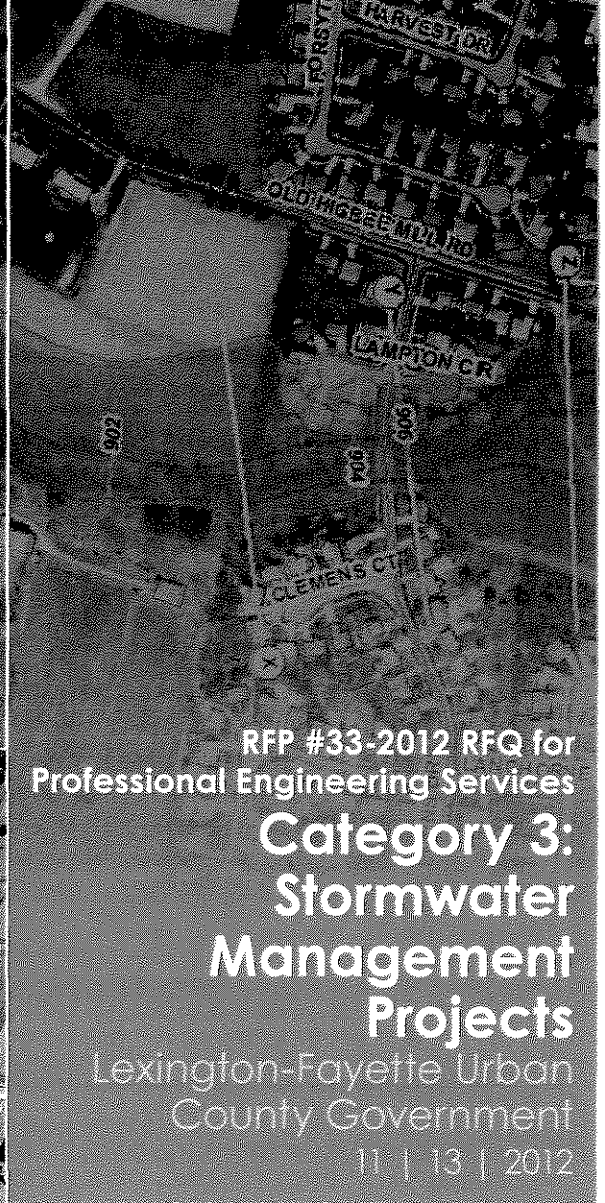
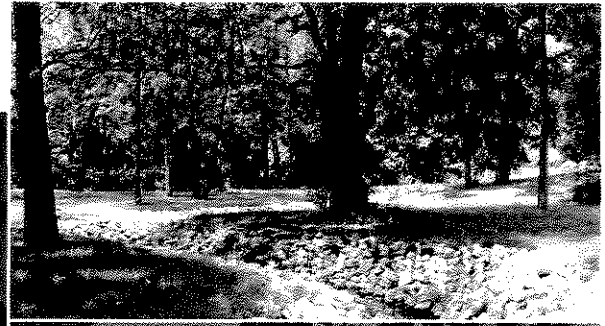
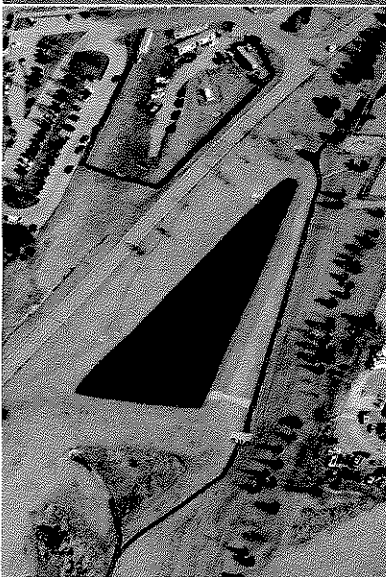
EXHIBIT C

PROPOSAL OF ENGINEERING SERVICES

AND RELATED MATTERS



Statement of Qualifications



RFP #33-2012 RFQ for
Professional Engineering Services

Category 3: Stormwater Management Projects

Lexington-Fayette Urban
County Government

11 | 13 | 2012



Engineers · Architects · Planners

801 Corporate Drive | Lexington, KY 40503 | 859-223-3999



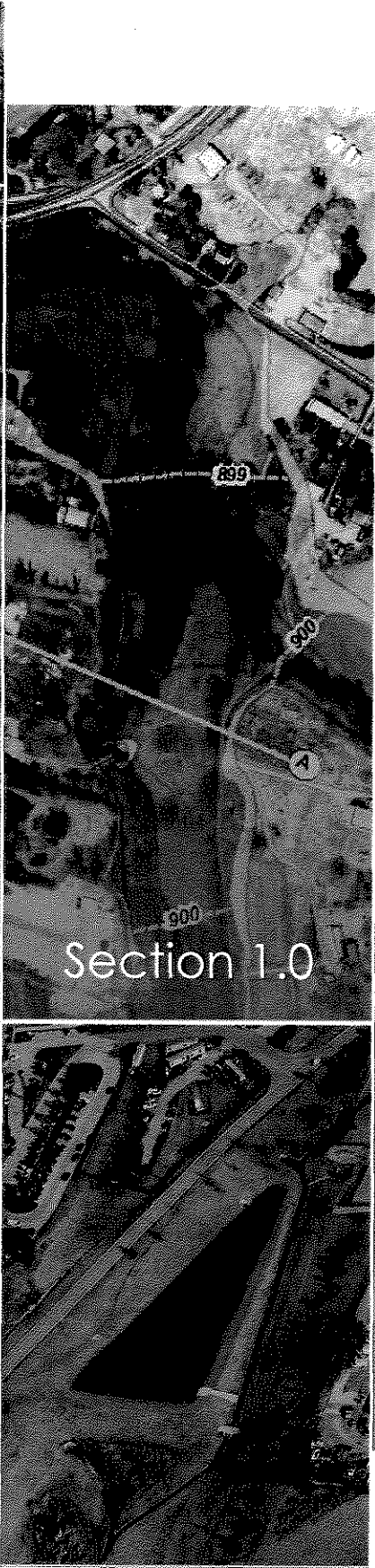
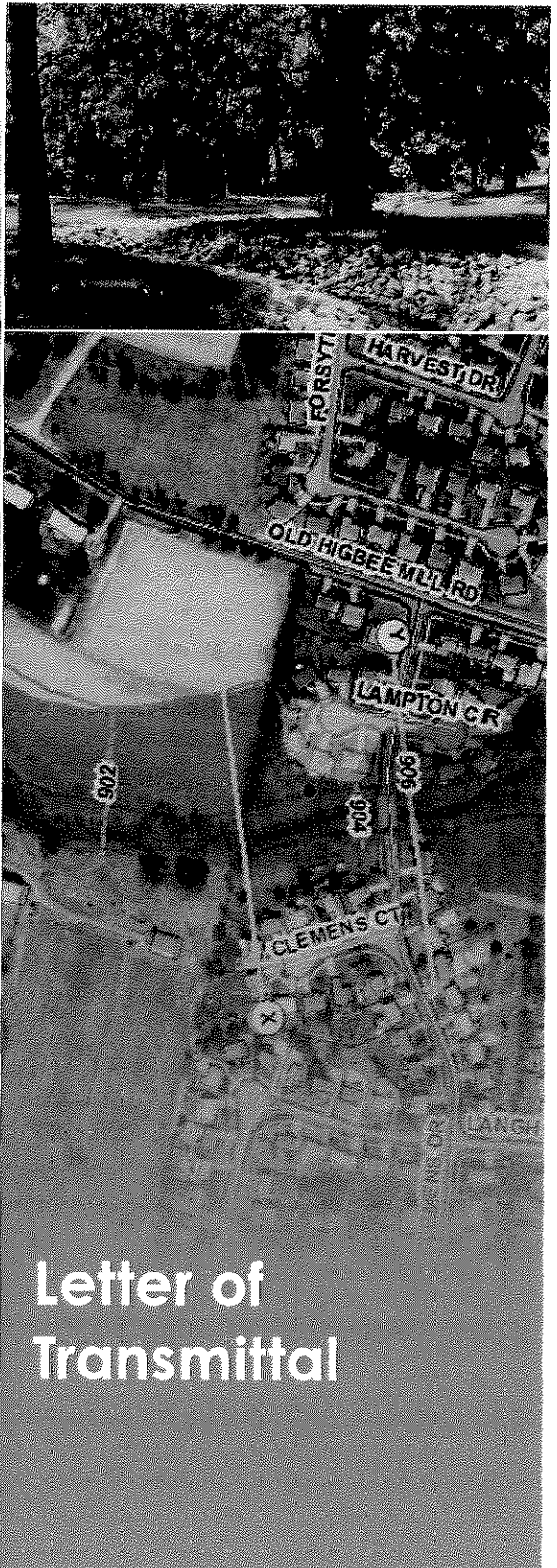
Statement of Qualifications

Category 3: Stormwater Management Projects

Lexington-Fayette Urban County Government RFP #33-2012, Professional Engineering Services Lexington, KY

Table of Contents

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Section 2.0	Firm Qualifications
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Section 7.0	DBE Involvement and LFUCG Participation Form
Section 8.0	Statement of Hourly Rates
Section 9.0	LFUCG Addendum, Required Forms and Information





GRW | engineers | architects | planners
801 Corporate Drive • Lexington, KY 40503
859.223.3999 • www.grwinc.com

November 12, 2012

Mr. Todd Slatin, Acting Director
Division of Central Purchasing
Lexington-Fayette Urban County Government
Room 338, Government Center
200 East Main Street
Lexington, KY 40507

Re: RFP #33-2012 RFQ for Professional Engineering Services
Category 3: Stormwater Management Projects

Dear Mr. Slatin:

GRW has a long history of providing planning, design and construction administration services for municipal wastewater and stormwater systems. Our comprehensive, in-house services assure a quality product, and our business philosophy of providing *close, personal service* will result in a smooth project experience for LFUCG.

The attached SOQ summarizes GRW's applicable water resources experience, and highlights projects which I believe are relevant to LFUCG's Category 3: Stormwater Management Projects. In regard to GRW's qualifications, I offer the following which I believe distinguishes GRW from our competitors.

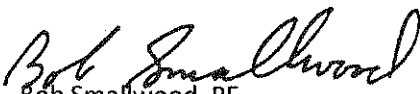
Experience: For nearly 50 years, GRW's professionals have delivered fiscally responsive and operationally efficient water resources design solutions by working in partnership with locally elected officials, wastewater and stormwater service providers, and state environmental and health administrators. For your evaluation, we have provided a partial summary of our stormwater management project experience in Sections 2 and 5 of this SOQ.

Local Project Team: GRW is an employee-owned, full service, multidiscipline engineering, architectural and planning design firm with more than 220 staff members. Headquartered in Lexington, KY, GRW has multiple offices in Kentucky, Ohio, Indiana, Tennessee, and Texas. We have more than 140 employees, representing a wide range of disciplines and based in Lexington, including the entire proposed team for the Stormwater Management Projects Contract.

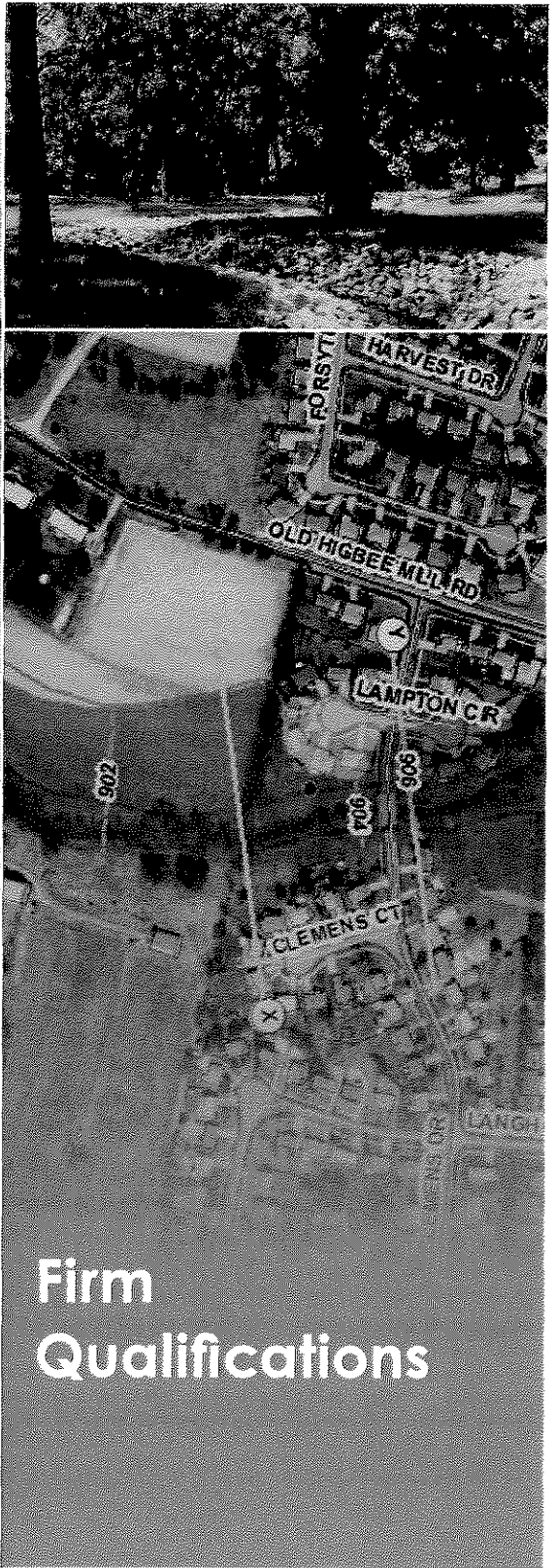
Service: While GRW offers the resources to successfully complete your projects, we are able to maintain our business philosophy of providing personalized service on a daily basis. I invite you to contact our client references listed in Section 4 for information regarding our past and current performance.

Finally, please contact me if you have questions regarding our experience. I certainly look forward to the opportunity of working with you and your staff.

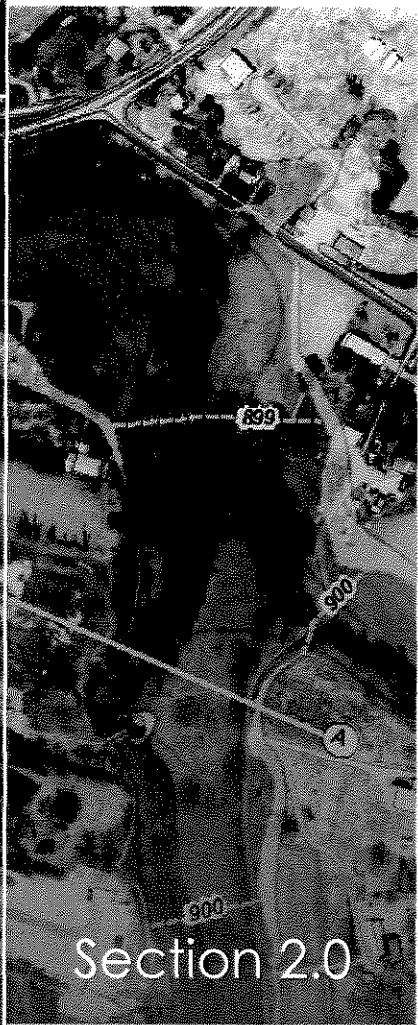
Sincerely,


Bob Smallwood, PE
Vice President

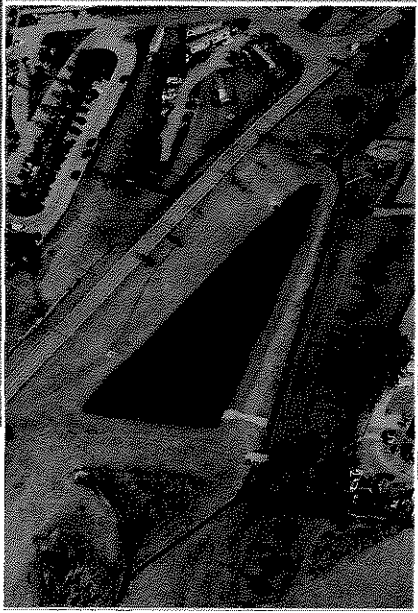
Section 2.0
Firm Qualifications



Firm
Qualifications



Section 2.0



2.0 Firm Qualifications

Founded in 1965 by Mr. G. Reynolds Watkins to provide wastewater and water system planning and design services, GRW is an employee-owned, full service, multidiscipline engineering, architectural and planning design firm with more than 220 staff members. Headquartered in Lexington, KY, GRW has multiple offices in Kentucky, Ohio, Indiana, Tennessee, and Texas. We have more than 140 employees, representing a wide range of disciplines and based in Lexington, including the entire proposed team for the Stormwater Design Contract. With these extensive resources, GRW can complete most projects including planning, design and construction inspection with total in-house local staffing.

GRW's extensive stormwater management and design experience ranges from initial stormwater master plans and studies to final system design. Our staff has specialized experience in the many areas of services needed for the hundreds of stormwater projects we have completed for communities large and small, as well as the U.S. Army Corps of Engineers and the Federal Emergency Management Agency (FEMA). GRW is presently under Contract with the LFUCG for Stormwater Program Management services.

Our stormwater master planning experience includes evaluation of existing stormwater systems for numerous communities. GRW has created stormwater GIS implementation and management tools to assist many of these communities in prioritizing infrastructure needs. The GIS is created utilizing survey technology to locate and describe existing infrastructure and catalog flood complaints. As a result, the gathered data is often utilized to hydraulically model each system to determine the best and least cost solution for remedy. The management software enables ranking of the problem severity; evaluates the level of effort required to resolve the issue; and allows the owner to review, update, and track all existing stormwater projects. Based on the scoring, it can be determined whether the project is a maintenance issue that can be completed by the owner's own crews. Identifying and ranking the projects in this manner provides the most efficient way of dealing with and planning for stormwater infrastructure repairs/replacement.

Stormwater design is integral to most projects. We have designed stormwater and combined sewer improvement projects for clients such as Lexington, Louisville, and Versailles, KY., and Indianapolis, New Albany, Muncie, Yorktown, and Bloomington, IN. In addition, we have completed numerous major stormwater projects for universities, federal prisons, and private site developments. This work has included infrastructure design of perforated drain systems, ditches, detention basins, underground retention, pipes, and channels. With 12 LEED Accredited Professionals in key disciplines (sanitary, civil, architecture, electrical, mechanical, structural), GRW is also committed to using water-quality focused and sustainable concepts in our project design. To limit disruption of natural water hydrology by reducing impervious cover, increasing on-site infiltration, reducing or eliminating pollution from stormwater runoff, GRW promotes infiltration and specifies vegetated roofs, pervious paving, and rainwater harvesting systems. Furthermore, GRW uses rain gardens, bioswales, rainwater recycling, and hydrodynamic flow separators to limit disruption and pollution of natural water flows by managing stormwater runoff.

Our work also includes Phase I and Phase II MS4 experience, and our staff routinely utilizes software products for sanitary/stormwater modeling applications including: XPSWMM, STORMCAD, PONDPACK, HEC-HMS, HEC-RAS, MWH Soft Infoworks, and ICPR (Interconnected Channel and Pond Routing).

A summary of GRW's stormwater planning and design experience includes:

- Stormwater master plans including design manuals and ordinances
- Stormwater quality management plans
- NPDES permit applications
- MS4 assistance
- Hydraulic and hydrologic studies
- Flood insurance studies
- Various "green" stormwater applications, such as biofiltration swales, to reduce runoff
- Flood protection
- Neighborhood drainage and channel improvements
- Public education materials for stormwater
- Local and regional stormwater control facilities including channels, pipes, inlets, catch and detention basins, and flood pump stations.
- Design of flood pumping stations
- Operations review of existing stormwater pump stations
- GIS-based land use studies
- GPS inventory & GIS mapping
- Existing systems inventory and existing capacities analysis
- Illicit discharge, erosion control, and post-construction runoff ordinances
- Structural and maintenance conditions assessments

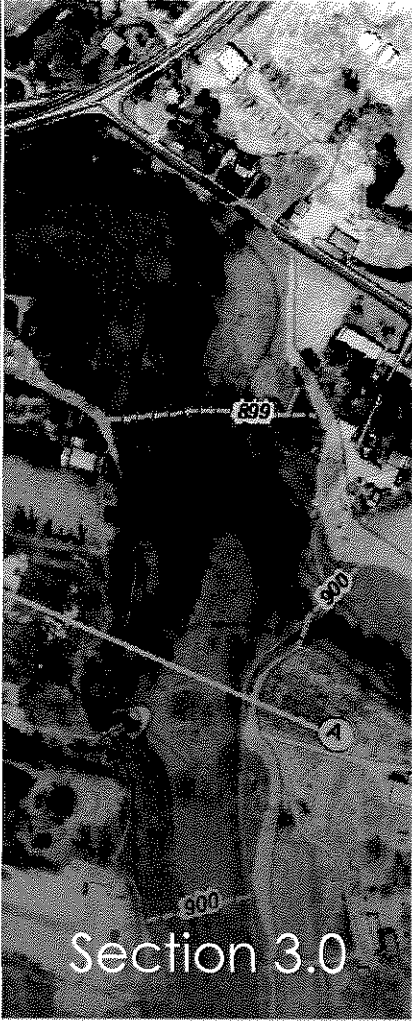
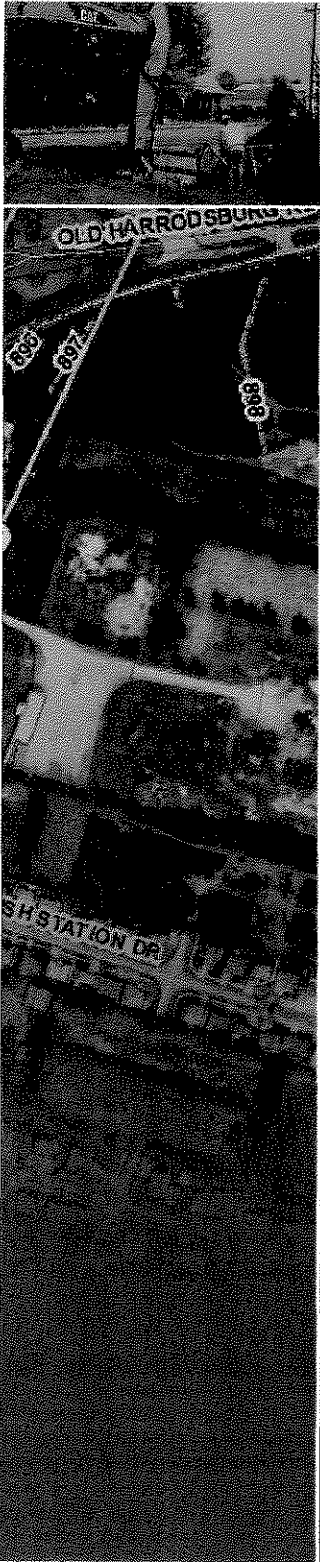
For your evaluation, we provided a partial experience summary of our major stormwater designs at the end of this section; please see Section 5 for detailed examples of stormwater pipeline projects associated directly with the experience of our proposed project team.

GRW Offers Decades of Kentucky Stormwater/Wastewater Funding Experience. GRW also has nearly 50 years of experience with the financing and funding aspects of stormwater/wastewater facilities. The GRW staff has worked with virtually every funding agency and mechanism possible concerning the financing and funding of these projects. It is understood a large portion of the project funding for these projects will be through the Kentucky Infrastructure Authority Clean Water State Revolving Fund (KIA CWSRF). In fact, **GRW worked with the KIA on Kentucky's first CWSRF Fund A project.** GRW is very experienced in preparing the contract documents in accordance with CWSRF requirements, preparing post-bid authority to award packages, conducting Davis-Bacon wage employee field interviews, performing compliance payroll review, and submitting all monthly and final documentation and pay estimates in accordance with the program guidelines. **GRW understands not only the planning and design components, but also the need to provide full service and understanding to our clients for their funding needs.**

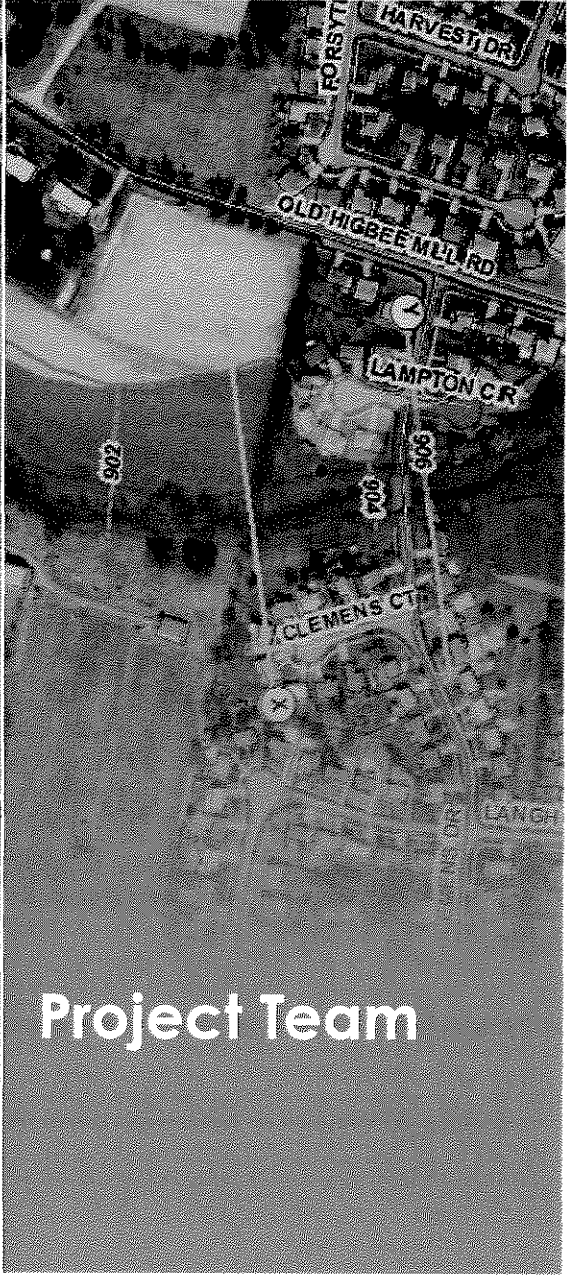
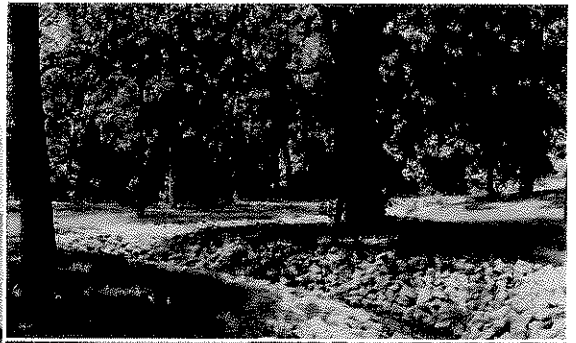
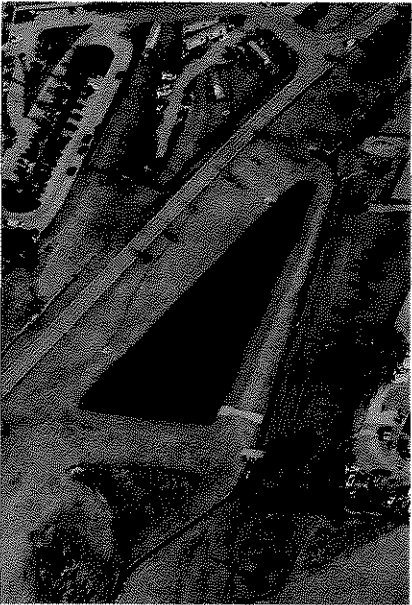
GRW's Experience Sets Us Apart. Our professional staff is headquartered in Lexington, Kentucky and available to you for immediate impromptu meetings and response to questions that often arise in the planning, design, and construction of stormwater projects. The GRW staff is committed to providing technical excellence and personal service to our clients as a guiding principle. This dedication to service has resulted in repeat clients providing 90 percent of GRW's current workload.

Partial Stormwater Management Experience Summary

- Lexington Stormwater Improvement Projects (i.e. Sutherland Drive, Tanforan Drive, Rogers Road and Fort Sumter)
- Lexington Liberty/Todds Road (KY 1927) Section 2 New Drainage Structure
- Louisville MSD Western Flood Pump Station Replacement
- Asbury Theological Seminary Student Housing Complex and Stormwater Design
- Hodgenville College Street Drainage Basin Stormwater Improvements



Section 3.0



Project Team

Section 3.0
Project Team

3.0 Project Team

Team Introduction



GRW is a full service, multidiscipline engineering, architectural and planning design firm with more than 220 staff members including a team of **60+ water resource professionals**. Representing a wide range of disciplines, our **headquarters office in Lexington includes 140+ employees**. In addition, our water resource engineers are supported by **GRW's Lexington-based, in-house team of more than 40 architectural, mechanical, electrical/ instrumentation, civil/site and structural professionals**. With these extensive resources, GRW can complete most projects including planning, design and construction inspection with total in-house staffing.

Local Design and Project Management: For the LFUCG Stormwater Management Projects Contract, GRW will serve as the prime consultant and coordinator for the project. **All of GRW's work for this contract will be performed in our Lexington office and managed by Lexington-based employees: Project Manager, Harvey Helm, PE, and Assistant Project Manager, Tim Cross, PE.**

Our Local Subconsultants: Teaming with GRW are several Lexington-based firms, with which GRW has previously worked. In order to **meet or exceed LFUCG's 10% DBE participation goal**, our team includes two DBE firms. An overview of our local teammates includes:

- **Hall-Harmon Engineers (local DBE firm)**
Project Surveys/Existing Utility Location and
Deed Easement/Easement Preparation
- **Third Rock Consultants (local DBE firm)**
Landscape Design/Streambank Restoration and
Environmental Consultant
- **Cultural Resource Analysts**
Archeological/Historical Consultant
- **Consulting Services Incorporated (CSI)**
Geotechnical/Materials Engineering



Hall-Harmon Engineers, Inc. (HHE) is a Lexington-based firm specializing in civil engineering and land surveying with major emphasis in transportation facilities, site development, site utilities and land surveying. HHE has extensive experience with providing engineering design and surveying services on various types of projects for the Lexington-Fayette Urban County Government as both prime consultant and subconsultant. The firm's LFUCG work involving surveying, roadway design, bike lane/trail design, storm water and sanitary sewer design makes HHE very familiar with LFUCG Practices and Policies, Standard Drawings and Infrastructure Manuals. HHE currently employs three engineers, three engineering/CADD technicians and survey field crew with the potential to expand, as the workload requires. The firm has been a **certified DBE/WBE with Kentucky Transportation Cabinet (KYTC)** for the past 15 years and is **LFUCG DBE certified**. A few examples of HHE's LFUCG project experience include:

- Updated 201 Plan Update - subconsultant for engineering services
- Cane Run Trunk Sewer System Rehabilitation - subconsultant for surveying services
- Jacobson Park Sewer Easements - prime consultant for sanitary sewer easement preparation
- West Hickman Creek Trunk Sewer System Rehabilitation - subconsultant for surveying services
- South Elkhorn Subwatershed Trunk Sewer System Rehabilitation - subconsultant for surveying services
- West Hickman WWTP Upgrade - subconsultant for surveying and engineering design services



Third Rock Consultants, LLC (Third Rock), with offices in Lexington (headquarters) and Louisville, Kentucky; and Nashville and Knoxville, Tennessee was established in the fall of 2000. Third Rock is recognized as a leading environmental firm in the region, achieving this distinction through a combination of superior technical skills and commitment to meeting their clients' needs. Third Rock's services have focused on support services for engineering projects, biological and ecological analyses, environmental permitting, stream mitigation design, and NEPA documentation. The firm serves a wide range of private and public clients, including water quality focused projects for the Division of Environmental Quality and Public Works. **Third Rock's staff is well versed in the consent decree and remedial measures plans** that have been developed and is prepared to provide the services needed to support GRW's engineering professionals. **Third Rock is an LFUCG-certified DBE.**



Consulting Services Incorporated (CSI) is headquartered in Lexington and employs approximately 40 team members. Their staff includes Professional Engineers and ICC-certified Special Inspectors who have experience in geotechnical, construction and materials engineering, testing and IBC special inspection fields. CSI can provide: geotechnical exploration/soils reports; site assessments for permitting/civil design; pavement studies and design; site specific seismic studies for international building code (IBC); geophysical studies; and soil & rock drilling/sampling. Also, CSI's in-house materials laboratory is certified by AASHTO (AMRL/AAP R-18), US Army Corp of Engineers and the Kentucky Transportation Cabinet to provide testing for concrete, soils, aggregates, masonry, asphalt and steel.

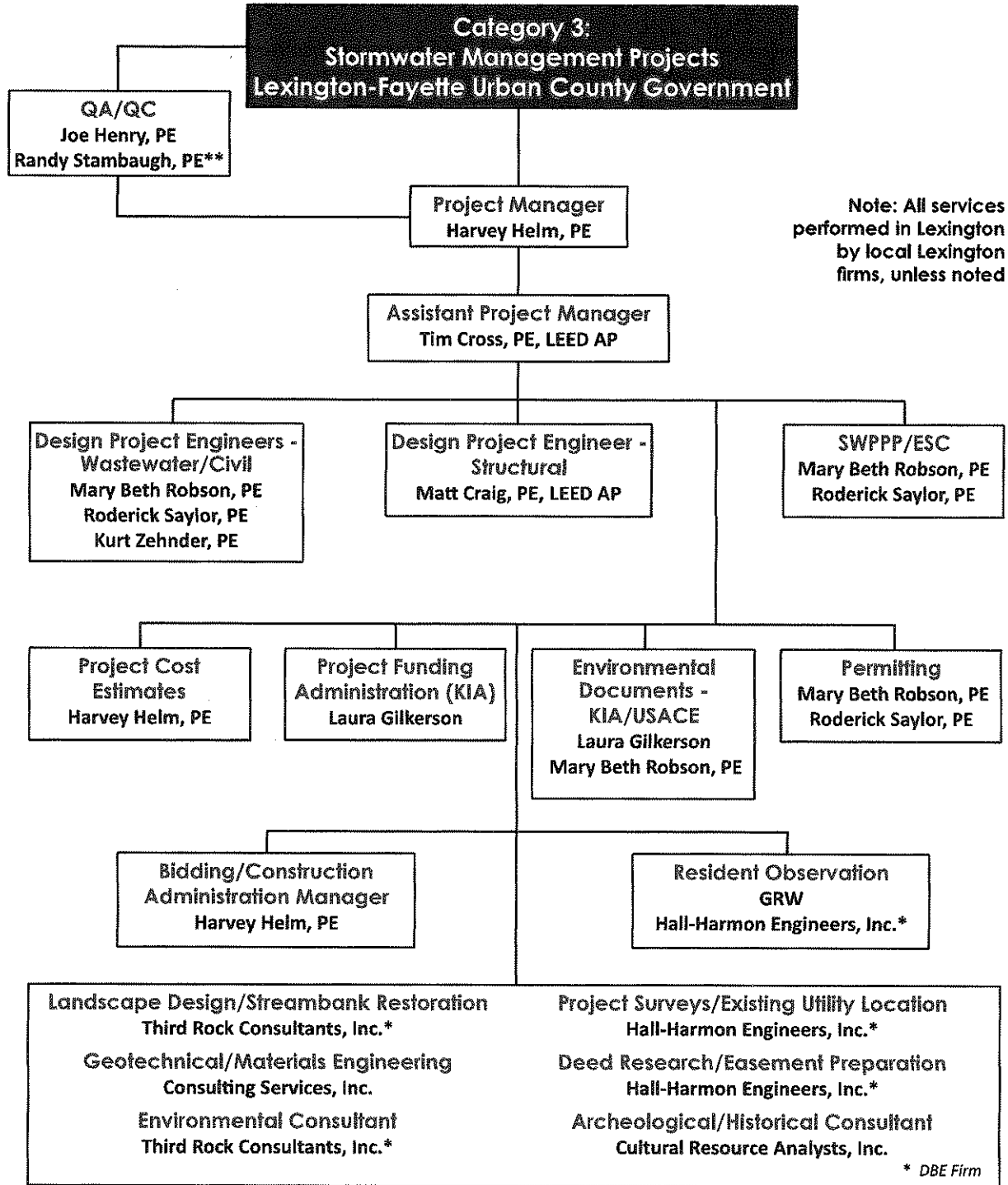


Cultural Resource Analysts, (CRA) is a leading, full-service, historic preservation company with corporate offices in Lexington. Having built an extensive knowledge and experience base, CRA is recognized as the premier firm when a company seeks efficient, professional work. For over 26 years, CRA has been conducting cultural resource management services for both public and private sector clients for a variety of development types, some of which include airports, mines, military installations, oil and gas development, pipelines, private development, quarries, reservoirs, telecommunication towers, transmission lines, transportation, utilities, and wind farms. The firm offers a full range of technical expertise for the identification, documentation, evaluation, and protection of historic buildings, structures, and landscapes.

Risk Management Plan

We understand LFUCG's concern regarding the possibility that a key project team member (i.e., Project Manager, Assistant Project Manager, Project Engineer) may need to be replaced prior to completion of a Task Order. The size and staff level of GRW's local Lexington headquarters office provides multiple replacement options of seasoned, experienced design professionals if this unlikely event were to occur. GRW's Project Manager, Mr. Harvey Helm, PE, has 38 years of stormwater system engineering experience (all with GRW's local office) including dozens of prior stormwater management/design projects while serving either as Project Engineer, Project Manager or Principal-in-Charge. Our engineering staff includes: Assistant Project Manager, Mr. Tim Cross, PE (12 years of experience, 9 with GRW), Randy Stambaugh, PE (32 years experience, 2 with GRW), Joe Henry, PE, (32 years experience, 27 with GRW), Mary Beth Robson, PE, (24 years of experience, 7 with GRW), Roderick Saylor, PE (7 years experience, 7 with GRW), and Allison Chadwell, PE (10 years of experience, 7 with GRW). All of these engineers have prior stormwater management/design experience and would be able to "step up" if needed. In summary, GRW has multiple options if replacement of a key team member (all of whom have many years of related experience) were required.

Organizational Overview: The below organizational chart summarizes GRW's local team, including our project management and QA/QC team, engineering and technical staff, subconsultants and DBE team members.



Note: All services performed in Lexington by local Lexington firms, unless noted

** GRW Louisville Office

Project Team Qualifications and Resume Summaries

The following table summarizes personnel qualifications and provides a resume summary for each key GRW team member. The team member's listed experience examples include the project name, employee's project responsibility/role and project completion date. NOTE: Experience examples marked with an asterisk denote projects highlighted in Section 5.0, "List of Projects: Similar Design Services."

GRW Key Personnel (All Team Members Located in Lexington¹) Project Team Qualifications / Resume Summaries

Team Member and Contract Responsibility	Years' Experience With Firm/Total	Experience Examples Team Member's Role and Date*
Harvey Helm, PE Project Manager	38/38	<ul style="list-style-type: none"> ▪ Asbury Theological Seminary Student Housing Complex Stormwater Facilities/ PM / 2012 * ▪ Versailles Stormwater Drainage Projects / PM / 2009 * ▪ Aliceville Detention Ponds / CE / 2011 * ▪ Yazoo City Detention Ponds / Lead CE / 2013 * ▪ Keeneland Stormwater Improvements / PM / 2012 *
Tim Cross, PE Asst. Project Manager, Site Grading/Piping Design; SWPPP/ESC; Permitting	9/12	<ul style="list-style-type: none"> ▪ LFUCG Stormwater Supplemental Project/ Planning/Program Manager / CE / 2012 * ▪ Asbury Theological Seminary Student Housing Complex - Stormwater / CE / 2012 * ▪ Rite Aid Site Dev. and SW Detention Design / CE / Various
Joe Henry, PE QA/QC	32/27	<ul style="list-style-type: none"> ▪ LFUCG Stormwater Supplemental Project/Master Planning/Program Manager / PIC / 2012* ▪ LFUCG Fort Sumter Area Flood Mitigation / PIC / 2012 ▪ LFUCG Rogers Road Area Flood Mitigation / PIC / 2012 ▪ Lexington Expansion Area 2A Watershed Pumping Station and Force Mains / PM / 2013
Randy Stambaugh, PE ¹ QA/QC	2/32	<ul style="list-style-type: none"> ▪ LFUCG Stormwater Supplemental Project/Planning/Program Manager / PM / 2012* ▪ LFUCG Fort Sumter Area Flood Mitigation / PM / 2012 ▪ LFUCG Rogers Road Area Flood Mitigation / PM / 2012 ▪ Hodgenville College Street Drainage Basin Storm Water Improvements / PE/ 2014 *

**Denotes project example from Section 5.0, List of Similar Design Services Projects*

Team Member's Role Key: PIC=Principal-in-Charge, PM=Project Manager, PE=Project Engineer, SE=Structural Engineer, CE=Civil Engineer, ENV=Environmental Engineer, FA=Funding Administration

**GRW Key Personnel (All Team Members Located in Lexington¹)
 Project Team Qualifications / Resume Summaries**

Team Member and Contract Responsibility	Years' Experience With Firm/Total	Experience Examples Team Member's Role and Date*
Mary Beth Robson, PE Site Grading/Piping Design; SWPPP/ESC; Permitting	24/7	<ul style="list-style-type: none"> ▪ LFUCG Stormwater Supplemental Project/Planning/Program Manager / ENV / 2012* ▪ LFUCG Fort Sumter Area Flood Mitigation / ENV / 2012 ▪ LFUCG Rogers Road Area Flood Mitigation / ENV / 2012 ▪ Aliceville Detention Ponds / ENV / 2012* ▪ Lexington NPDES Stormwater Permit, Phs. I / ENV / 2012 ▪ Lexington Newtown Pike Extension /ENV
Roderick Saylor, PE Site Grading/Piping Design; SWPPP/ESC; Permitting	7/7	<ul style="list-style-type: none"> ▪ Versailles Stormwater Drainage Projects / CE / 2009* ▪ Yazoo City Detention Ponds / CE / 2013* ▪ Aliceville Detention Ponds / CE / 2011* ▪ Rite Aid Site Dev. and SW Detention Design / CE / Various ▪ Chick-fil-A Site Dev. & SW Detention Design / CE / Various
Matt Craig, PE Structural	4/22	<ul style="list-style-type: none"> ▪ McDonalds Site Development and Stormwater Detention Design / SE / 2011* ▪ Lexington Expansion Area 2A Watershed Pumping Station and Force Mains / SE / 2013
Laura Gilkerson, PE Funding Administration, Environmental Docs.	20/28	<ul style="list-style-type: none"> ▪ Hodgenville College Street Drainage Basin Storm Water Improvements / FA & PE/ 2014 *

***Denotes project example from Section 5.0, List of Similar Design Services Projects**

Team Member's Role Key: PIC=Principal-in-Charge, PM=Project Manager, PE=Project Engineer, SE=Structural Engineer, CE=Civil Engineer, ENV=Environmental Engineer, FA=Funding Administration

¹ GRW Louisville Office



Harvey Helm, PE, PLS, LEED AP

GRW Vice President / Project Manager

Years of Experience: 38

Years with GRW: 38

Education

B.S., Civil Engineering, University of KY

Registration

Prof. Eng.: KY, KA, TN, IN, OH, MS, GA, NC, MI, AL, AR, WV

Qualifications and Similar Project Experience

Mr. Helm has 38 years of experience in hydrology and hydraulics including computer analysis for flood insurance studies and stormwater master plans. He has designed numerous municipal stormwater control facilities including open channels, inlets, pipes and detention basins.

- Asbury Theological Seminary Stormwater Improvements, Wilmore, KY - Project Manager.
- Lexington Legends/Whitaker Bank Ballpark, Lexington, KY - Project Manager.
- Palomar Shopping Centre Site Development, Lexington, KY - Project Manager.
- Lexington Stormwater Improvement Projects, Lexington, KY - Project Manager.
- Keeneland Improvements, Lexington, KY - Project Manager.
- Lexington Liberty/Todds Road (KY 1927) Section 2, Lexington, KY - Sr. Project Engineer.
- Rite Aid Site Development at Loudon Avenue, Lexington, KY - Principal-in-Charge.
- The J.M. Smucker Company Site Grading and Erosion Control, Lexington, KY - Principal.
- McDonalds Site Evaluation and Design, Frankfort, KY – Principal.
- Lexington NPDES Stormwater Permit, Phase I, Lexington, KY - Project Manager.

Tim Cross, PE, LEED AP

GRW Assistant Project Manager

Years of Experience: 12

Years with GRW: 9

Education

B.S., Civil Engineering, University of Kentucky

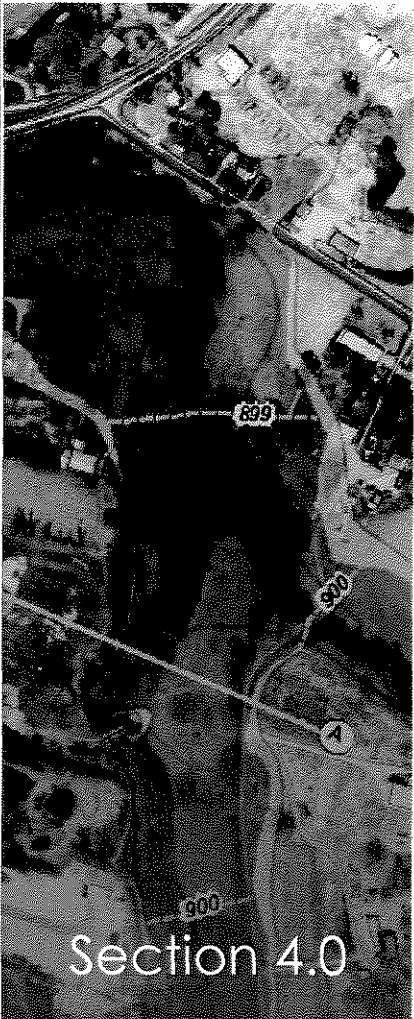
Registration

Professional Engineer: KY

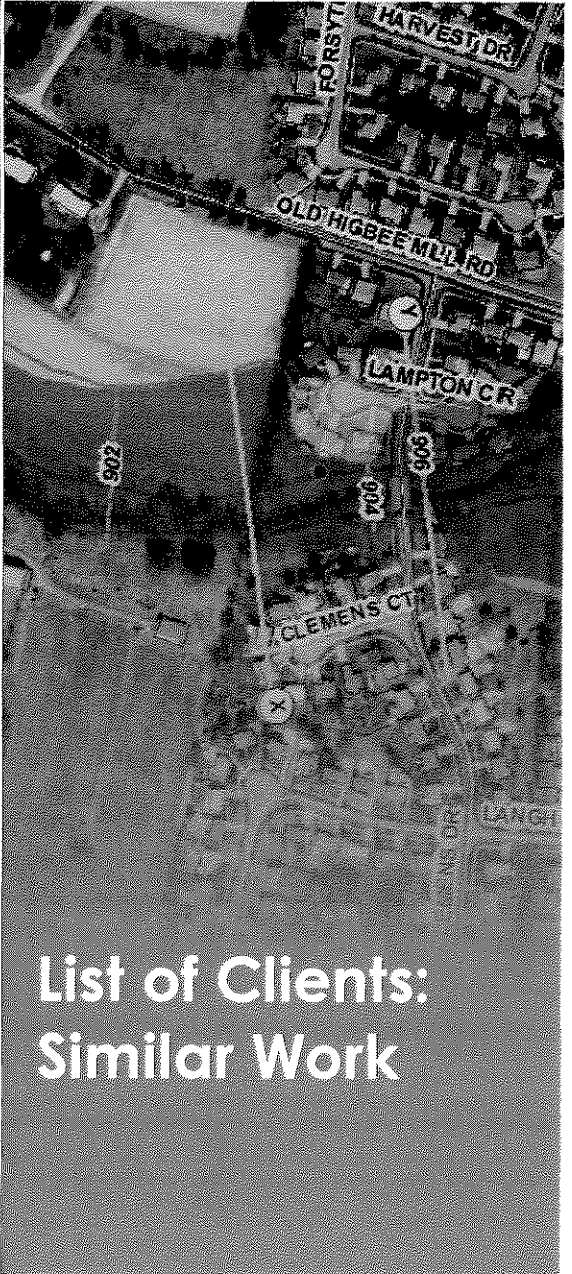
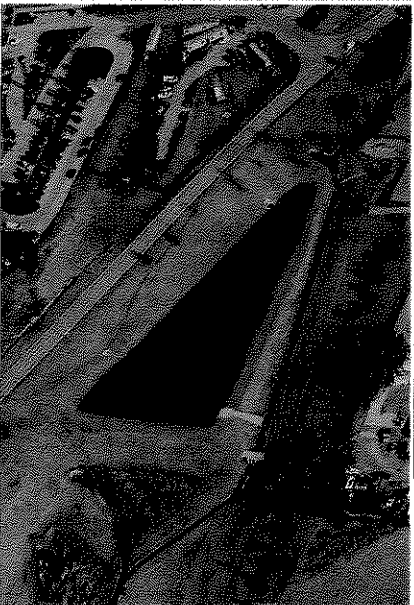
Qualifications and Similar Project Experience

Mr. Cross has completed dozens of projects for private developers and local and state governments. Mr. Cross' large-scale site development experience includes projects for both the Air National Guard (ANG) and Army National Guard (ARNG).

- Lexington Fort Sumter Area Flood Mitigation, Lexington, KY - Civil Engineer.
- Rite Aid Site Development at Loudon Avenue, Lexington, KY - Civil Engineer.
- Lexington Rogers Road Area Flood Mitigation, Lexington, KY - Civil Engineer.
- Asbury Theological Seminary Student Housing Complex, Wilmore, KY - Civil Engineer.
- Lexington Stormwater Supplemental Project Implementation/Master Planning/Program Manager, Lexington, KY - Civil Engineer.
- Yazoo City U.S. Penitentiary and Satellite Camp, Yazoo City, MS - Civil Engineer.
- Keeneland Improvements, Lexington, KY - Civil Engineer.
- Aliceville Federal Correctional Institution and Satellite Camp, Aliceville, AL - Civil Engineer.



Section 4.0



List of Clients:
Similar Work

Section 4.0
Clients: Similar Work

4.0 List of Clients: Similar Work

This section contains contact information regarding clients for which GRW has designed similar projects involving stormwater management.

City of Versailles, Kentucky

Stormwater Drainage Projects

Reference: Mayor Fred Siegelman, City of Versailles, (859) 873-2245;
fsiegelman@cityhall.versaillesky.com

City of Hodgenville, Kentucky

College Street Drainage Basin Storm Water Improvements

Reference: Mayor Terry Cruse, City of Hodgenville; (270) 358-3832; hville@windstream.net

Asbury Theological Seminary, Wilmore, Kentucky

Student Housing Complex

Reference: Bryan Blankenship, Vice President of Finance, Asbury Theological Seminary, (859) 858-3581; brian.blankenship@asburyseminary.edu

Yazoo City U.S. Penitentiary and Federal Prison Camp, Yazoo City, Mississippi

Detention Ponds

Reference: Jody Smith, Project Manager, Federal Bureau of Prisons, Design and Construction Branch, Washington, DC; (202) 514-8659; jsmith@bop.gov

Aliceville Federal Correctional Institution & Federal Prison Camp, Aliceville, Alabama

Detention Ponds

Reference: Mitch Miskimins, Project Manager, Federal Bureau of Prisons, Design and Construction Branch, Washington, DC; (202) 514-9582; mmiskimins@bop.gov

Lexington-Fayette Urban County Government

Stormwater Supplemental Project Implementation/Master Planning/Program

Management; Idlehour Stormwater Improvements;

Liberty/Todds Road – KY Hwy 1927 Section 2

Reference: Mark Fischer, Project Engineering Coordinator, Division of Water Quality, Lexington-Fayette Urban County Government; (859) 258-3415

Sanitation District No. 1, Fort Wright, Kentucky

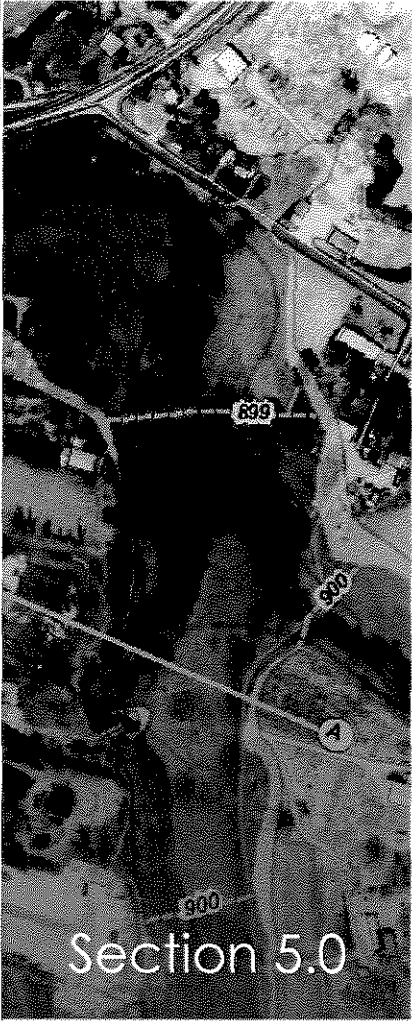
Western Regional WWTP Stormwater Design

Reference: Mark Wurschmidt, Deputy Executive Director of Engineering, Sanitation District No. 1, (859) 578-6762, mwurschmidt@sd1.org

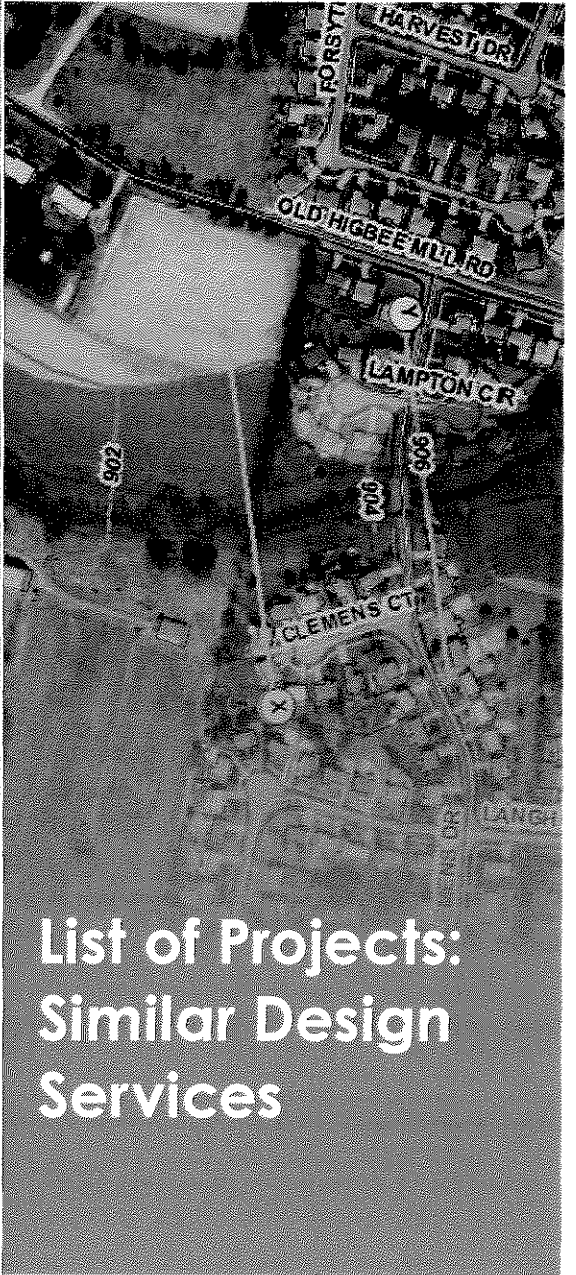
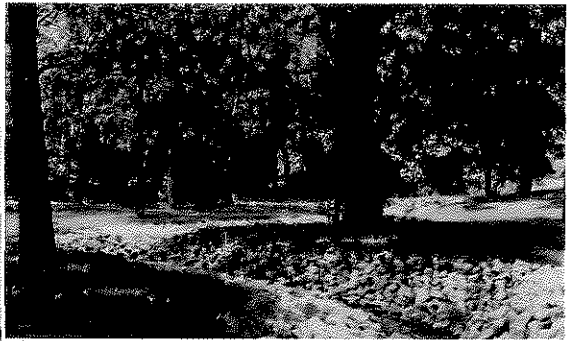
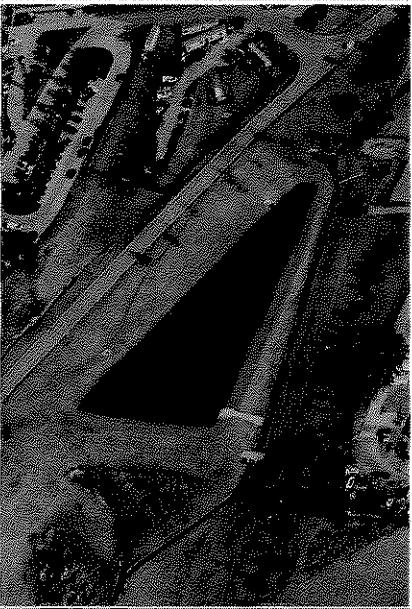
Keeneland Race Track, Lexington, Kentucky

Miscellaneous Stormwater Improvements

Reference: John Howard, Projects Administrator, Keeneland Association, (859) 254-3412



Section 5.0



List of Projects: Similar Design Services

Section 5.0
Similar Projects

5.0 List of Projects: Similar Design Services

The following list of similar design projects provides information highlighting the project scope, services provided, proposed project team involvement, date and construction cost.

Asbury Theological Seminary Student Housing Complex - Stormwater Wilmore, Kentucky

Date	Services Provided	Construction Cost	Project Team Participation
2012	Planning, Design, Construction Admin.	\$975,000	Harvey Helm, Tim Cross

Project Scope: This 56-acre North Campus Housing Project in Wilmore, KY, has involved planning, development plan and zoning approval, and site design (including storm and sanitary sewers, roadway alignments, and water mains) services over the last several years. The storm sewer system included storm sewers to 48" in diameter, curb inlets, drop inlets, headwalls, manholes, etc. Near 11,000 feet of storm sewer pipe was included in the project.

College Street Drainage Basin Storm Water Improvements Hodgenville, Kentucky

Date	Services Provided	Construction Cost	Project Team Participation
2014 (est.)	Planning, Design, Construction Admin.	\$381,546 (estimate)	Kurt Zehnder, Laura Gilkerson, Randy Stambaugh

Project Scope: GRW provided design and construction services for this KIA-funded stormwater improvements project in the lower portion of the College Street drainage basin. It includes replacing and upgrading sections of the existing storm piping, re-grading and expanding ditches, and rerouting portions of the storm sewer. This will improve the hydraulics and increase the capacity of the storm sewer, and will also eliminate occurrences of storm water flows going into the sanitary sewer system. The new storm sewer system includes 900 LF of 42" and 48" elliptical concrete pipe.

Western Regional Reclamation Facility – Stormwater Management Sanitation District No. 1, Ft. Wright, Kentucky

Date	Services Provided	Construction Cost	Project Team Participation
2012	Planning, Design, Construction Admin.	\$350,000	Harvey Helm

Project Scope: The Western Regional Water Reclamation Facility (WRWRF) is a new secondary plant located on a new 150-acre site in western Boone County. This plant has an initial design average flow of 20.0 million gallons per day (MGD) with projected future average flows of 30.0 MGD. The site layout and plant hydraulics were planned for an ultimate wet weather build out capacity of 60.0 MGD. Sustainable design features include pervious pavement, bioretention swales, groundwater recharge, and rain garden into the site stormwater management. Storm sewer system included 5,775 LF of pipe ranging from 12" to 30" in diameter, 47 catch basins, 11 outfalls and 13 manholes.

**Keeneland Race Track Stormwater Improvements
 Lexington, Kentucky**

Date	Services Provided	Construction Cost	Project Team Participation
1965-present	Planning, Design, Construction Admin.	Multiple projects; varies	Harvey Helm, Tim Cross

Project Scope: GRW has served as Keeneland’s engineering firm for over 40 years. This has included major projects including the main track, training track, Rice Road Training Center, Polytrack Plant, construction of 10+ new barns, grandstand expansion, Entertainment Center, and access road from Man O’ War Boulevard. All projects have incorporated major storm sewer systems and storm water quantity and quality control features. GRW is currently assisting Keeneland in addressing storm water quality issues for the entire facility.

**Stormwater Drainage Projects
 Versailles, Kentucky**

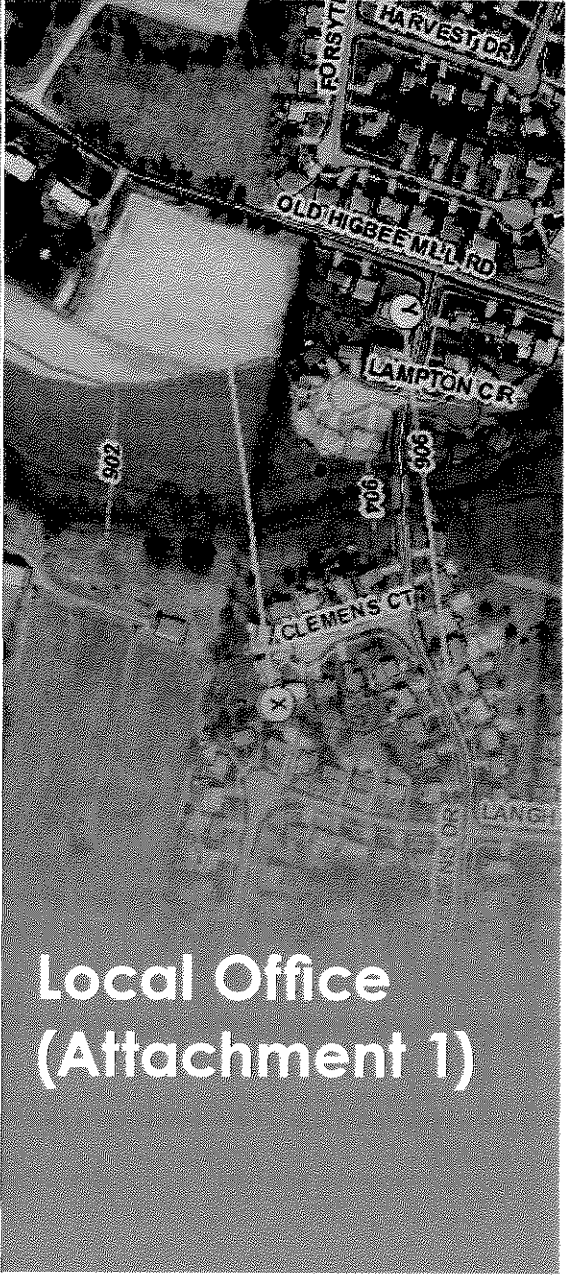
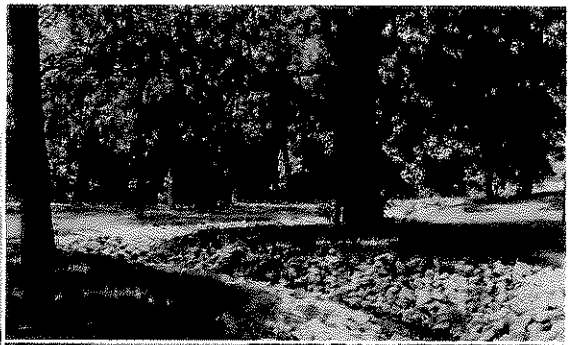
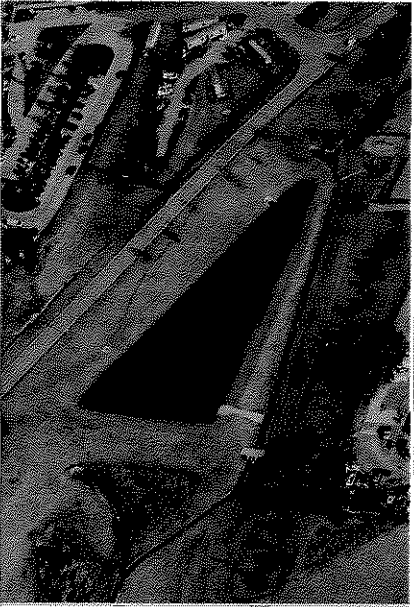
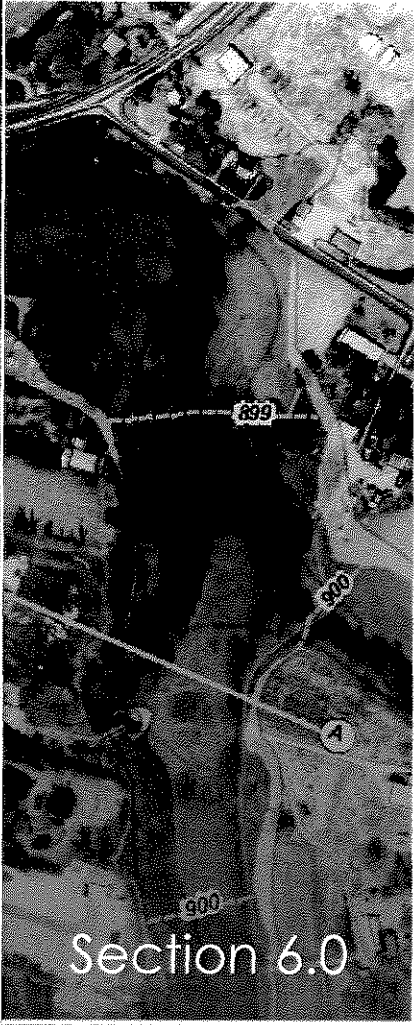
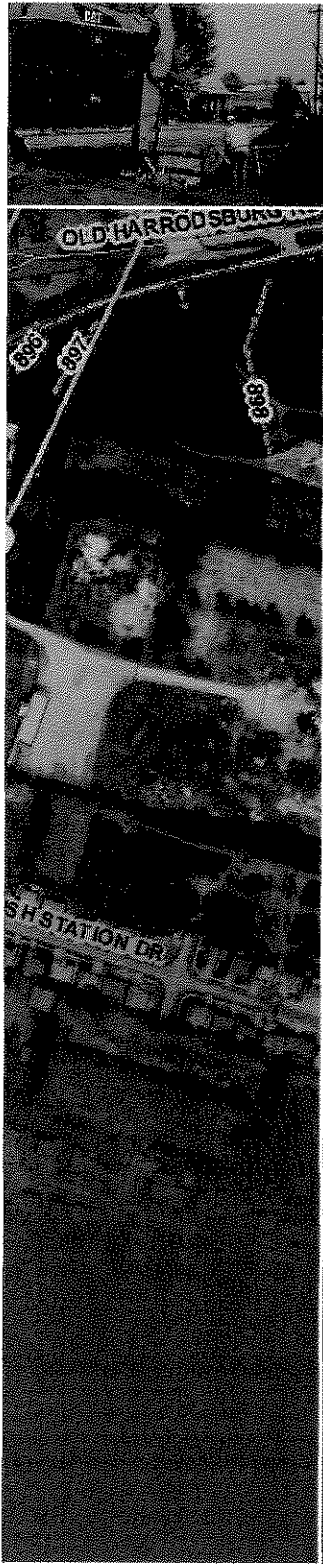
Date	Services Provided	Construction Cost	Project Team Participation
2009	Planning, Design, Construction Admin.	\$410,000	Harvey Helm, Roderick Saylor

Project Scope: These projects have included planning, design and review of numerous drainage projects related to the Douglas Ave. Sinkhole Floodplain. The City purchased the properties affected by flooding and developed the area into a City Park. A three acre-foot detention basin was included upstream of the sinkhole to reduce the rate of flow. Other projects include the M.L. King Dr. Storm Sewer System, Bryanwood Ave. Drainage System, Stourbridge Subdivision Drainage, and the Broadway/High View Drainage Study included flood proofing and construction of a relief storm sewer.

**Aliceville Federal Correctional Institution and Satellite Camp - Detention Ponds
 Aliceville, Alabama**

Date	Services Provided	Construction Cost	Project Team Participation
2011	Planning, Design, Construction Admin.	Approx. \$2 million	Timothy Cross, Harvey Helm, Mary Beth Robson, Roderick Saylor, Matthew Craig

Project Scope: This design-build project for a women's medium-security Federal Correctional Institution and minimum-security Federal Prison Camp located near Aliceville, Alabama, has a gross building area of approximately 624,312 SF. Stormwater management was important part of the project; there were numerous protected wetlands within and adjacent to the site. Three detention/sedimentation ponds were designed to allow for the extended storage of 1- and 2-year/24 hour storm, and for this storm to percolate into the ground. This design also mean the detention pond will have zero discharge for 2-year/24-hour storms or smaller. By designing the ponds in this manner, the project will be able to increase on-site infiltration thereby reducing the rate and quantity of stormwater runoff leaving the site. Aliceville’s storm sewer system included 20,521 LF of pipe ranging in size from 12" to 60" in diameter, 11 curb inlets, 115 drop inlets, 6 manholes and 10 headwalls.



6.0 Local Office (Attachment 1)

All work (100%) for LFUCG's Remedial Measure's Plan projects – including work in all categories (1-6) and by all disciplines – will be performed at GRW's corporate offices in Lexington, KY.

Because our headquarters is GRW's local office, we have provided LFUCG with the total number of GRW employees firm wide (226), and the number of local employees at our headquarters/Lexington office (143). This information is shown below in Attachment 1.

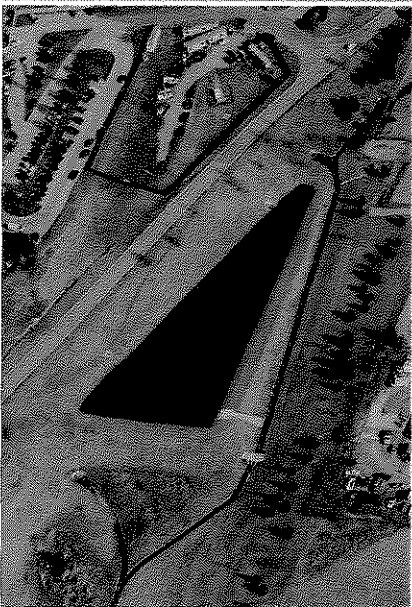
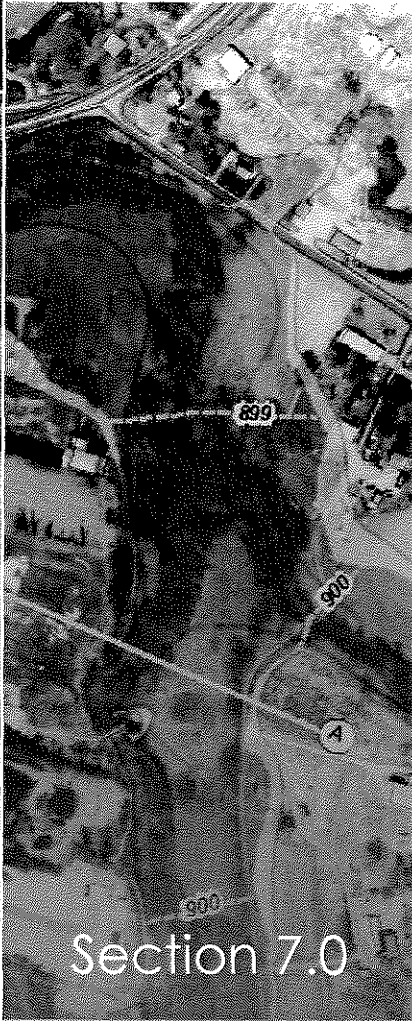
Attachment 1

Project Team Location(s)

Prime Consultant	Location (City, State)	Date Office Established	Total Number of Employees	No. of Employees expected to work on DWQ projects
Headquarters (3)	Lexington, KY	1965	226 (3)	Est. 3-6
Local Office (3)	Lexington, KY	1965	143 (3)	Same
PM Location	Lexington, KY			
Subconsultants				
Name:				
Service Provided				
Headquarters				
Local Office				
Name:				
Service Provided				
Headquarters				
Local Office				
Name:				
Service Provided				
Headquarters				
Local Office				

Notes:

1. "Headquarters" refers to the corporate office that provides project support to the local office, if applicable. If support comes from multiple locations, use the blank spaces in the form to provide relevant information.
2. Listing of sub-consultants is optional and should only be provided if the prime consultant considers the sub-consultant(s) services to be essential to meeting the required qualifications. In this event, documentation from the subconsultant(s) shall be submitted in the SOQ that provides a commitment to be a part of the prime consultant's team in providing the stated services. In such cases, for the purpose of evaluating the proposals, committed sub-consultants will be considered to be part of the prime consultant's workforce. Prime consultants face potential disqualification from future work if DWQ finds that the identified sub-consultants are not being utilized to deliver assigned work products.
3. Total number of employees 226, 143 located in GRW's Lexington headquarters office.



7.0 DBE Involvement / LFUCG Participation Form

GRW will assign not less than 10% of the total value of work conducted under LFUCG's RMP projects to our team of certified DBE subcontractors. Our goals and our subconsultant assignments are shown here.



LFUCG MBE/WBE PARTICIPATION FORM Bid/RFP/Quote Reference # 33-2012

The MBE/WBE subcontractors listed have agreed to participate on this Bid/RFP/Quote. If any substitution is made or the total value of the work is changed prior to or after the job is in progress, it is understood that those substitutions must be submitted to Central Purchasing for approval immediately.


MBE/WBE Company, Name, Address, Phone, Email	Work to be Performed	Total Dollar Value of the Work	% Value of Total Contract
1. Hail-Harmon Engineers, Inc. 1081 Dove Run Rd, Ste 203 Lexington KY 40502 Kitty Hail-Harmon, PE, PLS 859-269-3150	Field Surveys/ Easement Descriptions/ Utility Location/ Resident Observation ⁽¹⁾	(1)	7% - 9% ⁽¹⁾
2. Third Rock Consultants, LLC 2526 Regency Rd, Suite 180 Lexington, KY 40503 Molly F. Davis 859-977-2000 mforee@thirdrockconsultants.com	Environmental Investigations, Landscape Design/ Streambank Restoration ⁽¹⁾	(1)	1% - 3% ⁽¹⁾
3.	(1) GRW is committed to meet the LFUCG's 10% MBE/WBE participation goals. Actual MBE/WBE percentages and associated dollar value will vary depending on specific project details, project scope and size.		
4.			

The undersigned company representative submits the above list of MBE/WBE firms to be used in accomplishing the work contained in this Bid/RFP/Quote. Any misrepresentation may result in the termination of the contract and/or be subject to applicable Federal and State laws concerning false statements and false claims.

GRW

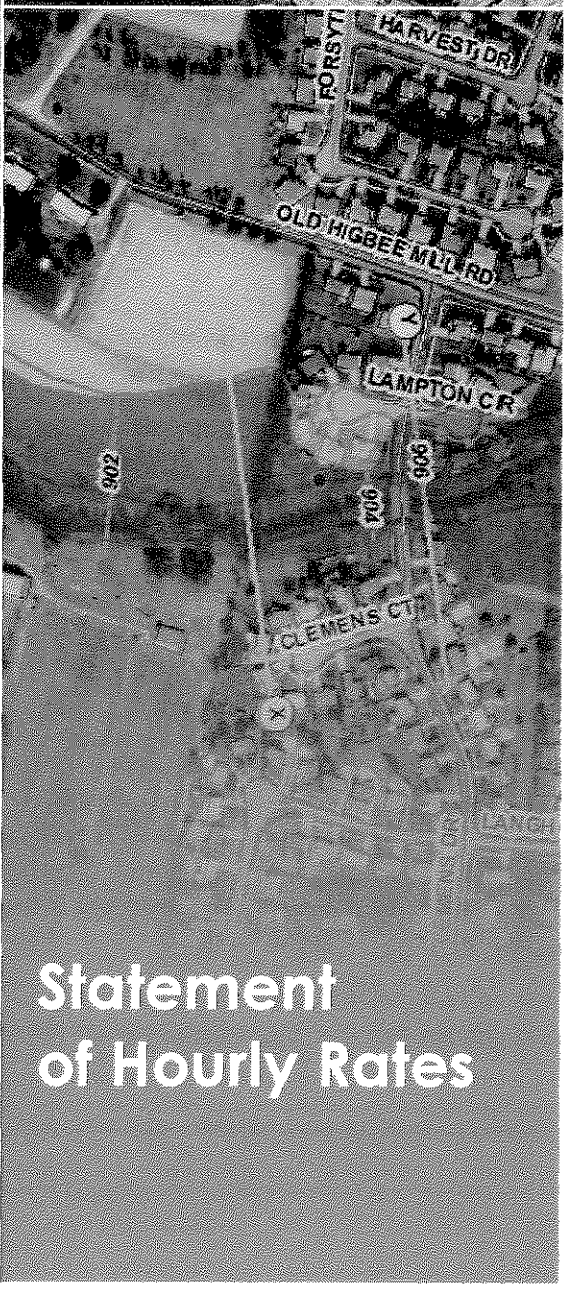
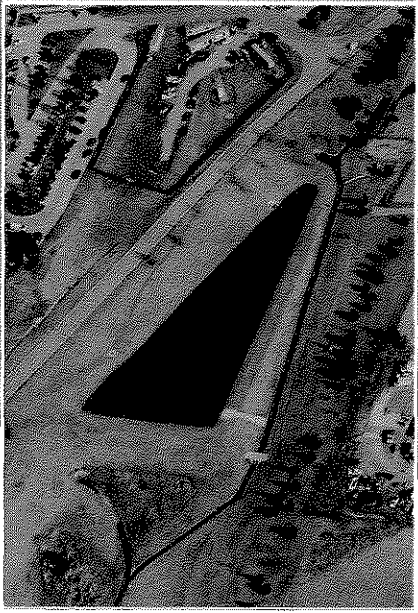
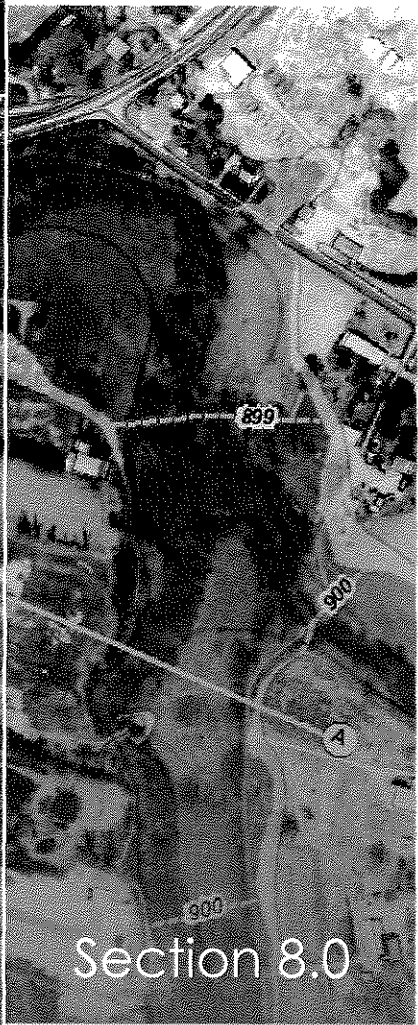
 Company
 11/12/2012

 Date



 Company Representative
 Vice President

 Title

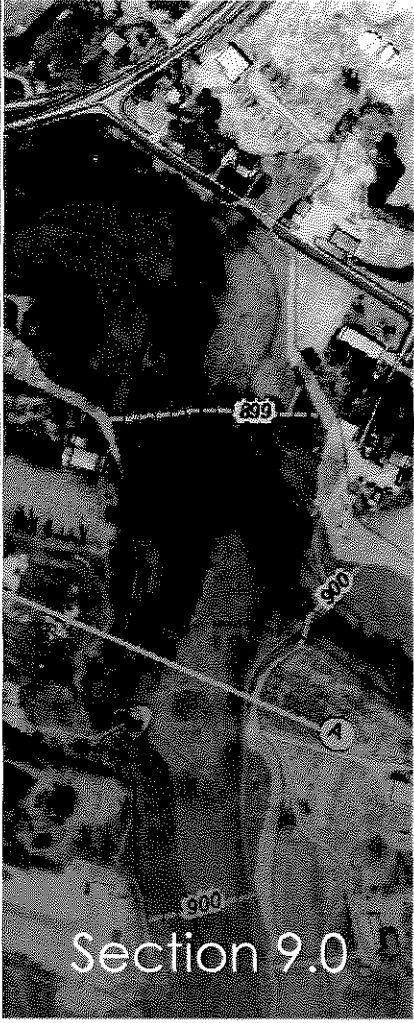


8.0 Statement of Hourly Rates

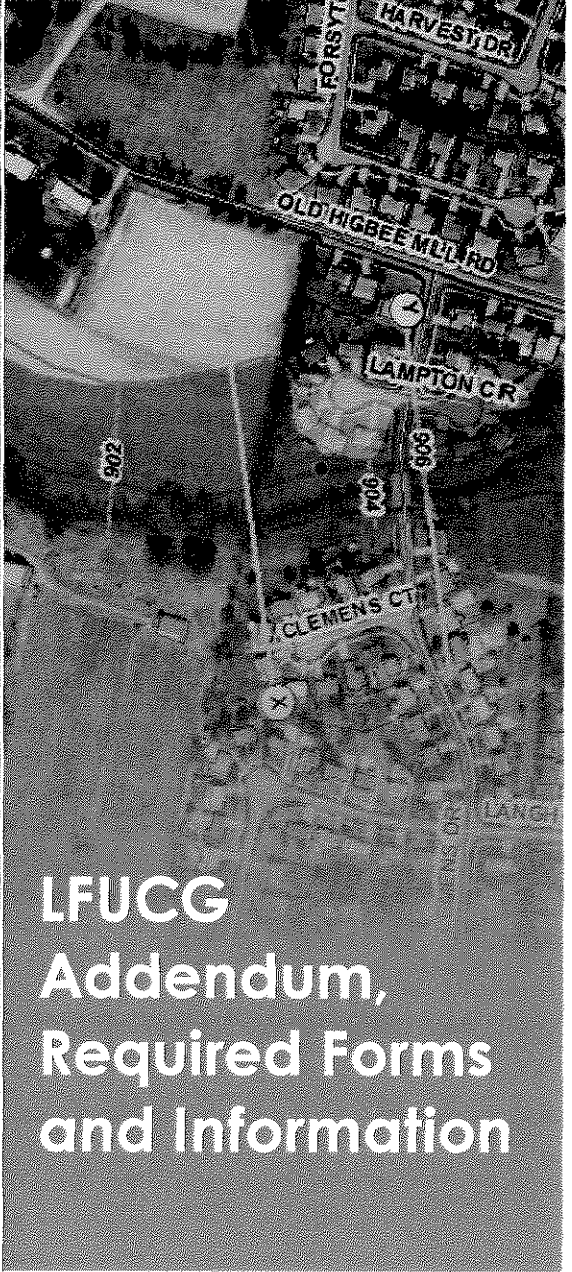
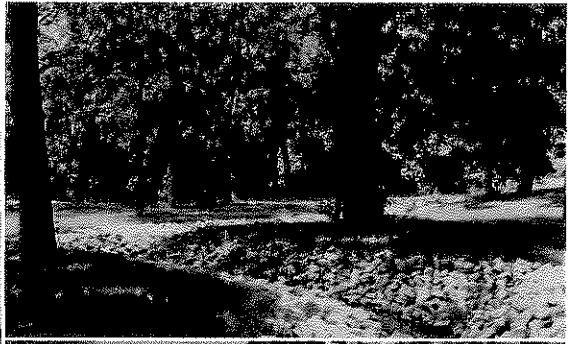
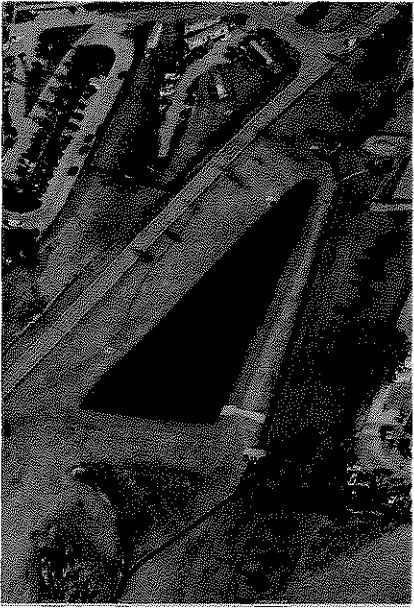
Hourly Rate Schedule Remedial Measures Plan and Related Projects	
Job Classification	Hourly Rate
Principal	\$165.00
Project Manager	\$135.00
Project Engineer (PE)	\$125.00
Project Engineer (EIT)	\$110.00
Engineering Technician/CAD Technician	\$75.00
Survey Crew (2 Man)	\$98.50
Clerical	\$45.00

Note: All of GRW's assigned project staff work in GRW's local Lexington office. In addition, all of our selected subconsultants are based in Lexington.

- There will be **no** travel expenses (mileage, etc.).
- There will be **no** lodging expenses.
- There will be **no** meals or "Per Diem" expenses.
- Printing/reproduction costs will be reimbursed at actual cost.



Section 9.0



**LFUCG
Addendum,
Required Forms
and Information**

9.0 LFUCG Addendum, Required Forms and Information

This section contains forms and information required by the Lexington-Fayette Urban County Government including:

- LFUCG Addendum
- Firm Submitting Proposal
- GRW Affirmative Action Plan
- Affidavit
- Equal Opportunity Agreement
- GRW Workforce Analysis Form



Lexington-Fayette Urban County Government
DEPARTMENT OF FINANCE & ADMINISTRATION

Jim Gray
Mayor

Jane C. Driskell
Commissioner

ADDENDUM #1

RFP Number: 33-2012

Date: November 6, 2012

Subject: RFO for Professional Engineering Services

Please address inquiries to:
Betty Landrum (859) 258-3320

TO ALL PROSPECTIVE BIDDERS:

Please be advised of the following clarifications to the above referenced RFP:

Questions	Answers
Footnote 2, page 7, paragraph 6, Selection Criteria, implies that private projects completed in accordance with the LFUCG Sanitary Sewer and Pump Station Manual and the LFUCG Stormwater Manual are equal in standing to those public projects completed under specific government contracts. Is that correct?	Each project will be evaluated on its individual merits. The proposer should use his/her discretion in selecting projects relating to the specific category that will best demonstrate the proposer's experience.
Can you provide examples of similar type projects that will be included in Category 4?	Examples of projects in Category 4 would be any type of trenchless pipeline and /or manhole rehabilitation projects, e.g., Cured In Place Pipeline Rehabilitation (CIPP), pipe bursting, sliplining, or manhole rehabilitation with various coatings or injection systems.
Do the one-page resumes for key project team members that are requested in the Project Team section count toward the specified page limit (i.e. are they to be counted in the 6 pages)?	Yes – Resumes should be one page maximum. Proposers should use their discretion in providing the information requested in six pages maximum.
From reviewing the minutes of the meeting, Mr. Martin made the statement encouraging teaming to maximize local participation. Then in answer to the first question he said that only the qualifications of the Prime would be scored. Then in answer to another question he said that relevant projects by subs would count. Since there seems to be some question here related to scoring of prime and not sub, the following question is posed. If a firm had a local office and wanted to be prime, but wanted to subcontract with a smaller local firm for an experienced	Yes -- Scoring of the Project Manager is maximized by project experience and being located locally (locally defined as being within the Bluegrass Area Development District boundaries).

wastewater project manager, would the Prime/Team receive the points for having a local project manager?	
In the meeting minutes the answer to the first question was only the qualifications of the prime would be scored, not the subs. If a small local firm wanted to be the prime and subcontract with a larger firm to supplement their qualifications, would that preclude the small prime from receiving the benefit of having the larger firm as a sub?	No -- The intent of the evaluation process will be to identify and rank the most qualified firm or team of firms.
Does the Division of Water Quality have a list of the 82 projects, and possibly a breakdown of the projects in each category, that are anticipated to be completed with this RFQ?	Yes. See attached list titled RMP Projects. The 82 projects are those listed in the Remedial Measures Plan. There will be other projects awarded under this contract that are not listed.
Could you provide what specific items that you will require responders to submit for an affirmative action plan for the RFP #33-2012? Management in our firm considers some information proprietary, however we want to be responsive and comply with the requirements of the RFP.	Please submit your current affirmative action plan with your response and identify the pages containing proprietary information as confidential and/or proprietary. Any confidential and/or proprietary information contained in your response should be clearly identified in both hard copy and electronic versions.
A question regarding <u>Contract 4 – Pipeline, manhole, inlet, and junction chamber rehabilitation projects</u> . Does the scope of work include providing flow monitoring, smoke testing, and dye testing services?	At present, no. DWQ reserves the right to compose or revise any Scope of Work necessary to meet its needs at any time during the duration of this contract.
It would seem that to accurately compare the mean deviation of hourly rates between firms proposing, that consultants should be expected to use a standard personnel classification system for hourly rates. Does LFUCG intend to issue such a list?	Hourly Rates will no longer be considered in the evaluation process (see attached REVISED scoring sheet; however hourly rates must be submitted for the specific job classifications on the attached form that will be used at time of contract negotiation.
As an office originally founded in Lexington over 40 years ago and subsequently acquired by another out of state firm, it seems unfair that we are only entitled to a score of 3.5 or 4.0 for the "Offices status and location of employees" category. Under this scenario, a recently established prime firm with a local headquarters, small work force, and no prior experience working with LFUCG could be awarded more points than a firm founded in Lexington that has continuously served LFUCG for over 40 years. Can additional consideration be given for length of service and/or longevity of office existence in Fayette County?	No – The proposer will be able to demonstrate and score points in other categories.
Can you release the list of anticipated Remedial Measures Plan projects and their estimated costs of construction?	Yes –see attachment pdf's (G3 RMP Implementation Plan & RMP Project Maps by Sewershed)

<p>How will a firm be ranked if there is a joint venture?</p>	<p>DWQ will require that the Contract be executed with a single consultant. In the case of a team, the prime consultant must be identified and must execute the Contract. Joint Ventures will not be considered due to the contractual requirements.</p>
<p>George Woolwine (HDR) asked Mr. Martin to further define Category 2 and distinguish the work in Category 2 from Category 4. Mr. Martin said that Category 2 is dig and replace while Category 4 is rehabilitation for the purpose of reducing I&I (Inflow and Infiltration) in the collection system. Cole Mitcham (OBG) asked if the hourly rates within 15% were plus or minus, and if there was a prime that teamed how would we establish the mean rate?</p>	<p>Regarding the difference between Category Nos. 2 and 4, see the response to question No. 2 above. Regarding the question on hourly rates, see the response to question No. 9 above.</p>

SPECIAL NOTE TO PROPOSER: Please note that the Selection Criteria (attachment 2 – RFP Scoring Sheet) have been revised – hourly rates have been removed and the points assigned have been changed.



Todd Slatin, Acting Director
Division of Central Purchasing

All other terms and conditions of the RFP and specifications are unchanged. This letter should be signed, attached to and become a part of your RFP.

COMPANY: GRW

ADDRESS: 801 Corporate Drive Lexington, KY 40503

SIGNATURE OF PROPOSER: Bob Smallwood

Firm Submitting Proposal: GRW

Complete Address: 801 Corporate Drive Lexington, KY 40503
Street City Zip

Contact Name: Bob Smallwood Title: Vice President

Telephone Number: 859-223-3999 Fax Number: 859-223-8917

Email address: bsmallwood@grwinc.com

GRW Affirmative Action Plan

The purpose of GRW's policy on equal employment opportunity is to express our continuing practice of nondiscrimination in employment and to support the intent, as well as the written word, regarding applicable State and Federal laws.

To this effect, it is the continuing policy of GRW Engineers, Inc. that all persons are entitled to equal employment opportunity, regardless of age, sex, race, religion, color or national origin. Specifically:

- Employment opportunities are and shall be open to all qualified applicants solely on the basis of their experience, aptitudes and abilities.
- Advancement is, and shall be, based on the individual's achievement, performance, seniority, ability, attitude and potential for promotion.

A. Policy

It is the policy of GRW Engineers to implement affirmatively equal opportunity to all qualified employees and applicants for employment without regard to race, color, religion, sex, national origin, age or physical handicap. To ensure the fulfillment of this policy, the obligation will include:

- Hiring, placement, upgrading, transfer or demotion.
- Recruitment, advertising, or solicitation for employment.
- Treatment during employment.
- Rates of pay or other forms of compensation.
- Selection for training.
- Layoff or termination.

B. General Program

All of GRW Engineers employees are expected to set an example by intensifying their efforts on a continuing basis to attract minority and female applicants for the clerical, technical and professional positions.

C. Affirmative Action Program Director

The Affirmative Action Program Director will have the responsibility for the implementation, development and compliance with the program and to ensure that no applicant or employee shall suffer any form of discrimination. These responsibilities include the annual:

- review of goals and timetables;
- identification and analysis of problem areas inherent in female and minority employment;
- analysis of upgrading and promotion practices.

D. Communication

To effectively communicate GRW's policy to all employees, recruiting sources, community agencies and the public in general, the following will be continuously undertaken.

- The Firm's EEO policy will be reviewed with all new employees.
- Employment advertisements will contain assurance of Equal Employment Opportunity.
- Employment and recruiting sources where job openings are listed will be reminded of our policy.
- Notices of EEO Policy will be posted in appropriate locations (particularly where applicants are interviewed).

E. Recruiting

Recruiting will give emphasis to seeking and encouraging minority and female applicants with the necessary qualifications or potential to apply. GRW Engineers will continually communicate this policy to recruitment sources.

- Notify in writing on a regular basis minority and women's organizations, community agencies, and local schools and colleges of Company's current openings. Mail job announcements to recruiting sources, and actively encourage them to refer applicants.
- Participate, as appropriate, in job fairs sponsored by minority, women's, handicapped, and veteran organizations.
- Meet with representatives from local, state, and federal agencies who are associated with affirmative action objectives to communicate our policy and enlist their assistance in achieving our goals.

F. Hiring, Placement, Promotion and Termination

Continued affirmative action will be taken to ensure that all qualified or trainable members of minority and female groups are offered positions on the same basis as all other employees and applicants. A periodic review of established uniform practices will be made to ensure equal treatment of all persons seeking employment.

It is the policy of GRW Engineers, Inc. to upgrade and advance personnel from within the organization whenever possible, and to consider all existing personnel carefully before employing new personnel to fill needed key positions. Minorities and females are insured of equal consideration whenever promotional opportunities occur.



Recruitment

GRW Engineers, Inc. will consider qualified minority group applicants for vacancies in all job classification in conjunction with our established policy of advancement and promotion from within on the basis of individual qualification, potential and job performance.

- Public and private employment offices used by given locations will be advised in writing of our equal employment policy and will be urged to refer qualified minority group applicants to us as the need arises.
- When advertising in newspapers and on radio, we will use the term, "An Equal Opportunity Employer" in all such employment advertisements.
- When recruiting is necessary at schools and colleges, we will include those attended by minority group members.

Job Placement and Promotions

We will provide promotional and upgrading opportunities to all qualified minority group employees by the following action:

- Communicate policy of promotion from within of qualified employees to minority group members during performance reviews.
- Brief supervisors at all levels of management that our company intends to ensure utilization of qualified minority group personnel at all job levels.
- Review objectively all qualifications of all candidates for promotions from within.

Training and Development

All training and educational programs conducted on the job will be reviewed periodically to be certain that all personnel, including minority group personnel, are given opportunity to participate in these programs.

All company supported or sponsored training seminars for supervision will be available for minority group supervisors and they will be encouraged to participate.

Compensation and Employee Benefits

We will pay all personnel fairly according to their job classification. Company supported benefit programs for employees will be made equally available to minority group personnel without discrimination.

Working Conditions and Facilities

None of our facilities will be segregated.



AFFIDAVIT

Comes the Affiant, Ron D. Gilkerson, and after being first duly sworn, states under penalty of perjury as follows:

1. His/her name is Ron D. Gilkerson and he/she is the individual submitting the proposal or is the authorized representative of GRW, the entity submitting the proposal (hereinafter referred to as "Proposer").

2. Proposer will pay all taxes and fees, which are owed to the Lexington-Fayette Urban County Government at the time the proposal is submitted, prior to award of the contract and will maintain a "current" status in regard to those taxes and fees during the life of the contract.

3. Proposer will obtain a Lexington-Fayette Urban County Government business license, if applicable, prior to award of the contract.

4. Proposer has authorized the Division of Central Purchasing to verify the above-mentioned information with the Division of Revenue and to disclose to the Urban County Council that taxes and/or fees are delinquent or that a business license has not been obtained.

5. Proposer has not knowingly violated any provision of the campaign finance laws of the Commonwealth of Kentucky within the past five (5) years and the award of a contract to the Proposer will not violate any provision of the campaign finance laws of the Commonwealth.

6. Proposer has not knowingly violated any provision of Chapter 25 of the Lexington-Fayette Urban County Government Code of Ordinances, known as "Ethics Act."

Continued on next page

7. Proposer acknowledges that "knowingly" for purposes of this Affidavit means, with respect to conduct or to circumstances described by a statute or ordinance defining an offense, that a person is aware or should have been aware that his conduct is of that nature or that the circumstance exists.

Further, Affiant sayeth naught.

Ron D. Gilkerson

STATE OF Kentucky

COUNTY OF Fayette

The foregoing instrument was subscribed, sworn to and acknowledged before me by Ron D. Gilkerson on this the 9th day of November, 2012.

My Commission expires: 7-6-2014

Amye Deakshel
NOTARY PUBLIC, STATE AT LARGE



EQUAL OPPORTUNITY AGREEMENT

The Law

- Title VII of the Civil Rights Act of 1964 (amended 1972) states that it is unlawful for an employer to discriminate in employment because of race, color, religion, sex, age (40-70 years) or national origin.
- Executive Order No. 11246 on Nondiscrimination under Federal contract prohibits employment discrimination by contractor and sub-contractor doing business with the Federal Government or recipients of Federal funds. This order was later amended by Executive Order No. 11375 to prohibit discrimination on the basis of sex.
- Section 503 of the Rehabilitation Act of 1973 states:
The Contractor will not discriminate against any employee or applicant for employment because of physical or mental handicap.
- Section 2012 of the Vietnam Era Veterans Readjustment Act of 1973 requires Affirmative Action on behalf of disabled veterans and veterans of the Vietnam Era by contractors having Federal contracts.
- Section 206(A) of Executive Order 12086, Consolidation of Contract Compliance Functions for Equal Employment Opportunity, states:

The Secretary of Labor may investigate the employment practices of any Government contractor or sub-contractor to determine whether or not the contractual provisions specified in Section 202 of this order have been violated.

The Lexington-Fayette Urban County Government practices Equal Opportunity in recruiting, hiring and promoting. It is the Government's intent to affirmatively provide employment opportunities for those individuals who have previously not been allowed to enter into the mainstream of society. Because of its importance to the local Government, this policy carries the full endorsement of the Mayor, Commissioners, Directors and all supervisory personnel. In following this commitment to Equal Employment Opportunity and because the Government is the benefactor of the Federal funds, it is both against the Urban County Government policy and illegal for the Government to let contracts to companies which knowingly or unknowingly practice discrimination in their employment practices. Violation of the above mentioned ordinances may cause a contract to be canceled and the contractors may be declared ineligible for future consideration.

Please sign this statement in the appropriate space acknowledging that you have read and understand the provisions contained herein. Return this document as part of your application packet.

Bidders

I/We agree to comply with the Civil Rights Laws listed above that govern employment rights of minorities, women, Vietnam veterans, handicapped and aged persons.

Ken D. Gilman
Signature

GRW
Name of Business

GRW Workforce Analysis Form

WORKFORCE ANALYSIS FORM

Name of Organization: GRW Engineers, Inc. Date: 10 / 31 / 2012

Categories	Total	White		Latino		Black		Other		Total	
		M	F	M	F	M	F	M	F	M	F
Administrators											
Professionals	114	96	18							96	18
Superintendents											
Supervisors											
Foremen											
Technicians	51	43	8							43	8
Protective Service											
Para-Professionals											
Office/Clerical	20		20								20
Skilled Craft	41	40	1							40	1
Service/Maintenance											
Total:	226	179	47							179	47

Prepared by: Gayla P. Szak, Human Resources Name & Title