REQUEST FOR PROPOSAL

147/2015 – PHYSICAL ACCESS CONTROL SYSTEM

FOR THE

CITY OF COLUMBIA, MISSOURI

FINANCE/PURCHASING DIVISION
CALE TURNER, CPPB
PURCHASING AGENT
701 E. BROADWAY, 5TH FLOOR
COLUMBIA, MO 65201

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Request For Proposal No. 147/2015
Closing Date: 5:00 p.m. CST, Friday, August 21, 2015
# TABLE OF CONTENTS

INTRODUCTION AND BACKGROUND

GENERAL REQUIREMENTS

SCOPE OF WORK

OFFERORS INSTRUCTIONS

EVALUATION AND AWARD

## EXHIBITS

(A) – FUNCTIONAL REQUIREMENTS  
(B) – TYPICAL SCENARIOS  
(C) – TECHNICAL ENVIRONMENT  
(D) – WAGE ORDER # 22  
(E) – WORK AUTHORIZATION AFFIDAVIT  
(F) – REQUIRED IT CLAUSES  
(G) – BID BOND FORM

## APPENDIX

1 Sample Contract
1. INTRODUCTION AND BACKGROUND

The City of Columbia is seeking proposals for access control hardware & software, implementation and installation.

1.1 DUE DATE FOR PROPOSALS: Proposals may be submitted in a sealed envelope at the purchasing office or uploaded electronically on the City’s E-bidding website at http://www.gocolumbiamo.com/Finance/purhome.php. No fax or e-mail proposals will be accepted. Sealed proposals must be delivered to the Purchasing Department, 701 E. Broadway, 5th Floor, Columbia, MO 65201 by the closing date and time. Proposals received after the appointed time will be determined non-responsive and will not be opened. Proposal must be in sealed envelope and marked in bold letters “RFP 147/2015 Physical Access Control System.”

1.2 SCHEDULE OF ACTIVITIES:

<table>
<thead>
<tr>
<th>DATE</th>
<th>ACTIVITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>August 7, 2015</td>
<td>Pre-proposal Conference*, 2:00 p.m.</td>
</tr>
<tr>
<td>August 21, 2015</td>
<td>Request for Proposal is due by 5:00 p.m. CST</td>
</tr>
<tr>
<td>10/1/15</td>
<td>Contract Start Date</td>
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</table>

The above dates are target dates and may change.
*A pre-proposal conference will be held at 2:00 p.m., August 7, 2015 at City Hall Room 5A, 701 E Broadway, 5th Floor, Columbia, MO 65201

2 GENERAL REQUIREMENTS

2.1 VALIDITY OF PROPOSALS: Respondents agree that proposals will remain firm for a period of ninety (90) calendar days after the date specified for the return of proposals.

2.2 REJECTION OF PROPOSALS: The City of Columbia reserves the right to reject any or all proposals received in response to this RFP, or to cancel the RFP if it is in the best interest of the City of Columbia to do so. Failure to furnish all information requested in this RFP may disqualify the proposal. Any exceptions to the requirements specified must be identified in the proposal.

2.3 WITHDRAWAL OF PROPOSALS: Any Offeror may withdraw their proposal at any time prior to the scheduled closing time for the receipt of proposals. However, no proposal will be withdrawn for a period of ninety (90) days after the scheduled closing time for the receipt of proposals.

2.4 ALTERATION OF SOLICITATION: The wording of the City of Columbia’s solicitation may not be changed or altered in any manner. Respondents taking exception to any clause in whole or in part should do so by listing said exceptions on their letterhead and submitting them with their proposal; such exceptions will be evaluated and accepted or rejected by the City of Columbia, whose decision will be final.
2.5 RESPONSE MATERIAL OWNERSHIP: All material submitted regarding this RFP becomes the property of the City of Columbia. Any person may review proposals after the “Notice of Intent to Award” letter has been issued, subject to the terms of this solicitation.

2.6 INCURRING COSTS: The City of Columbia shall not be obligated or be liable for any cost incurred by Respondents prior to issuance of a Contract. All costs to prepare and submit a response to this solicitation shall be borne by the Respondent.

2.7 COLLUSION CLAUSE: Any agreement or collusion among Respondents and prospective Respondents to illegally restrain freedom of competition by agreement to fix prices, or otherwise, will render the proposals of such Respondents void.

2.8 CONTRACT DOCUMENTS: The final Contract between the City of Columbia and the Respondent will include by reference:
   - Respondent's Proposal
   - The Specifications contained in this RFP

Any changes, additions or modifications hereto will be in writing and signed by the Purchasing Agent. No other individual is authorized to modify the Contract in any manner.

2.9 FUNDS: Financial obligations of the City of Columbia payable after the current fiscal year are contingent upon funds for that purpose being appropriated, budgeted, and otherwise made available. In the event funds are not appropriated, any resulting Contract will become null and void, without penalty to the City of Columbia.

2.10 TAX EXEMPTION: The City of Columbia is funded by public monies and as such has been approved by the State of Missouri for sales/use tax-exempt status. The Missouri tax identification number and certificate is available upon request by the successful Respondent.

2.11 RESPONSIBILITY: The City of Columbia reserves the right to require the apparent successful vendors to file proof of his/her ability to properly finance and execute the Contract, together with his/her record of successful completion of similar Contracts prior. The award of the Contract will be contingent upon providing acceptable proof and record of performance. This information will become a part of the contents of the file and hence public record unless the Respondent indicates this material confidential and request this information be returned at the expense of the Respondent. This applies only to matters of financial reporting.

2.12 CONTRACT DOCUMENTS: Bidders shall review the sample contract attached as Appendix 1. Any contract for this work shall include all terms set forth in the sample contract.
2.13 PREVAILING WAGES: All workers (subcontractors included if used) are to be paid not less than the prevailing hourly rate of wages as found by the State of Missouri’s Division of Labor Standards, Annual Wage Order #22, which is attached to this bid document as Exhibit d. If offeror declares exemption from Prevailing Wage requirements, provide documentation with proposal response. Contractor shall comply with all requirements of the prevailing wage law of Missouri Revised Statutes Sections 290.210 to 290.340, including the latest amendments thereto. This Contract shall be based upon payment by Contractor and his subcontractors of wage rates not less than the prevailing hourly wage rate for each craft or classification of workers engaged on the work as determined by the Missouri Division of Labor Standards. The Missouri Division of Labor Standard Annual Wage Order applicable to this Project is attached as Exhibit D.

Contractor and each subcontractor shall keep an accurate record showing the names, occupations, and crafts of all workers employed, together with the number of hours worked by each worker and the actual wages paid to each worker. At all reasonable hours, such records shall be open to inspection by the Missouri Division of Labor Standards and City. The payroll records shall not be destroyed or removed from the State for at least one year after completion of the work.

Pursuant to Section 290.250 RSMo, Contractor shall forfeit as a penalty to City one hundred dollars ($100.00) for each workman employed, for each calendar day, or portion thereof, such workman is paid less than the said stipulated rates for any work done under said contract, by him or by any subcontractor under him. After completion of the work and before final payment can be made under this Contract, Contractor and each subcontractor must file with City an affidavit stating that they have fully complied with the provisions and requirements of the prevailing wage law of Missouri.

2.14 REQUIRED IT CLAUSES: Offerors shall review the required IT clauses attached as Exhibit F.

2.15 BID BOND: If total proposal amount reaches $25,000 or above, offeror shall submit a bid bond, in an amount of not less than five percent (5%) of the total proposal amount (including all possible alternates), to the Purchasing Division, prior to the proposal closing date and time. Acceptable forms of Bid Bonds include: 1.) an original bond or a certified check made payable to the City of Columbia; or 2.) an electronic bid bond provided by Surety2000.com, as verified by an eleven-digit code which is generated by the Surety2000 system and provided by the contractor in his/her proposal submission. Bid bonds, regardless of the format, must be issued by a surety company authorized to conduct business in the State of Missouri, and carrying a rating
of A-6 or better as listed in the A.M. Best or equivalent rating guide. The bid bond shall guarantee good faith on the part of the offeror to enter into contract within sixty (60) days at the price proposal, if accepted by the City.

On award of the contract, the successful contractor shall furnish a performance bond and a labor and material payment bond, each for one hundred percent (100%) of the contract price, guaranteeing faithful compliance with all requirements of the contract documents and complete fulfillment of the contract, including payment of all labor, material, and other bills made in carrying out this contract. The Surety Company issuing the bonds must be authorized to conduct business in the State of Missouri, and carry a rating of A-6 or better as listed in the A.M. Best or equivalent rating guide.

2.16 RENEWAL OPTIONS: The contract is subject to renewal at the end of the first contract period, for up to four (4) additional one-year periods, based upon agreement by both parties as to pricing, past vendor service, etc. Renewal notifications will be sent prior to the date of the annual renewal each year.

3 SCOPE OF WORK:

3.1 Offeror shall provide pricing to replace main IdentiPASS PLUS system. The ancillary BadgePass and Premisys systems may or may not be replaced with the proposed solution depending on compliance with regulatory issues and will therefore be optionally considered by the City of Columbia. City expects the replacement to take place over several fiscal years as funds become available. Offeror is further committing to be the access control vendor for future new buildings and access control projects for a period of up to five (5) years.

Offeror shall provide access control hardware/software, including but not limited to: readers, centralized database for management, controllers, strikes and other door hardware. Offeror shall also provide the installation of all hardware and any needed modifications required for the install. If centralized database requires installation on commodity server hardware, offeror shall provide specifications for server required which will be provided, installed, maintained and supported by the City of Columbia, Information Technology (IT) Department. Typical scenarios are included as Exhibit B.

The needs listed in Exhibit A represent the current and anticipated needs of the access control system. This list is aspirational; that is to say that the City of Columbia understands that not all features will be available in all systems, nor will all needs be met.
3.2 REGULATORY REQUIREMENTS: Some City of Columbia facilities must be compliant with certain security laws and regulations. These regulations include but are not limited to: NERC, CJIS, HIPAA, FAA and TSA. Some facilities may require additional design work prior to initiating installation.

3.3 CURRENT ENVIRONMENT: The City currently utilizes several physical access control systems. The largest system is the IDentiPASS PLUS version 2.3, which is end of life and no longer supported. The controllers are IdentiCard Series 9000 panels supporting either 4 or 8 relays. Prox readers are a variety of Awid models wired to the panels. Actual locks vary with different doors, elevators, and gate applications. A number of electric strikes have remote powered relays near the doors. Panels are connected to the city’s data network* via serial over Ethernet Lantronix UDS 1100 netlink converters. Panels are programmed via a single server residing in a central datacenter. There is a total twenty-five (25) in use panels supporting 151 active readers on 153 relays.

Other access control systems currently in use include a BadgePass brand system used by the Columbia Regional Airport and an Identipass/Premisys system in use by Water and Light. These systems are separate from the main system due to regulatory compliance issues in which databases and controllers must exist on-site, be protected from physical and logical intrusion, and be maintained exclusively by on-site personnel.

*City's data network connects nearly all facilities and can be utilized for access control system communications. Network engineering is firmly out of scope for this project; existing staff will provide site-to-site connectivity based on system requirements.

4 OFFERORS INSTRUCTIONS:

4.1 FORMAT OF PROPOSAL: The offerors’ proposal should be a clear, concise description of how the offerer intends to provide the services set forth herein. To receive high marks, the proposal should outline how the offeror plans to address each key issue noted in the Scope of Work.

Offeror submission shall be in the following format:

1. TRANSMITTAL LETTER: All offerors must submit a transmittal letter prepared on their letterhead. An individual who is authorized to bind this Firm to all statements, services, and prices contained in the
proposal for both the primary and sub firms must sign the letter. In addition, a letter from any sub-vendor to be used in the service should be included. This letter must be signed by an individual who is authorized to bind the firm and should give a brief description of the work they are to perform.

2. QUALIFICATIONS/OTHER INFORMATION: The purpose of this section is to provide offerors the opportunity to present their experience and qualifications for proposal on this project. City is seeking a contractor who has extensive experience with comparable projects, who has the breadth and quality of resources necessary to ensure a minimum number of problems, and who can promptly and adequately resolve unforeseen problems. This section must include the following components:
   a. A brief description of the history and background of the offeror’s firm, including the date established and ownership structure.
   b. Name, address, phone and fax number(s) and email address of firm.
   c. Name and title of primary contact person.
   d. Statement outlining the scope of the staff resources and range of the specialties offered by your firm.
   e. List of similar work performed for other municipalities or agencies, including a description of work and the name of municipality or agency, and the action taken as a result of the work. A list of references shall be included.
   f. Discussion explaining why the Firm believes the City of Columbia would benefit from selection the Firm to do the work.
   g. Description of the approach the Firm shall take to complete the work, including an estimate of the total time needed for the Firm to complete the work.
   h. Summary of any arrangements the Firm may be making with any other firm for assistance on this work project.
   i. Statement of your understanding of the work and work plan. Include a description of the activities, and tasks that shall be undertaken to complete each of the objectives listed, but not necessarily limited to the specific objectives listed.

3. SUPPLICANT IDENTIFICATION
   a. Describe your system’s support for supplicant identification using RFID cards, fobs, or other physical tokens.
   b. Describe your system’s support for other authentication methods.
c. Describe your system’s support for multifactor authentication.

4. CONTROLLER INTEGRATIONS
   a. Describe the method your system’s solution uses to integrate with access hardware.
   b. Describe your systems support for Video Management Solutions.
   c. Describe the methods used for integration with building fire/emergency systems.
      i. Actions taken automatically with input from fire/emergency systems.
      ii. Describe how your system can handle emergency personnel override support.
   d. Describe your firm’s approach to dealing with extraordinarily long distances between reader/relays and controllers.

5. ALARMS
   a. Describe the scenarios or event triggers in which your system can generate an alarm.
   b. Describe the hardware method your system uses to generate an alarm including additional hardware support.

6. ACCESS CONTROL SCENARIOS
   a. Describe the types of ingress/egress points your system can support and recommended hardware solutions for each type, included but not limited to:
      i. Standard entry door utilizing electronic latch strike mechanism.
      ii. Standard airlock doors with handicap door openers.
      iii. Elevator floor selection.
      iv. Anti pass-back doors.
      v. Sally ports, in which only one door may open at a time.
      vi. Outdoor vehicle ingress/egress systems including traffic arms and gates with egress system.
   b. Describe your systems support for and solutions to security threats like anti-tailgating or anti pass back in each of the following scenarios:
      i. Turnstyles
      ii. Revolving Doors
      iii. Portals
      iv. Break-beam detection
7. CENTRALIZED MANAGEMENT
   a. Describe the system your solution uses to manage its data.
   b. Describe the method your solution provides for data replication and synchronization between controllers and the centralized database.
   c. Describe the types of events that can be logged into your system's database and the methods it uses to create the logs.
   d. Describe your system's support for Application Programming Interfaces.
   e. Describe your system's support for Active Directory integration.
   f. Describe how your system supports programming scheduling scenarios, including any built-in scheduling and procedures or capabilities for adding schedules.
   g. Describe your system's support for emergency procedures and how they can be programmed or controlled by both hardware and software interaction.
   h. Describe your system's support for small but redundant distributed databases for the regulatory compliance issues described in the Background section.

8. INSTALLATION AND IMPLEMENTATION
   a. Describe your firm's approach to installation and implementation. In particular, describe how the project can be phased in such that the existing and new systems can run in parallel while the existing system is retired.

9. SERVICE AND MAINTENANCE AGREEMENTS
   a. **Option 1:** Offeror will provide their proposal for ongoing support and maintenance as a yearly charge. In option 1, offeror will provide:
      i. All firmware and software upgrades.
      ii. Hardware replacements as hardware fails or is no longer supported.
      iii. On-site service 24x7x365.
   b. **Option 2:** Offeror will provide their proposal for ongoing support and maintenance as a per-incident charge. In option 2, offeror will provide:
      i. Hardware replacements as hardware fails or is no longer supported.
      ii. On-site service 8x5
iii. Emergency service 24x7 as an additional charge.

10. **PRICING:** Pricing shall be broken out and clearly separated from the rest of the proposal. 
   a. Offeror shall include prices for all available access control hardware, services, support, and maintenance. Offeror shall also include estimated installation planning and service costs for typical ingress/egress scenarios. Typical scenarios are included in Exhibit B. 
   i. Prices for all hardware proposed (either as static pricing or % off retail).
   ii. Prices by the hour for work performed.
   iii. An estimate of door retrofit for the examples given.
   iv. Support and Maintenance Agreements as described in section 9 “Service and Maintenance Agreements” above.
   v. Lease to own if available.

11. **SUPPORT:** Describe how your product is supported throughout its lifecycle and pricing for each of the following scenarios:
   a. Project planning support.
   b. Implementation services.
   c. Both manufacturer provided and extended warranties.
   d. Hardware cycle ratings for each proposed door solution.
   e. Consulting and/or troubleshooting services.
   f. Hardware replacement services including by not limited to:
      i. Service level agreements for onsite support services or hardware replacement.
      ii. RMA response time from creation to replacement part available on site.
      iii. Lifecycle replacements for aging hardware.
   g. Training services including; online instructor led, computer based, local and any ongoing training opportunities for features included in product updates.
   h. Software and firmware updates.

12. **EXPERIENCE:**
   a. Describe the experience of your implementation and support team, including time with the company, years of experience with the proposed system, and relevant certifications held by the team.
b. Describe your firm’s experience with projects of similar scope and size. Include project name, total sale amount, distance from City of Columbia, and a customer contact that we may reference. Note that firms with local experience are preferred over those without a significant nearby presence.

c. Describe your firm’s history and experience in the industry. Include financial statements and any other information that would assist the City of Columbia in assessing your firm’s financial stability. Note that RFP submittals are public records. If the offeror would prefer this information remain confidential, financial statements may be provided during the short-list interview stage. Note that financial stability is a key factor to success in this long-term project so it must be provided at some point.

4.2 FUNCTIONAL REQUIREMENTS OF SYSTEM: The proposed software solution shall meet all City of Columbia functional requirements, which are set forth in Exhibit A. Offerors must complete the attached spreadsheet, Exhibit A. For each functional requirement, offeror shall respond with:

Y – If the functionality is provided with the current proposal.
C – If the functionality is customizable at an additional cost.
F – If the functionality will be provided in a future release of the system.
N – If the functionality is not provided by the software.

Failure to complete Exhibit A will be considered non-responsive and entire RFP will not be considered.

4.3 SUBCONTRACTING: If offeror proposes to use subcontractors for this project, offeror shall supply the information below for each subcontractor offeror proposes to use on the project. This information shall be submitted no later than three business days after proposal closing.

• Subcontractor Name/Address
• Work Assigned
• DBE Firm

5 EVALUATION AND AWARD

5.1 EVALUATION: City of Columbia reserves the right to reject any or all proposals, to negotiate with any respondent considered qualified, or to make an award without further discussion.
Evaluation will be based on all elements of response to proposal criteria.

It is the purpose of this Request for Proposal to obtain data as complete as possible from each respondent that will enable the City to determine which prospective firm is best able to provide all the criteria to be considered in the award of this contract. Evaluation of the respondents qualifying as finalists will be based on the following criteria, listed in relative order of importance:

- 30 points Ability to provide services outlined in Scope of Work
- 30 points Pricing
- 20 points Ease of Implementation
- 15 points Technical Requirements
- 5 points General Information (references, quality of proposal, etc)

Failure of the Offeror to provide in their proposal any information requested in this RFP may result in disqualification of the proposal and shall be the responsibility of the proposing individual or firm.

During the evaluation process, discussions may be conducted with Offerors who submit proposals determined to be reasonably susceptible of being selected for an award. It will be the recommendation of the evaluation committee if discussions for clarification are needed.

The objective of the evaluation committee will be to recommend the Offeror whose proposal is most responsive to City needs while within the available resources. The specifications within this RFP represent the minimum performance necessary for response.

5.2 SELECTION AND AWARD: City reserves the right to reject any or all proposals, to negotiate with any respondent considered qualified, or to make an award without further discussion.
<table>
<thead>
<tr>
<th>Item #</th>
<th>Functional Requirements</th>
<th>Priority</th>
<th>Vendor Offers</th>
<th>Included/Add'l Cost</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>System shall support identification through the use of iClass SE - High Security mode supported hardware.</td>
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<td>2</td>
<td>System may support other identification methods, including biometric, pin pad, mobile device or other option.</td>
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<td>3</td>
<td>System may support multi factor authentication options as well.</td>
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</table>

## Controller Integrations

<table>
<thead>
<tr>
<th>Item #</th>
<th>Functional Requirements</th>
<th>Priority</th>
<th>Vendor Offers</th>
<th>Included/Add'l Cost</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Controllers shall allow for integration with other panic hardware such that egress doors that may be controlled with magnetic or other non-traditional locks will open in an emergency.</td>
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<td>5</td>
<td>Shall also provide support for future hardware integration such as retractable walls, barriers, or bulletproof glass.</td>
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<td>6</td>
<td>Access control shall integrate with non-proprietary VMS solutions.</td>
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<td>7</td>
<td>System shall allow for integration with building fire alarm systems.</td>
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<td>8</td>
<td>Provide the ability to unlock or bypass security features like anti-passback automatically from fire system input.</td>
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<td></td>
<td>Provide for emergency services override of features or schedules.</td>
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<tr>
<td>10</td>
<td>In some cases the reader and relay must be a very long distance from the controller.</td>
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### Alarms

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<thead>
<tr>
<th></th>
<th>Some doors may require alarms in the following scenarios:</th>
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<tbody>
<tr>
<td>11</td>
<td>i. Door opened without authentication</td>
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<tr>
<td>11a</td>
<td>ii. Door left open</td>
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<tr>
<td>11b</td>
<td>iii. Bolt not engaged or door left in otherwise insecure state</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Alarms shall be initiated using dry contacts, syslog over TCP/IP, or a common serial protocol such as MODBUS or DNP.</th>
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<tbody>
<tr>
<td>12</td>
<td>Each door shall support REX-motion and door contact triggers.</td>
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</table>

### System shall provide access control in the following scenarios

<table>
<thead>
<tr>
<th></th>
<th>Standard entry door utilizing electronic latch strike mechanism</th>
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<tr>
<td>14</td>
<td>Standard airlock doors with handicap door openers</td>
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</tr>
<tr>
<td>15</td>
<td>Elevator floor selection</td>
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<td></td>
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<tr>
<td>16</td>
<td>Anti pass-back doors</td>
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<td>17</td>
<td>Sally ports, in which only one door may open at a time.</td>
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<tr>
<td>18</td>
<td>Outdoor vehicle ingress/egress systems including traffic arms and gates with egress system (beam break or magnetic detection) integration.</td>
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<tr>
<td>19</td>
<td>Support for ingress using video and/or voice identification for buzz-in</td>
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<td>20</td>
<td>System shall support anti-tailgating measures including but not limited to:</td>
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<tr>
<td>21</td>
<td>i. Turnstyles</td>
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<tr>
<td>21a</td>
<td>ii. Revolving doors</td>
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<td></td>
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<tr>
<td>21b</td>
<td>iii. Portals</td>
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<td>21c</td>
<td>iv. Break-beam detection</td>
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<td>21d</td>
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<td></td>
<td>Centralized Management</td>
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<td>22</td>
<td>All supplicants, doors, system wide settings, groups, etc. shall reside in a centralized database such that any supplicant can be added to any door group at any time.</td>
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<tr>
<td>23</td>
<td>Controllers shall be able to operate independently of the centralized database. Changes to the database shall be replicated to controllers when controllers and database are able to communicate again</td>
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<td>24</td>
<td>System shall be capable of logging all events of interest to centralized database, including but not limited to:</td>
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<tr>
<td>24a</td>
<td>i. Successful door access</td>
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</tr>
<tr>
<td>24b</td>
<td>ii. Failed door access</td>
<td>H</td>
<td></td>
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<tr>
<td>24c</td>
<td>iii. Equipment failure or malfunction</td>
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</tr>
<tr>
<td>24d</td>
<td>iv. Alarm activation, silence, and clear</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Centralized database shall make use of a standard event transmission system such as syslog, SNMP (perhaps SMTP) to report events.</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>Controllers shall retain a minimum of 1000 events when disconnected from centralized database.</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>System will also use NTP to synchronize timing of all events.</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>System database shall provide Application Programming Interface (API) or similar interface so supplicant move/add/changes can be made programmatically without access to the administration interface/. Suitable interfaces include but are not limited to:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>28a</td>
<td>i. ODBC access to live database</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>28b</td>
<td>ii. SOAP</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>28c</td>
<td>iii. XML-RPC</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>28d</td>
<td>iv. Microsoft Windows command line utility</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>28e</td>
<td>v. Text files, such as CSV</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>System shall support Microsoft Active Directory integration</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>29a</td>
<td>i. Distributed Administration using security groups, both stand-alone groups and nested groups.</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>System shall allow for scheduling of scenarios including, but not limited to:</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>-----</td>
<td>-----------------------------------------------------------------------------</td>
<td>---</td>
<td></td>
</tr>
<tr>
<td>30a</td>
<td>i. Standard operating hours, including DST support</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>30b</td>
<td>ii. Holiday schedules</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>30c</td>
<td>iii. First In capability</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>30d</td>
<td>iv. Unscheduled Events such as building closures due to weather</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>30e</td>
<td>v. Integration with Email/Calendaring systems for scenarios such as, calendars to allow door scheduling based upon calendar invitations, or locking/unlocking doors by email to a predetermined email address.</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>31</td>
<td>System shall support multiple programmable options for emergency scenarios including, but not limited to:</td>
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<td></td>
</tr>
<tr>
<td>31a</td>
<td>i. Panic button control of a single door, multiple doors, specific areas, or all building ingress/egress points.</td>
<td>H</td>
<td></td>
</tr>
<tr>
<td>31b</td>
<td>ii. Card scanning for lockdown/fail open procedures. Examples including but not limited to: scanning a specific administrator card, security personnel activating lockdown/fail open of programmable areas with double or triple scans at a reader.</td>
<td>H</td>
<td></td>
</tr>
</tbody>
</table>
Sample Ingress/Egress Installations of Electric Strikes and Proximity Readers for the City of Columbia

The following is a cross section of installations for the City. Most of the installed hardware is using Awid readers and strikes and most have been retrofit in some way.

Below is an example of a steel entrance door at the Police Department for ingress into that building from the garage area.
Close up of the strike and reader on the exterior of the above door. This is probably the most common hardware installation scenario throughout the city.
This is a glass entrance to the REDI Incubator from the street. Several glass and wooden doors use this type of strike/reader combination.
Exterior door at the Daniel Boone Building.
This is the interior of the above door including an electric crash bar. The Daniel Boone Building uses this type of setup in several areas, and on a number of different types of doors.
There are currently five elevator cars in three separate facilities that are on the existing system. Capabilities included the lock out of certain floors either on a 24x7 basis, or on a timed schedule. Pictures of the panels from each of the three facilities are included below. The two panels with the white readers are relatively new elevators. The third panel (pictured right) is significantly older.
Here are a few examples of ADA compliant doors with controlling openers.

The back alley door at Daniel Boone has push button panels and mag locks. This is used primarily as an employee entrance, but it is not secured from the building.
This door includes a key as a local override to unlock the door electrically. There are a few of these installed throughout the city.

These are the openers on the above doors.
Here is the Police Department Administration’s public entrance with electric strike and powered opener. This door also includes motion detection for the internal side of the door.
Here are some examples of gates that are controlled by proximity and readers. Some of the installed gates currently allow both entrance and exit by proximity detection.
There is also a secure man gate at the city garage.
The City of Columbia (City) has established technology standards and must adhere to them as part of the implementation process with any software purchase. The information below provides Offerors with a current summary of the City of Columbia’s network and computing environments, and standards. As part of the proposal process Offerors may be required to submit technical detail about the proposed solution detailed.

Offerors must comply or propose alternate responses clearly identifying:
- Areas of known or potential conflict between the Offerors proposed solution and the City’s defined environments.
- Recommendations of how best to implement and operate the proposed solution within the City’s defined environments.

**Network Infrastructure Configuration (WAN & Internet)**
- The City’s computer network encompasses over 50 buildings. The downtown Columbia facility is the core/center of the network. All key resources and IT staff are housed at this location.
- The City operates an extended star physical topology connected via City owned fiber optics. Most sites are connected at 1Gbps, though some sites are connected with multiple 1Gbps and 10Gbps links.

**Data Center**
- The Primary Data Center (DC) is in the City Hall building. The DC space is adequately sized.
- 120 voltage electrical circuits are available for use. The facility is supported by backup generator and Data Center UPS. The UPS can support a wide variety of voltage & current requirements. e.g. 120/15A, 120/20A, 220/20A, 220/30A, etc.
- Both the UPS and the generator have additional capacities to support incoming system(s).
- A dedicated HVAC system is used for temperature and humidity control
- The Data Center is monitored by CCTV, and Access Control is in place via a trackable system.
- There is no secondary data center in place at this time.

**Data Network**
- The City’s data network is largely an Avaya (Formerly Nortel) based network.
- The users report that the network is very reliable and has few issues. It has a high reliability of above 99.999%.
Most workstations have 1-Gbps switched capability and are running at 1Gbps. There are approximately 1800-1900 (Workstations, laptops, switches, printers etc.) devices on the network.

In the IT Data Center, a majority of the servers connect to the network core switch using 1Gbps (copper) connections. There are additional ports to support incoming system(s) for this project. The server network connections will be upgraded to 10Gbps by the end of FY2015.

**Logical Network**

- Multiple VLANS are used on the network. Larger buildings are segmented with multiple VLANs for better traffic management.
- TCP/IP is the only protocol used on the WAN and LAN.
- IP Subnets are assigned to the VLANs as necessary.

**Server & Operating System Standard**

- Approximates 97% of servers are virtualized on the VMWare 5.5 environment.
- Preferred server vendor is HP. Preferred storage vendor is IBM.
- Most of the servers have some redundant features, such as dual power supplies and mirrored disks.
- Windows 2012R2 is now the preferred Server Operating system, but there are several servers running Linux.
- Active Directory (Version 2008) is in use in for Directory services.
- Hitachi IDM is in use for identity management.
- The preferred RDBMS is Microsoft SQL server 2012
- Google’s Gmail product is the messaging platform, but an SMTP server resides onsite for applications to utilize, if needed.

**Security Environment**

The City does not discuss or divulge the security products in use publicly. Details can be discussed with the company awarded the contract.

**Workstation Standard**

- The Current City Standard PC purchased today is:
  - HP/Lenovo
  - Intel(R) Core(TM) i5-4590 CPU @ 3.30GHz
  - 4-16GB RAM
  - 500GB Hard Disk Drive
  - 2 GB Video Card
  - 10/100/1000 Network card
- The standard City OS is Windows 7 SP1
- A Linux imaging solution is used in conjunction with Microsoft Sysprep to image the PCs.
- Patching and updates are accomplished using a Dell Kbox and by Microsoft WSUS
• Desktops are on a 5 year/Workstations are on a 4 year rotation for replacement and the replacement cycle is up to date.

Web Browser Standard
• Microsoft Internet Explorer 9, Firefox 35.0.1, and Google Chrome 40.0.2214.94, are all in use in the environment.

Application Development:
• Currently run MSSQL and MySQL databases and have an internal DBA
• Applications currently supports a broad collection of programming languages. That includes standard web technologies (Html, JavaScript, CSS, Coldfusion v 11, PHP).
• Applications supports VB.Net and RPG on the As400.

IT Staffing Resources
• The IT department is currently staffed by a team of IT professionals. Teams exist to provide support in both the networking and the application support and development areas.
Missouri
Division of Labor Standards

WAGE AND HOUR SECTION

JEREMIAH W. (JAY) NIXON, Governor

Annual Wage Order No. 22
Section 010
BOONE COUNTY

In accordance with Section 290.262 RSMo 2000, within thirty (30) days after a certified copy of this Annual Wage Order has been filed with the Secretary of State as indicated below, any person who may be affected by this Annual Wage Order may object by filing an objection in triplicate with the Labor and Industrial Relations Commission, P.O. Box 599, Jefferson City, MO 65102-0599. Such objections must set forth in writing the specific grounds of objection. Each objection shall certify that a copy has been furnished to the Division of Labor Standards, P.O. Box 449, Jefferson City, MO 65102-0449 pursuant to 8 CSR 20-5.010(1). A certified copy of the Annual Wage Order has been filed with the Secretary of State of Missouri.

Original Signed by
John E. Lindsey, Director
Division of Labor Standards

This Is A True And Accurate Copy Which Was Filed With The Secretary of State: March 10, 2015

Last Date Objections May Be Filed: April 9, 2015

Prepared by Missouri Department of Labor and Industrial Relations
<table>
<thead>
<tr>
<th>OCCUPATIONAL TITLE</th>
<th>** Date of Increase</th>
<th>*</th>
<th>Basic Hourly Rates</th>
<th>Over-Time Schedule</th>
<th>Holiday Schedule</th>
<th>Total Fringe Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asbestos Worker (H &amp; F) Insulator</td>
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Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase
<table>
<thead>
<tr>
<th>OCCUPATIONAL TITLE</th>
<th>** Date of Increase</th>
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<th>Over-Time Schedule</th>
<th>Holiday Schedule</th>
<th>Total Fringe Benefits</th>
</tr>
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</tbody>
</table>

* Welders receive rate prescribed for the occupational title performing operation to which welding is incidental.

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2).

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

a - Vacation: Employees over 5 years - 8%; Employees under 5 years - 6%
b - All work over $7 Mil. Total Mech. Contract - $35.75, Fringes - $26.68
   All work under $7 Mil. Total Mech. Contract - $34.41, Fringes - $21.29
c - Vacation: Employees after 1 year - 2%; Employees after 2 years - 4%; Employees after 10 years - 6%
BOONE COUNTY
BUILDING CONSTRUCTION OVERTIME SCHEDULE

FED: Minimum requirement per Fair Labor Standards Act means time and one-half (1 1/2) shall be paid for all work in excess of forty (40) hours per work week.

NO. 9: Means the regular workday starting time of 8:00 a.m. (and resulting quitting time of 4:30 p.m.) may be moved forward to 6:00 a.m. or delayed one hour to 9:00 a.m. All work performed in excess of the regular work day and on Saturday shall be compensated at one and one-half (1 1/2) times the regular pay. In the event time is lost during the work week due to weather conditions, the Employer may schedule work on the following Saturday at straight time. All work accomplished on Sunday and holidays shall be compensated for at double the regular rate of wages. The work week shall be Monday through Friday, except for midweek holidays.

NO. 11: Means eight (8) hours shall constitute a day's work, with the starting time to be established between 6:00 a.m. and 8:00 a.m. from Monday to Friday. Time and one-half (1 1/2) shall be paid for first two (2) hours of overtime Monday through Friday and the first eight (8) hours on Saturday. All other overtime hours Monday through Saturday shall be paid at double (2) time rate. Double (2) time shall be paid for all time on Sunday and recognized holidays or the days observed in lieu of these holidays.

NO. 12: Means the work week shall commence on Monday at 12:01 a.m. and shall continue through the following Friday, inclusive of each week. All work performed by employees anywhere in excess of forty (40) hours in one (1) work week, shall be paid for at the rate of one and one-half (1 1/2) times the regular hourly wage scale. All work performed within the regular working hours which shall consist of a ten (10) hour work day except in emergency situations. Overtime work and Saturday work shall be paid at one and one-half (1 1/2) times the regular hourly rate. Work on recognized holidays and Sundays shall be paid at two (2) times the regular hourly rate.

NO. 18: Means the regular work day shall be eight (8) hours. Working hours are from six (6) hours before Noon (12:00) to six (6) hours after Noon (12:00). The regular work week shall be forty (40) hours, beginning between 6:00 a.m. and 12:00 Noon on Monday and ending between 1:00 p.m. and 6:00 p.m. on Friday. Saturday will be paid at time and one-half (1 1/2). Sunday and Holidays shall be paid at double (2) time. Saturday can be a make-up day if the weather has forced a day off, but only in the week of the day being lost. Any time before six (6) hours before Noon or six (6) hours after Noon will be paid at time and one-half (1 1/2).

NO. 22: Means a regular work week of forty (40) hours will start on Monday and end on Friday. The regular work day shall be either eight (8) or ten (10) hours. If a crew is prevented from working forty (40) hours Monday through Friday, or any part thereof by reason of inclement weather, Saturday or any part thereof may be worked as a make-up day at the straight time rate. Employees who are part of a regular crew on a make-up day, notwithstanding the fact that they may not have been employed the entire week, shall work Saturday at the straight time rate. A workday is to begin between 6:00 a.m. and 9:00 a.m. However, the project starting time may be advanced or delayed if mutually agreed to by the interest parties. For all time worked on recognized holidays, or days observed as such, double (2) time shall be paid.

NO. 26: Means that the regular working day shall consist of eight (8) hours worked between 6:00 a.m., and 5:00 p.m., five (5) days per week, Monday to Friday, inclusive. Hours of work at each jobsite shall be those established by the general contractor and worked by the majority of trades. (The above working hours may be changed by mutual agreement). Work performed on Construction Work on Saturdays, Sundays and before and after the regular working day on Monday to Friday, inclusive, shall be classified as overtime, and paid for at double (2) the rate of single time. The employer may establish hours worked on a jobsite for a four (4) ten (10) hour day work week at straight time pay for construction work; the regular working day shall consist of ten (10) hours worked consecutively, between 6:00 a.m. and 6:00 p.m., four (4) days per week, Monday to Thursday, inclusive. Any work performed on Friday, Saturday, Sunday and holidays, and before and after the regular working day on Monday to Thursday where a four (4) ten (10) hour day workweek has been established, will be paid at two times (2) the single time rate of pay. The rate of pay for all work performed on holidays shall be at two times (2) the single time rate of pay.
BOONE COUNTY
BUILDING CONSTRUCTION OVERTIME SCHEDULE

NO. 28: Means a regular workday shall consist of eight (8) hours between 7:00 a.m. and 5:30 p.m., with at least a thirty (30) minute period to be taken for lunch. Five (5) days a week, Monday through Friday inclusive, shall constitute a work week. The Employer has the option for a workday/workweek of four (4) ten (10) hour days (4-10's) provided:

- The project must be for a minimum of four (4) consecutive days.
- Starting time may be within one (1) hour either side of 8:00 a.m.
- Work week must begin on either a Monday or Tuesday. If a holiday falls within that week it shall be a consecutive work day. (Alternate: If a holiday falls in the middle of a week, then the regular eight (8) hour schedule may be implemented).
- Any time worked in excess of any ten (10) hour work day (in a 4-10 hour work week) shall be at the appropriate overtime rate.

All work outside of the regular working hours as provided, Monday through Saturday, shall be paid at one & one-half (1½) times the employee’s regular rate of pay. All work performed from 12:00 a.m. Sunday through 8:00 a.m. Monday and recognized holidays shall be paid at double (2) the straight time hourly rate of pay. Should employees work in excess of twelve (12) consecutive hours they shall be paid double time (2X) for all time after twelve (12) hours. Shift work performed between the hours of 4:30 p.m. and 12:30 a.m. (second shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus ten (10%) percent for seven and one-half (7½) hours work. Shift work performed between the hours of 12:30 a.m. and 8:00 a.m. (third shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus fifteen (15%) percent for seven (7) hours work. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1½) times the shift hourly rate.

NO. 33: Means the standard work day and week shall be eight (8) consecutive hours of work between the hours of 6:00 a.m. and 6:00 p.m., excluding the lunch period Monday through Friday, or shall conform to the practice on the job site. Four (4) days at ten (10) hours a day may be worked at straight time, Monday through Friday and need not be consecutive. All overtime, except for Sundays and holidays shall be at the rate of time and one-half (1½). Overtime worked on Sundays and holidays shall be at double (2) time.

NO. 40: Means the regular working week shall consist of five (5) consecutive (8) hour days’ labor on the job beginning with Monday and ending with Friday of each week. Four (4) 10-hour days may constitute the regular work week. The regular working day shall consist of eight (8) hours labor on the job beginning as early as 6:00 a.m. and ending as late as 5:30 p.m. All full or part time labor performed during such hours shall be recognized as regular working hours and paid for at the regular hourly rate. All hours worked on Saturday and all hours worked in excess of eight (8) hours but not more than twelve (12) hours during the regular working week shall be paid for at time and one-half (1½) the regular hourly rate. All hours worked on Sundays and holidays and all hours worked in excess of twelve (12) hours during the regular working day shall be paid at two (2) times the regular hourly rate. In the event of rain, snow, cold or excessively windy weather on a regular working day, Saturday may be designated as a "make-up" day. Saturday may also be designated as a "make-up" day, for an employee who has missed a day of work for personal or other reasons. Pay for "make-up" days shall be at regular rates.
BOONE COUNTY
BUILDING CONSTRUCTION OVERTIME SCHEDULE

NO. 42: Means eight (8) hours between the hours of 8:00 a.m. and 4:30 p.m. shall constitute a work day. The starting time may be advanced one (1) or two (2) hours. Employees shall have a lunch period of thirty (30) minutes. The Employer may provide a lunch period of one (1) hour, and in that event, the workday shall commence at 8:00 a.m. and end at 5:00 p.m. The workweek shall commence at 8:00 a.m. on Monday and shall end at 4:30 p.m. on Friday (or at 5:00 p.m. on Friday if the Employer grants a lunch period of one (1) hour), or as adjusted by starting time change as stated above. All work performed before 8:00 a.m. and after 4:30 p.m. (or 5:00 p.m. where one (1) hour lunch is granted for lunch) or as adjusted by starting time change as stated above or on Saturday, except as herein provided, shall be compensated at one and one-half (1½) times the regular hourly rate of pay for the work performed. All work performed on Sunday and on recognized holidays shall be compensated at double (2) the regular hourly rate of pay for the work performed. When working a five 8-hour day schedule and an Employer is prevented from working forty (40) hours, Monday through Friday, or any part thereof by reason of inclement weather (rain or mud), Saturday or any part thereof may be worked as a make-up day at the straight time rate. The Employer shall have the option of working five eight (8) hour days or four ten (10) hour days Monday through Friday. If an Employer elects to work five (5) eight (8) hour days during any work week, hours worked more than eight (8) per day or forty (40) hours per week shall be paid at time and one-half (1½) the hourly rate Monday through Friday. If an Employer elects to work four (4) ten (10) hour days in any week, work performed more than ten (10) hours per day or forty (40) hours per week shall be paid at time and one-half (1½) the hourly rate Monday through Friday. If an Employer is working ten (10) hour days and loses a day due to inclement weather, they may work ten (10) hours Friday at straight time. All hours worked over the forty (40) hours Monday through Friday will be paid at time and one-half (1½) overtime rate. Overtime shall be computed at half-hour intervals. Shift Work: Two (2) or three (3) shifts shall be permitted, provided such shifts are scheduled for a minimum of three (3) consecutive days. The second shift shall begin at 4:30 p.m. and end at 12:30 a.m. with one-half (1/2) hour for lunch between 7:30 p.m. and 9:00 p.m. and shall receive eighty (80) hours’ pay. The third shift shall begin at 12:30 a.m. and end at 8:00 a.m. with one-half (1/2) hour for lunch between 3:30 a.m. and 5:00 a.m. and shall receive (8) hours’ pay. There shall be at least one (1) foreman on each shift on jobs where more than one shift is employed, provided that there are two (2) or more employees on second and on the third shifts. All shifts shall arrange to interchange working hours at the end of each week. When three shifts are used, the applicable rate must be paid from Saturday at 8:00 a.m. until the following Monday at 8:00 a.m. When three shifts are employed, the second and third shifts shall contain at least one-half (1/2) as many employees as the first shift.

NO. 43: Eight (8) hours shall constitute a work day between the hours of 7:00 a.m. and 4:30 p.m. Forty (40) hours within five (5) days, Monday through Friday inclusive, shall constitute the work week. Work performed in the 9th and 10th hour, Monday through Friday, shall be paid at time and one-half (1½) the regular straight time rate of pay. Contractor has the option to pay two (2) hours per day at the time and one-half (1½) the regular straight time rate of pay between the hours of 8:00 a.m. and 5:30 p.m., Monday through Friday. Work performed outside the regularly scheduled working hours and on Saturdays, Sundays and recognized legal holidays, or days celebrated as such, shall be paid for at the rate of double (2) time.

NO. 55: Means the regular work day shall be eight (8) hours between 6:00 a.m. and 4:30 p.m. The first two (2) hours of work performed in excess of the eight (8) hour work day, Monday through Friday, and the first ten (10) hours of work on Saturday, shall be paid at one & one-half (1½) times the straight time rate. All work performed on Sunday, observed holidays and in excess of ten (10) hours a day, Monday through Saturday, shall be paid at double (2) the straight time rate.

NO. 57: Means eight (8) hours per day shall constitute a day’s work and forty (40) hours per week, Monday through Friday, shall constitute a week’s work. The regular starting time shall be 8:00 a.m. If a second or third shift is used, the regular starting time of the second shift shall be 4:30 p.m. and the regular starting period for the third shift shall be 12:30 a.m. These times may be adjusted by the employer. The day shift shall work a regular eight (8) hours shift as outlined above. Employees working a second shift shall receive an additional $0.29 above the regular hourly rate and perform seven and one-half (7½) hours work for eight (8) hours pay. Third shift employees shall be paid an additional $0.50 above the regular hourly rate and work seven (7) hours for eight (8) hours pay. When circumstances warrant, the Employer may change the regular workweek to four (4) ten-hour days at the regular time rate of pay. All time worked before and after the established workday of eight (8) hours, Monday through Friday, and all time worked on Saturday shall be paid at the rate of time and one-half (1½) except in cases where work is part of an employee’s regular shift. All time worked on Sunday and recognized holidays shall be paid at the double (2) time rate of pay except in cases where work is part of an employee’s previous day’s shift. For all overtime hours worked $26.71 of the fringe benefits portion of the prevailing wage shall be paid at the same overtime rate at which the cash portion of the prevailing wage is to be paid. The remaining $1.24 of the fringe benefit portion of the prevailing wage may be paid at straight time.
BOONE COUNTY
BUILDING CONSTRUCTION OVERTIME SCHEDULE

NO. 59: Means that except as herein provided, eight (8) hours a day shall constitute a standard work day, and forty (40) hours per week shall constitute a week's work. All time worked outside of the standard eight (8) hour work day and on Saturday shall be classified as overtime and paid the rate of time and one-half (1½). All time worked on Sunday and holidays shall be classified as overtime and paid at the rate of double (2) time. The Employer has the option of working either five (5) eight hour days or four (4) ten hour days to constitute a normal forty (40) hour work week. When the four (4) ten-hour work week is in effect, the standard work day shall be consecutive ten (10) hour periods between the hours of 6:30 a.m. and 6:30 p.m. Forty (40) hours per week shall constitute a week's work, Monday through Thursday, inclusive. In the event the job is down for any reason beyond the Employer's control, then Friday and/or Saturday may, at the option of the Employer, be worked as a make-up day; straight time not to exceed ten (10) hours or forty (40) hours per week. When the five day eight (8) hour work week is in effect, forty (40) hours per week shall constitute a week's work, Monday through Friday, inclusive. In the event the job is down for any reason beyond the Employer's control, then Saturday may, at the option of the Employer, be worked as a make-up day; straight time not to exceed eight (8) hours or forty (40) hours per week. The regular starting time (and resulting quitting time) may be moved to 6:00 a.m. or delayed to 9:00 a.m. Make-up days shall not be utilized for days lost due to holidays.

NO. 60: Means the Employer shall have the option of working five 8-hour days or four 10-hour days Monday through Friday. If an Employer elects to work five 8-hour days during any work week, hours worked more than eight (8) per day or forty (40) per week shall be paid at time and one-half (1½) the hourly wage rate plus fringe benefits Monday through Friday. SATURDAY MAKE-UP DAY: If an Employer is prevented from working forty (40) hours, Monday through Friday, or any part thereof by reason of inclement weather (rain or mud), Saturday or any part thereof may be worked as a make-up day at the straight time rate. It is agreed by the parties that the make-up day is not to be used to make up time lost due to recognized holidays. If an Employer elects to work four 10-hour days, between the hours of 6:30 a.m. and 6:30 p.m. in any week, work performed more than ten (10) hours per day or forty (40) hours per week shall be paid at time and one half (1½) the hourly wage rate plus fringe benefits. All Millwright work performed in excess of the regular work day and on Saturday shall be compensated for at time and one-half (1½) the regular Millwright hourly wage rate plus fringe benefits. The regular work day starting at 8:00 a.m. (and resulting quitting time of 4:30 p.m.) may be moved forward to 6:00 a.m. or delayed one (1) hour to 9:00 a.m. All work accomplished on Sundays and recognized holidays, or days observed as recognized holidays, shall be compensated for at double (2) the regular hourly rate of wages plus fringe benefits. NOTE: All overtime is computed on the hourly wage rate plus an amount equal to the fringe benefits.

NO. 86: The regular workday shall consist of eight (8) consecutive hours, exclusive of a thirty (30) minute lunch period, with pay at the straight time rate with all hours in excess of eight (8) hours in any one day to be paid at the applicable overtime rate at time and one-half (1½). The regular workday shall begin between the hours of 6:00 a.m. and 8:00 a.m. The Employer may have the option to schedule the work week from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be paid at the applicable overtime rate at time and one-half (1½). If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather, holiday or other conditions beyond the control of the Employer, they shall have the option to work Friday at the straight time rate of pay to complete the forty (40) hours for the workweek. All overtime work performed on Monday through Saturday shall be paid at time and one-half (1½) the hourly rate. Fringe benefits shall be paid at the one and one half the hourly rate. All work performed on Sundays and recognized holidays shall be paid at double (2) the hourly rate. Fringe benefits shall be paid at double the hourly rate. Shifts may be established when considered necessary by the Employer. Shift hours and rates will be as follows. If shifts are established, work on the First Shift will begin between 6:00 a.m. and 8:00 a.m. and consist of eight (8) hours of work plus one-half hour unpaid lunch. Hours worked during the first shift will be paid at the straight time rate of pay. The second shift shall start eight hours after the start of the first shift and consist of eight (8) hours of work plus one-half hour unpaid lunch. Work on the second shift will begin between 2:00 p.m. and 5:00 p.m. and be paid the straight time rate plus $2.50 per hour. The third shift shall start eight hours after the start of the second shift and consist of eight (8) hours plus one-half hour unpaid lunch. Work on the third shift will begin between 10:00 p.m. and 1:00 a.m. and be paid the straight time rate plus $3.50 per hour. The additional amounts that are to be paid are only applicable when working shifts. Shifts that begin on Saturday morning through those shifts which end on Sunday morning will be paid at time and one-half these rates. Shifts that begin on Sunday morning through those shifts which end on Monday morning will be paid at double time these rates.
Exhibit D

BOONE COUNTY
BUILDING CONSTRUCTION OVERTIME SCHEDULE

NO. 87: Means eight (8) hours starting between 6:00 a.m. and 8:00 a.m. and ending between 2:30 p.m. and 4:30 p.m. at the Employers discretion shall constitute a day's work. Any work prior to 6:00 a.m. or after eight (8) hours shall be paid at the overtime rate. Five (5) days from Monday through Friday inclusive shall constitute a regular work week. All hours before and after these regular hours shall be considered overtime and shall be paid for at the rate of double (2) time. All work on Saturday and Sunday shall be paid at double (2) the prevailing scale of wages.

NO. 91: Means eight (8) hours shall constitute a day's work commencing at 7:00 a.m. and ending at 3:30 p.m., allowing one-half (½) hour for lunch. The option exists for the Employer to use a flexible starting time between the hours of 6:00 a.m. and 9:00 a.m. The regular workweek shall consist of forty (40) hours of five (5) workdays, Monday through Friday. The workweek may consist of four (4) ten (10) hour days from Monday through Thursday, with Friday as a make-up day. If the make-up day is a holiday, the employee shall be paid at the double (2) time rate. The employees shall be paid time and one-half (1½) for work performed on Saturdays, before the regular starting time or after the regular quitting time or over eight (8) hours per work day (unless working a 10-hour work day, then time and one-half (1½) is paid for work performed over ten (10) hours a day) or over forty (40) hours per week. Work performed on Sundays and recognized holidays shall be paid at the double (2) time rate of pay. SHIFT WORK: When it is necessary for the project to operate in shifts, there will be three (3) eight (8) hour shifts commencing at 8:00 a.m. Shift work must continue for a period of not less than three (3) consecutive work days, two (2) days which must be regular work days (Monday through Friday). In the event the second or third shift of any regular work day shall fall into a Saturday or a holiday, such extension into a Saturday or holiday shall be considered as part of the previous workday and employees shall be paid at the regular shift rate. The first day shift shall work a regular eight (8) hour day at regular rates. The second shift shall be eight (8) hours regular time pay plus $2.50 per hour premium for eight (8) hours work. Third shift will be for eight (8) hours regular time pay plus $3.00 per hour premium for eight (8) hours work.

NO. 94: Means eight (8) hours shall constitute a day’s work between the hours of 8:00 a.m. and 5:00 p.m. The regular workday starting time of 8:00 a.m. (and resulting quitting time of 4:30 p.m.) may be moved forward to 6:00 a.m. or delayed one (1) hour to 9:00 a.m. All work performed in excess of the regular work day and on Saturday shall be compensated at one and one-half (1½) times the regular pay. In the event time is lost during the work week due to weather conditions, the Employer may schedule work on the following Saturday at straight time. All work accomplished on Sunday and holidays shall be compensated at double the regular rate of wages.

NO. 101: Means that except as provided below, eight (8) hours a day shall constitute a standard work day, and forty (40) hours per week shall constitute a week’s work, which shall begin on Monday and end on Friday. All time worked outside of the standard work day and on Saturday shall be classified as overtime and paid the rate of time and one-half (1½) (except as herein provided). All time worked on Sunday and recognized holidays shall be classified as overtime and paid at the rate of double (2) time. The regular starting time of 8:00 a.m. (and resulting quitting time of 4:30 p.m.) may be moved forward to 6:00 a.m. or delayed one (1) hour to 9:00 a.m. The Employer has the option of working either five (5) eight-hour days or four (4) ten-hour days to constitute a normal forty (40) hour work week. When a four (4) ten-hour day work week is in effect, the standard work day shall be consecutive ten (10) hour periods between the hours of 6:30 a.m. and 6:30 p.m. Forty (40) hours per week shall constitute a week's work Monday through Thursday, inclusive. In the event the job is down for any reason beyond the Employer's control, then Friday and/or Saturday may, at the option of the Employer, be worked as a make-up day; straight time not to exceed ten (10) hours per day or forty (40) hours per week. Starting time will be designated by the employer. When the five (5) day eight (8) hour work week is in effect, forty (40) hours per week shall constitute a week's work, Monday through Friday, inclusive. In the event the job is down for any reason beyond the Employer's control, then Saturday may, at the option of the Employer, be worked as a make-up day; straight time not to exceed eight (8) hours per day or forty (40) hours per week. Make-up days shall not be utilized for days lost due to holidays.

NO. 122: Means forty (40) hours between Monday and Friday shall constitute the normal work week. Work shall be scheduled between the hours of 6:00 a.m. and 6:30 p.m., with one-half hour for lunch. Work in excess of eight (8) hours per day and forty (40) hours per week, and on Saturdays, shall be paid at the rate of one and one-half times the normal rate. Due to inclement weather during the week, Saturday shall be a voluntary make up day.
BOONE COUNTY
BUILDING CONSTRUCTION OVERTIME SCHEDULE

NO. 124: Means eight (8) hours shall constitute a day's work on all classes of work between the hours of 6:00 a.m. and 5:30 p.m., Monday through Friday. The pay for time worked during these hours shall be at the regular wage rate. The regular workweek shall be Monday through Friday. Employment from 4:30 p.m. to 12:00 midnight, Monday through Friday, shall be paid for at one and one-half (1½) times the regular hourly rate. From 12:00 midnight until 8:00 a.m. on any day shall be paid for at twice the regular hourly rate. All time worked on Sundays and the recognized holidays shall be paid at the rate of double (2) time. It is understood that forty (40) hours shall constitute a regular workweek, (5-8's) Sunday Midnight through Friday Midnight, understanding anything over eight (8) hours is one and one-half (1½) times the hourly wage rate.
BOONE COUNTY
HOLIDAY SCHEDULE – BUILDING CONSTRUCTION

NO. 3: All work done on New Year’s Day, Decoration Day, July 4th, Labor Day, Veteran’s Day, Thanksgiving and Christmas shall be compensated at the double (2) time rate of pay. When any of these holidays fall on a Sunday, the following Monday shall be observed.

NO. 4: All work done on New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas Day shall be paid at the double time rate of pay. If any of the above holidays fall on Sunday, Monday will be observed as the recognized holiday. If any of the above holidays fall on Saturday, Friday will be observed as the recognized holiday.

NO. 5: All work that shall be done on New Year’s Day, Memorial Day, Fourth of July, Labor Day, Veteran’s Day, Thanksgiving Day, and Christmas Day shall be paid at the double (2) time rate of pay.

NO. 7: The following days are assigned days and are recognized as holidays: New Year’s Day, Memorial Day, Independence Day, Labor Day, Veteran’s Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. If a holiday falls on a Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This is applied to protect Labor Day. When a holiday falls during the normal workweek, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week. However, no reimbursement for these eight (8) hours is to be paid to the workman unless worked. If workman are required to work the above enumerated holidays or days observed as such, or on Sunday, they shall receive double (2) the regular rate of pay for such work.

NO. 8: All work performed on New Year’s Day, Memorial Day, Independence Day, Labor Day, Veteran’s Day, Thanksgiving Day, and Christmas Day, or the days observed in lieu of these holidays, shall be paid at the double time rate of pay.

NO. 15: All work accomplished on the recognized holidays of New Year’s Day, Decoration Day (Memorial Day), Independence Day (Fourth of July), Labor Day, Veteran’s Day, Thanksgiving Day and Christmas Day, or days observed as these named holidays, shall be compensated for at double (2) the regular hourly rate of wages plus fringe benefits. If a holiday falls on Saturday, it shall be observed on the preceding Friday. If a holiday falls on a Sunday, it shall be observed on the following Monday. No work shall be performed on Labor Day, Christmas Day, Decoration Day or Independence Day except to preserve life or property.

NO. 19: All work done on New Year’s Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, and Christmas Day shall be paid at the double time rate of pay. The employee may take off Friday following Thanksgiving Day. However, the employee shall notify his or her Foreman, General Foreman or Superintendent on the Wednesday preceding Thanksgiving Day. When one of the above holidays falls on Sunday, the following Monday shall be considered a holiday and all work performed on either day shall be at the double (2) time rate. When one of the holidays falls on Saturday, the preceding Friday shall be considered a holiday and all work performed on either day shall be at the double (2) time rate.

NO. 23: All work done on New Year’s Day, Memorial Day, Independence Day, Labor Day, Veteran’s Day, Thanksgiving Day, Christmas Day and Sundays shall be recognized holidays and shall be paid at the double time rate of pay. When a holiday falls on Sunday, the following Monday shall be considered a holiday. When a holiday falls on Saturday, Friday is recognized as a holiday.

NO. 31: All work done on New Year’s Day, Presidents Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Veteran’s Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Day, and Employee’s Birthday shall be paid at the double time rate of pay. If a holiday falls on Sunday, the following Monday will be observed as the recognized holiday. If a holiday falls on Saturday, the preceding Friday will be observed as the recognized holiday.
BOONE COUNTY
HOLIDAY SCHEDULE – BUILDING CONSTRUCTION

NO. 44: All work done on New Year's Day, Memorial Day, Independence Day, Veteran's Day, Thanksgiving Day, and Christmas Day shall be paid at the double time rate of pay. If a holiday falls on a Sunday, it shall be observed on the Monday following. If a holiday falls on a Saturday, it shall be observed on the proceeding Friday. No work shall be performed on these days except in emergency to protect life or property. All work performed on these holidays shall be compensated at double the regular hourly rate for the work performed. Overtime shall be computed at half-hour intervals.

NO. 45: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving, the day before Christmas, and Christmas Day, shall be paid at the double time rate of pay.

NO. 54: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day shall be paid at the double (2) time rate of pay. When a holiday falls on Saturday, it shall be observed on Friday. When a holiday falls on Sunday, it shall be observed on Monday.

NO. 55: The following days are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid the workmen unless worked. An Employer working a four (4) day, ten (10) hour schedule may use Friday as a make up day when an observed holiday occurs during the work week. Employees have the option to work that make up day. If workmen are required to work the above enumerated holidays, or days observed as such, they shall receive double (2) the regular rate of pay for such work.

NO. 60: All work performed on New Year's Day, Armistice Day (Veteran's Day), Decoration Day (Memorial Day), Independence Day (Fourth of July), Thanksgiving Day and Christmas Day shall be paid at the double time rate of pay. No work shall be performed on Labor Day except when triple (3) time is paid. When a holiday falls on Saturday, Friday will be observed as the holiday. When a holiday falls on Sunday, the following Monday shall be observed as the holiday.

NO. 66: All work performed on Sundays and the following recognized holidays, or the days observed as such, of New Year’s Day, Decoration Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day, shall be paid at double (2) the hourly rate plus an amount equal to the hourly Total Indicated Fringe Benefits. Whenever any such holidays fall on a Sunday, the following Monday shall be observed as a holiday.

NO. 69: All work performed on New Year's Day, Memorial Day, July Fourth, Labor Day, Veteran's Day, Thanksgiving Day or Christmas Day shall be compensated at double (2) their straight-time hourly rate of pay. Friday after Thanksgiving and the day before Christmas are also holidays, however, if the employer chooses to work the normal work hours on these days, the employee will be paid at straight-time rate of pay. If a holiday falls on a Saturday, the holiday will be observed on Saturday; if a holiday falls on a Sunday, the holiday will be observed on the following Monday.

NO. 74: All work performed on New Year’s Day, Memorial Day, Fourth of July, Labor Day, Veteran’s Day, Thanksgiving Day and Christmas Day, shall be paid at double (2) time of the hourly rate of pay. In the event one of the above holiday’s falls on Saturday, the holiday shall be celebrated on Saturday. If the holiday falls on Sunday, the holiday will be celebrated on Monday.

NO. 76: Work performed on Holidays shall be paid at the rate of two times the normal rate. Holidays are: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day. If a holiday falls on a Sunday, it shall be celebrated on the following Monday, if it falls on Saturday, it shall be celebrated on the preceding Friday.
<table>
<thead>
<tr>
<th>OCCUPATIONAL TITLE</th>
<th>* Date of Increase</th>
<th>Basic Hourly Rates</th>
<th>Overtime Schedule</th>
<th>Holiday Schedule</th>
<th>Total Fringe Benefits</th>
</tr>
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<tbody>
<tr>
<td>Carpenter</td>
<td>6/15</td>
<td>$30.41</td>
<td>23</td>
<td>16</td>
<td>$15.55</td>
</tr>
<tr>
<td>Electrician (Outside-Line Construction\Lineman)</td>
<td></td>
<td>$41.08</td>
<td>9</td>
<td>12</td>
<td>$5.00 + 36.5%</td>
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<tr>
<td>Lineman Operator</td>
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<tr>
<td>Lineman - Tree Trimmer</td>
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<tr>
<td>Groundman</td>
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<td></td>
<td></td>
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<td></td>
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<tr>
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<td>4</td>
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<tr>
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<tr>
<td>Group III</td>
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</tr>
</tbody>
</table>

*Annual Incremental Increase

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2).

If a worker is performing work on a heavy construction project within an occupational title that is not listed on the Heavy Construction Rate Sheet, use the rate for that occupational title as shown on the Building Construction Rate sheet.
REPLACEMENT PAGE
BOONE COUNTY
OVERTIME SCHEDULE - HEAVY CONSTRUCTION

FED: Minimum requirement per Fair Labor Standards Act means time and one-half (1 1/2) shall be paid for all work in excess of forty (40) hours per work week.

NO. 2: Means a regular workweek shall be forty (40) hours and will start on Monday and end on Friday. The Employer shall have the option of working five 8-hour days or four 10-hour days Monday through Friday. If an Employer elects to work five 8-hour days during any workweek, hours worked more than eight (8) per day or 40 per week shall be paid at time and one-half the hourly rate Monday through Friday. If an Employer elects to work four 10-hour days in a week, work performed more than ten (10) hours per day or 40 hours per week shall be paid at time and one-half the hourly rate Monday through Friday. When working a five 8-hour day schedule and an Employer is prevented from working forty (40) hours Monday through Friday, or any part thereof, by reason of inclement weather, Saturday or any part thereof may be worked as a make-up day at the straight time rate. If an Employer is working a four 10-hour day schedule and loses a day due to inclement weather, he may work 10 hours Friday at straight time. All hours worked over the 40 hours Monday through Friday will be paid at 1 1/2 overtime rate. A workday shift is to begin at the option of the Employer, between 6:00 a.m. and not later than 9:00 a.m. However, the project starting time may be advanced or delayed if required. If workmen are required to work the enumerated holidays or days observed as such or Sundays, they shall receive double (2) the regular rate of pay for such work. Overtime shall be computed at one-half (1/2) hour intervals. Shift: The Contractor may elect to work one, two or three shifts on any work. When operating on more than one shift, the shifts shall be known as the day shift, swing shift, and graveyard shift as such terms are recognized in the industry. When two shifts are worked on any operation, the shifts will consist of eight (8) or ten (10) hours exclusive of lunchtime. When three shifts are worked the first day or day shift will consist of eight (8) hours exclusive of lunchtime. The second or swing shift shall consist of seven and one-half (7 1/2) hours work for eight hours pay, exclusive of lunchtime, and the third or the graveyard shift shall consist of seven (7) hours work for eight (8) hours pay, exclusive of the lunchtime. All time in excess of normal shifts shall be considered overtime. Multiple shift (the two or three shift) operation will not be construed on the entire project if at anytime it is deemed advisable and necessary for the Employer to multiple shift a specific operation. However, no shift shall be started between midnight and six a.m. except the graveyard shift on a three-shift operation, or except in an unusual or emergency situation. If an Employer starts a shift between midnight and 6 a.m. except the graveyard shift on a three-shift operation, he shall reimburse all employees for the entire shift at the double time rate. Completion of the second shift on a two-shift operation or completion of the graveyard shift on a three-shift operation that carries over into Saturday morning, shall be at the straight time rate. Overtime shall be computed at 1 1/2 hour intervals.

NO. 9: Eight (8) hours shall constitute a work day between the hours of 7:00 a.m. and 4:30 p.m. Forty (40) hours within five (5) days, Monday through Friday inclusive, shall constitute the work week. Work performed in the 9th and 10th hour, Monday through Friday, shall be paid at time and one-half (1 1/2) the regular straight time rate of pay. Contractor has the option to pay two (2) hours per day at the time and one-half (1 1/2) the regular straight time rate of pay between the hours of 6:00 a.m. and 5:30 p.m., Monday through Friday. Work performed in the first eight (8) hours on Saturday shall be paid at the rate of one and eight tenths (1.8) the regular straight time rate. Work performed outside these hours and on Sundays and recognized legal holidays, or days observed as such, shall be paid for at the rate of double (2) time.

NO. 21: Means the regular workday for which employees shall be compensated at straight time hourly rate of pay shall, unless otherwise provided for, begin at 8:00 a.m. and end at 4:30 p.m. However, the project starting time may be advanced or delayed at the discretion of the Employer. At the discretion of the Employer, when working a five (5) day eight (8) hour schedule, Saturday may be used for a make-up day. If an Employer is prohibited from working on a holiday, that employer may work the following Saturday at the straight time rate. However, the Employer may have the option to schedule his work from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be paid at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to circumstances beyond his control, he shall have the option to work Friday or Saturday at the straight time rate of pay to complete his forty (40) hours. If an Employer is prohibited from working on a holiday, that Employer may work the following Friday or Saturday at the straight time rate. Overtime will be at one and one-half (1 1/2) times the regular rate. If workmen are required to work the enumerated holidays or days observed as such, or Sundays, they shall receive double (2) the regular rate of pay for such work.
REPLACEMENT PAGE
BOONE COUNTY
OVERTIME SCHEDULE - HEAVY CONSTRUCTION

NO. 23: Means the regular workweek shall start on Monday and end on Friday, except where the Employer elects to work Monday through Thursday, (10) hours per day. All work over ten (10) hours in a day or forty (40) hours in a week shall be at the overtime rate of one and one-half (1½) times the regular hourly rate. The regular workday shall be either eight (8) or ten (10) hours. If a job can’t work forty (40) hours Monday through Friday because of inclement weather or other conditions beyond the control of the Employer, Friday or Saturday may be worked as a make-up day at straight time (if working 4-10’s). Saturday may be worked as a make-up day at straight time (if working 5-8’s). An Employer, who is working a four (4) ten (10) hour day work schedule may use Friday as a make-up day when a workday is lost due to a holiday. A workday is to begin at the option of the Employer but not later than 11:00 a.m. except when inclement weather, requirements of the owner or other conditions beyond the reasonable control of the Employer prevent work. Except as worked as a make-up day, time on Saturday shall be worked at one and one-half (1½) times the regular rate. Work performed on Sunday shall be paid at two (2) times the regular rate. Work performed on recognized holidays or days observed as such, shall also be paid at the double (2) time rate of pay. For all overtime hours worked during the week or on Saturday $14.55 of the fringe benefits portion of the prevailing wage shall be paid at time and one-half (1½). For all overtime hours worked on Sundays or recognized holidays $14.55 of the fringe benefits portion of the prevailing wage shall be paid double time. The remaining $.50 of the fringe benefit portion of the prevailing wage shall be paid at straight time.

NO. 25: Means a regular work week of forty (40) hours, starting on Monday and ending on Friday. The regular work day shall be either eight (8) or ten (10) hours. If a crew is prevented from working forty (40) hours Monday through Friday, or any part thereof by reason of inclement weather, Saturday or any part thereof maybe worked as a make-up day at the straight time rate. Employees who are part of a regular crew on a make-up day, notwithstanding the fact that they may not have been employed the entire week, shall work Saturday at the straight time rate. A work day is to begin between 6:00 a.m. and 9:00 a.m. However, the project starting time maybe advanced or delayed if mutually agreed to by the interest parties. All hours worked on recognized holidays, or days observed as such, double (2) time shall be paid.

NO. 28: Means a regular work week of forty (40) hours will start on Monday and end on Friday. The regular work day shall be either eight (8) or ten (10) hours. If a crew is prevented from working forty (40) hours Monday through Friday, or any part thereof by reason of inclement weather, Saturday or any part thereof may be worked as a make-up day at the straight time rate. Employees who are part of a regular crew on a make-up day, notwithstanding the fact that they may not have been employed the entire week, shall work Saturday at the straight time rate. A workday is to begin between 6:00 a.m. and 9:00 a.m. However, the project starting time may be advanced or delayed if mutually agreed to by the interest parties. For all time worked on recognized holidays, or days observed as such, double (2) time shall be paid.

NO. 32: Means the overtime rate shall be time and one-half the regular rate for work over forty (40) hours per week. Sundays and Holidays shall be paid at double the straight time rate.
BOONE COUNTY
HOLIDAY SCHEDULE – HEAVY CONSTRUCTION

NO. 4: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, or observed as such, shall be paid at the double time rate of pay. When a Holiday falls on a Sunday, Monday shall be observed. No work shall be performed on Labor Day, except in case of jeopardy to life or property. This is applied to protect Labor Day.

NO. 5: The following days are recognized as holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. If a holiday falls on a Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward a forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid the workman unless worked. If workmen are required to work the above recognized holidays or days observed as such, or Sundays, they shall receive double (2) the regular rate of pay for such work. The above shall apply to the four 10's Monday through Friday work week. The ten (10) hours shall be applied to the forty (40) hour work week.

NO. 12: All work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day, or days celebrated as such, shall be paid at the double time rate of pay. When one of the foregoing holidays falls on Sunday, it shall be celebrated on the following Monday. When one of the foregoing holidays falls on Saturday, it shall be celebrated on the Friday before the holiday.

NO. 16: The following days are recognized as holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on Sunday, it shall be observed on the following Monday. If a holiday falls on Sunday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid the worker unless worked. If workers are required to work the above recognized holidays or days observed as such, they shall receive double (2) the regular rate of pay for such work.

NO. 21: The following days are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid the workman unless worked. An Employer working a four (4) day, ten (10) hour schedule may use Friday as a make-up day when an observed holiday occurs during the work week. Employees have the option to work that make-up day. If workmen are required to work the above enumerated holidays, or days observed as such, they shall receive double (2) the regular rate of pay for such work.

NO. 27: The following days are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid the workman unless worked. An Employer working a four (4) day, ten (10) hour schedule may use Friday as a make up day when an observed holiday occurs during the work week. Employees have the option to work that make up day. If workmen are required to work the above enumerated holidays, or days observed as such, they shall receive double (2) the regular rate of pay for such work.

EXHIBIT E
NOTICE TO VENDORS

Sections 285.525 To 285.550 RSMo.

Pursuant to section 285.530 (1) RSMo., No business entity or employer shall knowingly employ, hire for employment, or continue to employ an unauthorized alien to perform work within the State of Missouri.

As a condition for the award of any contract or grant in excess of five thousand dollars by the state or by any political subdivision of the state to a business entity, or for any business entity receiving a state-administered or subsidized tax credit, tax abatement, or loan from the state, the business entity shall, by sworn affidavit and provision of documentation, affirm its enrollment and participation in a federal work authorization program with respect to the employees working in connection with the contracted services. Every such business entity shall sign an affidavit affirming that it does not knowingly employ any person who is an unauthorized alien in connection with the contracted services. {RSMo 285.530 (2)}

An Employer may enroll and participate in a federal work authorization program and shall verify the employment eligibility of every employee in the employer’s hire whose employment commences after the employer enrolls in a federal work authorization program. The E-verify system issues a Memorandum of Understanding once enrollment is complete; the City of Columbia requires a copy of this document be attached to the Work Authorization Affidavit. The employer shall retain a copy of the dated verification report received from the federal government. Any business entity that participates in such program shall have an affirmative defense that such business entity has not violated subsection 1 of this section. {RSMo 285.530 (4)}

For vendors that are not already enrolled and participating in a federal work authorization program, E-Verify is an example of this type of program. Information regarding E-Verify is available at: http://www.dhs.gov/e-verify
CITY OF COLUMBIA, MISSOURI
WORK AUTHORIZATION AFFIDAVIT
PURSUANT TO 285.530 RSMo
( FOR ALL BIDS IN EXCESS OF $5,000.00)

County of ___________________  )
State of ___________________  )SS.

My name is __________________________. I am an authorized agent of
__________________________(Bidder). This business is enrolled and participates in a
federal work authorization program for all employees working in connection with
services provided to the City of Columbia. This business does not knowingly employ
any person who is an unauthorized alien in connection with the services being provided.

**Documentation of participation in a federal work authorization program is
attached to this affidavit.**

Furthermore, all subcontractors working on this contract shall affirmatively state
in writing in their contacts that they are not in violation of Section 285.530.1 RSMo and
shall not thereafter be in violation. Alternatively, a subcontractor may submit a sworn
affidavit under penalty of perjury that all employees are lawfully present in the United
States.

________________________________________
Affiant

________________________________________
Printed Name

Personally appeared before me, a Notary Public, within and for the County of
___________________________.
State of Missouri, the person whose signature appears above, PERSONALLY AND
KNOWN TO ME AND ACKNOWLEDGED, that signed the foregoing Affidavit for the
purposes therein stated.

Subscribed and sworn to me this___________day of___________________, 20____.
My Commission expires___________________, 20__.

________________________________________
(Notary Public)
City of Columbia Required IT Clauses

147/2015 Physical Access Control System

Bidders should submit copies of their license agreement, services agreement, source code escrow agreement, and maintenance agreement with their bid.

DATA OWNERSHIP AND SECURITY

Contractor and its software shall comply with the requirements of this Section. Contractor shall require its subcontractors or third party software providers to at all times comply with the requirements of this section. Contractor covenants that any data from the City, its employees or customers or derived therefrom (hereinafter “City Data”) shall be stored in the United States of America. City Data or any information derived therefrom shall not be transferred, moved, or stored to or at any location outside the United States of America. All such City Data and any information derived therefrom shall be confidential and proprietary information belonging to either the City or its customers or the users of the Software. Contractor covenants that Contractor, its subsidiaries or subcontractors shall not sell or give away any such City Data or information derived therefrom.

Contractor shall maintain the security of City Data and that of City’s customers and any user that is stored in or in any way connected with Software Products and applications. If either Party believes or suspects that security has been breached or City Data compromised whether it be from harmful code or otherwise, the Party shall notify the Other Party of the issue or possible security breach within forty-eight (48) hours.

BINDING SUBCONTRACTORS AND SUBSIDIARIES TO DATA SECURITY STANDARDS

Contractor shall include similar provisions in Contractor’s agreements with subcontractors and subsidiaries who perform work or services related to these Software Products and or the City’s Data contained therein or in the cloud storage.

NO HARMFUL CODE

Contractor warrants that the Software Products do not contain Harmful Code. For purposes of this Agreement, “Harmful Code” is any code containing any program, routine, or device which is designed to delete, disable, deactivate, interfere with or otherwise harm any software, program, data, device, system or service, including without limitation, any time bomb, virus, drop dead device, malicious logic, worm, Trojan horse or trap or back door. Contractor shall include in contracts with any subcontractor a provision which prohibits the use of Harmful Code. Contractor shall include a similar provision in its contract with subcontractors.
SOFTWARE UPGRADES

If, during the Term or any extended Maintenance Term of this Agreement, Contractor upgrades its software, City at its option, shall receive the upgrades at no additional charge.

SUCCESSOR SOFTWARE PRODUCTS

In the event Contractor makes available successor Software based on a new technical architecture (“Successor Products”) with substantially similar functionality to the Software licensed by City (“Licensed Products”) within ___ (___) years of contract signing, City is entitled to receive Successor Products provided that City has an effective Support and Maintenance Agreement and the annual Support and maintenance fees are paid in full. In such event, City shall pay the then-current Support and Maintenance Fees for the Successor Products, in addition to any services and/or third party fees associated with the Successor Products. The Parties shall enter into an amendment to this Agreement if City desires to receive the Successor Products.

SOURCE CODE ESCROW

Contractor shall place the source code for the Software Products in escrow with an independent third-party at no additional cost to City. The Source Code shall be kept current with the releases / version of the Software Products in live use by City. The Source Code shall revert to City for City’s use if Contractor files for bankruptcy or protection from creditors in a court of law or otherwise no longer supports the Software Products. City shall then have full rights to use source code for any purposes other than resale and there will be no additional fees due. Contractor shall include in contracts with any subcontractors a provision for the escrow of the source code of any software products used by City in this Project. (The contract, upon execution should include a copy of the escrow agreement).

WARRANTY OF FITNESS FOR A PARTICULAR PURPOSE

Given City’s documentation about the City’s particular purpose as set forth in City’s Functional Requirements contained in Exhibit ___ and given Contractor’s recommended technical environment for optimal performance set forth in Exhibit ___, Contractor acknowledges at the time this Agreement is in force that Contractor has (1) reason and opportunity to know the particular purpose for which products are required, and (2) that the City is relying on the Contractor’s experience and knowledge of these products to provide those which are most suitable and appropriate in the technical environment contained in Exhibit ___. Therefore, Contractor warrants that the system is fit for the purposes for which it is intended as described in this Agreement and the Contract Documents and that the system will perform according to City’s Functional Requirements.

FINAL ACCEPTANCE TESTING
The system proposed shall be defined to be finally accepted by City after the installation of the equipment, training, and successful completion of the following performance examinations: system hardware examination, software performance examination, system functional competence examination, system capacity examination, full-load processing capacity examination, system availability examination, approval of as-buils, training, and system documentation. The City shall be the sole judge of whether all conditions for final acceptance criteria have been met.

CUSTOMIZATIONS AND MODIFICATIONS

CONDITIONS PRECEDENT TO ANY PERFORMANCE RELATED TO CUSTOMIZATIONS AND MODIFICATIONS (If Applicable)

SATISFACTION OF CONDITIONS PRECEDENT

The Conditions Precedent to the City’s obligation to pay for customizations and modifications shall be each and every one of the following; and under no circumstance shall the following contingencies or conditions precedent be deemed waived by City.

CONDITIONS PRECEDENT

For each modification or customization, the Parties shall develop proposed Specifications for each of the modifications or customizations (hereinafter “Custom Specifications”). The Parties shall reduce the Custom Specifications to writing which shall be signed by both Parties.

The Parties shall develop a schedule for production, testing, and installation (hereinafter “Custom Performance Schedule.”) The Parties shall reduce the schedule to writing which shall be signed by both Parties.

The Parties shall agree in writing, signed and dated by both Parties, to the testing standards and requirements (hereinafter “Custom Test Standards”).

Upon City’s sole determination that Contractor has satisfied each and every one of the Conditions Precedent for each modification or customization, City shall issue to Contractor City’s written authorization to proceed with its development and delivery of the customization or modification.

FAILURE OF ANY CONDITION PRECEDENT

If each and every Condition Precedent is not satisfied, there is no penalty to the City.

In addition, the Parties may, at their sole discretions and by mutual agreement, impose additional requirements or amend the testing standards or the performance schedule. Should the Parties agree to change or amend the Custom Specifications, the Custom Performance Schedule or the Custom Test Standard, the changes shall be reduced to writing, signed, and dated by both Parties.
EACH CUSTOMIZATION OR MODIFICATION ON WHICH THE CITY HAS ISSUED A WRITTEN NOTICE TO PROCEED, SHALL BE DEVELOPED ACCORDING TO THE CUSTOM SPECIFICATIONS IN THE TIME PERIODS SET FORTH IN THE CUSTOM PERFORMANCE SCHEDULE. Upon completion of the development of the modification or customization, Contractor shall notify City that modification or customization is complete and ready for testing. City shall test the customization or modification according to the Custom Test Standards. If the modification or customization passes the City’s testing according to the Custom Test Standards, City shall issue a written notice of acceptance of the customization or modification.

WARRANTY

Contractor warrants that the customization or modification shall perform according to the Custom Specifications. Contractor also warrants that the customization or modification shall not void any other warranty.

LICENSE FOR USE OF THE CUSTOMIZATION OR MODIFICATION

Contractor grants City a royalty–free, non-exclusive, and irrevocable worldwide license to the customization or modification developed by Contractor for the City according to the City’s Custom Specifications. This license is in addition to all other licenses purchased pursuant to this Agreement.

MAINTENANCE OF FUNCTIONALITY of CUSTOMIZATIONS AND MODIFICATIONS

So long as City is current in its payment of maintenance fees for the Software, Contractor shall warrant the continued functionality of each and every one of the customizations or modifications and that each and every one of the customization shall perform according to the Custom Specifications by which it was developed. There shall be no additional cost to the City. Maintaining the functionality of the Customizations and modifications shall include any necessary programming or redesign needed due to changes by third parties or by the Contractor. Contractor shall be responsible for maintaining the functionality of the customizations and modifications.

ADDITIONAL Customizations/modifications

Should City desire additional customizations/modifications be developed that are not listed in the Scope of Work, the Parties shall negotiate an amendment to this Agreement.
BID BOND
(Bid Security)

KNOW ALL MEN BY THESE PRESENTS, that we, ____________________________
___________________________________ as PRINCIPAL and
____________________________________ as SURETY, are held and firmly bound unto the City of
Columbia, Missouri, (“City”) in the sum of
______________________________ Dollars
($__________________) (“Bid Security”), for the payment of which sum well and truly to
be made, we hereby jointly and severally bind ourselves, our heirs, executors,
successors, and assigns, firmly by these presents.

THE CONDITION OF THIS OBLIGATION IS SUCH, that whereas Principal has
submitted a bid dated ________________ , 2015, to enter into a contract in writing for the
___________________________________________ Project;

NOW, THEREFORE,

IF said Bid shall be rejected, or in the alternate,

IF Principal shall not withdraw the bid within the period specified therein after the
opening of bids, or, if no period be specified, within ninety (90) days after the bid
opening, or in the alternate,

IF said Bid shall be accepted and the Principal shall execute and deliver a contract
in the form of contract attached hereto, properly competed with all attachments and
requirements pertaining thereto, and shall furnish a bond for the faithful performance of
said contract, and for the payment of all persons performing labor or furnishing materials
in connection therewith, shall in all other respects perform the agreement created by the
acceptance of said Bid within twenty (20) days after such Contract Documents are
presented to Principal for signature, or in the alternate,

In the event of the withdrawal of the Bid within the period specified, or the failure
to enter into such contract within the time specified, then the Bid Security shall
immediately become due and payable and forfeited to the City as liquidated damages.
Principal and Surety agree that this is a fair and reasonable approximation of the actual
damages incurred by the City for the Principal’s failure to honor its bid and that the
liquidated damages in this section are not penal in nature but rather the parties’ attempt
to fairly quantify the actual damages incurred by the City for the Principal’s refusal to
honor its bid.

The Surety, for value received, hereby stipulates and agrees that the obligations
of said Surety and its bond shall be in no way impaired or affected by the extension of
the time within which the City may accept such Bid; and said Surety does hereby waive
notice of any such extension.
IN WITNESS WHEREOF, the Principal and Surety have hereunto set their hands and seals, and such of them as or corporations have caused their corporate seals to be hereto affixed and these presents to be signed by their proper officers, the day and year set forth herein.

_______________________________
PRINCIPAL
By: ____________________________
   (Signature)
Printed Name: ____________________
Title: ____________________________
Date: ____________________________

I hereby certify that (1) I have authority to execute this document on behalf of Surety; (2) Surety has an A.M. Best rating of A+ or better; (3) Surety is named in the current list of “Companies Holding Certificates of Authority as Acceptable Reinsuring Companies: as published in Circular 570 (most current revision) by the Financial Management Service, Surety Bond Branch, U.S. Department of the Treasury; and (4) Surety is duly licensed to issue bonds in the State of Missouri and in the jurisdiction in which the Project is located.

_______________________________
SURETY
By: ____________________________
   (Signature)
Printed Name: ____________________
Title: ____________________________
Date: ____________________________
SURETY POWER OF ATTORNEY MUST BE ATTACHED