



ARLINGTON COUNTY, VIRGINIA  
OFFICE OF THE PURCHASING AGENT  
2100 CLARENDON BOULEVARD, SUITE 500  
ARLINGTON, VIRGINIA 22201

**CONTRACT AWARD COVER PAGE**

TO: RWH ASSOCIATES LLC	DATE ISSUED: FEBRUARY 10, 2023
9244 EAST HAMPTON DRIVE, STE 507	CONTRACT NO. 23-DES-ITBLW-497
CAPITOL HEIGHTS, MD 20743	CONTRACT TITLE: LIGHTING RETROFIT SERVICES

**THIS IS A NOTICE OF AWARD OF CONTRACT AND NOT AN ORDER. NO WORK IS AUTHORIZED UNTIL THE VENDOR RECEIVES A VALID COUNTY PURCHASE ORDER ENCUMBERING CONTRACT FUNDS.**

The contract documents consist of the terms and conditions of AGREEMENT No. 22-DES-ITBLW-688 including any attachments or amendments thereto.

**EFFECTIVE DATE:** FEBRUARY 16, 2023

**EXPIRES:** FEBRUARY 15, 2024

**RENEWALS:** THIS IS THE BASE YEAR AWARD NOTICE OF A POSSIBLE FIVE (5) YEAR CONTRACT FROM FEBRUARY 16, 2023 TO FEBRUARY 15, 2028.

**COMMODITY CODE(S):** 2800, 91017, 93153, 93648, 98854, 91238

**LIVING WAGE:** Y

**ATTACHMENTS:**

AGREEMENT No. 23-DES-ITBLW-497

**EMPLOYEES NOT TO BENEFIT:**

**NO COUNTY EMPLOYEE SHALL RECEIVE ANY SHARE OR BENEFIT OF THIS CONTRACT NOT AVAILABLE TO THE GENERAL PUBLIC.**

**VENDOR CONTACT:** RAYMOND HUBBARD, PRESIDENT      **VENDOR TEL. NO.:** (240) 766-2025

**EMAIL ADDRESS:** [RHUBBARD@RWHASSOCIATESLLC.COM](mailto:RHUBBARD@RWHASSOCIATESLLC.COM)

**COUNTY CONTACT:** TSEHAY LIGHTFOOT      **COUNTY TEL. NO.:** (703) 228-7593

**COUNTY CONTACT EMAIL:** [TLIGHTFOOT@ARLINGTONVA.US](mailto:TLIGHTFOOT@ARLINGTONVA.US)

**PURCHASING DIVISION AUTHORIZATION**

NAME: REBECCA KIRBY      TITLE: PROCUREMENT OFFICER      DATE: 2/10/2023



**ARLINGTON COUNTY, VIRGINIA  
OFFICE OF THE PURCHASING AGENT  
SUITE 500, 2100 CLARENDON BOULEVARD  
ARLINGTON, VA 22201**

***AGREEMENT NO. 23-DES-ITBLW-497***

THIS AGREEMENT is made, on February 10, 2023, between **RWH Associates, LLC**, 9244 East Hampton Drive, Ste. 507, Capitol Heights, MD 20743 ("Contractor") a Maryland Limited Liability Corporation authorized to do business in the Commonwealth of Virginia, and the County Board of Arlington County, Virginia ("County"). The County and the Contractor, for the consideration hereinafter specified, agree as follows:

**1. CONTRACT DOCUMENTS**

The "Contract Documents" consist of this Agreement, bid of the successful Bidder (hereinafter "Contractor") and Arlington County (hereinafter "County") Invitation to Bid No. 23-DES-ITBLW-497.

The Contract Documents set forth the entire agreement between the County and the Contractor. The County and the Contractor agree that no representative or agent of either party has made any representation or promise with respect to the parties' agreement that is not contained in the Contract Documents. The Contract Documents may be referred to below as the "Contract" or the "Agreement".

**2. SCOPE OF WORK**

The Contractor agrees to perform the services described in the Contract Documents (the "Work"), more particularly described in the Scope of Services included with the Invitation to Bid. The primary purpose of the Work is for **Lighting Retrofit Services**. The Contract Documents set forth the minimum work estimated by the County and the Contractor to be necessary to complete the Work. It will be the Contractor's responsibility, at its sole cost, to provide the services set forth in the Contract Documents and sufficient services to fulfill the purposes of the Work. Nothing in the Contract Documents limits the Contractor's responsibility to manage the details and execution of the Work.

**3. PROJECT OFFICER**

The performance of the Contractor is subject to the review and approval of the County Project Officer, who will be appointed by the Director of the Arlington County department or agency requesting the Work under this Contract.

**4. CONTRACT TERM**

Time is of the essence. The Work will commence on February 16, 2023 and must be completed no later than February 15, 2024 ("Initial Contract Term"), subject to any modifications provided in the Contract Documents. Upon satisfactory performance by the Contractor the County may, through issuance of a bilateral Notice of Renewal, authorize continuation of the Agreement under the same contract prices for

not more than four (4) additional 12-month periods, from February 16, 2024 to February 15, 2028 (each a "Subsequent Contract Term"). The Initial Contract Term and any Subsequent Contract Term(s) are together the "Contract Term".

**5. CONTRACT PRICING**

Unless otherwise provided in the Contract Documents, the Contractor shall provide the goods and services covered in the County's Invitation to Bid No. 23-DES-ITBLW-497 at the prices provided in the bid of the Contractor.

**6. CONTRACT PRICING WITH OPTIONAL PRICE ADJUSTMENTS**

The Contract Amount/unit price(s) will remain firm until February 2, 2024 ("Price Adjustment Date"). To request a price adjustment, the Contractor or the County must submit a written request to the other party not less than 90 days before the Price Adjustment Date. Adjustments to the Contract Amount/unit price(s) will not exceed the percentage of change in the U.S. Department of Labor Consumer Price Index, All Items, Unadjusted, Urban Areas ("CPI-U") for the 12 months of statistics available at the time of the Contract's renewal.

Any Contract Amount/unit price(s) that result from this provision will become effective the day after the Price Adjustment Date and will be binding for 12 months. The new Price Adjustment Date will be 12 months after the price adjustment.

If the Contractor and the County have not agreed on a requested adjustment by 30 days before the Price Adjustment Date, the County may not renew the Contract, whether or not the County has previously elected to renew the Contract's term.

**7. PAYMENT TERMS**

The Contractor must submit invoices to the County's Project Officer, who will either approve the invoice or require corrections. The County will pay the Contractor within 45 days after receipt of an invoice for completed work that is reasonable and allocable to the Contract and that has been performed to the satisfaction of the Project Officer. All payments will be made from the County to the Contractor via ACH. The number of the County Purchase Order pursuant to which goods or services have been delivered or performed must appear on all invoices.

If the County makes a partial payment, it may retain 5% of the estimate upon which the partial payment is based until completion and final acceptance of the Work.

**8. PAYMENT OF SUBCONTRACTORS**

The Contractor is obligated to take one of the two following actions within seven days after receipt of payment by the County for work performed by any subcontractor under this Contract:

- a. Pay the subcontractor for the proportionate share of the total payment received from the County attributable to the work performed by the subcontractor under this Contract; or
- b. Notify the County and the subcontractor, in writing, of the Contractor's intention to withhold all or a part of the subcontractor's payment, with the reason for nonpayment.

The Contractor is obligated to pay interest to the subcontractor on all amounts owed by the Contractor to the subcontractor that remain unpaid after seven days following receipt by the Contractor of payment

from the County for work performed by the subcontractor under this Contract, except for amounts withheld as allowed in subsection b., above. Unless otherwise provided under the terms of this Contract, interest will accrue at the rate of 1% per month.

The Contractor must include in each of its subcontracts, if any are permitted, a provision requiring each subcontractor to include or otherwise be subject to the same payment and interest requirements with respect to each lower-tier subcontractor.

The Contractor's obligation to pay an interest charge to a subcontractor pursuant to this section may not be construed to be an obligation of the County. A Contract modification may not be made for the purpose of providing reimbursement for such interest charge. A cost reimbursement claim may not include any amount for reimbursement for such interest charge.

**9. NO WAIVER OF RIGHTS**

The County's approval or acceptance of or payment for any goods or services under this Contract will not waive any rights or causes of action arising out of the Contract.

**10. NON-APPROPRIATION**

All payments by the County to the Contractor pursuant to this Contract are subject to the availability of an annual appropriation for this purpose by the County Board of Arlington County, Virginia ("Board"). In the event that the Board does not appropriate funds for the goods or services provided under this Contract, the County will terminate the Contract, without termination charge or other liability to the County, on the last day of the fiscal year or when the previous appropriation has been spent, whichever event occurs first.

**11. ESTIMATED QUANTITIES/NON-EXCLUSIVITY OF CONTRACTOR**

This Contract does not obligate the County to purchase a specific quantity of items or services during the Contract Term. Any quantities that are included in the Contract Documents are the present expectations of the County for the period of the Contract; and the County is under no obligation to buy that or any amount as a result of having provided this estimate or of having had any normal or otherwise measurable requirement in the past. The County may require more goods and/or services than the estimated annual quantities, and any such additional quantities will not give rise to any claim for compensation other than at the unit prices and/or rates in the Contract.

The County does not guarantee that the Contractor will be the exclusive provider of the goods or services covered by this Contract. The items or services covered by this Contract may be or become available under other County contract(s), and the County may determine that it is in its best interest to procure the items or services through those contract(s).

**12. COUNTY PURCHASE ORDER REQUIREMENT**

County purchases are authorized only if the County issues a Purchase Order in advance of the transaction, indicating that the ordering County agency has sufficient funds available to pay for the purchase. If the Contractor provides goods or services without a signed County Purchase Order, it does so at its own risk and expense. The County will not be liable for payment for any purchases made by its employees that are not authorized by the County Purchasing Agent.

**13. DELIVERY**

All goods are purchased F.O.B. destination in Arlington County as described in the specifications. Transportation, handling and all related charges are included in the unit prices or discounts that the Contractor submitted with its bid.

**14. WARRANTY**

The Contractor guarantees against and will correct at its expense factory defects that occur during the manufacturer's standard warranty period. The Contractor will provide all manufacturers' warranties at the time of delivery.

All work is guaranteed by the Contractor against defects resulting from the use of inferior or faulty materials or workmanship for one (1) year from the date of final acceptance of the work by the County. No date other than the date of final acceptance shall govern the effective date of the Guaranty, unless that date is agreed upon by the County and the Contractor in advance and in a signed writing.

**15. INSPECTION, ACCEPTANCE, TITLE, AND RISK OF LOSS**

The County will inspect all materials at the delivery location within ten days of delivery and may test the goods at its sees fit before accepting them.

The Contractor warrants that it has good title to and will require all subcontractors to warrant that they have good title to, all delivered goods.

The Contractor bears title and risk of loss or damage to all delivered goods until the County accepts them.

Neither the Contractor nor any subcontractor may retain any interest in the goods after the County accepts them.

**16. DAMAGE TO PROPERTY**

Any damage, as determined by the Project Officer, to the real or personal property, whether owned by the County or others, resulting from the Work performed under this Contract shall be timely repaired or replaced to the County's satisfaction at the Contractor's expense. The County will perform the repairs unless the County agrees that such repairs will be made by the Contractor. Any such Contractor repairs will be made within ten (10) days of the date of damage to the satisfaction of the County. All costs of the repair performed by the County shall be deducted from the Contractor's final payment.

**17. CLEANING UP**

The Contractor shall remove, as frequently as necessary, all refuse, rubbish, scrap materials and debris from any and all work sites to the extent that the trash is the result of the Contractor's operations, to the end that any and all work sites shall present a neat, orderly, and workmanlike appearance at all times. At completion of the Work, but before final acceptance, the Contractor shall remove all surplus material, falsework, temporary structures including foundations thereof, and debris of every nature resulting from the Contractor's operations or resulting from any activity on the site related to the Contractor's operations and put the site in a neat, orderly condition; if the Contractor fails to do so, the County shall have the right to remove the surplus material, falsework, temporary structures including foundations thereof, and debris, put the site in a neat, orderly condition, and charge the cost to the Contractor. The County shall be entitled to offset such cost against any sums owed by the County to the Contractor under this Contract.

**18. DISPOSAL OF PACKING MATERIALS, TRASH AND DEBRIS**

The Contractor must, at its expense and without using any County waste containers, immediately remove and legally dispose of off-site all packing materials, trash and debris (“Waste”). Otherwise, the County will contract a third party to dispose of the Waste and will deduct the expense from the final payment to the Contractor.

The County will deduct from the final payment the expense to repair any damage to County-owned or-controlled property that the Contractor or its agents cause, unless the County agrees that the Contractor can make the repairs, in which case the Contractor must make the repairs at its expense within ten days of the damage and to the satisfaction of the County.

**19. OSHA REQUIREMENTS**

The Contractor certifies that all material supplied or used under this Contract meets all federal and state Occupational Safety and Health Administration (“OSHA”) requirements. If the material does not meet the OSHA requirements, the Contractor will bear all costs necessary to bring the material into compliance.

**20. HAZARDOUS MATERIALS**

The Contractor must comply with all federal, state, and local laws governing the storage, transportation, and use of toxic and hazardous materials. The County is subject to the Hazard Communication Standard, 29 CFR § 1910.1200 (“Standard”). The Contractor will provide, no later than delivery or first use of the materials, Material Safety Data Sheets (“MSDS”) for all hazardous materials supplied to the County or used in the performance of the Work. The Contractor will also ensure that all shipping and internal containers bear labels that meets the requirements of the Standard. The County may refuse shipments of hazardous materials that are not appropriately labeled or for which the Contractor has not timely provided MSDS. The Contractor must pay any expenses that it or the County incurs as a result of the County’s refusal of goods under this section or rejection of MSDS.

**21. HAZARDOUS WASTE GENERATOR/HAZARDOUS WASTE DISPOSAL**

The County and the Contractor shall be listed as co-generators. The Contractor assumes all duties pertaining to the waste generator, including signing the Waste Shipment Record (“WSR”) and manifest. The Contractor shall supply the County Project Officer with the executed original Owner’s Copy of the WSR, as required by applicable regulatory agencies within thirty-five (35) days from the time the waste was accepted by the initial waste transporter, and prior to request for final payment. A separate WSR shall be submitted for each shipment to the disposal site.

Delayed Waste Shipment Records: The Contractor shall report in writing to the EPA Region III office within forty-five (45) days if an executed copy of the WSR is not received from the operator of the disposal site. The report to the EPA regional office shall include a copy of the original WSR and a cover letter signed by the Contractor stating the efforts taken to locate the hazardous waste shipment and the results of those efforts.

Temporary Hazardous Waste Storage Prohibited: The Contractor shall not temporarily store hazardous waste unless pre-approved by the County. If so approved, hazardous waste stored off-site in a temporary facility shall be monitored and records shall be kept on the number of containers, size, and weight. The Contractor shall inform the County when the hazardous waste is to be transported to the final disposal site. The County has the right to inspect the temporary site at any time. The Contractor shall submit copies of all relevant manifests, WSRs, and landfill receipts to the County Project Officer prior to the request for final payment. All paperwork shall be signed by the Contractor and disposal site operator as required.

**22. SAFETY**

The Contractor shall comply with, and ensure that the Contractor's employees and subcontractors comply with, all current applicable local, state and federal policies, regulations and standards relating to safety and health, including, by way of illustration and not limitation, the standards of the Virginia Occupational Safety and Health program of the Department of Labor and Industry for General Industry and for the Construction Industry, the Federal Environmental Protection Agency standards and the applicable standards of the Virginia Department of Environmental Quality.

The Contractor shall provide, or cause to be provided, all technical expertise, qualified personnel, equipment, tools and material to safely accomplish the work specified to be performed by the Contractor and subcontractor(s).

The Contractor shall identify to the County Project Officer at least one on-site person who is the Contractor's competent, qualified, and authorized person on the worksite and who is, by training or experience, familiar with and trained in policies, regulations and standards applicable to the work being performed. The competent, qualified and authorized person must be capable of identifying existing and predictable hazards in the surroundings or working conditions which are unsanitary, hazardous or dangerous to employees, shall be capable of ensuring that applicable safety regulations are complied with, and shall have the authority and responsibility to take prompt corrective measures, which may include removal of the Contractor's personnel from the work site.

The Contractor shall provide to the County, at the County's request, a copy of the Contractor's written safety policies and safety procedures applicable to the scope of work. Failure to provide this information within seven (7) days of the County's request may result in cancellation of the contract.

**23. COVID-19 VACCINATION POLICY FOR CONTRACTORS**

Due to the ongoing COVID-19 pandemic, the County has taken various steps to protect the welfare, health, safety, and comfort of the workforce and public at large. As part of these steps, the County has implemented various requirements with respect to health and safety including policies with respect to social distancing, the use of face-coverings and vaccine mandates. To protect the County's workforce and the public at large, all employees and subcontractors of the Contractor who are assigned to this Contract, should be fully vaccinated against COVID-19. Any contractor employee or subcontractor who is not fully vaccinated should follow a weekly testing protocol as established by the Contractor, unless exempt pursuant to a valid reasonable accommodation under state or federal law.

**24. FAILURE TO DELIVER**

If the Contractor fails to deliver goods or services in accordance with the Contract terms and conditions, the County, after notice to the Contractor, may procure the goods or services from other sources and hold the Contractor responsible for any resulting additional purchase and administrative costs. The County shall be entitled to offset such costs against any sums owed by the County to the Contractor. However, if public necessity requires the use of nonconforming materials or supplies, they may be accepted at a reduction in price to be determined solely by the County.

**25. UNSATISFACTORY WORK**

The Contractor must within 15 days of written notice from the County remove and replace, at its expense, any goods that the County rejects as unsatisfactory. Otherwise, the County may choose to remove or replace the rejected goods at the Contractor's expense. The County may offset the costs against any amounts that it owes the Contractor. The County may also decide not to remove or replace the

unsatisfactory goods and instead to adjust the Contract Amount to account for the unsatisfactory performance. This paragraph applies throughout the Contract Term and any warranty or guarantee period.

**26. PROJECT STAFF**

The County has the right to reasonably reject staff or subcontractors whom the Contractor assigns to the Project. The Contractor must then provide replacement staff or subcontractors satisfactory to the County in a timely manner and at no additional cost to the County. The day-to-day supervision and control of the Contractor's employees and its subcontractors is the sole responsibility of the Contractor.

**27. SUPERVISION BY CONTRACTOR**

The Contractor shall at all times enforce strict discipline and good order among the employees and subcontractors performing under this Contract and shall not employ on the Work any person not reasonably proficient in the work assigned.

**28. BACKGROUND CHECK**

All employees or subcontractors whom the Contractor assigns to work on this Contract must pass the County's standard background check. The background check will include fingerprinting by the County Sheriff's Office and a credit check.

**29. EMPLOYMENT DISCRIMINATION BY CONTRACTOR PROHIBITED**

During the performance of its work pursuant to this Contract:

- A. The Contractor will not discriminate against any employee or applicant for employment because of race, religion, color, sex, sexual orientation, gender identity, national origin, age, disability or on any other basis prohibited by state law. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause.
- B. Notices, advertisements and solicitations placed in accordance with federal law, rule or regulation will be deemed sufficient for meeting the requirements of this section.
- C. The Contractor will state in all solicitations or advertisements for employees that it places or causes to be placed that such Contractor is an Equal Opportunity Employer.
- D. The Contractor will comply with the provisions of the Americans with Disabilities Act of 1990 ("ADA"), which prohibits discrimination against individuals with disabilities in employment and mandates that disabled individuals be provided access to publicly and privately provided services and activities.
- E. The Contractor must include the provisions of the foregoing paragraphs in every subcontract or purchase order of more than \$10,000.00 relating to this Contract so that the provisions will be binding upon each subcontractor or vendor.



**30. EMPLOYMENT OF UNAUTHORIZED ALIENS PROHIBITED**

In accordance with §2.2-4311.1 of the Code of Virginia, as amended, the Contractor must not during the performance of this Contract knowingly employ an unauthorized alien, as that term is defined in the federal Immigration Reform and Control Act of 1986.

**31. DRUG-FREE WORKPLACE TO BE MAINTAINED BY CONTRACTOR**

During the performance of this Contract, the Contractor must: (i) provide a drug-free workplace for its employees; (ii) post in conspicuous places, available to employees and applicants for employment, a statement notifying employees that the unlawful manufacture, sale, distribution, dispensation, possession, or use of a controlled substance or marijuana is prohibited in the Contractor's workplace and specifying the actions that will be taken against employees for violating such prohibition; (iii) state in all solicitations or advertisements for employees placed by or on behalf of the Contractor that the Contractor maintains a drug-free workplace; and (iv) include the provisions of the foregoing clauses in every subcontract or purchase order of more than \$10,000.00 relating to this Contract so that the provisions will be binding upon each subcontractor or vendor.

For the purposes of this section, "workplace" means the site(s) for the performance of the work required by this Contract.

**32. \*SEXUAL HARASSMENT POLICY**

If the Contractor employs more than five employees, the Contractor shall (i) provide annual training on the Contractor's sexual harassment policy to all supervisors and employees providing services in the Commonwealth, except such supervisors or employees that are required to complete sexual harassment training provided by the Department of Human Resource Management, and (ii) post the Contractor's sexual harassment policy in (a) a conspicuous public place in each building located in the Commonwealth that the Contractor owns or leases for business purposes and (b) the Contractor's employee handbook.

**33. TERMINATION**

The County may terminate this Contract at any time as follows: (1) for cause, if, as determined by the County, the Contractor is in breach or default or has failed to perform the Work satisfactorily; or (2) for the convenience of the County.

Upon receipt of a notice of termination, the Contractor must not place any further orders or subcontracts for materials, services or facilities; must terminate all vendors and subcontracts, except as are necessary for the completion of any portion of the Work that the County did not terminate; and must immediately deliver all documents related to the terminated Work to the County.

Any purchases that the Contractor makes after the notice of termination will be the sole responsibility of the Contractor, unless the County has approved the purchases in writing as necessary for completion of any portion of the Work that the County did not terminate.

If any court of competent jurisdiction finds a termination for cause by the County to be improper, then the termination will be deemed a termination for convenience.

**A. TERMINATION FOR CAUSE, INCLUDING BREACH AND DEFAULT; CURE**

1. Termination for Unsatisfactory Performance. If the County determines that the Contractor has failed to perform satisfactorily, then the County will give the Contractor written notice of such failure(s) and the opportunity to cure them within 15 days or any other period specified by the County ("Cure Period"). If the Contractor fails to cure within the Cure Period, the County may terminate the Contract for failure to provide satisfactory performance by providing written notice with a termination date. The Contractor must submit any request for termination costs, with all supporting documentation, to the County Project Officer within 30 days after the expiration of the Cure Period. The County may accept or reject the request for termination costs, in whole or in part, and may notify the Contractor of its decision within a reasonable time.

In the event of termination by the County for failure to perform satisfactorily, the Contractor must continue to provide its services as previously scheduled through the termination date, and the County must continue to pay all fees and charges incurred through the termination date.

2. Termination for Breach or Default. If the County terminates the Contract for default or breach of any Contract provision or condition, then the termination will be immediate after notice of termination to the Contractor (unless the County provides for an opportunity to cure), and the Contractor will not be permitted to seek termination costs.

Upon any termination pursuant to this section, the Contractor will be liable to the County for costs that the County must expend to complete the Work, including costs resulting from any related delays and from unsatisfactory or non-compliant work performed by the Contractor or its subcontractors. The County will deduct such costs from any amount due to the Contractor; or if the County does not owe the Contractor, the Contractor must promptly pay the costs within 15 days of a demand by the County. This section does not limit the County's recovery of any other damages to which it is entitled by law.

Except as otherwise directed by the County, the Contractor must stop work on the date of receipt the notice of the termination.

#### **B. TERMINATION FOR THE CONVENIENCE OF THE COUNTY**

The County may terminate this Contract in whole or in part whenever the Purchasing Agent determines that termination is in the County's best interest. The County will give the Contractor at least 15 days' notice in writing. The notice must specify the extent to which the Contract is terminated and the effective termination date. The Contractor will be entitled to termination costs plus any other reasonable amounts that the parties might negotiate; but no amount will be allowed for anticipatory profits.

Except as otherwise directed by the County, the Contractor must stop work on the date of receipt of the notice of the termination.

#### **34. INDEMNIFICATION**

The Contractor covenants for itself, its employees and its subcontractors to save, defend, hold harmless and indemnify the County and all of its elected and appointed officials, officers, current and former employees, agents, departments, agencies, boards and commissions (collectively the "County Indemnitees") from and against any and all claims made by third parties for any and all losses, damages,

injuries, fines, penalties, costs (including court costs and attorneys' fees), charges, liability, demands or exposure resulting from, arising out of or in any way connected with the Contractor's acts or omissions, including the acts or omissions of its employees and/or subcontractors, in performance or nonperformance of the Contract. This duty to save, defend, hold harmless and indemnify will survive the termination of this Contract. If the Contractor fails or refuses to fulfill its obligations contained in this section, the Contractor must reimburse the County for any and all resulting payments and expenses, including reasonable attorneys' fees. The Contractor must pay such expenses upon demand by the County, and failure to do so may result in the County withholding such amounts from any payments to the Contractor under this Contract.

The Contractor agrees to defend, indemnify, and hold harmless County from any and all damages, costs, claims, expenses, suits, losses, liabilities, or obligations of any kind including without limitation, environmental assessments, evaluations, remediations, fines, penalties, and clean-up costs which may be asserted against or imposed upon, or incurred by County arising from Contractor's discharge or disposal of any hazardous or toxic materials, trash, debris, refuse, waste or other materials ("Materials") related in any way to contractor's operations herein.

**35. ENVIRONMENTAL SERVICES INDEMNIFICATION**

**A. ENVIRONMENTAL SERVICES INDEMNIFICATION INVOLVING COUNTY PROPERTY**

The Contractor acknowledges that the property which is the subject matter of or related to the performance of this Agreement is being handled on a "as is where is" basis and Contractor assumes all risks attendant thereto. Contractor further acknowledges that said property has been or will be inspected by Contractor to determine the existence of any substance or a hazardous nature and the Contractor will take all necessary steps to control any such substance, including cleanup, whether or not on property owned or controlled by Contractor or County in accordance with all applicable laws and regulations. Upon acceptance of the Agreement, Contractor agrees to protect, defend, indemnify and hold harmless the County and all of its elected and appointed officials, officers, current and former employees, agents, departments, agencies, boards and commissions (collectively the "County Indemnitees") from and against any and all claims for any and all losses, damages, injuries, fines, penalties, costs (including court costs and attorneys' fees), charges, liability, demands, or exposure resulting from, arising out of or in any way connected with the Contractor's acts or omissions, including the acts or omissions of its employees and/or subcontractors, in performance or nonperformance of the Contract. This duty to save, defend, hold harmless and indemnify will survive the termination of this Agreement.

1. In the event the Contractor is insured for liability with limits in excess of those specified in above, Contractor's said obligation shall extend up to but not exceed the limits of the insurance. Contractor's costs to undertake the duty or obligation to defend the County in connection with such liabilities shall not be limited by or be subject to the aforesaid limits for damages for injuries, deaths, and property damage. Should any provisions of this Agreement be determined by a court of competent jurisdiction to be illegal or in conflict with any applicable law, the validity of the remaining provisions shall not be impaired.

**B. ENVIRONMENTAL SERVICES INDEMNIFICATION INVOLVING DISCHARGE OR DISPOSAL OF COUNTY'S HAZARDOUS MATERIAL**

The Contractor agrees to defend indemnify and hold harmless the County and all of its elected and appointed officials, officers, current and former employees, agents, departments, agencies, boards and commissions (collectively the "County Indemnitees") from and against any and all claims for any and all losses, damages, injuries, fines, penalties, costs (including court costs and attorneys' fees), charges, liability, demands or exposure resulting from, arising out of or in any way connected with the Contractor's acts or omissions, including the acts or omissions of its employees and/or subcontractors, in performance or nonperformance of the Contract including without limitation environmental assessments, evaluations, remediations, fines, penalties, and cleanup costs which may be asserted against or imposed upon, or incurred by County arising from the Contractor's discharge or disposal of any hazardous or toxic materials, trash, debris, refuse, waste or other materials ("Materials") related in any way to Contractor's operations herein.

The Contractor agrees that it will dispose of all Materials in a strict compliance with local, County, state, and federal statutes, laws, ordinances, codes, rules, regulations, orders, or decrees, and shall provide evidence of such disposal satisfactory to County on a weekly basis to County's designated representative. This duty to save, defend, hold harmless and indemnify will survive the termination of this Agreement.

In the event that Contractor fails to comply with the paragraph above, and upon discovery of a failure or violation related to its disposal operations, the Contractor shall immediately report such failure or violation to all applicable governmental agencies having jurisdiction, and to the County, and Contractor shall, at its sole cost and expense, promptly commence and diligently pursue any required investigation, assessment, cleanup, remediation, restoration, and monitoring of any waters and lands affected by Contractor's failure to comply, and to restore the damaged water and/or land to the condition existing immediately prior to the occurrence, which caused the damage. The provisions of this paragraph shall survive the termination or expiration of this Agreement.

C. ENVIRONMENTAL SERVICES SAFETY LANGUAGE

The Contractor shall take reasonable precautions for the safety of, and shall provide all reasonable protection to prevent damage, injury, or loss to, its employees on the job, and others. The Contractor shall comply with all applicable provisions of federal, state and municipal safety laws, insurance requirements, standard industry practices, the requirements of the operations and this contract, the Contractor, directly through its subcontractors, shall effect and properly maintain at all times, as required by the conditions and progress of the work, necessary safeguards for safety and protection of the public, including securing areas, posting danger signs, placarding, labeling or posting other forms of warning against hazards.

**36. INTELLECTUAL PROPERTY INDEMNIFICATION**

The Contractor warrants and guarantees that in providing services under this Contract neither the Contractor nor any subcontractor is infringing on the intellectual property rights (including, but not limited to, copyright, patent, mask and trademark) of third parties.

If the Contractor or any of its employees or subcontractors uses any design, device, work or material that is covered by patent or copyright, it is understood that the Contract Amount includes all royalties, licensing fees, and any other costs arising from such use in connection with the Work under this Contract.

The Contractor covenants for itself, its employees and its subcontractors to save, defend, hold harmless, and indemnify the County Indemnitees, as defined above, from and against any and all claims, losses, damages, injuries, fines, penalties, costs (including court costs and attorneys' fees), charges, liability or exposure for infringement of or on account of any trademark, copyright, patented or unpatented invention, process or article manufactured or used in the performance of this Contract. This duty to save, defend, hold harmless and indemnify will survive the termination of this Contract. If the Contractor fails or refuses to fulfill its obligations contained in this section, the Contractor must reimburse the County for any and all resulting payments and expenses, including reasonable attorneys' fees. The Contractor must pay such expenses upon demand by the County, and failure to do so may result in the County withholding such amounts from any payments to the Contractor under this Contract.

**37. COPYRIGHT**

By this Contract, the Contractor irrevocably transfers, assigns, sets over and conveys to the County all rights, title and interest, including the sole exclusive and complete copyright interest, in any and all copyrightable works created pursuant to this Contract. The Contractor will execute any documents that the County requests to formalize such transfer or assignment.

The rights granted to the County by this section are irrevocable and may not be rescinded or modified, including in connection with or as a result of the termination of or a dispute concerning this Contract.

The Contractor may not use subcontractors or third parties to develop or provide input into any copyrightable materials produced pursuant to this Contract without the County's advance written approval and unless the Contractor includes this Copyright provision in any contract or agreement with such subcontractors or third parties related to this Contract.

**38. OWNERSHIP AND RETURN OF RECORDS**

This Contract does not confer on the Contractor any ownership rights or rights to use or disclose the County's data or inputs.

All drawings, specifications, blueprints, data, information, findings, memoranda, correspondence, documents or records of any type, whether written, oral or electronic, and all documents generated by the Contractor or its subcontractors as a result of this Contract (collectively "Records") are the exclusive property of the County and must be provided or returned to the County upon completion, termination, or cancellation of this Contract. The Contractor will not use or willingly cause or allow such materials to be used for any purpose other than performance of this Contract without the written consent of the County.

The Records are confidential, and the Contractor will neither release the Records nor share their contents. The Contractor will refer all inquiries regarding the status of any Record to the Project Officer or to his or her designee. At the County's request, the Contractor will deliver all Records, including hard copies of electronic records, to the Project Officer and will destroy all electronic Records.

The Contractor agrees to include the provisions of this section as part of any contract or agreement related to this Contract into which it enters with subcontractors or other third parties.

The provisions of this section will survive any termination or cancellation of this Contract.

**39. CONFIDENTIAL INFORMATION**

The Contractor and its employees, agents and subcontractors will hold as confidential all County information obtained under this Contract. Confidential information includes, but is not limited to, nonpublic personal information; personal health information (PHI); social security numbers; addresses; dates of birth; other contact information or medical information about a person; and information pertaining to products, operations, systems, customers, prospective customers, techniques, intentions, processes, plans and expertise. The Contractor must take reasonable measures to ensure that all of its employees, agents and subcontractors are informed of and abide by this requirement.

**40. ETHICS IN PUBLIC CONTRACTING**

This Contract incorporates by reference Article 9 of the Arlington County Purchasing Resolution, as well as all state and federal laws related to ethics, conflicts of interest or bribery, including the State and Local Government Conflict of Interests Act (Code of Virginia § 2.2-3100 et seq.), the Virginia Governmental Frauds Act (Code of Virginia § 18.2-498.1 et seq.) and Articles 2 and 3 of Chapter 10 of Title 18.2 of the Code of Virginia, as amended (§ 18.2-438 et seq.). The Contractor certifies that its bid was made without collusion or fraud; that it has not offered or received any kickbacks or inducements from any other offeror, supplier, manufacturer or subcontractor; and that it has not conferred on any public employee having official responsibility for this procurement any payment, loan, subscription, advance, deposit of money, services or anything of more than nominal value, present or promised, unless consideration of substantially equal or greater value was exchanged.

**41. COUNTY EMPLOYEES**

No Arlington County employee may share in any part of this Contract or receive any benefit from the Contract that is not available to the general public.

**42. FORCE MAJEURE**

Neither party will be held responsible for failure to perform the duties and responsibilities imposed by this Contract if such failure is due to a fire, riot, rebellion, natural disaster, war, act of terrorism or act of God that is beyond the control of the party and that makes performance impossible or illegal, unless otherwise specified in the Contract, provided that the affected party gives notice to the other party as soon as practicable after the force majeure event, including reasonable detail and the expected duration of the event's effect on the party.

**43. AUTHORITY TO TRANSACT BUSINESS**

The Contractor must, pursuant to Code of Virginia § 2.2-4311.2, be and remain authorized to transact business in the Commonwealth of Virginia during the entire term of this Contract. Otherwise, the Contract is voidable at the sole option of and with no expense to the County.

**44. RELATION TO COUNTY**

The Contractor is an independent contractor, and neither the Contractor nor its employees or subcontractors will be considered employees, servants or agents of the County. The County will not be responsible for any negligence or other wrongdoing by the Contractor or its employees, servants or agents. The County will not withhold payments to the Contractor for any federal or state unemployment taxes, federal or state income taxes or Social Security tax or for any other benefits. The County will not provide to the Contractor any insurance coverage or other benefits, including workers' compensation.

**45. ANTITRUST**

The Contractor conveys, sells, assigns and transfers to the County all rights, title and interest in and to all causes of action under state or federal antitrust laws that the Contractor may have relating to this Contract.

**46. REPORT STANDARDS**

The Contractor must submit all written reports required by this Contract for advance review in a format approved by the Project Officer. Reports must be accurate and grammatically correct and should not contain spelling errors. The Contractor will bear the cost of correcting grammatical or spelling errors and inaccurate report data and of other revisions that are required to bring the report(s) into compliance with this section.

Whenever possible, proposals must comply with the following guidelines:

- printed double-sided on at least 30% recycled-content and/or tree-free paper
- recyclable and/or easily removable covers or binders made from recycled materials (proposals with glued bindings that meet all other requirements are acceptable)
- avoid use of plastic covers or dividers
- avoid unnecessary attachments or documents or superfluous use of paper (e.g. separate title sheets or chapter dividers)

**47. AUDIT**

The Contractor must retain all books, records and other documents related to this Contract for at least five years, or such period of time required by the County's funding partner(s), if any, whichever is greater, after the final payment and must allow the County or its authorized agents to examine the documents during this period and during the Contract Term. The Contractor must provide any requested documents to the County for examination within 15 days of the request, at the Contractor's expense. Should the County's examination reveal any overcharging by the Contractor, the Contractor must, within 30 days of County's request, reimburse the County for the overcharges and for the reasonable costs of the County's examination, including, but not limited to, the services of external audit firm and attorney's fees; or the County may deduct the overcharges and examination costs from any amount that the County owes to the Contractor. If the Contractor wishes to destroy or dispose of any records related to this Contract (including confidential records to which the County does not have ready access) within five years after the final payment, or such period of time required by the County's funding partner(s), if any, whichever is greater, the Contractor must give the County at least 30 days' notice and must not dispose of the documents if the County objects.

The Purchasing Agent may require the Contractor to demonstrate that it has the necessary facilities, ability, and financial resources to comply with the Contract and furnish the service, material or goods specified herein in a satisfactory manner at any time during the term of this Contract.

**48. ASSIGNMENT**

The Contractor may not assign, transfer, convey or otherwise dispose of any award or any of its rights, obligations or interests under this Contract without the prior written consent of the County.

**49. AMENDMENTS**

This Contract may not be modified except by written amendment executed by persons duly authorized to bind the Contractor and the County.

**50. ARLINGTON COUNTY PURCHASING RESOLUTION AND COUNTY POLICIES**

Nothing in this Contract waives any provision of the Arlington County Purchasing Resolution, which is incorporated herein by reference, or any applicable County policy.

**51. DISPUTE RESOLUTION**

All disputes arising under this Agreement or concerning its interpretation, whether involving law or fact and including but not limited to claims for additional work, compensation or time, and all claims for alleged breach of contract must be submitted in writing to the Project Officer as soon as the basis for the claim arises. In accordance with the Arlington County Purchasing Resolution, claims denied by the Project Officer may be submitted to the County Manager in writing no later than 60 days after the final payment. The time limit for a final written decision by the County Manager is 30 days. Procedures concerning contractual claims, disputes, administrative appeals and protests are contained in the Arlington County Purchasing Resolution. The Contractor must continue to work as scheduled pending a decision of the Project Officer, County Manager, County Board or a court of law

**52. APPLICABLE LAW, FORUM, VENUE AND JURISDICTION**

This Contract is governed in all respects by the laws of the Commonwealth of Virginia; and the jurisdiction, forum and venue for any litigation concerning the Contract or the Work is in the Circuit Court for Arlington County, Virginia, and in no other court.

**53. ARBITRATION**

No claim arising under or related to this Contract may be subject to arbitration.

**54. NONEXCLUSIVITY OF REMEDIES**

All remedies available to the County under this Contract are cumulative, and no remedy will be exclusive of any other at law or in equity.

**55. NO WAIVER**

The failure to exercise a right provided for in this Contract will not be a subsequent waiver of the same right or of any other right.

**56. SEVERABILITY**

The sections, paragraphs, clauses, sentences, and phrases of this Contract are severable; and if any section, paragraph, clause, sentence or phrase of this Contract is declared invalid by a court of competent jurisdiction, the rest of the Contract will remain in effect.

**57. NO WAIVER OF SOVEREIGN IMMUNITY**

Notwithstanding any other provision of this Contract, nothing in this Contract or any action taken by the County pursuant to this Contract shall constitute or be construed as a waiver of either the sovereign or governmental immunity of the County. The parties intend for this provision to be read as broadly as possible.



**58. ATTORNEY'S FEES**

In the event that the County prevails in any legal action or proceeding brought by the County to enforce any provision of this Contract, the Contractor will pay the County's reasonable attorney's fees and expenses.

**59. SURVIVAL OF TERMS**

In addition to any statement that a specific term or paragraph survives the expiration or termination of this Contract, the following sections also survive: INDEMNIFICATION; INTELLECTUAL PROPERTY INDEMNIFICATION; RELATION TO COUNTY; OWNERSHIP AND RETURN OF RECORDS; AUDIT; COPYRIGHT; WARRANTY; DISPUTE RESOLUTION; APPLICABLE LAW AND JURISDICTION; ATTORNEY'S FEES, AND CONFIDENTIAL INFORMATION.

**60. HEADINGS**

The section headings in this Contract are inserted only for convenience and do not affect the substance of the Contract or limit the sections' scope.

**61. AMBIGUITIES**

The parties and their counsel have participated fully in the drafting of this Agreement; and any rule that ambiguities are to be resolved against the drafting party does not apply. The language in this Agreement is to be interpreted as to its plain meaning and not strictly for or against any party.

**62. NOTICES**

Unless otherwise provided in writing, all legal notices and other communications required by this Contract are deemed to have been given when either (a) delivered in person; (b) delivered by an agent, such as a delivery service; or (c) deposited in the United States mail, postage prepaid, certified or registered and addressed as follows:

**TO THE CONTRACTOR:**

Raymond Hubbard  
RWH Associates, LLC  
9244 East Hampton Drive, Ste. 507  
Capitol Heights, MD 20743  
Phone: (240) 766-2025  
Email: [rhubbard@rwhassociatesllc.com](mailto:rhubbard@rwhassociatesllc.com)

**TO THE COUNTY:**

Tsehay Lightfoot, Senior Management Analyst  
Arlington County, Virginia  
1400 N. Uhle Street, Suite 602  
Arlington, VA 22201  
Office: 703-228-7593 Cell: 703-229-3861  
[tlightfoot@arlingtonva.us](mailto:tlightfoot@arlingtonva.us)

**AND**

Dr. Sharon T. Lewis, LL.M, MPS, VCO, CPPB  
Purchasing Agent  
Arlington County, Virginia  
2100 Clarendon Boulevard, Suite 500  
Arlington, Virginia 22201  
Phone: (703) 228-3294  
Email: [slewis1@arlingtonva.us](mailto:slewis1@arlingtonva.us)

**TO COUNTY MANAGER'S OFFICE (FOR PROJECT CLAIMS):**

Mark Schwartz, County Manager  
Arlington County, Virginia  
2100 Clarendon Boulevard, Suite 318  
Arlington, Virginia 22201

**63. ARLINGTON COUNTY BUSINESS LICENSES**

The Contractor must comply with the provisions of Chapter 11 ("Licenses") of the Arlington County Code, if applicable. For information on the provisions of that Chapter and its applicability to this Contract, the Contractor must contact the Arlington County Business License Division, Office of the Commissioner of the Revenue, 2100 Clarendon Blvd., Suite 200, Arlington, Virginia, 22201, telephone number (703) 228-3060, or e-mail [business@arlingtonva.us](mailto:business@arlingtonva.us).

**64. NON-DISCRIMINATION NOTICE**

Arlington County does not discriminate against faith-based organizations.

**65. LIMITED ENGLISH PROFICIENCY**

The Contractor must comply with Executive Order 13166, Title VI of the Civil Rights Act of 1964 and make reasonable efforts to ensure that as part of the services that it provides, adequate communication services, including interpretation and translation, are available to persons who have limited English proficiency. If such services are not included in the Contract's scope of services and pricing, the Contractor will use a County-contracted service provider, and the County will pay the fees.

**66. SERVICE CONTRACT WAGE REQUIREMENTS**

a. LIVING WAGE

The County has determined that the provisions of Section 4-103 of the Arlington County Purchasing Resolution (regarding "Service Contract Wage" or "Living Wage") apply to this Contract. All employees of the Contractor and any subcontractors working on County-owned, County controlled property, facilities owned, or leased, and operated by a Contractor if services provided at that location are exclusive to Arlington County, or contracts for home-based client services must be paid no less than the hourly Living Wage rate that is published on the County's web site.

The Contractor shall submit a quarterly compliance report and certified copies of quarterly payroll reports for each employee, including subcontractor employees, through the [eComply website](#). If the Contractor or any subcontractor does not have an eComply profile, a one-time registration process immediately following the Notice of Award or Notice of Intent to Award and training on system functionality are required for each non-registered entity.

b. COMPLAINTS BY AGGRIEVED EMPLOYEES

If the Contractor fails to pay the Living Wage rate, an aggrieved employee or subcontractor may file a complaint with the County Purchasing Agent within six months of the underpayment. If the Purchasing Agent determines that the Contractor has failed to comply with the Living Wage rate provisions of the Purchasing Resolution, the Contractor will be liable to the employee for the unpaid wages, plus interest at the judgment rate from the date originally due, and less any deductions required or permitted by Virginia law. The Contractor must not discharge, reduce the compensation of or otherwise retaliate against any employee who files a complaint with the County Purchasing Agent or takes any other action to enforce the requirements of this section.

c. ADDITIONAL COMPLIANCE REQUIREMENTS

At all times during the term of the Contract, the Contractor must:

1. Post the current Living Wage rate, in English and Spanish, in a prominent place at its offices and at each location where its employees perform services under this Contract Go (see sample notice in Exhibit C);
2. Within five days of an employee's request, provide a written statement of the applicable Living Wage rate, using the same form provided in Exhibit C;
3. Include the provisions of this section in all subcontracts for work performed under the Contract; and
4. Submit to the Purchasing Agent, within five working days of the end of each quarter, certified copies of quarterly payroll reports for each employee, including subcontractor employees, working under the Contract during the quarter and a completed Arlington County Contractor Living Wage Quarterly Compliance Report (Exhibit D).

d. CONTRACTOR RECORD KEEPING

The Contractor must preserve for five years after the expiration or termination of this Contract records of wages and benefits provided to each employee who worked under the Contract and must allow the County or its authorized agents to examine the documents during this period and during the Contract Term. The Contractor must provide any requested documents to the County for examination within 15 days of the request at the Contractor's expense.

e. VIOLATIONS

Violation of this section, as determined by the Purchasing Agent, will be a ground for termination of this Contract and suspension or debarment of the Contractor from consideration for future County contracts.

f. QUESTIONS

For questions regarding Living Wage, please email [livingwage@arlingtonva.us](mailto:livingwage@arlingtonva.us).

**67. INSURANCE REQUIREMENTS**

Before beginning work under the Contract or any extension, the Contractor must provide to the County Purchasing Agent a Certificate of Insurance indicating that the Contractor has in force at a minimum the coverage below. The Contractor must maintain this coverage until the completion of the Contract or as otherwise stated in the Contract Documents. All required insurance coverage must be acquired from

insurers that are authorized to do business in the Commonwealth of Virginia, with a rating of “A-“ or better and a financial size of “Class VII” or better in the latest edition of the A.M. Best Co. Guides.

- a. Workers Compensation - Virginia statutory workers compensation (W/C) coverage, including Virginia benefits and employer’s liability with limits of \$500,000/500,000/500,000. The County will not accept W/C coverage issued by the Injured Worker's Insurance Fund, Towson, MD.
- b. Commercial General Liability - \$1,000,000 per occurrence, with \$1,000,000 annual aggregate covering all premises and operations and including personal injury, completed operations, contractual liability, independent contractors, and products liability. The general aggregate limit must apply to this Contract. Evidence of contractual liability coverage must be typed on the certificate.
- c. Business Automobile Liability - \$1,000,000 combined single-limit (owned, non-owned and hired).
- d. Errors and Omission/Professional Liability: \$1,000,000 per occurrence.  
  
Bodily Injury and Property: \$2,000,000 each occurrence  
Damage Liability: \$4,000,000 annual aggregate  
Business Automobile Liability: \$2,000,000 per occurrence with MCS-90 and CA 9948 (or equivalent) endorsements specifically referenced in the certificate of insurance.
- e. Environmental Impairment Liability: including coverage of on-site clean up.....Bodily Injury and Property Damage - \$3 Million per occurrence or \$6 Million Aggregate
- f. Additional Insured – The County and its officers, elected and appointed officials, employees and agents must be listed as additional insureds on all policies except workers compensation and automotive and professional liability; and the additional insured endorsement must be typed on the certificate.
- g. Cancellation - If there is a material change or reduction in or cancellation of any of the above coverages during the Contract Term, the Contractor must notify the Purchasing Agent immediately and must, with no lapse in coverage, obtain replacement coverage that is consistent with the terms of this Contract. Not having the required insurance throughout the Contract Term is grounds for termination of the Contract.
- h. Claims-Made Coverage - Any “claims made” policy must remain in force, or the Contractor must obtain an extended reporting endorsement, until the applicable statute of limitations for any claims has expired.
- i. Contract Identification - All insurance certificates must state this Contract's number and title.

The Contractor must disclose to the County the amount of any deductible or self-insurance component of any of the required policies. With the County’s approval, the Contractor may satisfy its obligations under this section by self-insurance for all or any part of the insurance required, provided that the Contractor can demonstrate sufficient financial capacity. In order to do so, the Contractor must provide the County with its most recent actuarial report and a copy of its self-insurance resolution.

The County may request additional information to determine if the Contractor has the financial capacity to meet its obligations under a deductible and may require a lower deductible; that funds equal to the deductible be placed in escrow; a certificate of self-insurance; collateral; or another mechanism to guarantee the amount of the deductible and ensure protection for the County.

The County's acceptance or approval of any insurance will not relieve the Contractor from any liability or obligation imposed by the Contract Documents.

The Contractor is responsible for the Work and for all materials, tools, equipment, appliances and property used in connection with the Work. The Contractor assumes all risks for direct and indirect damage or injury to the property used or persons employed in connection with the Work and for of all damage or injury to any person or property, wherever located, resulting from any action, omission, commission or operation under the Contract or in connection in any way whatsoever with the Work. The Contractor's insurance shall be the primary non-contributory insurance for any work performed under this Contract.

The Contractor is as fully responsible to the County for the acts and omissions of its subcontractors and of persons employed by them as it is for acts and omissions of persons whom the Contractor employs directly.

**68. MATERIAL CHANGES**

The Contractor shall notify Purchasing Agent within seven days of any material changes in its operation that relate to any matter attested regarding certifications on its bid form.

**69. CONTRACTOR PERFORMANCE EVALUATION**

Arlington County will perform written evaluations of the Contractor's performance at various intervals throughout the term of this Contract. The evaluations will address, at a minimum, the Contractor's work/performance, quality, cost controls, schedule, timeliness and sub-contractor management. The Project Officer shall be responsible for completing the evaluations and providing a copy to the Contractor and County Procurement Officer.

**70. COUNTERPARTS**

This Agreement may be executed in one or more counterparts and all of such counterparts shall together constitute one and the same instrument. Original signatures transmitted and received via facsimile or other electronic transmission (e.g., PDF or similar format) are true and valid signatures for all purposes hereunder and shall be effective as delivery of a manually executed original counterpart.

WITNESS these signatures:

THE COUNTY BOARD OF ARLINGTON  
COUNTY, VIRGINIA

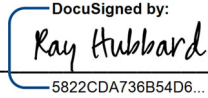
AUTHORIZED SIGNATURE:  \_\_\_\_\_  
FFC812B9E25C403...

NAME: Rebecca Kirby

TITLE: Procurement Officer

DATE: 2/24/2023

CONTRACTOR  
RWH Associates LLC

AUTHORIZED SIGNATURE:  \_\_\_\_\_  
5822CDA736B54D6...

NAME: Raymond Hubbard

TITLE: President

DATE: 2/10/2023

## EXHIBIT A

### SCOPE OF SERVICES

#### **1. PURPOSE**

The objective of this solicitation is to establish a Contract with a qualified firm to provide lighting retrofit, electrical tasks, and group lamp replacements for Arlington County ("County"). It is estimated that this Contract will produce ten to fifteen (10-15) work assignments per year.

#### **2. WORK REQUIREMENTS**

The Contractor shall provide all supervision, labor, tools, equipment, transportation, and electrical permits required to satisfactorily complete various types of lighting retrofit projects assigned by the County.

Work assignments will range in size from small to large as needed. The minimum work assignment will be a one-half day assignment (four hours) for one person. The County reserves the right to combine work orders requiring the same trade(s) and general location to achieve the minimum work assignment.

Work assignments may include, by way of illustration and not limitation, projects such as:

- Removal and proper disposal of existing incandescent or compact fluorescent exit light fixtures, furnishing and installing LED exit light fixtures as replacements throughout a building (or several buildings).
- Replacement of conventional wall switches with occupancy sensors in all meeting rooms throughout a building, as part of a whole-building lighting retrofit.
- Relocation of existing ceiling fixtures to optimize illumination of a space, consistent with retrofitting those fixtures for improved energy efficiency.
- Removal and proper disposal of entire ceiling light fixtures (which may contain fluorescent ballasts containing PCBs) in older buildings, furnishing and installing energy-efficient replacement fixtures, ballasts, and lamps.
- Removal and proper disposal of dozens of magnetic ballasts powering High Intensity Discharge metal halide fixtures indoors, furnishing and installing electronic ballasts as replacements.
- Group relamping of all fluorescent tubes in a building by floor or throughout the building, or group relamping of existing Tubular, size 8 (T8) fluorescent fixtures with linear LED tubes suitable for use with electronic ballasts.
- Removal and proper disposal of magnetic ballasts and T12 lamps from existing fixtures and installation of electronic ballasts and T8 lamps in the same fixtures throughout an office, floor, or entire building.
- Removal and proper disposal of existing incandescent fixtures from non-industrial hi-bay ceilings, furnishing, and installing energy efficient replacement fixtures, ballasts, and lamps (such as high output fluorescent or compact fluorescent luminaries).

In addition to the above, the Contractor may be requested to provide lighting installation or retrofits as part of a broader building renovation or repair project.

All work shall be performed in accordance with plans, specifications, any applicable codes and regulations, and directions provided by the County Project Officer. Quality of work shall conform to the generally accepted standards of the building industry. All work is subject to inspection by the County Project Officer prior to acceptance and payment.

The Contractor will often be required to perform the work in occupied buildings and spaces. The Contractor shall conduct their work in such a way as to minimize disruption, inconvenience, or safety of building occupants.

### **3. CONTRACT RATES; LABOR & EQUIPMENT**

The Contractor understands and agrees that payment to the Contractor for work under this Contract be based on the following criteria:

- Contract Labor rates shall include all tools and incidental materials normally used by the respective trades, transportation costs to and from the work site, mobilization, and parking. The labor rates shall only apply to actual time at the work site. The rates shall include overhead, general supervision, mobilization, administration, and all other costs associated with the work.
- Standard tools of the trade and trade consumables shall be available to Contractor's personnel from their service vehicle.
- Rental of specialty equipment or tools, or vehicles not included in the Bid Form shall be subject to prior approval by the County. The County will reimburse the Contractor only for the actual cost of such approved equipment. The County, in its own discretion, may elect to have others perform such work.

The cost of materials provided to the County will be reimbursed to the Contractor in the following manner:

1. The County will reimburse the Contractor, on completion and acceptance of each assignment, only for those materials used in the performance of such assignment. Contractor's request for payment shall be supported by invoices issued by the supplier(s) of the Contractor, detailing the materials used on the assignment. No surcharge shall be added to the supplier(s) invoices or included in the Contractor's invoice(s) submitted to the County. All incidental costs of the Contractor, including profit, which may apply to the assignment shall be included in the Contract hourly labor rates unless otherwise provided for in the Contract.
2. Originals or certified copies of all supplier invoices and/or price lists used in calculating the assignment cost shall be provided to the County within forty-eight (48) hours if the County desires to verify the Contractor's invoice.
3. The County may, at its sole option and discretion, provide materials to the Contractor for installation by the Contractor at the contract unit prices for labor.



#### **4. CONTRACTOR'S PERSONNEL**

The following personnel shall be assigned:

- **Project Manager:** The Contractor shall provide project management on an as-needed basis. The Project Manager shall be responsible for project coordination of installation, repair, and replacement projects. The coordination tasks shall include, but not be limited to: scheduling, ordering and delivery of equipment and materials, project oversight, coordination, and close-out (i.e. checklist, start-up, warranty, etc.). A Project Manager may only be charged for project work over \$25,000.
- **Lighting Design Specialist:** The Contractor shall provide on an as-needed basis a Lighting Design Specialist who has the experience and technical expertise to design lighting concepts that will support project goals. Lighting Design Specialist must be able to use Computer Aided Drafting (CAD) or similar type design program and have at least three (3) years of lighting design experience for interior and exterior space programs.
- **Electricians:** The Contractor shall provide on an as-needed basis Electricians who currently hold an active Journeyman or Master Electrician tradesman certification through the Virginia Board for Contractors. Evidence of stated certification shall be made available to the County upon request at any time. Each Electrician must have at least five (5) years of experience in the electrical field.

The Contractor shall employ at all times during the Contract term at least three (3) Journeyman Electricians and one (1) Master Electrician that are readily available to perform work under this Contract.

- **Electrician Helper:** The Contractor shall provide an Electrician Helper to assist the Electrician on an as-needed basis. The Electrician Helper shall be capable of providing assistance to the Journeyman or Master Electrician; have a minimum of one (1) year's exposure to the electrical craft; be able to work with basic tools of the trade and be able to independently perform basic electrical tasks.
- **Laborer:** The Contractor shall provide an experienced Laborer on an as-needed basis. The Laborer shall be capable of providing minor construction type work to support the completion of the overall project. The laborer shall have a minimum of three (3) years' experience of work and be able to work independently.

The Contractor shall not substitute the names individuals for the duration of the contract unless the substitute individuals have equivalent qualifications and are approved in writing by the County.

#### **5. WORK HOURS**

Work time shall commence when the personnel arrive at the work site and report to the Project Officer in charge of the assignment. Work shall be continuous until completion. Work under this contract shall be performed during normal business hours, between 7:00 a.m. and 4:00 p.m., Monday through Friday, except for County holidays ([Arlington County Holiday Schedule](#)). Work performed outside these normal business hours must be approved in advance and in writing by the County

Project Officer (also known as “Project Officer”). If the Project Officer does approve work outside the normal business hours, as described above, the pay rate will remain the same.

The Contractor’s employees shall validate their time and materials work through Work Tickets signed off by the County Project Officer or designee. The signed Work Tickets shall be considered evidence of the site visit only and shall not be construed as the County’s acceptance of any work performed during the visit or the amount of labor hours charged to the job. The County will reimburse the Contractor for time spent on the work site only. Mobilization, travel time between jobs, time spent obtaining additional supplies or equipment (other than the minimal time necessary to obtain supplies from an on-site truck) and preparing estimates shall be at the Contractor's expense. No “portal to portal” charges or fuel surcharges are permitted under this contract. These are considered administrative expenses and shall be included in the hourly Contract Labor Rates bid.

**6. CHECK-IN AT SITE AND SIGN OFF**

The Contractor’s employees shall check in and out with the County’s Facilities Management Bureau Hotline (703-228-4422) to allow for proper notification to County staff at the various sites.

**7. WORK TICKETS**

All work tickets must be approved and signed by the County Project Officer in charge of the assignment. The Contractor shall document the work through daily work tickets in the Contractor's format. Work tickets shall, at a minimum, contain the following information:

- Issued Work Order number, provided by the County Project Officer or designee (for time and material work less than \$5,000);
- Project location including building name and address;
- Date of work performed;
- Number and types of craftsmen (separately identify number and type of subcontractor craftsmen) and hours worked for each;
- Materials used;
- Rental equipment (if any); and
- Subcontractor(s) Name, Associated Labor Hours, and Proposed Materials.

Written approval of overtime by the Project Officer shall be included on the current day's work ticket prior to the start of overtime work. Failure to obtain written approval in advance will result in payment of straight-time rate only.

**8. WORK ORDERS (Work less than \$5,000)**

For time and material work less than \$5,000, the County will issue Work Orders (WO) to the Contractor. All time and material work shall require associated Work Tickets indicating the issued Work Order number.

**9. PROJECT WORK (Work greater than \$5,000 up to \$250,000)**

- A. The Contractor shall provide to the County Project Officer a written proposal for assignments over \$5,000 and change orders for assignments over \$5,000, within five (5) days of request. The Contractor's proposal shall be strictly based on the Contract Labor Rates listed in the Bid Form and on the actual cost for materials used to complete the work. The proposal shall indicate the cost for the work, all necessary materials and the associated labor each as a separate line item. The proposal shall include:
1. Type and number of electricians, helpers, and laborers;
  2. Itemized hourly contract labor rates for electricians, helpers, and laborers;
  3. Identification of each subcontractor to be used in the work with the following:
    - a. Name of subcontractor;
    - b. The percentage or dollar amount of the total work to be performed by the subcontractor; and
    - c. Dollar amount to be paid to the subcontractor.
  4. Itemized list and quantity of any materials to be reimbursed;
  5. Project schedule expressed in number of days after receipt of the work request. Include time for acquisition and delivery of materials and subcontractor assistance.

Upon acceptance of the proposal by the County Project Officer or designee, the County will issue a separate Purchase Order (PO) for the work. The Contractor shall not begin the work or order materials without receipt of the approved PO and an official written notice to proceed authorized by the County Project Officer or designee.

Payment for all work over \$5,000, shall be on a time and material basis. If the Contractor determines during the work progress that the actual cost of the work will exceed the initial estimate by more than 10%, the Contractor shall notify the County Project Officer within twenty-four (24) hours and obtain approval to complete the work assignment. If the Contractor continually underestimates assignments by 10% or more during the Contract Term, the Contract shall be subject to termination. The term "continually," for the purpose of this specification shall mean more than three (3) incidents of underestimating in excess of 10% during any ninety (90) day period.

**10. INVOICES**

- A. The Contractor shall submit an invoice after the completion of the Work; no partial payments will be allowed. Change orders associated with assignments shall be approved by the County Project Officer in advance of work commencement. Submitted invoices shall be based on time and material rates and itemized showing all materials used and total hours required to complete the work.
- B. Invoices shall be submitted to the County Project Officer within thirty (30) days of the completion of the assignment. The invoice shall contain the following:
1. Building where work was performed;
  2. County Project Officer's name who's listed on the PO;
  3. Date and time the work was done;

4. Brief description of the service;
5. Total cost;
6. Receipts for materials;
7. WOs and Work Tickets signed by the Project Officer; and
8. List both the PO and WO numbers in the upper right-hand corner.

**11. RESPONSE TIME**

The Contractor shall commence work within five (5) working days after receipt of work order and valid County PO, unless approved otherwise by the Project Officer.

The County Project Officer, in their sole discretion, may direct a later starting time.

**12. CONTROL OF WORK, EMPLOYEES AND SUBCONTRACTORS**

The Contractor shall perform the work in accordance with all applicable industry standards and workmanship practices. The Contractor shall supervise and direct the work, using the Contractor's best skill and attention. All Contractor employees shall be uniformed or otherwise neatly attired with appropriate employment identification displayed, Contractor employees are prohibited from wearing Arlington County uniforms or logos. The Contractor shall be solely responsible for and have control over construction means, methods, techniques, sequences, and procedures and for coordinating all portions of the work under the Contract, unless Contract Documents give other specific instructions concerning these matters.

Labor and materials which are necessary in the performance of the work, but which are not specifically referred to in the specifications or shown in the drawings, shall be furnished by the Contractor at its own cost and expense. Such work and materials shall correspond with the general character of the work as determined by the County, whose decision as to the necessity for and character of such work and materials shall be final and conclusive.

The Contractor shall enforce strict discipline and good order among the Contractor's employees and subcontractors. The Contractor shall not permit employment of unfit persons or persons not skilled in tasks assigned to them.

The Contractor shall be responsible for all costs of repair work caused by improper operation, negligence, misuse, or accidents caused by the Contractor's employees, including subcontractors. If any equipment warranty is invalidated due to Contractor's negligence in providing certified service technicians as required, the Contractor shall be responsible for any ensuing costs.

**13. COORDINATION WITH CONTRACTORS AND COUNTY PERSONNEL**

The Contractor shall not unduly interfere with the performance of work by other contractors or County personnel and shall coordinate its' efforts to minimize interruption to other projects adjacent to the work.

The County may require the Contractor to coordinate the work of other trade services (i.e., plumbing, electrical, painting, mechanical, etc.). These trade services may be performed by other County contractors or County maintenance staff. The County may request the Contractor to provide a Project

Manager coordinate and integrate the services of all trades involved in the project at the labor rates specified on the Bid Form. When another County contractor is utilized on a project, the Contractor will not be required to select or procure these trade services; payment for these trade services will be made directly by the County to the other contractor.

The Contractor shall permit other contractors' reasonable opportunity to store their materials and perform their work. The Contractor shall immediately notify the County if work done by a separate contractor is defective or so performed as to prevent the Contractor from performing the work.

**14. SUBCONTRACTORS**

The Contractor shall identify in its assignment proposal all subcontractors to be utilized in the work. The Contractor shall not engage the services of any subcontractor to whom the County has made an objection to.

**15. TIMELY COMPLETION OF WORK**

The Contractor shall proceed diligently to complete the work during regular working hours without interruption, except for scheduled lunch breaks. Scheduling of priority work, including interruption of a current assignment, requires the advance approval of the Project Officer. Priority work identified by the County Project Officer or designee shall take precedent over current work.

**16. METHOD OF MEASURING PERFORMANCE**

The performance of the Contractor will be measured during the Contract Term using the following criteria:

- Response time on assignment projects (refer to section XI. Response Time);
- Timely completion of projects;
- Frequency of under-estimating in excess of 10% of original price quoted;
- Ability to provide work within industry quality standards;
- Ability to perform services with or without the aid of blueprints; and
- Ability to effectively manage employees working on assignment(s) to ensure their productive use of time.

**17. COUNTY'S RIGHT TO STOP WORK**

The County reserves the unilateral right to cancel any assignment if the Contractor, in the opinion of the County Project Officer, does not progress at a satisfactory pace, or fails to perform in a professional manner commensurate with accepted trade and safety standards. If an assignment is canceled, the County will reimburse the Contractor for all work performed and all reasonable quantities of materials delivered to the site prior to the time of cancellation. The County may then contract for completion of work with another vendor.

**EXHIBIT B****LIGHTING RETROFIT SERVICES PRICE SHEET****SECTION I. PERSONNEL HOURLY LABOR RATES**

HOURLY RATES INCLUDE THE PROVISION OF ALL THINGS NECESSARY FOR PERFORMING REPAIRS, INSPECTION, AND MAINTENANCE (NOT COVERED UNDER THE PREVENTIVE MAINTENANCE SERVICES) INCLUDING BUT NOT LIMITED TO, LABOR, TOOLS, AND TRANSPORTATION TO, FROM AND BETWEEN JOBS, PARKING, TOOLS-OF-THE-TRADE, AND MEANS FOR ACCESS, AND CONSUMABLE SUPPLIES. OVERTIME (OVER 8 HOURS OF CONSECUTIVE WORK) RATES SHALL BE TIME AND HALF OF REGULAR HOURLY RATES.

POSITION	ESTIMATED HOURS	REGULAR HOURLY RATE	TOTAL (ESTIMATED HOURS MULTIPLIED BY REGULAR HOURLY RATE)
PROJECT MANAGER	25	\$85	\$2,125
LIGHTING DESIGN SPECIALIST	10	\$100	\$1,000
ELECTRICIAN	1250	\$92.88	\$116,100
LABORER	50	\$46.44	\$2,322
HELPER	1000	\$55.73	\$5,573
<b>SECTION I. TOTAL PERSONNEL HOURLY LABOR</b>			<b>\$127,120</b>

**SECTION II. SAMPLE PRICE ASSIGNMENT PROJECT TASKS**

**BIDDERS MUST PROVIDE PRICES FOR ALL FOUR (A-D) SAMPLE ASSIGNMENTS BELOW. DETAILED DESCRIPTIONS OF SAMPLE ASSIGNMENTS ARE SPECIFIED BELOW. LABOR RATES SPECIFIED MUST MATCH LABOR RATES PROVIDED IN SECTION I. OF THIS BID FORM.**

**ASSIGNMENT A:** Retrofit standard 2' x 4' ceiling-mounted recessed parabolic fluorescent troffers each containing an electronic ballast and three (3) T8 fluorescent lamps with: three 20-watt LED linear tubes by-passing the existing ballast.

Price for this work shall be based on eight-foot ceilings and working amid common office furniture during occupied hours. The sample price for Assignment A shall show a per-fixture unit price and a total lump sum price, for two hundred (200) fixtures in the building.

<b>ASSIGNMENT A</b>				
	Quantity	Unit	Price per Unit	Total
Fixture Price: (3) LED Linear Bypass Lamps	200	Each	\$100	\$2,000
Employee 1 Title: <b>Electrician</b>	200	Hour	\$185.76	\$37,152
Employee 2 Title: <b>Helper</b>	200	Hour	\$111.46	\$22,292
Employee 3 Title:		Hour		
Employee 4 Title:		Hour		
Employee 5 Title:		Hour		
<b>TOTAL</b>				<b>\$79,444</b>

**ASSIGNMENT B:** Replace fifty (50) three-lamp 2' x 4' ceiling mounted recessed lensed fluorescent fixtures (F32T8) with 2' x 4' LED fixtures to provide equivalent light output and quality with less than 45 watts of power. Identify the selected fixture. Fixture shall be 0–10-volt Direct Current (DC) dimmable.

Price for this work shall be based on 8-foot ceilings and working amid office furniture or library stacks during occupied hours. The sample price for Assignment B shall show a per-fixture unit price and a total lump sum price, for fifty (50) fixtures in the building.

ASSIGNMENT B				
	Quantity	Unit	Price per Unit	Total
Fixture Price: (1) 2X4 LED Fixture	50	Each	\$100	\$5,000
Employee 1 Title: <b>Electrician</b>	50	Hour	\$185.76	\$9,288
Employee 2 Title: <b>Helper</b>	50	Hour	\$111.46	\$5,573
Employee 3 Title:		Hour		
Employee 4 Title:		Hour		
Employee 5 Title:		Hour		
<b>TOTAL</b>			<b>N/A</b>	<b>\$19,861</b>

**ASSIGNMENT C:** Retrofit 1' x 4' recessed ceiling fluorescent fixtures, replacing one (1) magnetic ballast and two (2) T12 fluorescent lamps with one (1) electronic ballast and two (2) T8 fluorescent lamps per the specifications in this document. Clean lens and replace tombstones as needed.

Price for this work shall be based on 12-foot ceilings and working amid office furniture or library stacks during occupied hours. The sample price for Assignment C shall show a per-fixture unit price and a total lump sum price, for seventy-five (75) fixtures in the building.

ASSIGNMENT C				
	Quantity	Unit	Price per Unit	Total
Fixture Price: (2) 32-watt Fluorescent T8 lamps	75	Each	\$20	\$1,500
Fixture Price: (1) electronic ballast	75	Each	\$75	\$5,625
Employee 1 Title: <b>Electrician</b>	75	Hour	\$232.20	\$17,415
Employee 2 Title: <b>Helper</b>	75	Hour	\$167.19	\$12,539.25
Employee 3 Title:		Hour		
Employee 4 Title:		Hour		
Employee 5 Title:		Hour		
<b>TOTAL</b>			<b>N/A</b>	<b>\$37,079.25</b>

**ASSIGNMENT D:** Replace 8’ industrial ceiling-mounted strip fixtures consisting of magnetic electronic ballasts and two (2) 8’ (96 watt) T12 fluorescent fixtures with two 4’ T8 lamp and electronic ballast fixtures to maintain light output within 10% of prior fixture.

Price for this work shall be based on 20 -foot ceilings and working amid auto repair shop during occupied hours. The sample price for Assignment D shall show a per-fixture unit price and a total lump sum price, for fifty (50) fixtures in the building.

<b>ASSIGNMENT D</b>				
	<b>Quantity</b>	<b>Unit</b>	<b>Price per Unit</b>	<b>Total</b>
Fixture Price: (2) 32-watt Fluorescent T8 lamps	<b>50</b>	Each	<b>\$40</b>	<b>\$2,000</b>
Fixture Price: (1) electronic ballast (high power)	<b>50</b>	Each	<b>\$100</b>	<b>\$5,000</b>
Employee 1 Title: <b>Electrician</b>	<b>50</b>	Hour	<b>\$278.64</b>	<b>\$13,932</b>
Employee 2 Title: <b>Helper</b>	<b>50</b>	Hour	<b>\$195.06</b>	<b>\$9,753</b>
Employee 3 Title:		Hour		
Employee 4 Title:		Hour		
Employee 5 Title:		Hour		
<b>TOTAL</b>			<b>N/A</b>	<b>\$30,685</b>

**GRAND TOTAL FOR SAMPLE ASSIGNMENTS A, B, C, AND D  
(INCLUDING LABOR RATES): \$167,069.25**



EXHIBIT C

LIVING WAGE FORMS

**WAGE NOTICE**

THE HOURLY RATE FOR EMPLOYEES OF THE CONTRACTOR AND ANY SUBCONTRACTORS WORKING ON COUNTY-OWNED, COUNTY-CONTROLLED PROPERTY, FACILITIES OWNED, OR LEASED, AND OPERATED BY A CONTRACTOR IF SERVICES PROVIDED AT THAT LOCATION ARE EXCLUSIVE TO ARLINGTON COUNTY, OR CONTRACTS FOR HOME-BASED CLIENT SERVICES MUST NOT BE LOWER THAN

**\$17.00 PER HOUR**

REFERENCE: ARLINGTON COUNTY PURCHASING RESOLUTION  
SECTION 4-103

**FOR INFORMATION CONTACT:**

ARLINGTON COUNTY  
OFFICE OF THE PURCHASING AGENT  
2100 CLARENDON BOULEVARD, SUITE 500  
ARLINGTON, VA 22201  
703-228-3410

# **AVISO de SALARIO**

## **MINIMO**

LA TARIFA HORARIA DE LOS EMPLEADOS DEL CONTRATISTA, Y DE CUALQUIER SUBCONTRATISTA QUE TRABAJE EN PROPIEDADES DEL CONDADO, EN INSTALACIONES PROPIAS/ALQUILADAS Y OPERADAS POR UN CONTRATISTA SI LOS SERVICIOS PRESTADOS EN ESE LUGAR SON EXCLUSIVOS DEL CONDADO DE ARLINGTON, O EN CONTRATOS DE SERVICIOS DOMICILIARIOS A CLIENTES, NO DEBE SER INFERIOR  
A

**\$17.00 POR HORA**

REFERENCIA: SECCIÓN 4-103, DE LA RESOLUCIÓN DE LA OFICINA DEL AGENTE DE COMPRAS DEL CONDADO DE ARLINGTON.  
(ARLINGTON COUNTY PURCHASING RESOLUTION SECTION 4-103)

**PARA OBTENER MAS INFORMACIÓN, LLAME A:**  
LA OFICINA DEL AGENTE DE COMPRAS DEL CONDADO DE  
ARLINGTON.  
703-228-3410.

**PARA INFORMACION EN PERSONA DIRIJASE A:**  
2100 CLARENDON BOULEVARD, OFICINA No 500  
ARLINGTON, VA 22201

