

STATE OF CALIFORNIA - DEPARTMENT OF GENERAL SERVICES

STANDARD AGREEMENT

STD 213 (Rev. 03/2019)

AGREEMENT NUMBER

19-11069

PURCHASING AUTHORITY NUMBER (If Applicable)

1. This Agreement is entered into between the Contracting Agency and the Contractor named below:

CONTRACTING AGENCY NAME

California Department of Public Health

CONTRACTOR NAME

SBH Natomas LLC

2. The term of this Agreement is:

START DATE

03/31/2020

THROUGH END DATE

06/30/2020

3. The maximum amount of this Agreement is:

\$2,000,000.00

Two Million Dollars and Zero Cents

4. The parties agree to comply with the terms and conditions of the following exhibits, which are by this reference made a part of the Agreement.

Exhibits	Title	Pages
Exhibit A	Scope of Work	11
+		
-		

Items shown with an asterisk (*), are hereby incorporated by reference and made part of this agreement as if attached hereto.

These documents can be viewed at <https://www.dgs.ca.gov/OLS/Resources>

IN WITNESS WHEREOF, THIS AGREEMENT HAS BEEN EXECUTED BY THE PARTIES HERETO.

CONTRACTOR

CONTRACTOR NAME (if other than an individual, state whether a corporation, partnership, etc.)

SBH Natomas LLC

CONTRACTOR BUSINESS ADDRESS

500 J Street, 4th Floor

CITY

Sacramento

STATE

CA

ZIP

95814

PRINTED NAME OF PERSON SIGNING

Jeffrey K. Dorso

TITLE

SVP and General Counsel

CONTRACTOR AUTHORIZED SIGNATURE



DATE SIGNED

4/1/20

STATE OF CALIFORNIA

CONTRACTING AGENCY NAME

California Department of Public Health

CONTRACTING AGENCY ADDRESS

1615 Capitol Ave

CITY

Sacramento

STATE

CA

ZIP

95814

PRINTED NAME OF PERSON SIGNING

Tim Bow

TITLE

CONTRACTING AGENCY AUTHORIZED SIGNATURE



DATE SIGNED

4/1/2020

CALIFORNIA DEPARTMENT OF GENERAL SERVICES APPROVAL

EXEMPTION (If Applicable)

PCC 1102 & Executive Order N-25-20-COVID 19

SHORT TERM USE AGREEMENT
(Short Term Use Agreement)

Date of Agreement ("Effective Date")	March 24, 2020
Licensee ("Licensee")	California Department of Public Health
Licensor ("Licensor")	SBH Natomas LLC
Address	Sleep Train Arena (see attached Exhibit A)
Number of Parking Spaces	4015 (see attached Exhibit B)
Start Date of Use Agreement	April 1, 2020
End Date of Use Agreement	June 30, 2020
Use Fees	\$500,000 per month plus costs (e.g., utilities, maintenance, security)
Use Fee Due Date	Due in advance on the first of each month. First payment shall be due April 1, 2020.
Additional Equipment ("Additional Equipment")	N/A

This use agreement ("Agreement") is executed by the authorized representatives of the parties to be effective on the Effective Date.

Licensee:

By: 

Name: TIMOTHY BOW

Title: PROCUREMENT OFFICER

Date

Signed: 3/31/20

Address:

California Department of Public Health
1616 Capitol Avenue
Sacramento, CA 95814
Attn: Tim Bow

Licensor:

By: 

Name: JEFF DORSO

Title: SVP AND GC

Date

Signed: 4/1/20

Address:

SBH Natomas LLC
500 J Street, 4th Floor
Sacramento, California 95814
Attn: Jeffrey K. Dorso, SVP and General Counsel

TERMS AND CONDITIONS

1. **Scope of Use.** SBH Natomas LLC ("Licensor") exclusively licenses to the California Department of Public Health ("Licensee") that certain property commonly known as Sleep Train Arena ("Arena") and certain defined parking spaces ("Parking Area") (Arena and Parking Area are collectively referred to as the "Property"). The Arena area is set forth in **Exhibit A** and the Parking Area is established in **Exhibit B**. This Agreement is for the purpose of allowing Licensee access and egress to the Property, and the temporary use of the Property, for the purpose of providing overflow health services in response to the coronavirus related health crisis. Licensee

- acknowledges there are other licensees that utilize certain other portions of the adjacent parking areas and neighboring practice facility.
2. **Use Fee.** Licensee shall pay Licensor the Use Fee set forth above.
 3. **Extension.** Any extension of the Term of this Agreement must be in writing and mutually agreed to by the parties.
 4. **Maintenance.** Licensor agrees to remove and dispose of any debris, stored equipment that would impede the Licensee's use of the space, and any fixed seating in suites currently existing in the Arena 48 hours prior to the Start Date of the Agreement. Licensee shall provide general maintenance (e.g., regular trash and debris removal, landscaping, security) and repair (e.g., repairing or replacing lighting) and any additional services required by Licensee for its use. Licensee shall maintain the Property in good and orderly condition. Licensee, other than normal "wear and tear", is responsible for relinquishing the Property at the end of the Term in materially the same condition as it was delivered - including but not limited to general cleanliness, debris, and trash removal, excluding any debris existing on the Property at the time of the Start Date of Use Agreement. These services, along with all utilities, shall be provided at Licensee's sole cost and expense, and are in addition to the Use Fee. Licensee, in a manner reasonably approved by Licensor, shall perform a thorough sanitization of the Property at the conclusion of the Term. Licensee shall make no permanent alterations or additions to the Property without the express written permission of Licensor. Licensee shall not allow for any mechanic's lien or similar instrument to be filed against the Premises or the Facility by reason of any work, labor, services or materials performed at or furnished to the Premises by or for Licensee. To the extent such is filed, Licensee shall use commercial best efforts to have such removed immediately.
 5. **Representations and Warranties.** Licensor and Licensee each represent and warrant that it has all rights necessary to execute and deliver this Agreement and perform its obligations under this Agreement.
 6. **"As Is."** Except for "Commissioned Systems", Licensee acknowledges that it is receiving the Property "AS IS" and that Licensor makes no representations or warranties, express or implied, as to the physical condition of the Property, presence/absence of hazardous materials, or its suitability for Licensee's proposed use. Licensee expressly waives any claims against Licensor related to any and all conditions related to the Property, and acknowledges that it has fully examined and inspected the Property prior to entering this Agreement. For the purposes of this Agreement, Commissioned Systems are limited to the following: HVAC, fire alarm, domestic water, fire water and sprinklers. For each Commissioned System, Licensor warrants that they are operable and have been commissioned to a functional level by the Licensor. Both parties shall acknowledge Licensee shall have access to the kitchen for staging or use, and both parties shall work in good faith, if desired, to bring the kitchen to a functional commission level. To the extent there are any costs associated with such commissioning, Licensee shall be responsible for any costs up to \$25,000.
 7. **Security.** Licensee shall provide security for the Property at its sole expense. Licensor will not provide security and Licensor has no liability for any loss, damage, injury, or expense that may be incurred in connection with Licensee's use of the Property or arising from the acts of Licensee and its employees and contractors on the Property.
 8. **Insurance.** Licensee represents and warrants that it is a self-insured public entity and that its program of self-insurance fulfills any and all insurance requirements which would otherwise be set forth herein (including, without limitation, liability coverage, workers compensation, property damage, and automobile liability). Prior to the commencement of the Term, and from time to time upon Licensor's request, Licensee shall provide both: (i) detailed back-up documentation and

evidence of its program of self-insurance stating that its self-insurance program adequately protects against liabilities and claims arising out of the performance of this Agreement and additionally provides property insurance for all of its personal property used in connection with the Agreement, in each case acceptable to Licensor in the exercise of Licensor's reasonable discretion. Additionally, Licensee's program of self-insurance shall be the primary insurance. Any insurance maintained by the Licensor, its officers, officials, employees, or volunteers shall be excess of the Licensee's insurance program of self-insurance and shall not contribute.

9. Indemnification.

9.1. Waiver of Liability. Licensor shall not be liable to Licensee, and Licensee waives all claims against Licensor, for any injury or damage to any person or property in or about the Property, by or from any cause whatsoever, except for claims against Licensor to the extent that a final judgment of a court of competent jurisdiction establishes that the injury or damage was solely caused by Licensor's gross negligence or willful misconduct.

9.2. Indemnification of Licensor. Licensee shall indemnify, defend, protect, and hold harmless Licensor from any and all claims, loss, cost, damage, expense and liability (including without limitation court costs and reasonable attorneys' fees) ("Claims") to the extent arising from any cause in, on or about the Property, any acts, omissions or negligence of Licensee or of any person claiming by, through or under Licensee, or of the contractors, agents, servants, employees, invitees, guests or sublicensees of Licensee ("Licensee Parties") or any such person or any breach of the terms and conditions of this Agreement, either prior to, during, or after the expiration of the Term, provided the foregoing indemnity shall not apply to the willful misconduct of Licensor. This indemnification of Licensor is intended to also cover, without limitation, all claims by Licensee patients and all other parties, against Licensor for care received (or not received) at the Property, the condition of the facilities at the Property, and all other claims related to Licensee's particular use of the Property.

9.3. Conflict. Both Parties agree to the degree there is a conflict between this Section 9 Indemnity language and the State's general condition language, that Section 9 herein shall control.

10. Survival. The following provisions survive termination or expiration of the Agreement: Representations and Warranties (Section 5); and Indemnification (Section 9).

11. Governing Law/Venue. This Agreement is governed by laws of California. Jurisdiction and venue with respect to any disputes arising hereunder shall be proper only in the county in which the Property is located.

12. Limited Waiver of Sovereign Immunity. For the avoidance of doubt, Licensee expressly waives any claim of sovereign immunity with respect to legal action by and between Licensor and Licensee related to this Agreement, or matters that are related or arise under the rights and obligations created by this Agreement.

13. Notices. Any notices or other communications required to be given by the parties hereunder shall be deemed given (i) upon deposit in the U.S. Mails, certified mail, return receipt requested, (ii) upon deposit with an overnight delivery service such as Federal Express, (iii) upon receipt if personally delivered, and shall be sent to the addresses listed above (or replacement addresses provided by the applicable party by written Notice), or (iv) if sent by e-mail in portable document format (PDF) or similar electronic attachment (a) on a business day before 5:00 p.m. in the time zone of the receiving party, when transmitted and the sender has received confirmation of receipt by the recipient and (b) on a day other than a business day or after 5:00 p.m. in the time

zone of the receiving party, and the sender has received confirmation of receipt by the recipient, on the following business day.

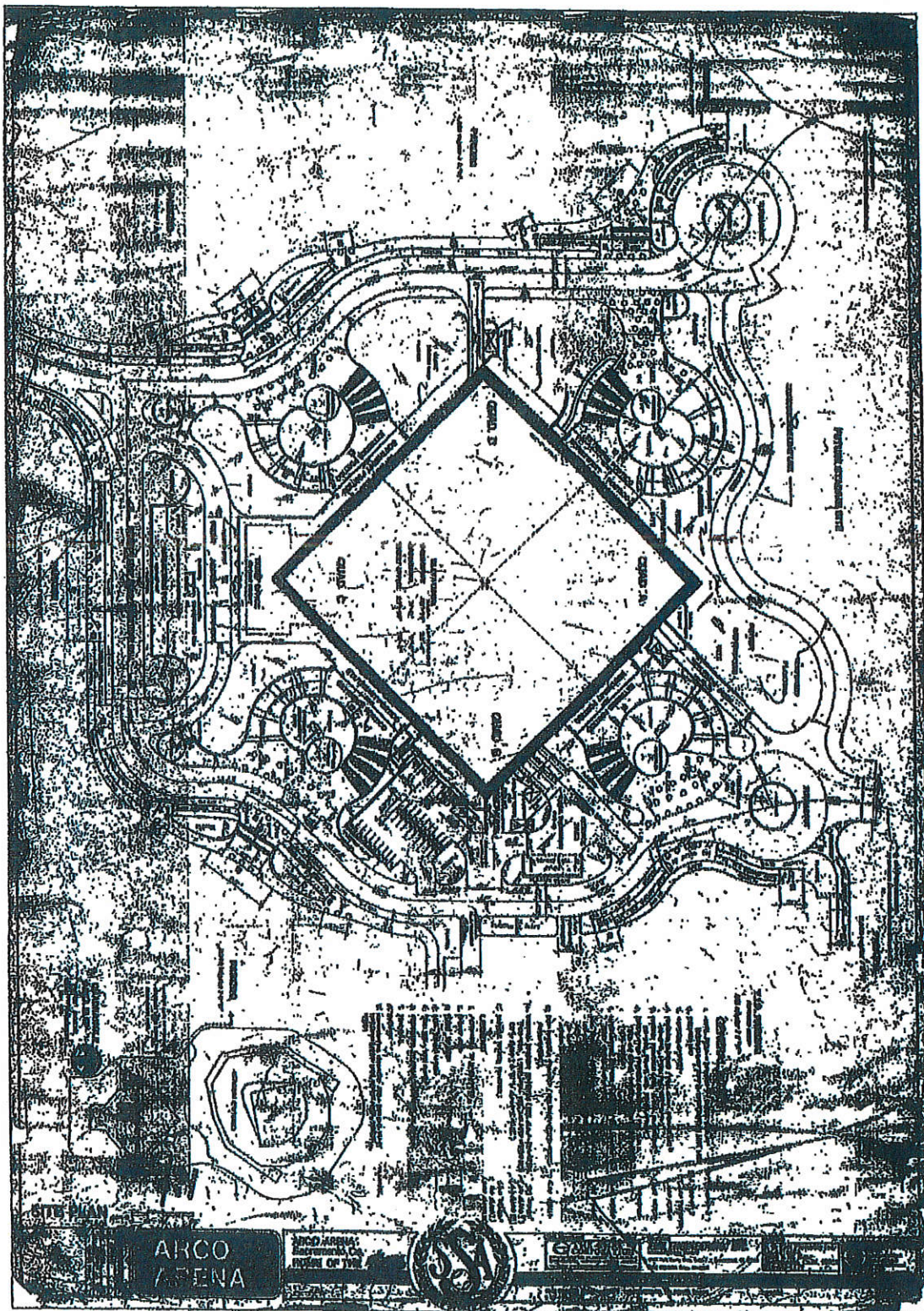
14. **The Clean Air Act.** Licensor agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. § 7401 et seq. Licensor agrees to report each violation to the Licensee and understands and agrees that Licensee will, in turn, report each violation as required to assure notification to the Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office. Licensor agrees to include these requirements in each subcontract exceeding \$150,000 financed in whole or in part with Federal assistance provided by the Federal Emergency Management Agency ("FEMA").
15. **Federal Water Pollution Control Act.** Licensor agrees to comply with all applicable standards, orders, or regulations issued pursuant to the Federal Water Pollution Control Act, as amended, 33 U.S.C. 1251 et seq. Licensor agrees to report each violation to Licensee and understands and agrees that Licensee will, in turn, report each violation as required to assure notification to the Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office. Licensor agrees to include these requirements in each subcontract exceeding \$150,000 financed in whole or in part with Federal assistance provided by FEMA.
16. **Suspension and Debarment.** This Agreement is a covered transaction for purposes of 2 C.F.R. pt. 180 and 2 C.F.R. pt. 3000. As such, Licensor is required to verify that none of Licensor's principals (defined at 2 C.F.R. § 180.995) or its affiliates (defined at 2 C.F.R. § 180.905) are excluded (defined at 2 C.F.R. § 180.940) or disqualified (defined at 2 C.F.R. § 180.935). Licensor must comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C, and must include a requirement to comply with these regulations in any lower tier covered transaction it enters into. This certification is a material representation of fact relied upon by Licensee. If it is later determined that Licensor did not comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C, in addition to remedies available to Licensee, the Federal Government may pursue available remedies, including but not limited to suspension and/or debarment.
17. **Byrd Anti-Lobbying Amendment.** Any application or bid from Licensor for an award of \$100,000 or more shall file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, officer or employee of Congress, or an employee of a Member of Congress in connection with obtaining any Federal contract, grant, or any other award covered by 31 U.S.C. § 1352. Each tier shall also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the recipient who in turn will forward the certification(s) to Licensee. Licensor must sign and submit to Licensee the certification as provided under Exhibit C enclosed in this Agreement.
18. **Changes.** Any cost of a change, modification, change order, or constructive change to the Agreement must be allowable and allocable within the scope of this Agreement, and reasonable for the completion of project scope. Changes can be made by either party to alter the method, price, or schedule of the work without breaching the Agreement if both parties approve in writing.
19. **Compliance with Federal Law, Regulations, and Executive Orders.** This is an acknowledgement that FEMA financial assistance will be used to fund all or a portion of the Agreement only. Licensor will comply with all federal law, regulations, executive orders, FEMA policies, procedures, and directives.

20. **No Obligation by Federal Government.** The Federal Government is not a party to this Agreement and is not subject to any obligations or liabilities to the non-Federal entity, contractor, or any other party pertaining to any matter resulting from the Agreement.
21. **Program Fraud and False Fraudulent Statements or Related Acts.** Licensor acknowledges the 31 U.S.C. Chapter 38 (Administrative Remedies for False Claims and Statements) applies to Licensor's action pertaining to this Agreement.
22. **General.** Should any action be instituted to enforce the terms and conditions of this Agreement or any action arising out of this Agreement, the parties agree that the prevailing party shall be entitled to reasonable attorney's fees and Court costs. No waiver by Licensor or Licensee of any provision hereof shall be deemed a waiver of any other provision hereof or of any subsequent breach by Licensor or Licensee of the same or any other provision. Licensor's consent to, or approval of, any act shall not be deemed to render unnecessary the obtaining of Licensor's consent to or approval of any subsequent act by Licensee. This Agreement shall be interpreted as if it was prepared by both parties, and ambiguities shall not be resolved in favor of Licensee because all or a portion of this Agreement was prepared by Licensor. The captions contained in this Agreement are for convenience only and shall not be deemed to limit or alter the meaning of this Agreement. Neither this Agreement, nor any memorandum, affidavit or other writing with respect thereto shall be recorded by Licensee or by anyone acting through, under or on behalf of Licensee.
23. **Severability.** If any provision of this Agreement is determined by any court or governmental authority to be unenforceable, the parties intend that this Agreement be enforced as if the unenforceable provisions were not present and that any partially valid and enforceable provisions be enforced to the extent that they are enforceable.
24. **Entire Agreement.** This Agreement constitutes the complete and final agreement of the parties pertaining to the Property and supersedes the parties' prior agreements, understandings and discussions relating to the Property. No modification of this Agreement is binding unless it is in writing and signed by Licensee and Licensor.
25. **Compliance with Law.** Licensee shall be responsible for compliance with all applicable laws, including but not limited to the procurement of all necessary permits associated with its desired use of the Property.
26. **No Rights Conferred.** Nothing in this Agreement shall be deemed to confer upon Licensee any right or interest in Licensor's, or its related or affiliated companies, trade name, trade dress, slogans, or affiliated brands.
27. **Worker Opportunity.** Licensee shall prioritize, where feasible and appropriate, the hiring and utilization of full or part time workers that recently worked at, or in support of, the Golden 1 Center, and lost the ability to work due to the coronavirus government shut down.
28. **Moving and Storage Credit.** Licensor currently has valuable goods stored at the Arena. If valuable goods are required to be moved and stored due to this Agreement, Licensee agrees to contribute up to the first \$100,000 in moving and storage costs provided Licensor provides a proposed cost estimate or invoice for such costs from a third party company. Such costs shall be paid within ten (10) business days of Licensee receipt of cost estimate or invoice. Alternatively, Licensor may, subject to Licensee's approval, store items onsite. If Licensee needs to move them in the future, such relocation, subject to Licensor's approval, shall occur at Licensee's expense.
29. **Commissions.** No commissions are due as a result of entering this Agreement. Both parties represent and warrant that neither utilized a broker in sourcing or negotiating this Agreement.

30. Time. Both parties agree that time is of the essence in the performance of this Agreement.

31. Counterpart Copies; Electronic Signatures. This Agreement and any documents or addenda attached hereto may be executed in two or more counterpart copies, each of which shall be deemed to be an original and all of which counterparts shall have the same force and effect as if the parties hereto had executed a single copy of this Agreement or the attached document or addenda. The parties acknowledge and agree that notwithstanding any law or presumption to the contrary, Licensor and Licensee shall have the right to execute this Agreement and any documents and addenda attached to this Agreement using an electronic signature, which electronic signature shall be deemed valid and binding and admissible by either party against the other as if same were an original ink signature.

EXHIBIT A
SLEEP TRAIN ARENA



ARCO
ARENA

ARCO ARENA
ARCHITECTS
ARCHITECTS



GM

GM

GM

GM

GM

EXHIBIT B
PARKING SPACES

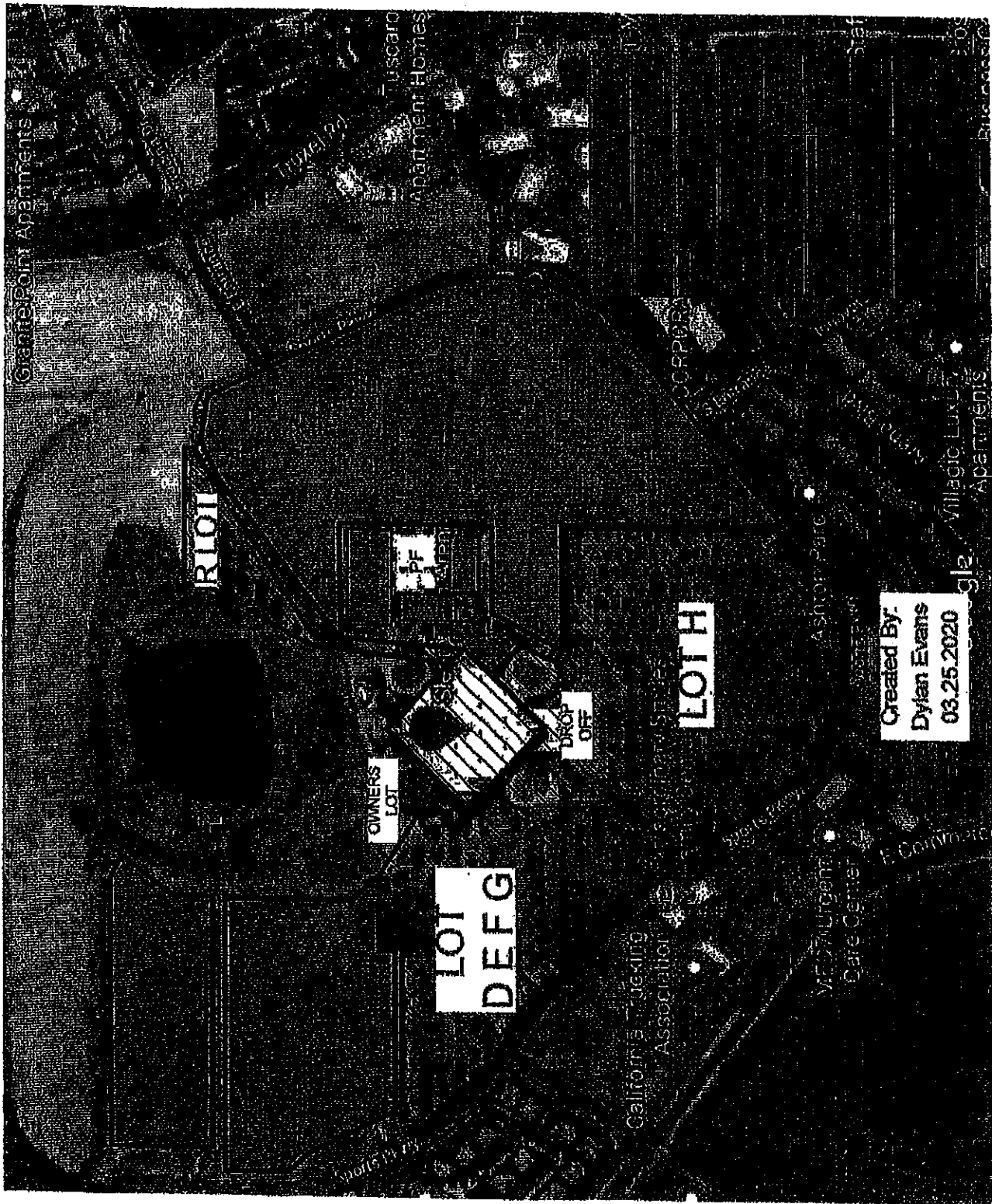


EXHIBIT C

CERTIFICATION REGARDING LOBBYING (44 C.F.R. PART 18)

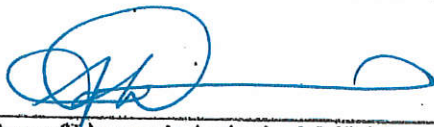
Certification for Contracts, Grants, Loans, and Cooperative Agreements

The undersigned certifies, to the best of his or her knowledge and belief, that:

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
3. The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

The Licensor certifies or affirms the truthfulness and accuracy of each statement of its certification and disclosure, if any. In addition, the Licensor understands and agrees that the provisions of 31 U.S.C. Chap. 38, Administrative Remedies for False Claims and Statements, apply to this certification and disclosure, if any.



Signature of Licensor's Authorized Official

Jeff Dorso

Name and Title of Licensor's Authorized Official

4/1/20

Date

STANDARD AGREEMENT - AMENDMENT

STD 213A (Rev. 10/2019)

☒ CHECK HERE IF ADDITIONAL PAGES ARE ATTACHED 6 PAGES

AGREEMENT NUMBER

19-11069

AMENDMENT NUMBER

A01

Purchasing Authority Number

1. This Agreement is entered into between the State Agency and the Contractor named below:

STATE AGENCY NAME

California Department of Public Health

CONTRACTOR NAME

SBH Natomas LLC

2. The term of this Agreement is:

START DATE

3/31/2020

THROUGH END DATE

6/30/2020

3. The maximum amount of this Agreement after this Amendment is:

\$3,000,000.00

Three Million Dollars and Zero Cents

4. The parties mutually agree to this amendment as follows. All actions noted below are by this reference made a part of the Agreement and incorporated herein:

Amendment is to increase contract amount by \$1,000,000.00 making the new total contract amount \$3,000,000.00 in order to compensate contractor for services and costs described in the attached Exhibit B and Exhibit D of this amendment.

All other terms and conditions shall remain the same.

IN WITNESS WHEREOF, THIS AGREEMENT HAS BEEN EXECUTED BY THE PARTIES HERETO.

CONTRACTOR

CONTRACTOR NAME (if other than an individual, state whether a corporation, partnership, etc.)

SBH Natomas LLC

CONTRACTOR BUSINESS ADDRESS

500 J Street, 4th Floor

CITY

Sacramento

STATE

CA

ZIP

95814

PRINTED NAME OF PERSON SIGNING

Jeffrey K. Dorso

TITLE

SVP and General Counsel

CONTRACTOR AUTHORIZED SIGNATURE

DATE SIGNED

4/7/20

STATE OF CALIFORNIA

CONTRACTING AGENCY NAME

California Department of Public Health

CONTRACTING AGENCY ADDRESS

1615 Capitol Ave

CITY

Sacramento

STATE

CA

ZIP

95814

PRINTED NAME OF PERSON SIGNING

Tim Bow

TITLE

Procurement Officer

CONTRACTING AGENCY AUTHORIZED SIGNATURE

DATE SIGNED

4/7/20

CALIFORNIA DEPARTMENT OF GENERAL SERVICES APPROVAL

EXEMPTION (If Applicable)

PCC 1102

Executive Order N-25-20-COVID-19

EXHIBIT D

AMENDMENT 1 TO SHORT TERM USE AGREEMENT

This first Amendment (the "Amendment") amends the Short-Term Use Agreement (Agreement Number 19-11069 or "Agreement") between California Department of Public Health ("Licensee") and SBH Natomas LLC ("Licensor").

RECITALS

- A. Whereas Licensor owns the Sleep Train Arena, adjacent practice facility, and surrounding parking facilities;
- B. Whereas Licensor and Licensee entered a Short-Term Use Agreement dated April 1, 2020 for Licensee to have the exclusive use of the Sleep Train Arena, and identified parking facilities; and
- C. Whereas Licensor and Licensee now desire to amend the Short-Term Use Agreement to expressly add this Amendment 1 to include the practice facility as part of the Property (along with Exhibits A and B in the Agreement), and add service rates by which Licensee may request services from Licensor.

AMENDMENT

The Parties hereby agree to amend and augment the Agreement as follows:

- 1. Attachment A. The parties agree to augment Exhibit A in the Agreement with Attachment A attached herein, which expressly incorporates the practice facility as part of the definition of Arena and as part of the Property covered by the Agreement.
- 2. Attachment B. The parties agree that Licensee may request Licensor to perform services at the Property for Licensee. To the extent such services are requested, Licensee shall designate, in writing, up to two (2) individuals authorized to request such work. Licensor shall designate, in writing, one (1) person to approve such requests. Licensee may request up to \$1,000,000 in services pursuant to this Amendment. Any authorization beyond that will require a subsequent amendment. Licensee shall have sole discretion whether to accept and perform any requested services. To the extent work is accepted and performed, Licensee shall invoice Licensor monthly, along with its other reimbursable costs. Licensee shall pay such invoice within fifteen (15) business days.
- 3. Remaining Terms Unmodified

Any and all other terms and conditions of the Agreement that are not hereby expressly modified by this Amendment shall remain in full force and effect.

- 4. Conflict

Wherever there is any conflict between this Amendment and the Agreement, the provisions of this Amendment shall control.

The parties hereby agree to this Amendment.

LICENSOR:

SBH NATOMAS LLC

Signature:  _____

Name: JEFF DORSO

Title: SVP AND GC

Date: 4/6/20

LICENSEE:

CALIFORNIA DEPARTMENT OF PUBLIC
HEALTH

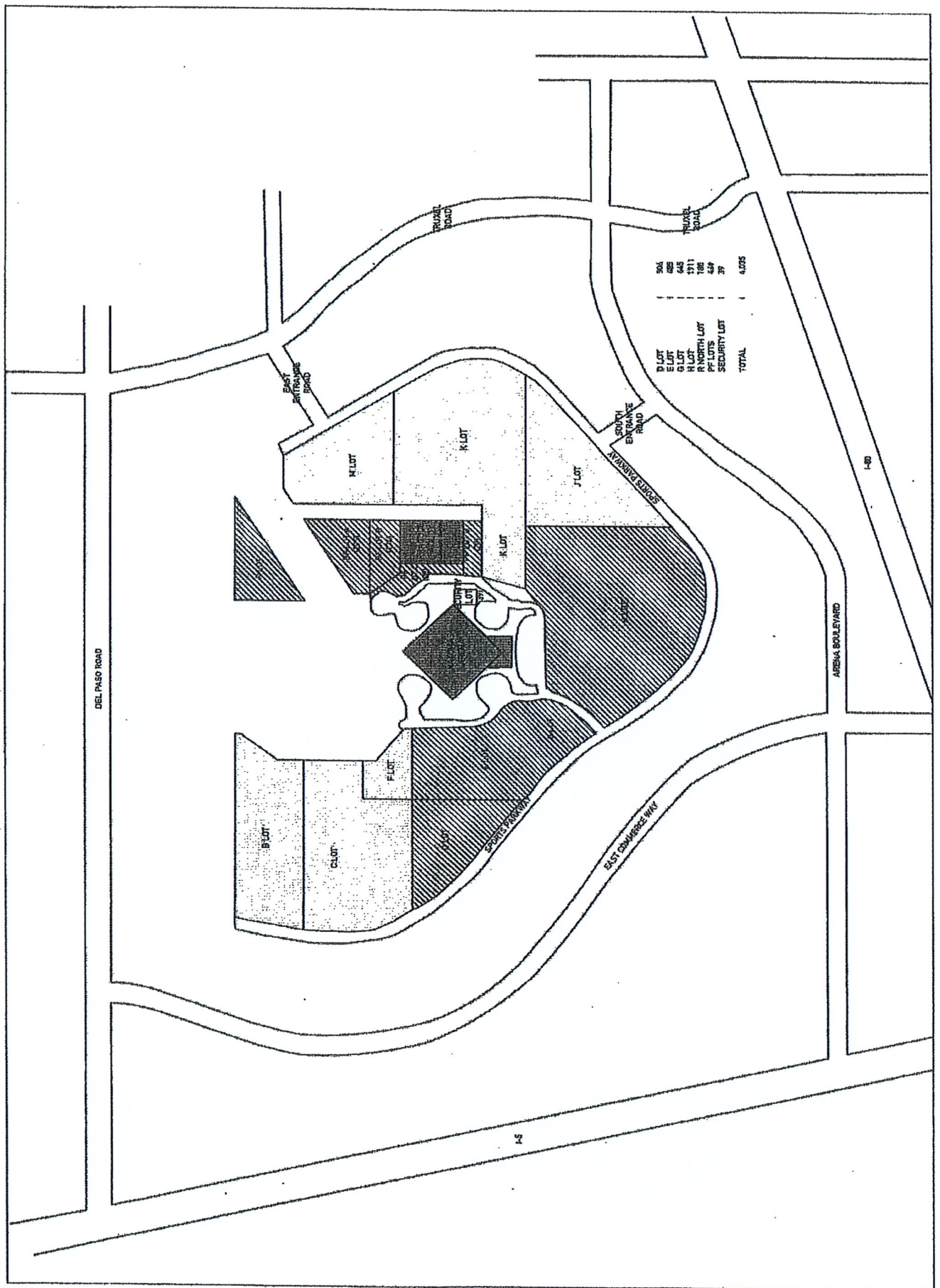
Signature:  _____

Name: TIMOTHY BOW

Title: PROCUREMENT OFFICER

Date: 4/7/20

ATTACHMENT A
ARENA AND PRACTICE FACILITY



ATTACHMENT B
RATE SHEET

Sacramento Kings/Golden 1 Center/Sleep Train Arena

Position	Hourly Wage	
Mission Control Operator	\$ 16.00	
Guest Services/Ambassador/Greeter	\$ 18.00	IATSE-B66
First Aid / EMT	\$ 19.00	
Parking Attendant	\$ 20.00	
Shipping / Receiving Clerk	\$ 24.00	
Security Officers	\$ 25.00	ASOA
Human Resources Assistant	\$ 25.00	
Parking Supervisor	\$ 26.00	
Security Supervisors	\$ 29.00	
Utility Services- General	\$ 32.00	SEIU
Utility Supervisor	\$ 34.00	SEIU
Housekeeping	\$ 35.00	SEIU
Receptionist	\$ 36.00	
Accounts Payable	\$ 36.00	
Housekeeping Supervisor	\$ 37.00	SIEU
IT Desktop Technician	\$ 40.00	
Shipping / Receiving Manager	\$ 40.00	
Fleet Manager	\$ 43.00	
IT Systems Administrator	\$ 47.00	
Executive Assistant	\$ 50.00	
Project Manager	\$ 50.00	
Security Manager	\$ 55.00	
Human Resources / Safety Manager	\$ 65.00	
Accountant	\$ 65.00	
Engineer	\$ 72.00	Local 39
Network Administrator	\$ 83.00	
Sr. Engineer	\$ 90.00	Local 39

All overtime hours worked will be billable at the standard overtime rate of time and one-half (1.5x) over the straight time hourly rate.