

Meeting Date: 5/19/2015

Report Type: Consent

Report ID: 2015-00437

Title: Lower American River Salmonid Biological Monitoring Contract: Spawning Gravel Augmentation Project (G14140100)

Location: Citywide

Recommendation: Pass a Motion authorizing the City Manager, or his designee, to execute a Professional Services Agreement with S. P. Cramer & Associates, Inc. in the amount of \$316,000 for work associated with the Lower American River Salmonid Spawning Gravel Augmentation Project being administered by the City-County Office of Metropolitan Water Planning.

Contact: Tom Gohring, Executive Director, (916) 808-1993, Citywide and Community Support, Sacramento City-County Office of Metropolitan Water Planning

Presenter: None

Department: Community Support

Division: CCOMWP

Dept ID: 80004101

Attachments:

- 1-Description/Analysis
- 2-Background
- 3-Agreement

City Attorney Review

Approved as to Form
Joe Robinson
5/5/2015 4:05:44 PM

Approvals/Acknowledgements

Department Director or Designee: Tom Gohring - 4/29/2015 9:03:32 AM

Description/Analysis

Issue: The City-County Office of Metropolitan Water Planning (CCOMWP) has partnered with the U.S. Bureau of Reclamation (Reclamation), U.S. Fish and Wildlife (FWS), California Department of Fish and Game, and Sacramento County Regional Parks on the Lower American River Salmonid Spawning Gravel Augmentation Project (G14000200 and G14140100) (Project) since 2006. The purpose of the Project is to increase the availability of spawning gravel and rearing habitat for fall-run Chinook salmon and steelhead trout in the lower American River. This report recommends approval of a contract for data analysis and biological monitoring necessary to perform the Project. Pursuant to the Interagency Agreement that created the CCOMWP, the City's procedures are followed for all CCOMWP contracting activities.

Policy Considerations: This Project will aid fish habitat restoration efforts for the lower American River, consistent with goals of the Water Forum Agreement.

Economic Impacts: None.

Environmental Considerations:

California Environmental Quality Act (CEQA) and National Environmental Policy Act (NEPA): The Project is subject to review pursuant to both CEQA and NEPA. Reclamation is responsible for NEPA review. Reclamation prepared a Finding of No Significant Impact (FONSI) for the Project. The NEPA review process does not require action by the City.

The Project is exempt from CEQA review pursuant to CEQA Guidelines Section 15333, Small Restoration Projects. The project does not exceed five acres in size, will be undertaken for the purpose of restoring habitat for fish, would have no significant impact on endangered, rare or threatened species or their habitat, and would not otherwise result in any significant effects on the environment.

Sustainability Considerations: Implementation of the Project is consistent with the City of Sacramento's Sustainability Master Plan Goals:

Sustainability Goal No. 7 - Parks, Open Space, and Habitat Conservation are promoted by the second co-equal objective of the Water Forum Agreement "To preserve the fishery, wildlife, recreational, and aesthetic values of the lower American River."

Commission/Committee Action: None.

Rationale for Recommendation: The Lower American River Gravel Monitoring Project management team, which includes Reclamation, has asked S.P. Cramer & Associates, Inc. to continue providing its services through June 30, 2016 to perform

technical work for an amount not to exceed \$316,000. This work was first requested by Reclamation in FY2009 and in each year since that time. S.P. Cramer & Associates, Inc. possesses an exceptional knowledge of the subject and has compiled extensive data regarding this Project that would be extremely difficult, if not impossible, to find in another vendor. Approval of this contract with S.P. Cramer and Associates will provide studies to support Reclamation in their efforts to monitor the effectiveness of the Lower American River Habitat Enhancement Program and will support adaptive management of the system. Staff biologists with Reclamation and the U.S. Fish and Wildlife Service, another partner, worked with S.P. Cramer & Associates staff to achieve the most cost effective scope and budget for the contract based on their funding priorities

Financial Considerations: This Project has no impact on the City's General Fund. On May 13, 2014, the Sacramento City Council authorized the execution of Agreement C2014-0914, a cooperative funding agreement, with Reclamation for \$4,554,580 for the Project, bringing the total funding for the Project to date to \$7,623,751. There are sufficient Habitat Management Element funds (Fund 7104) in the Project (G14140100) to cover the \$316,000 maximum for the contract with S.P. Cramer and Associates; as of May 1st, the G14140100 budget is over \$3 million.

FUNDING SUMMARY

<u>Agency Awarding Funds</u>	<u>Fiscal Year</u>	<u>Amount</u>	<u>City of Sacramento Agreement Number</u>
U.S. Bureau of Reclamation	FY2006/07	\$ 600,000	2006-1211
Cooperative Funding	FY2009/10	151,000	2006-1211-1
Agreement #R10AC20625	FY2011/12	430,000	2006-1211-2
		<u>\$ 1,181,000</u>	
County of Sacramento D.O.T.			
- mitigation, not a grant	FY2011/12	\$ 100,000	2010-0179
U.S. Fish and Wildlife Service	FY2010/11	\$ 148,695	2010-0694
Cooperative Funding	FY2011/12	253,773	2010-0694-1
Agreement #F10AC00846	FY2011/12	99,000	2010-0694-2
	FY2012/13	255,660	2010-0694-3
	FY2012/13	395,283	2010-0694-4
	FY2013/14	45,760	2010-0694-5
	FY2013/14	440,000	2010-0694-6
	FY2013/14 & 15	150,000	2010-0694-7
		<u>\$ 1,788,171</u>	
U.S. Bureau of Reclamation	FY2014/15	\$ 680,000	C2014-0914
Cooperative Funding	FY2014/15	400,000	C2014-0914-1
Agreement #R14AC00068	FY2015/16	955,000	
\$4,554,580 Total	FY2016/17	844,580	
	FY2017/18	840,000	
	FY2018/19	835,000	
		<u>\$ 4,554,580</u>	
		\$ 7,623,751	

Local Business Enterprise (LBE): S.P. Cramer and Associates is not a LBE. The Economic Development Department approved a waiver of the LBE participation requirement in order to use this contractor with extensive knowledge and past involvement with the project.

Background Information:

Reclamation operates facilities that regulate flows in the lower American River, which contains populations of anadromous Chinook salmon and threatened steelhead trout. Flow regulation and stream channel manipulations have modified anadromous salmonid habitat in the American River. Specifically, gravel is regularly lost from spawning sites on the river because of the construction and operation of Central Valley Project dams, bank protection projects, and other actions that reduce the availability of spawning gravel and rearing habitat in the American River downstream of Nimbus Dam.

In 2006 Reclamation approached the CCOMWP, on behalf of the Sacramento Region Water Forum, to assist Reclamation and other project partners in carrying out the Project. Assistance from the CCOMWP includes project planning, permitting, inter-agency coordination, and contracting. Pursuant to the Interagency Agreement that created the CCOMWP, the City's procedures are followed for all CCOMWP contracting activities.

This Project is consistent with the goals of the Fisheries and Instream Habitat Plan, which is incorporated into the River Corridor Management Plan (RCMP). The RCMP is a coordinated approach to management of the lower American River that was developed and endorsed by 38 organizations and local governments in 2002, including the City of Sacramento. The RCMP serves as the implementation vehicle for the Habitat Management Element (HME) of the Water Forum Agreement, of which the City of Sacramento is a signatory. The HME implements one of the Agreement's co-equal objectives, which is to preserve the fishery, wildlife, recreational, and aesthetic values of the lower American River.

PROJECT #:

PROJECT NAME: Lower American River Gravel Monitoring 2015-2016

DEPARTMENT: Citywide and Community Support

DIVISION: City-County Office of Metropolitan Water Planning

CITY OF SACRAMENTO

PROFESSIONAL SERVICES AGREEMENT *

THIS AGREEMENT is made at Sacramento, California, as of _____, by and between the **CITY OF SACRAMENTO**, a municipal corporation (“CITY”), and

S.P. Cramer & Associates, Inc.
600 NW Fariss Road, Gresham, OR 97030
Phone: (503) 491-9577 / Fax: (503) 465-1940

(“CONTRACTOR”), who agree as follows:

- 1. Services.** Subject to the terms and conditions set forth in this Agreement, CONTRACTOR shall provide to CITY the services described in Exhibit A. CONTRACTOR shall provide said services at the time, place, and in the manner specified in Exhibit A. CONTRACTOR shall not be compensated for services outside the scope of Exhibit A unless prior to the commencement of such services: (a) CONTRACTOR notifies CITY and CITY agrees that such services are outside the scope of Exhibit A; (b) CONTRACTOR estimates the additional compensation required for these additional services; and (c) CITY, after notice, approves in writing a Supplemental Agreement specifying the additional services and amount of compensation therefor. CITY shall have no obligations whatsoever under this Agreement and/or any Supplemental Agreement, unless and until this Agreement or any Supplemental Agreement is approved by the Sacramento City Manager or the City Manager’s authorized designee, or by the Sacramento City Council, as required by the Sacramento City Code.
- 2. Payment.** CITY shall pay CONTRACTOR for services rendered pursuant to this Agreement at the times and in the manner set forth in Exhibit B. The payments specified in Exhibit B shall be the only payments to be made to CONTRACTOR for the services rendered pursuant to this Agreement unless pursuant to Section 1, above, CITY approves additional compensation for additional services. CONTRACTOR shall submit all billings for said services to CITY in the manner specified in Exhibit B, or, if not specified in Exhibit B, according to the usual and customary procedures and practices that CONTRACTOR uses for billing clients similar to CITY.
- 3. Facilities and Equipment.** Except as set forth in Exhibit C, CONTRACTOR shall, at its sole cost and expense, furnish all facilities and equipment that may be required for furnishing services pursuant to this Agreement. CITY shall furnish to CONTRACTOR only the facilities and equipment listed in Exhibit C according to any terms and conditions set forth in Exhibit C.

* This form to be used for all professional services, except professional services related to a construction project and professional services performed by architects, landscape architects, professional engineers, or professional land surveyors.

4. **General Provisions.** The General Provisions set forth in Exhibit D, that include indemnity and insurance requirements, are part of this Agreement. In the event of any conflict between the General Provisions and any terms or conditions of any document prepared or provided by CONTRACTOR and made a part of this Agreement, including without limitation any document relating to the scope of services or payment therefor, the General Provisions shall control over said terms or conditions.

5. **Non-Discrimination in Employee Benefits.** This Agreement is subject to the provisions of Sacramento City Code Chapter 3.54, Non-Discrimination in Employee Benefits by City Contractors. The requirements of Sacramento City Code Chapter 3.54 are summarized in Exhibit E. CONTRACTOR is required to sign the attached Declaration of Compliance (Equal Benefits Ordinance), to assure compliance with these requirements.

6. **Authority.** The person signing this Agreement for CONTRACTOR hereby represents and warrants that he/she is fully authorized to sign this Agreement on behalf of CONTRACTOR and to bind CONTRACTOR to the performance of its obligations hereunder.

7. **Exhibits.** All exhibits referred to herein are attached hereto and are by this reference incorporated as if set forth fully herein.

Executed as of the day and year first above stated.

CITY OF SACRAMENTO
 A Municipal Corporation

By: _____

Print name: Tom Gohring

Title: Executive Director, CCOMWP

For: John F. Shirey, City Manager

APPROVED AS TO FORM:

 City Attorney

ATTEST:

 City Clerk

Attachments

- Exhibit A - Scope of Service
- Exhibit B - Fee Schedule/Manner of Payment
- Exhibit C - Facilities/Equipment Provided
- Exhibit D - General Provisions
- Exhibit E - Non-Discrimination in Employee Benefits

CONTRACTOR:

S.P. Cramer & Associates, Inc.

NAME OF FIRM

93-1055956

Federal I.D. No.

388-077-80

State I.D. No.

158080

City of Sacramento Business Op. Tax Cert. No.

TYPE OF BUSINESS ENTITY (*check one*):

- _____ Individual/Sole Proprietor
- _____ Partnership
- Corporation (*may require 2 signatures*)
- _____ Limited Liability Company
- _____ Other (*please specify: _____*)

Signature of Authorized Person

Print Name and Title

Additional Signature (*if required*)

Print Name and Title

DECLARATION OF COMPLIANCE
Equal Benefits Ordinance

Name of Contractor: _____ S.P. Cramer & Associates, Inc. _____

Address: _____ 600 NW Fariss Road, Gresham, OR 97030 _____

The above named Contractor (“Contractor”) hereby declares and agrees as follows:

1. Contractor has read and understands the Requirements of the Non-Discrimination In Employee Benefits Code (the “Requirements”) attached hereto as Exhibit E.
2. As a condition of receiving this Agreement, Contractor agrees to fully comply with the Requirements, as well as any additional requirements that may be specified in the City of Sacramento’s Non-Discrimination In Employee Benefits Code codified at Chapter 3.54 of the Sacramento City Code (the “Ordinance”).
3. Contractor understands, to the extent that such benefits are not preempted or prohibited by federal or state law, employee benefits covered by the Ordinance are any of the following:
 - a. Bereavement Leave
 - b. Disability, life, and other types of insurance
 - c. Family medical leave
 - d. Health benefits
 - e. Membership or membership discounts
 - f. Moving expenses
 - g. Pension and retirement benefits
 - h. Vacation
 - i. Travel benefits
 - j. Any other benefit offered to employees

Contractor agrees that if Contractor offers any of the above-listed employee benefits, Contractor will offer those benefits, without discrimination between employees with spouses and employees with domestic partners, and without discrimination between the spouses and domestic partners of such employees.

4. Contractor understands that Contractor will not be considered to be discriminating in the provision or application of employee benefits under the following conditions or circumstances:
 - a. If the actual cost of providing a benefit to a domestic partner or spouse exceeds the cost of providing the same benefit to a spouse or domestic partner of an employee, Contractor will not be required to provide the benefit, nor shall it be deemed discriminatory, if Contractor requires the employee to pay the monetary difference in order to provide the benefit to the domestic partner or to the spouse.
 - b. If Contractor is unable to provide a certain benefit, despite taking reasonable measures to do so, if Contractor provides the employee with a cash equivalent Contractor will not be deemed to be discriminating in the application of that benefit.

- c. If Contractor provides employee benefits neither to employee's spouses nor to employee's domestic partners.
 - d. If Contractor provides employee benefits to employees on a basis unrelated to marital or domestic partner status.
 - e. If Contractor submits written evidence of making reasonable efforts to end discrimination in employee benefits by implementing policies that will be enacted before the first effective date after the first open enrollment process following the date this Agreement is executed by the City of Sacramento ("City"). Contractor understands that any delay in the implementation of such policies may not exceed one (1) year from the date this Agreement is executed by the City, and applies only to those employee benefits for which an open enrollment process is applicable.
 - f. Until administrative steps can be taken to incorporate nondiscrimination in employee benefits. The time allotted for these administrative steps will apply only to those employee benefits for which administrative steps are necessary and may not exceed three (3) months from the date this Agreement is executed by the City.
 - g. Until the expiration of a current collective bargaining agreement(s) if employee benefits are governed by such collective bargaining agreement(s).
 - h. Contractor takes all reasonable measures to end discrimination in employee benefits by either requesting that the union(s) involved agree to reopen the agreement(s) in order for Contractor to take whatever steps are necessary to end discrimination in employee benefits or by ending discrimination in employee benefits without reopening the collective bargaining agreement(s).
 - i. In the event Contractor cannot end discrimination in employee benefits despite taking all reasonable measures to do so, Contractor provides a cash equivalent to eligible employees for whom employee benefits are not available. Unless otherwise authorized in writing by the City Manager, Contractor understands this cash equivalent must begin at the time the union(s) refuse to allow the collective bargaining agreement(s) to be reopened or not longer than three (3) months after the date this Agreement is executed by the City.
5. Contractor understands that failure to comply with the provisions of Section 4(a) through 4(i), above, will subject Contractor to possible suspension and/or termination of this Agreement for cause; repayment of any or all of the Agreement amount disbursed by the City; debarment for future agreements until all penalties and restitution have been paid in full and/or for up to two (2) years; and/or the imposition of a penalty, payable to the City, in the sum of \$50.00 for each employee, for each calendar day during which the employee was discriminated against in violation of the provisions of the Ordinance.
6. Contractor understands and agrees to provide notice to each current employee and, within ten (10) days of hire, to each new employee, of their rights under the Ordinance. Contractor further agrees to maintain a copy of each such letter provided, in an appropriate file for inspection by

authorized representatives of the City. Contractor also agrees to prominently display a poster informing each employee of these rights.

7. Contractor understands that Contractor has the right to request a waiver of, or exemption from, the provisions of the Ordinance by submitting a written request to the City's Procurement Services Division prior to Agreement award, which request shall identify the provision(s) of the Ordinance authorizing such waiver or exemption and the factual basis for such waiver or exemption. The City shall determine in its sole discretion whether to approve any such request.
8. Contractor agrees to defend, indemnify and hold harmless, the City, its officers and employees, against any claims, actions, damages, costs (including reasonable attorney fees), or other liabilities of any kind arising from any violation of the Requirements or of the Ordinance by Contractor.

The undersigned declares under penalty of perjury under the laws of the State of California that the foregoing is true and correct, and that he or she is authorized to bind the Contractor to the provisions of this Declaration.

Signature of Authorized Representative

Date

Print Name

Title

EXHIBIT A

PROFESSIONAL SERVICES AGREEMENT

SCOPE OF SERVICES

1. Representatives.

The CITY Representative for this Agreement is:

Tom Gohring, Executive Director
City-County Office of Metropolitan Water Planning
2831 G Street, Ste. 100, Sacramento, CA 95816
Phone: (916) 808-1998 / Fax: (916)443-1255 / E-mail: tgohring@waterforum.org

All CONTRACTOR questions pertaining to this Agreement shall be referred to the CITY Representative or the Representative's designee.

The CONTRACTOR Representative for this Agreement is:

Joe Merz, Principal Scientist
S.P. Cramer & Associates, Inc.
600 NW Fariss Road, Gresham, OR 97030
Phone: (503) 491-9577 / Fax: (503) 465-1940 / Email: jmerz@fishsciences.net

All CITY questions pertaining to this Agreement shall be referred to the CONTRACTOR Representative. All correspondence to CONTRACTOR shall be addressed to the address set forth on page one of this Agreement. Unless otherwise provided in this Agreement, all correspondence to the CITY shall be addressed to the CITY Representative.

2. **Insurance.** Insurance requirements are specified in Exhibit D, Section 11.

3. **Conflict of Interest Requirements.**

A. **Generally.** Under the California Political Reform Act, Government Code §§ 81000 et seq., designated employees of the CITY are required to comply with the CITY's Conflict of Interest Code. The term "designated employees" is a term of art and includes individuals who are working for contractors who are providing services or performing work for the CITY and who are considered to be "consultants" under the Political Reform Act. The term "consultant" generally includes individuals who make, or participate in making, governmental decisions or who serve in a staff capacity. Individuals who perform work that is solely clerical, ministerial, manual or secretarial are not "consultants."

The CITY's Conflict of Interest Code requires designated employees, including individuals who qualify as "consultants", to file the following statements of economic interests:

- (1) An “assuming office” statement of economic interests to be filed within 30 days after execution of the agreement between the City and the contractor;
- (2) Annual statements of economic interests while the agreement remains in effect, to be filed not later than April 30 of each year; and
- (3) A “leaving office” statement of economic interests to be filed within 30 days of completion of the contract.

The above statements of economic interests are public records subject to public disclosure under the California Public Records Act.

The CITY’s Conflict of Interest Code also requires individuals who qualify as “consultants” under the Political Reform Act to comply with the conflict of interest provisions of the Political Reform Act, which generally prohibit individuals from making or participating in the making of decisions that will have a material financial effect on their economic interests.

- B. **Conflict of Interest Statements.** The individual(s) who will provide services or perform work pursuant to this Agreement are “consultants” within the meaning of the Political Reform Act and the CITY’s Conflict of Interest Code: ___ yes no [*check one*]

If “yes” is checked above, CONTRACTOR shall cause the following to occur within 30 days after execution of this Agreement:

- (1) Identify the individuals who will provide services or perform work under this Agreement as “consultants”;
- (2) Cause these individuals to file with the CITY Representative the “assuming office” statements of economic interests required by the CITY’s Conflict of Interest Code.

Thereafter, throughout the term of the Agreement, CONTRACTOR shall cause these individuals to file with the CITY Representative annual statements of economic interests, and “leaving office” statements of economic interests, as required by the CITY’s Conflict of Interest Code. The CITY may withhold all or a portion of any payment due under this Agreement until all required statements are filed.

4. Scope of Services.

The services provided shall be as set forth in Attachment 1 to Exhibit A, attached hereto and incorporated herein.

5. Time of Performance.

The services described herein shall be completed by June 30, 2016.

Cramer Fish Sciences Lower American River Proposed Monitoring Work Scope May 22, 2015 through June 30, 2016

In 2008, under CVPIA Section 3406(b)(13), a multi-year gravel augmentation project was implemented on the LAR by USBR and USFWS, in partnership with the Sacramento Water Forum, as part of the LAR habitat enhancement program (CVPIA 2008). The overall vision for the LAR habitat enhancement program is to restore ecosystem processes by rehabilitating and enhancing critical channel, floodplain, and riparian habitats for juvenile and adult anadromous salmonids, thus promoting the recovery of healthy and diverse Chinook salmon (*Oncorhynchus tshawytscha*) and steelhead (*O. mykiss*; the sea-run form of rainbow trout) populations. This vision fits into the framework of salmonid population recovery on the LAR and is aligned with the (b)(13) programmatic goal of “...protecting, restoring, and enhancing fish spawning and rearing habitat to increase fish production and encourage ecosystem function.” Additionally, this vision is considered in the context of historic land use and current water management constraints to ensure maximum benefits can be derived from management activities. Primary management goals fit into the framework of the CVPIA, meet the recommendation to use adaptive management in planning, design, and implementation, and include the following:

1. Increasing availability, quantity, and quality of spawning and rearing habitat for LAR Chinook salmon and steelhead;
2. Restoring, enhancing, or maintaining natural ecosystem processes whenever possible; and
3. Determining project effectiveness with an efficient and scientifically robust monitoring program.

The studies described in this scope of work will support BOR in their efforts to monitor the effectiveness of the LAR habitat enhancement program and will support adaptive management of the system.

Task Order 1: Data analysis for use of various rock sizes at new site by spawning salmonids **\$2,340**

Purpose and hypotheses:

Previous LAR studies suggest that rock size affects the ability of female salmonids to not only use restoration sites but also influences the energy expended to construct an individual redd (size and shape). However, the work to date has been limited to rock size used for augmentation, with basically two overlapping size classes spread out among sites. Building on preliminary work from 2012 and 2013, we propose to use three distinct gravel sizes deposited in the 2014 enhancement site as a veneer of surfaces for selection by salmonids for spawning. We hypothesize that rock size will have a significant effect on species use and that the size of individual females will significantly influence their ability to utilize specific rock sizes. Three rock sizes will be used: pea-gravel, medium gravel, and large gravel

(specific sizes defined by BOR). This will build on previous work by removing confounding effects of site variation and lack of rock size variability.

Field data collections for this task were conducted with previous funding. Requested funding for this task is for data analysis only.

Methods

Spawning Gravel Quality

We used data on sex and fork length (mm FL) from Chinook and steelhead collected in the LAR (unpublished data provided by CDFG and BOR) to calculate average female size, and used 10% of the average female FL as the values to define the maximum movable material size for this population. This determined our largest rock size class. We also used FL frequency distributions to estimate an “optimum size.” Pea-gravel ($\frac{1}{4}$ - $\frac{1}{2}$ inch diameter) was our smallest size.

Material Placement- We worked with the design team to place test plots at the restoration site. This were a veneer of material from each of the size classes laid down in similar sized areas along each of three transects (9 plots total). These plots were outlined in a GPS layer for future statistical analysis.

Spawning Use

We will use the information gathered during spawning surveys (see Task 3 below) to compare use of various size classes of bed sediment by spawning Chinook salmon and steelhead, including the effects of substrate size on size of fish observed and morphology of constructed redds. Individual redds were surveyed with datalogging GPS units (waypoint averaging will be used to attain sub-meter accuracy). GPS waypoints and associated data dictionaries (containing the physical redd characteristic data) were imported to ArcGIS to create spatial data layers and attribute tables to overlay with substrate layers for analysis.

How will Task 1 inform adaptive management? – This supports the general monitoring activities identified under Spawning Surveys and tracks long-term LAR spawning use to monitor restoration project success in relationship to overall population trends. This monitoring will help answer the question identified under the Substrate Assessment section within the overall LAR gravel plan (i.e., Does substrate size have an effect on success of redd construction?). Specifically, it will answer the question: Are fish preferentially selecting spawning locations based on substrate size? Under validation monitoring of the LAR gravel plan, a key study question is whether salmonids preferentially select spawning locations based on substrate size/intragravel conditions. Appropriate screening of coarse-grained material is expensive and time-consuming. At present, the LAR program uses the general gravel guidelines set forth by AFRP for appropriate sizes (0.25 – 5 inch diameter). However, this does not take into account variability in female size within and between Chinook salmon and steelhead trout. The information gathered here will inform future gravel placement within the LAR, help to better identify the effect of gravel size on spawning salmonids, and improve screening guidelines for augmentation projects throughout the Central Valley.

Task Order 2: Data analysis for Chinook salmon redd surveys

\$4,154

Purpose and hypotheses:

Continue seasonal surveys that provide BOR and USFWS long-term spawning use data on gravel augmentation sites within the LAR. CFS will perform Chinook salmon redd surveys. It is important to note that late-fall Chinook salmon have been increasingly using the LAR. Therefore monitoring redds, particularly during December, will require extra attention by survey crews to distinguish between late-fall Chinook salmon and steelhead trout. Potential overlap in the spawning times of steelhead, lamprey, Sacramento suckers and Sacramento pikeminnow also require attention. Examples of hypotheses to test include:

- There is no significant difference in the proportion of Chinook salmon and steelhead using areas for spawning before and after gravel enhancement.
- There is no significant difference in the proportion of spawning Chinook salmon and steelhead that use enhanced areas versus un-enhanced areas.

Field data collections for Chinook spawning surveys were conducted with previous funding, and funding for steelhead surveys has been provided by the Bureau of Reclamation. Requested funding for this task is for data analysis only.

Methods

Chinook surveys occurred every two weeks, starting in the fourth week of October and ending the fourth full week in December, for a total of 5 surveys. During spawning surveys, we visited all of the gravel augmentation sites (2008-2014) and recorded GPS location, estimated area, species, and redd age. For the 2014 site, we also recorded the following variables: redd nose velocity; depth, width and length of pocket; width and length of tailspill; tailspill, pocket, and ambient substrate sizes; and fish length, sex and species.

How will Task 2 inform adaptive management? – This supports the general monitoring activities identified under Spawning Surveys. These surveys also track long-term LAR spawning use to evaluate restoration project success in relationship to overall population trends.

Task Order 3: Benthic macroinvertebrate colonization of various rock sizes at 2012 site

\$15,373

Purpose and hypothesis:

Aquatic macroinvertebrates are an important component of salmonid stream ecology. Previous LAR work suggests that rock size affects the benthic and epibenthic macroinvertebrate assemblages. However, the work to date has been limited to rock size available for study with basically two size classes deposited among sites. We hypothesize that density, biomass, and species assemblage composition will be significantly different depending on substrate size classes [we assume (1) pea-

gravel, and (2) medium and (3) large gravel sizes; sizes defined by BOR]. This will build on previous work by removing confounding effects of site variation and lack of rock size variability.

To date, most gravel augmentation performed in the California Central Valley prescribes to the notion that “one size fits all”, and utilizes the size criteria set forth by the AFRP. However, coarse substrate is utilized not only by salmonids but also a variety of other organisms within the lotic system, including benthic and epibenthic organisms that juvenile salmonids rely upon for forage. We hypothesize that substrate size, even within the range of size classes put forth by AFRP, will have a significant effect on the structure and function of invertebrate assemblages.

Methods:

We will collect 4 benthic samples of macroinvertebrate assemblages within each of the 9 test plots from the 2014 site (36 total samples, to be collected during the April through May juvenile rearing period). We will test for significant differences in invertebrate density, biomass and diversity by rock size treatment. Additionally, we will explore how assemblage composition and the abundance of prey items preferred by juvenile salmonids are influenced by rock size. These results will help refine rock size standards for future restoration work.

How will Task 3 inform adaptive management? – Under effectiveness monitoring set forth under the LAR project, this task will help identify how to develop projects that reestablish channel and floodplain habitat connectivity and complexity and improve ecosystem function. Furthermore, under the draft LAR Channel and Floodplain Restoration Planning Framework, a key design component is to increase in-channel habitat complexity to improve aquatic habitat for native aquatic species. Two of the component objectives are: (1) compare the relative proportion of different functional invertebrate groups (i.e., scrapers, collectors, shredders, and predators) between the three rock sizes; and (2) answer the question: Does the size of rock used at enhancement sites affect the benthic macroinvertebrate community as it relates prey items for juvenile salmonids?

Task Order 4: Data analysis for early lifestage survival

\$5,054

Purpose and hypothesis:

Previous LAR work demonstrates that gravel augmentation improves the hyporheic environment where Chinook salmon and steelhead embryos develop and hatch, and eventually emerge as swim-up fry. However, it has not been clearly demonstrated that these improvements convey significant increases in survival or improved health of juvenile salmonids in the LAR. During Winter 2014-2015, we conducted a field experiment to study the relationship between spawning substrate composition, intergravel dissolved oxygen (DO), intergravel temperature, intergravel permeability, and intergravel turbidity on Chinook salmon and steelhead embryo survival, development, and general condition within the 2012 enhancement site.

Specific hypotheses to be tested include:

- Gravel augmentation has no significant effect on embryo survival or health at emergence

- Gravel size has no significant effect on embryo survival or health at emergence

Field data collections for this task were conducted with previous funding. Requested funding for this task is for data analysis only.

Methods:

Data was collected from December 2014 through January 2015. We constructed artificial redds and buried approximately 6,000 eyed Chinook salmon eggs in incubation tubes within the nine test plots and an adjacent control plot at the 2012 augmentation site. A group of 5400 Chinook salmon eggs were placed in larger egg baskets that also contain different substrate sizes (small, medium, and large) near the Nimbus Hatchery weir to provide additional information about the effect of substrate size on survival and development. Eggs were provided by the Nimbus Fish Hatchery.

Based on observation of the hatchery control group and egg hatch model predictions, egg tubes were removed from the gravel when eggs reached the “swim-up” stage. Tubes were emptied into individual buckets and alevins counted, measured, and assessed for anomalies (such as disease or deformities). An index was also used to assess alevin development. This index consists of agitating water in the bucket clockwise by hand for approximately 5 seconds, and noting if alevins can orient and maintain location relative to flow direction and velocity within the bucket. Scores were recorded for each group as follows: 0, no orientation to current or maintenance of position in relationship to velocity; 1, 1-25% of alevins able to orient or maintain position with flow; 2, 26-50% of alevins able to orient or maintain position with flow; 3, 51-75% of alevins able to orient or maintain position with flow; and 4, 76-100% of alevins able to orient or maintain position with flow. Alevin mortalities and un-hatched eggs were enumerated and recorded.

How will Task 4 inform adaptive management? – Under effectiveness monitoring set forth under the LAR project, three specific questions were asked associated with spawning success: (1) What effect does substrate size have on incubating salmonid eggs and alevin? (2) Does restoring in-channel coarse sediment processes improve egg-fry survival rates? (3) Does restoring in-channel coarse sediment processes have an effect on the condition of emerging fry? These paired tests are designed to answer these questions. The results will provide information addressing the direct value of gravel augmentation to restoration goals within the LAR and a better understanding of substrate parameters on future enhancement goals.

Task Order 5: Quantifying benefits of restoration actions

\$201,916

Purpose and hypothesis:

A primary goal of the Central Valley Project Improvement Act (CVPIA) is to double natural production of Chinook salmon in California Central Valley (CCV) streams through restoration actions that involve both non-discharge (e.g., gravel augmentation) and discharge (e.g., flow management) components.

Quantifying these benefits has been hindered by the inability to identify juveniles produced from restored sites and those that benefited from flow management on a river-wide scale. We will use new

genetic mark-recapture and otolith reconstruction tools to explicitly test (1) the extent to which restored spawning sites produce a greater number of juveniles to the CVPIA-funded rotary screw traps than non-enhanced sites, and (2) how water operations influence the expression and survival of different outmigration strategies (fry, parr, smolts) to adulthood. These data will dovetail on existing monitoring efforts (e.g., carcass survey and rotary screw traps) and provide important information on the success of restoration projects and guidance for flow management actions within the lower American River (LAR). Results from this study may also inform management on other CCV, salmon-bearing streams.

Objective 1 Hypotheses:

- Habitat restoration has no effect on the reproductive success of CV Chinook salmon
- Habitat restoration has no effect on the number, size, or survival of juvenile Chinook salmon migrating from the natal stream

Objective 2 Hypotheses:

- Water operations have no effect on juvenile outmigrant life-history (e.g., distribution of size at outmigration)
- Emigration strategy (juvenile outmigration) from the LAR has no effect on survival to returning spawners

Other key outcomes:

- Estimates of juveniles produced per individual in-river spawning adult
- Estimates of restored and unenhanced spawning habitat use by salmon origin (hatchery or naturally-produced)

Field data collections for this task were partially completed with previous funding. Requested funding for this task is for juvenile tissue collections, laboratory analysis, and data analysis.

Methods:

Field collection of genetic tissue samples

Tissue samples (N=400) were collected as part of an on-going carcass survey by the California Department of Fish and Wildlife aimed at estimating adult spawners on the LAR. Genetic tissue samples from females identified to spawn on either restored (N=200) or unrestored (N=200) locations along the LAR were targeted. Genetic tissue samples will be collected non-lethally from the CVPIA-funded rotary screw trap (RST) at the Watt Ave Bridge to obtain N=1000 juvenile outmigrants sub-sampled proportionally to outmigration run. Sampling theory based on the binomial distribution suggests that this number of adult carcasses from paired sites, coupled with juvenile trapping, will likely produce an abundance estimate with 15% coefficient of variation and the power to detect a 14% differential recruitment effect size.

Genetic laboratory and Parentage Analysis

A parental database will be created by genotyping all geo-located adult samples. Marker choice can be reviewed by project partners, but given the requirements for quantifying relatedness among juvenile outmigrants, we recommend genotyping samples with standardized microsatellite loci. Genotypes will be generated using best practices, including use of no-template controls, double scoring, and replicate re-genotyping. Additionally, control juveniles generated from known hatchery crosses will be used for QA/QC procedures and method validation. Maximum likelihood methods will be employed to assign juveniles to geo-located adult genotypes in each treatment group contained within the parental database to determine spatially explicit recruitment patterns. Categorical allocation methods are designed to identify the single most-likely parent from a group of non-excluded parents (Meagher & Thompson 1986).

Results from Objective 1 will link the genetic identity of the juveniles and the meta-data of the RST (fish size, outmigration timing) to the geo-location (and restoration status) of adults that produced them. This analysis will 1) document recruitment from enhanced sites, 2) provide a recruitment metric (juveniles per female) for both restored and unrestored sites, and 3) provide a means to compare reproductive success between enhanced and unenhanced spawning sites. It is also possible to design the study to target and compare the reproductive success of individual restoration projects depending on the interest of collaborators and sampling effort.

Field collection of otolith tissue samples

Otoliths (N=800) were collected as part of an on-going carcass survey by the California Department of Fish and Wildlife aimed at estimating adult spawners on the LAR. These samples were stratified (by week) to capture the temporal and spatial distribution in spawning.

Isotope Laboratory

Otoliths will be cleaned, polished to expose daily growth bands, and mounted on petrographic slides for strontium isotopic ($^{87}\text{Sr}/^{86}\text{Sr}$) analyses on the Inductively Coupled Plasma Mass Spectrometer at the University of California Davis per established techniques (Barnett-Johnson et al., 2005). Laser transects will be conducted from the otolith core to the edge (until ocean entry) to determine whether the adult collected on the LAR reared as a juvenile on the LAR, Nimbus Hatchery or other Central Valley river/hatchery using previously published baselines.

Outmigration and Survival Analysis

The American River has a unique $^{87}\text{Sr}/^{86}\text{Sr}$ that is significantly different from all other tributaries and hatcheries in the CCV and the mainstem Sacramento River making strontium isotopes ideal markers for the LAR. As a consequence, when a juvenile emigrates from the LAR to the Sacramento River, the location in the otolith and the size that the fish emigrated can be estimated with high precision.

How will Task 5 inform adaptive management? Results from otolith analysis of fall-run Chinook collected in 2014 will provide critical insights into the extent to which fry, parr, and smolts contribute to a successful spawning population on the LAR, which is currently unknown. This project is proposed (and budgeted) for a single escapement year. Additional otolith collections in 2015 and 2016, as part of a monitoring plan, would provide further insights into how water management and habitat restoration

function to improve survival of different outmigration strategies. For example, otolith information collected from adults in 2015 and 2016 will provide a unique opportunity to calculate survival to adulthood of fry, parr, and smolts that emigrated from the LAR in 2013 and 2014, when the RST was monitoring timing and size of outmigrants. By linking RST data with otolith results from adults of that cohort, we can calculate survival of each size class of emigrants. The dominant 3-year olds in the 2016 escapement will be the fish that are currently emigrating during the 2014 drought. This cohort will be particularly valuable to assess and compare to previous years, as a decision to conduct a flow-pulse was implemented to re-connect emerging fry to the main river channel and cue outmigration of fry-sized fish. This analysis will allow us to quantify survival of fry that emigrated from the LAR and assess the extent to which the pulse may have contributed to individuals that returned as adults.

Task Order 6: Modeling salmonid rearing habitat requirements

\$26,044

In order to restore degraded stream corridors and develop large-scale, sustainable watershed strategies, it is essential for managers to consider the habitat requirements of keystone species and re-establish the amount and range of habitat features under which such species prosper. A wealth of recent evidence has identified seasonally-inundated floodplains as providing quality food production and rearing habitat for juvenile Chinook salmon. Because numerous studies have found that individual Chinook salmon maintain exclusive feeding territories even when schooling, territory size is thought to limit the density and production of juvenile Chinook salmon. Therefore, providing an adequate quantity and quality of rearing territory during emigration can reduce the negative effects associated with competition for space on a population level. We have developed the Emigrating Salmonid Habitat Estimation (ESHE) Model that simulates the movement, growth, survival and territory requirements of cohorts of juvenile Chinook salmon, allowing for estimation of rearing habitat needs across time and space to inform the location and amount of floodplain and side-channel habitat needed to be restored to sustain future target abundance levels of Chinook salmon. We will apply the ESHE model to the American River by using river-specific fish and habitat data to parameterize ESHE model relationships.

How will Task 6 inform adaptive management? The ESHE model results will provide reach-specific ranges of suitable habitat needs required to sustain the AFRP doubling-goal target of American River Chinook salmon abundance.

Task Order 7: Valuation of Salmonid Habitat Restoration

\$26,494

Although river restoration is now an accepted complement to natural resource management, the outcomes of restoration actions are still controversial with legal mandates, massive expenditures, and restoration activities often failing to demonstrate significant, measureable success. Furthermore, the valuation of ecosystem services in relation to restoration expenditures is controversial because of the potential importance such values may have on influencing public opinion and policy decisions. Given that river restoration is increasingly viewed as a litmus test for the hydrologic and ecological sciences, scientists and resource managers must work together to enhance the state and perception of

restoration science and provide clear measures of costs and benefits associated with ecosystems and the restoration of processes and services within those systems.

The Lower American River is located in the heart of California's legal and financial center, providing many services to the state's human population. Services include water supply for municipal, industrial and agricultural users; flood protection; fish habitat; and recreation. The river has had a long history of degradation and misuse, including large-scale mining and pollution. While many improvements have been made, its resources are presently overtaxed, including Chinook salmon and Steelhead, two keystone species that are the focus of many restoration actions. These actions include a multi-million dollar fish hatchery, large-scale spawning and rearing habitat restoration, and maintenance of water temperature and flow management to support fish populations. Stakeholders often viewed these actions as being at the expense of over-allocated water deliveries, power generation and recreational use. Since uses like fish habitat and recreation are often not priced, this presents an even greater challenge to resource managers.

In order to make wise decisions regarding the use of ecosystem goods and services and ensure that the highest valued combination of services is produced, resource managers in California require a clear understanding of the value of restored ecosystem services, especially those associated with fish habitat restoration.

We will identify 4-5 actions associated with habitat management for LAR salmonids and develop valuation of these actions in relationship to the individual outcome.

These actions and their valuation may include:

- cost in fuel and carbon outputs for specific restoration actions to carbon storage within restored sites
- fish production and market value of those fish compared to specific restoration actions
- cost comparison of natural (river) and artificial fish production
- cost of water quality management from reservoir operation verses instream habitat improvement downstream
- Other ecosystems services including groundwater re-charge from floodplain storage

How will Task 7 inform adaptive management? The outcome of this task will be development of a manuscript and its submittal to a peer-reviewed journal, such as Ecological Economics. Within the article, we will develop very concise methodologies to accurately assess changes in ecosystem functions and services as they pertain to habitat degradation and restoration. This will provide better understanding of the interconnectedness among social, economic, physical, and biological systems. This understanding will help the Water Forum and other stakeholders better demonstrate the value of restoration actions beyond simply seeing fish.

Task Order 8: Evaluation of Cordova Creek Fish Passage

\$3,520

Adult Chinook Salmon have been observed in Cordova Creek, including passage above a proposed energy dissipater. CFS will evaluate the potential effect of the energy dissipater designed for Cordova Creek in relationship to fish passage, emphasizing adult Chinook Salmon and Steelhead. In particular, we will evaluate whether the proposed action might hinder or improve passage over present conditions for these two species. We will use known depth and velocity criteria associated with swimming (e.g., darting speeds and distances), leaping and resting capabilities of both species. We will compare physical capabilities and requirements of adult Chinook salmon and Steelhead for base flows, mean flows and Q10 for the immigration period. These will be compared between modeled physical measurements associated with the restoration design with and without the modeled dissipater effect (6 total comparisons). A comparison will be made between modeled velocities and elevations with and without the dissipater to answer the following questions:

1. How do modeled velocities compare to passage criteria?
2. How does modeled jumps (pool and jump heights) compare to passage criteria?
3. Are water depths, velocities, and jumps more or less compatible to the LAR salmonid populations before or after proposed design implementation?
4. Are there any areas that may increase stress beyond present conditions with the proposed design?

Results will be provided in a technical memo to CBEC.

Task Order 9: Project management and reporting

\$30,829

Under this task, staff will perform project management, including field crew schedules and coordination, safety meetings, and budget and contract management. Staff will also complete the 2013-2014 and 2014-2015 project reports. The 2014-2015 project report will include results from all of the tasks described above, with the exception of Task 5: Quantifying benefits of restoration actions. Because this task requires additional years of data collection in order to complete a robust analysis, a final report will be completed in subsequent sample years.

TOTAL COST OF SERVICES: \$315,724

EXHIBIT B

PROFESSIONAL SERVICES AGREEMENT

FEE SCHEDULE/MANNER OF PAYMENT

1. **CONTRACTOR's Compensation.** The total of all fees paid to the CONTRACTOR for the performance of all services set forth in Exhibit A, including normal revisions (hereafter the "Services"), and for all authorized Reimbursable Expenses, shall not exceed the total sum of \$ 316,000.

2. **Billable Rates.**
CONTRACTOR shall be paid for the performance of Services on an hourly rate, daily rate, flat fee, lump sum or other basis, as set forth in Attachment 1 to Exhibit B, attached hereto and incorporated herein.

3. **CONTRACTOR's Reimbursable Expenses.** Reimbursable Expenses shall be limited to actual expenditures of CONTRACTOR for expenses that are necessary for the proper completion of the Services and shall only be payable if specifically authorized in advance by CITY.

4. **Payments to CONTRACTOR.**
 - A. Payments to CONTRACTOR shall be made within a reasonable time after receipt of CONTRACTOR's invoice, said payments to be made in proportion to services performed or as otherwise specified in Attachment 1 to Exhibit B. CONTRACTOR may request payment on a monthly basis. CONTRACTOR shall be responsible for the cost of supplying all documentation necessary to verify the monthly billings to the satisfaction of CITY.

 - B. All invoices submitted by CONTRACTOR shall contain the following information:
 - (1) Job Name
 - (2) Description of services billed under this invoice, and overall status of project
 - (3) Date of Invoice Issuance
 - (4) Sequential Invoice Number
 - (5) CITY's Purchase Order Number
 - (6) Total Contract Amount
 - (7) Amount of this Invoice (Itemize all Reimbursable Expenses)
 - (8) Total Billed to Date
 - (9) Total Remaining on Contract
 - (10) Updated project schedule. This shall identify those steps that shall be taken to bring the project back on schedule if it is behind schedule.

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

D. Requests for payment shall be sent to:

*City-County Office of Metropolitan Water Planning / Water Forum
2831 G Street, Ste. 100, Sacramento, CA 95816
Phone: (916) 808-1998 / Fax: (916) 443-1255*

Attn: Tom Gohring

5. **Additional Services.** Additional Services are those services related to the scope of services of CONTRACTOR set forth in Exhibit A but not anticipated at the time of execution of this Agreement. Additional Services shall be provided only when a Supplemental Agreement authorizing such Additional Services is approved by CITY in accordance with CITY's Supplemental Agreement procedures. CITY reserves the right to perform any Additional Services with its own staff or to retain other contractors to perform said Additional Services.
6. **Accounting Records of CONTRACTOR.** During performance of this Agreement and for a period of three (3) years after completing all Services and Additional Services hereunder, CONTRACTOR shall maintain all accounting and financial records related to this Agreement, including, but not limited to, records of CONTRACTOR's costs for all Services and Additional Services performed under this Agreement and records of CONTRACTOR's Reimbursable Expenses, in accordance with generally accepted accounting practices, and shall keep and make such records available for inspection and audit by representatives of the CITY upon reasonable written notice.
7. **Taxes.** CONTRACTOR shall pay, when and as due, any and all taxes incurred as a result of CONTRACTOR's compensation hereunder, including estimated taxes, and shall provide CITY with proof of such payment upon request. CONTRACTOR hereby agrees to indemnify CITY for any claims, losses, costs, fees, liabilities, damages or injuries suffered by CITY arising out of CONTRACTOR's breach of this Section 7.



Lower American River Studies

Objectives and Tasks	Projected Hours										Expenses				Totals
	\$188 Principal Ecologist	\$142 Sr. Scientist II	\$129 Sr. Scientist I	\$111 Biologist III	\$98 Biologist II	\$73 Biologist I	\$60 Bio-Tech II	\$48 Bio-Tech I	Labor Subtotal	Phone	Travel	Direct	Boat	Misc.	
Lower American River Gravel Monitoring															
1. USE OF VARIOUS ROCK SIZES AT NEW SITE BY SPAWNING SALMONIDS															
Data analysis	2	0	0	8	8	4	0	0	2,340	0	0	0	0	0	2,340
Objective 1 Subtotal	2	0	0	8	8	4	0	0	2,340	0	0	0	0	0	2,340
2. SPAWNING SURVEY															
Chinook Spawning Survey	2	0	4	10	16	8	0	0	4,154	0	0	0	0	0	4,154
Data analysis	2	0	4	10	16	8	0	0	4,154	0	0	0	0	0	4,154
Objective 2 Subtotal															
2	0	4	10	16	8	0	0	0	4,154	0	0	0	0	0	4,154
3. BENTHIC MACROINVERTEBRATES															
Colonization of various rock sizes	4	0	0	11	5	20	84	120	14,723	0	50	0	250	350	15,373
a. Prep equipment									532					100	632
b. Field survey				4					2,120		50		250		2,420
c. Lab sorting and ID (apx 36 samples)				4					8,220					250	8,470
d. Data entry and management: QA/QC				2					2,054						2,054
e. Data analysis	4			5					1,797						1,797
Objective 3 Subtotal															
4	0	0	11	5	20	84	120	0	14,723	0	50	0	250	350	15,373
4. EARLY LIFESTAGE SURVIVAL															
Embryo development and survival to hatch	4	0	6	16	8	8	0	8	5,054	0	0	0	0	0	5,054
Data analysis	4	0	6	16	8	8	0	8	5,054	0	0	0	0	0	5,054
Objective 4 Subtotal															
4	0	6	16	8	8	0	8	0	5,054	0	0	0	0	0	5,054
5. QUANTIFYING BENEFITS OF RESTORATION ACTIONS															
(I) Habitat restoration and juvenile production	40	24		8					11,816		63,000			6,000	11,816
a. Analysis framework, data management tools									0						69,000
b. Production of genotypes	8	40		8					8,072						8,072
c. Statistical analysis															
(II) Outmigration strategies and survival to adult returns	4	4		20					28,140		450		100		97,784
a. Collecting genetic samples and otoliths in collaboration with CDFW during carcass surveys									63,120						63,120
b. Prepare otoliths and conduct Sr isotope measurements									10,664						10,664
c. Otolith migration and survival analysis (in-kind)															
(III) Communication functions	16	40	16	16					12,528						12,528
a. Report - to be completed following subsequent years of study	8	8	8	8					4,560						4,560
b. Present results and project meeting															
Objective 5 Subtotal															
76	120	28	60	0	0	1,462	200	0	138,920	0	450	97,664	0	6,100	201,916
6. MODELING SALMONID REARING HABITAT REQUIREMENTS															
a. Coordination with technical team members	6			10					2,238	40					2,278
b. Modify ESHE model with American River fish and flow data	8			80					10,384						10,384
c. Run the model over the range of fish behaviors and flow regimes	8			20					3,724						3,724
d. Develop technical memo presenting preliminary results	8			40	4				6,336						6,336
e. Prepare and give presentation to display modeling results	6			18	2				3,322						3,322
Objective 6 Subtotal															
36	0	0	168	6	0	0	0	0	26,004	40	0	0	0	0	26,044
7. VALUATION OF SALMONID HABITAT RESTORATION															
a. Develop manuscript intro and purpose including 4-5 valuation criteria	16			8					4,040						4,040
b. Compiling data; generate actions and ecosystem response values using collected data and literature	5			4					4,376						4,376
c. Interpret results, including manuscript development, discussion and references	8			24					4,600						4,600
d. Format figures and text. Submit to journal	8			8	25				4,986				1,400		6,386
e. Reviewer comments and edits	24			20					7,092						7,092
Objective 7 Subtotal															
61	0	64	0	25	40	0	0	0	25,094	0	0	0	0	1,400	26,494
8. Evaluation of Cordova Creek Fish Passage															
a. Determine Species Capabilities	4			9					1,409	141					1,550
b. Compare passage with and without dissipater design	3			4					856	39					895
c. Report	3			6					1,002	73					1,075
Objective 8 Subtotal															
10			26						1,880	25					3,520
9. PROJECT MANAGEMENT AND REPORTING															
Project and contract management	10			26					4,766	25					4,791
Attend 3 x 1-day meetings for the American River SDM model	24			8					5,544	40					6,034
Completed Report (2013-2014)	4			50					10,002						10,002
Completed Report (2014-2015) - basic monitoring only, excluding tasks 5-7	4			20					10,002						10,002
Objective 9 Subtotal															
42		8	126	40	24	16	16	16	30,314	65	450	0	0	0	30,829
Project Totals															
227	120	110	399	108	104	1,562	344	0	246,603	105	950	97,664	250	7,850	315,724

EXHIBIT C

PROFESSIONAL SERVICES AGREEMENT

FACILITIES AND EQUIPMENT TO BE PROVIDED BY CITY

CITY shall *[check one]*

Not furnish any facilities or equipment for this Agreement;

or

Furnish the following facilities or equipment for the Agreement *[list, if applicable]*:

EXHIBIT D
PROFESSIONAL SERVICES AGREEMENT

GENERAL PROVISIONS

1. Independent Contractor.

- A. It is understood and agreed that CONTRACTOR (including CONTRACTOR's employees) is an independent contractor and that no relationship of employer-employee exists between the parties hereto for any purpose whatsoever. Neither CONTRACTOR nor CONTRACTOR's assigned personnel shall be entitled to any benefits payable to employees of CITY. CITY is not required to make any deductions or withholdings from the compensation payable to CONTRACTOR under the provisions of this Agreement, and CONTRACTOR shall be issued a Form 1099 for its services hereunder. As an independent contractor, CONTRACTOR hereby agrees to indemnify and hold CITY harmless from any and all claims that may be made against CITY based upon any contention by any of CONTRACTOR's employees or by any third party, including but not limited to any state or federal agency, that an employer-employee relationship or a substitute therefor exists for any purpose whatsoever by reason of this Agreement or by reason of the nature and/or performance of any Services under this Agreement. (As used in this Exhibit D, the term "Services" shall include both Services and Additional Services as such terms are defined elsewhere in this Agreement.)
- B. It is further understood and agreed by the parties hereto that CONTRACTOR, in the performance of its obligations hereunder, is subject to the control and direction of CITY as to the designation of tasks to be performed and the results to be accomplished under this Agreement, but not as to the means, methods, or sequence used by CONTRACTOR for accomplishing such results. To the extent that CONTRACTOR obtains permission to, and does, use CITY facilities, space, equipment or support services in the performance of this Agreement, this use shall be at the CONTRACTOR's sole discretion based on the CONTRACTOR's determination that such use will promote CONTRACTOR's efficiency and effectiveness. Except as may be specifically provided elsewhere in this Agreement, the CITY does not require that CONTRACTOR use CITY facilities, equipment or support services or work in CITY locations in the performance of this Agreement.
- C. If, in the performance of this Agreement, any third persons are employed by CONTRACTOR, such persons shall be entirely and exclusively under the direction, supervision, and control of CONTRACTOR. Except as may be specifically provided elsewhere in this Agreement, all terms of employment, including hours, wages, working conditions, discipline, hiring, and discharging, or any other terms of employment or requirements of law, shall be determined by CONTRACTOR. It is further understood and agreed that CONTRACTOR shall issue W-2 or 1099 Forms for income and employment tax purposes, for all of CONTRACTOR's assigned personnel and subcontractors.
- D. The provisions of this Section 1 shall survive any expiration or termination of this Agreement. Nothing in this Agreement shall be construed to create an exclusive relationship between CITY and CONTRACTOR. CONTRACTOR may represent, perform services for, or be employed by such additional persons or companies as CONTRACTOR

sees fit provided that CONTRACTOR does not violate the provisions of Section 5, below.

2. **Licenses; Permits, Etc.** CONTRACTOR represents and warrants that CONTRACTOR has all licenses, permits, City Business Operations Tax Certificate, qualifications, and approvals of whatsoever nature that are legally required for CONTRACTOR to practice its profession or provide any services under the Agreement. CONTRACTOR represents and warrants that CONTRACTOR shall, at its sole cost and expense, keep in effect or obtain at all times during the term of this Agreement any licenses, permits, and approvals that are legally required for CONTRACTOR to practice its profession or provide such Services. Without limiting the generality of the foregoing, if CONTRACTOR is an out-of-state corporation, CONTRACTOR warrants and represents that it possesses a valid certificate of qualification to transact business in the State of California issued by the California Secretary of State pursuant to Section 2105 of the California Corporations Code.
3. **Time.** CONTRACTOR shall devote such time and effort to the performance of Services pursuant to this Agreement as is necessary for the satisfactory and timely performance of CONTRACTOR's obligations under this Agreement. Neither party shall be considered in default of this Agreement, to the extent that party's performance is prevented or delayed by any cause, present or future, that is beyond the reasonable control of that party.
4. **CONTRACTOR Not Agent.** Except as CITY may specify in writing, CONTRACTOR and CONTRACTOR's personnel shall have no authority, express or implied, to act on behalf of CITY in any capacity whatsoever as an agent. CONTRACTOR and CONTRACTOR's personnel shall have no authority, express or implied, to bind CITY to any obligations whatsoever.
5. **Conflicts of Interest.** CONTRACTOR covenants that neither it, nor any officer or principal of its firm, has or shall acquire any interest, directly or indirectly, that would conflict in any manner with the interests of CITY or that would in any way hinder CONTRACTOR's performance of Services under this Agreement. CONTRACTOR further covenants that in the performance of this Agreement, no person having any such interest shall be employed by it as an officer, employee, agent or subcontractor, without the written consent of CITY. CONTRACTOR agrees to avoid conflicts of interest or the appearance of any conflicts of interest with the interests of CITY at all times during the performance of this Agreement. If CONTRACTOR is or employs a former officer or employee of the CITY, CONTRACTOR and any such employee(s) shall comply with the provisions of Sacramento City Code Section 2.16.090 pertaining to appearances before the City Council or any CITY department, board, commission or committee.
6. **Confidentiality of CITY Information.** During performance of this Agreement, CONTRACTOR may gain access to and use CITY information regarding inventions, machinery, products, prices, apparatus, costs, discounts, future plans, business affairs, governmental affairs, processes, trade secrets, technical matters, systems, facilities, customer lists, product design, copyright, data, and other vital information (hereafter collectively referred to as "City Information") that are valuable, special and unique assets of the CITY. CONTRACTOR agrees to protect all City Information and treat it as strictly confidential, and further agrees that CONTRACTOR shall not at any time, either directly or indirectly, divulge, disclose or communicate in any manner any City Information to any third party without the prior written consent of CITY. In addition, CONTRACTOR shall comply with all CITY policies governing the use of the CITY network and technology systems, as set forth in applicable provisions of the City of Sacramento

Administrative Policy Instructions # 30. A violation by CONTRACTOR of this Section 6 shall be a material violation of this Agreement and shall justify legal and/or equitable relief.

7. CONTRACTOR Information.

- A. CITY shall have full ownership and control, including ownership of any copyrights, of all information prepared, produced, or provided by CONTRACTOR pursuant to this Agreement. In this Agreement, the term “information” shall be construed to mean and include: any and all work product, submittals, reports, plans, specifications, and other deliverables consisting of documents, writings, handwritings, typewriting, printing, photostating, photographing, computer models, and any other computerized data and every other means of recording any form of information, communications, or representation, including letters, works, pictures, drawings, sounds, or symbols, or any combination thereof. CONTRACTOR shall not be responsible for any unauthorized modification or use of such information for other than its intended purpose by CITY.
- B. CONTRACTOR shall fully defend, indemnify and hold harmless CITY, its officers and employees, and each and every one of them, from and against any and all claims, actions, lawsuits or other proceedings alleging that all or any part of the information prepared, produced, or provided by CONTRACTOR pursuant to this Agreement infringes upon any third party’s trademark, trade name, copyright, patent or other intellectual property rights. CITY shall make reasonable efforts to notify CONTRACTOR not later than ten (10) days after CITY is served with any such claim, action, lawsuit or other proceeding, provided that CITY’s failure to provide such notice within such time period shall not relieve CONTRACTOR of its obligations hereunder, which shall survive any termination or expiration of this Agreement.
- C. All proprietary and other information received from CONTRACTOR by CITY, whether received in connection with CONTRACTOR’s proposal to CITY or in connection with any Services performed by CONTRACTOR, will be disclosed upon receipt of a request for disclosure, pursuant to the California Public Records Act; provided, however, that, if any information is set apart and clearly marked “trade secret” when it is provided to CITY, CITY shall give notice to CONTRACTOR of any request for the disclosure of such information. The CONTRACTOR shall then have five (5) days from the date it receives such notice to enter into an agreement with the CITY, satisfactory to the City Attorney, providing for the defense of, and complete indemnification and reimbursement for all costs (including plaintiff’s attorney fees) incurred by CITY in any legal action to compel the disclosure of such information under the California Public Records Act. The CONTRACTOR shall have sole responsibility for defense of the actual “trade secret” designation of such information.
- D. The parties understand and agree that any failure by CONTRACTOR to respond to the notice provided by CITY and/or to enter into an agreement with CITY, in accordance with the provisions of subsection C, above, shall constitute a complete waiver by CONTRACTOR of any rights regarding the information designated “trade secret” by CONTRACTOR, and such information shall be disclosed by CITY pursuant to applicable procedures required by the Public Records Act.

8. Standard of Performance. CONTRACTOR shall perform all Services required pursuant to this Agreement in the manner and according to the standards currently observed by a competent practitioner of CONTRACTOR's profession in California. All products of whatsoever nature that CONTRACTOR delivers to CITY pursuant to this Agreement shall be prepared in a professional manner and conform to the standards of quality normally observed by a person currently practicing in CONTRACTOR's profession, and shall be provided in accordance with any schedule of performance specified in Exhibit A. CONTRACTOR shall assign only competent personnel to perform Services pursuant to this Agreement. CONTRACTOR shall notify CITY in writing of any changes in CONTRACTOR's staff assigned to perform the Services required under this Agreement, prior to any such performance. In the event that CITY, at any time during the term of this Agreement, desires the removal of any person assigned by CONTRACTOR to perform Services pursuant to this Agreement, because CITY, in its sole discretion, determines that such person is not performing in accordance with the standards required herein, CONTRACTOR shall remove such person immediately upon receiving notice from CITY of the desire of CITY for the removal of such person.

9. Term; Suspension; Termination.

- A. This Agreement shall become effective on the date that it is approved by both parties, set forth on the first page of the Agreement, and shall continue in effect until both parties have fully performed their respective obligations under this Agreement, unless sooner terminated as provided herein.
- B. CITY shall have the right at any time to temporarily suspend CONTRACTOR's performance hereunder, in whole or in part, by giving a written notice of suspension to CONTRACTOR. If CITY gives such notice of suspension, CONTRACTOR shall immediately suspend its activities under this Agreement, as specified in such notice.
- C. CITY shall have the right to terminate this Agreement at any time by giving a written notice of termination to CONTRACTOR. If CITY gives such notice of termination, CONTRACTOR shall immediately cease rendering Services pursuant to this Agreement. If CITY terminates this Agreement:
 - (1) CONTRACTOR shall, not later than five days after such notice of termination, deliver to CITY copies of all information prepared pursuant to this Agreement.
 - (2) CITY shall pay CONTRACTOR the reasonable value of Services rendered by CONTRACTOR prior to termination; provided, however, CITY shall not in any manner be liable for lost profits that might have been made by CONTRACTOR had the Agreement not been terminated or had CONTRACTOR completed the Services required by this Agreement. In this regard, CONTRACTOR shall furnish to CITY such financial information as in the judgment of the CITY is necessary for CITY to determine the reasonable value of the Services rendered by CONTRACTOR. The foregoing is cumulative and does not affect any right or remedy that CITY may have in law or equity.

10. Indemnity.

- A. Indemnity: CONTRACTOR shall defend, hold harmless and indemnify CITY, its officers and employees, and each and every one of them, from and against any and all actions, damages, costs, liabilities, claims, demands, losses, judgments, penalties, costs and expenses of every type and description, including, but not limited to, any fees and/or costs reasonably incurred by CITY's staff attorneys or outside attorneys and any fees and expenses incurred in enforcing this provision (hereafter collectively referred to as "Liabilities"), including but not limited to Liabilities arising from personal injury or death, damage to personal, real or intellectual property or the environment, contractual or other economic damages, or regulatory penalties, arising out of or in any way connected with performance of or failure to perform this Agreement by CONTRACTOR, any sub-consultant, subcontractor or agent, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, whether or not (i) such Liabilities are caused in part by a party indemnified hereunder or (ii) such Liabilities are litigated, settled or reduced to judgment; provided that the foregoing indemnity does not apply to liability for any damage or expense for death or bodily injury to persons or damage to property to the extent arising from the sole negligence or willful misconduct of CITY, its agents, servants, or independent contractors who are directly responsible to CITY, except when such agents, servants, or independent contractors are under the direct supervision and control of CONTRACTOR.
- B. Insurance Policies; Intellectual Property Claims: The existence or acceptance by CITY of any of the insurance policies or coverages described in this Agreement shall not affect or limit any of CITY's rights under this Section 10, nor shall the limits of such insurance limit the liability of CONTRACTOR hereunder. This Section 10 shall not apply to any intellectual property claims, actions, lawsuits or other proceedings subject to the provisions of Section 7.B., above. The provisions of this Section 10 shall survive any expiration or termination of this Agreement.

11. Insurance Requirements. During the entire term of this Agreement, CONTRACTOR shall maintain the insurance coverage described in this Section 11.

Full compensation for all premiums that CONTRACTOR is required to pay for the insurance coverage described herein shall be included in the compensation specified for the Services provided by CONTRACTOR under this Agreement. No additional compensation will be provided for CONTRACTOR's insurance premiums. Any available insurance proceeds in excess of the specified minimum limits and coverages shall be available to the CITY.

It is understood and agreed by the CONTRACTOR that its liability to the CITY shall not in any way be limited to or affected by the amount of insurance coverage required or carried by the CONTRACTOR in connection with this Agreement.

A. Minimum Scope & Limits of Insurance Coverage

- (1) Commercial General Liability Insurance providing coverage at least as broad as ISO CGL Form 00 01 on an occurrence basis for bodily injury, including death, of one or more persons, property damage, and personal injury, arising out of

activities performed by or on behalf of CONTRACTOR, its sub-consultants, and subcontractors, products and completed operations of CONTRACTOR, its sub-consultants, and subcontractors, and premises owned, leased, or used by CONTRACTOR, its sub-consultants, and subcontractors, with limits of not less than one million dollars (\$1,000,000) per occurrence. The policy shall provide contractual liability and products and completed operations coverage for the term of the policy.

- (2) Automobile Liability Insurance providing coverage at least as broad as ISO Form CA 00 01 for bodily injury, including death, of one or more persons, property damage, and personal injury, with limits of not less than one million dollars (\$1,000,000) per accident. The policy shall provide coverage for owned, non-owned, and/or hired autos as appropriate to the operations of the CONTRACTOR.

No automobile liability insurance shall be required if CONTRACTOR completes the following certification:

“I certify that a motor vehicle will not be used in the performance of any work or services under this agreement.” _____ (CONTRACTOR initials)

- (3) Workers’ Compensation Insurance with statutory limits, and Employers’ Liability Insurance with limits of not less than one million dollars (\$1,000,000). The Workers’ Compensation policy shall include a waiver of subrogation in favor of the CITY. If no work or services will be performed on or at CITY facilities or CITY Property, the CITY Representative may waive this requirement by selecting the option below:

Workers’ Compensation waiver of subrogation in favor of the CITY is not required. _____ (CITY Representative initials)

No Workers’ Compensation insurance shall be required if CONTRACTOR completes the following certification:

“I certify that my business has no employees, and that I do not employ anyone. I am exempt from the legal requirements to provide Workers’ Compensation insurance.” _____ (CONTRACTOR initials)

- (4) Professional Liability Insurance providing coverage on a claims made basis for errors, omissions, or malpractice with limits of not less than one million (\$1,000,000) dollars. Professional Liability (Errors and Omissions) insurance:

Is _____ Is not _____ [check one] required for this Agreement.

If required, such coverage must be continued for at least _____ year(s) following the completion of all Services and Additional Services under this Agreement. The retroactive date must be prior to the date this Agreement is approved or any Services are performed.

B. Additional Insured Coverage

- (1) Commercial General Liability Insurance: The CITY, its officials, employees, and volunteers shall be covered by policy terms or endorsement as additional insureds as respects general liability arising out of: activities performed by or on behalf of CONTRACTOR, its sub-consultants, and subcontractors; products and completed operations of CONTRACTOR, its sub-consultants, and subcontractors; and premises owned, leased, or used by CONTRACTOR, its sub-consultants, and subcontractors.
- (2) Automobile Liability Insurance: The CITY, its officials, employees, and volunteers shall be covered by policy terms or endorsement as additional insureds as respects auto liability.

C. Other Insurance Provisions

The policies are to contain, or be endorsed to contain, the following provisions:

- (1) Except for professional liability, CONTRACTOR's insurance coverage, including excess insurance, shall be primary insurance as respects CITY, its officials, employees, and volunteers. Any insurance or self-insurance maintained by CITY, its officials, employees, or volunteers shall be in excess of CONTRACTOR's insurance and shall not contribute with it.
- (2) Any failure to comply with reporting provisions of the policies shall not affect coverage provided to CITY, its officials, employees, or volunteers.
- (3) Coverage shall state that CONTRACTOR's insurance shall apply separately to each insured against whom claim is made or suit is brought, except with respect to the limits of the insurer's liability.
- (4) CITY will be provided with thirty (30) days written notice of cancellation or material change in the policy language or terms.

D. Acceptability of Insurance

Insurance shall be placed with insurers with a Bests' rating of not less than A:VI. Self-insured retentions, policy terms or other variations that do not comply with the requirements of this Section 11 must be declared to and approved by the CITY in writing prior to execution of this Agreement.

E. Verification of Coverage

- (1) CONTRACTOR shall furnish CITY with certificates and required endorsements evidencing the insurance required. The certificates and endorsements shall be forwarded to the CITY representative named in Exhibit A. Copies of policies shall be delivered to the CITY on demand. Certificates of insurance shall be signed by

an authorized representative of the insurance carrier.

- (2) For all insurance policy renewals during the term of this Agreement, CONTRACTOR shall send insurance certificates reflecting the policy renewals directly to:

City of Sacramento

c/o Ebix RCS

Reference #: (This number will be provided by EBIX after Agreement approval.)

PO Box 257

Portland, MI 48875-0257

Insurance certificates also may be faxed to (770) 325-3340, or e-mailed to:

CertsOnly-Portland@ebix.com

- (3) The CITY may withdraw its offer of contract or cancel this Agreement if the certificates of insurance and endorsements required have not been provided prior to execution of this Agreement. The CITY may withhold payments to CONTRACTOR or cancel the Agreement if the insurance is canceled or CONTRACTOR otherwise ceases to be insured as required herein.

F. Subcontractors

CONTRACTOR shall require and verify that all sub-consultants and subcontractors maintain insurance coverage that meets the minimum scope and limits of insurance coverage specified in subsection A, above.

12. Equal Employment Opportunity. During the performance of this Agreement, CONTRACTOR, for itself, its assignees and successors in interest, agrees as follows:

- A. Compliance With Regulations: CONTRACTOR shall comply with the Executive Order 11246 entitled "Equal Opportunity in Federal Employment", as amended by Executive Order 11375 and 12086, and as supplemented in Department of Labor regulations (41 CFR Chapter 60), hereinafter collectively referred to as the "Regulations".
- B. Nondiscrimination: CONTRACTOR, with regards to the work performed by it after award and prior to completion of the work pursuant to this Agreement, shall not discriminate on the ground of race, color, religion, sex, national origin, age, marital status, physical handicap or sexual orientation in selection and retention of subcontractors, including procurement of materials and leases of equipment. CONTRACTOR shall not participate either directly or indirectly in discrimination prohibited by the Regulations.
- C. Solicitations for Subcontractors, Including Procurement of Materials and Equipment: In all solicitations either by competitive bidding or negotiations made by CONTRACTOR for work to be performed under any subcontract, including all procurement of materials or equipment, each potential subcontractor or supplier shall be notified by CONTRACTOR of CONTRACTOR's obligation under this Agreement and the Regulations relative to nondiscrimination on the ground of race, color, religion, sex, national origin, age, marital

status, physical handicap or sexual orientation.

- D. Information and Reports: CONTRACTOR shall provide all information and reports required by the Regulations, or by any orders or instructions issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information and its facilities as may be determined by the CITY to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of CONTRACTOR is in the exclusive possession of another who fails or refuses to furnish this information, CONTRACTOR shall so certify to the CITY, and shall set forth what efforts it has made to obtain the information.
- E. Sanctions for Noncompliance: In the event of noncompliance by CONTRACTOR with the nondiscrimination provisions of this Agreement, the CITY shall impose such sanctions as it may determine to be appropriate including, but not limited to:
 - (1) Withholding of payments to CONTRACTOR under this Agreement until CONTRACTOR complies;
 - (2) Cancellation, termination, or suspension of the Agreement, in whole or in part.
- F. Incorporation of Provisions: CONTRACTOR shall include the provisions of subsections A through E, above, in every subcontract, including procurement of materials and leases of equipment, unless exempted by the Regulations, or by any order or instructions issued pursuant thereto. CONTRACTOR shall take such action with respect to any subcontract or procurement as the CITY may direct as a means of enforcing such provisions including sanctions for noncompliance; provided, however, that in the event CONTRACTOR becomes involved in, or is threatened with, litigation with a subcontractor or supplier as a result of such direction, CONTRACTOR may request CITY to enter such litigation to protect the interests of CITY.

13. Entire Agreement. This document, including all Exhibits, contains the entire agreement between the parties and supersedes whatever oral or written understanding they may have had prior to the execution of this Agreement. No alteration to the terms of this Agreement shall be valid unless approved in writing by CONTRACTOR, and by CITY, in accordance with applicable provisions of the Sacramento City Code.

14. Severability. If any portion of this Agreement or the application thereof to any person or circumstance shall be held invalid or unenforceable, the remainder of this Agreement shall not be affected thereby and shall be enforced to the greatest extent permitted by law.

15. Waiver. Neither CITY acceptance of, or payment for, any Service or Additional Service performed by CONTRACTOR, nor any waiver by either party of any default, breach or condition precedent, shall be construed as a waiver of any provision of this Agreement, nor as a waiver of any other default, breach or condition precedent or any other right hereunder.

16. Enforcement of Agreement. This Agreement shall be governed, construed and enforced in accordance with the laws of the State of California. Venue of any litigation arising out of or

connected with this Agreement shall lie exclusively in the state trial court or Federal District Court located in Sacramento County in the State of California, and the parties consent to jurisdiction over their persons and over the subject matter of any such litigation in such courts, and consent to service of process issued by such courts.

17. **Assignment Prohibited.** The expertise and experience of CONTRACTOR are material considerations for this Agreement. CITY has a strong interest in the qualifications and capability of the persons and entities that will fulfill the obligations imposed on CONTRACTOR under this Agreement. In recognition of this interest, CONTRACTOR shall not assign any right or obligation pursuant to this Agreement without the written consent of the CITY. Any attempted or purported assignment without CITY's written consent shall be void and of no effect.
18. **Binding Effect.** This Agreement shall be binding on the heirs, executors, administrators, successors and assigns of the parties, subject to the provisions of Section 17, above.
19. **Use Tax Requirements.** During the performance of this Agreement, CONTRACTOR, for itself, its assignees and successors in interest, agrees as follows:
 - A. Use Tax Direct Payment Permit: For all leases and purchases of materials, equipment, supplies, or other tangible personal property used to perform the Agreement and shipped from outside California, the Contractor and any subcontractors leasing or purchasing such materials, equipment, supplies or other tangible personal property shall obtain a Use Tax Direct Payment Permit from the California State Board of Equalization ("SBE") in accordance with the applicable SBE criteria and requirements.
 - B. Sellers Permit: For any construction contract and any construction subcontract in the amount of \$5,000,000 or more, Contractor and the subcontractor(s) shall obtain sellers permits from the SBE and shall register the jobsite as the place of business for the purpose of allocating local sales and use tax to the City. Contractor and its subcontractors shall remit the self-accrued use tax to the SBE, and shall provide a copy of each remittance to the City.
 - C. The above provisions shall apply in all instances unless prohibited by the funding source for the Agreement.

EXHIBIT E

REQUIREMENTS OF THE NON-DISCRIMINATION IN EMPLOYEE BENEFITS CODE

INTRODUCTION

The Sacramento Non-Discrimination In Employee Benefits Code (the "Ordinance"), codified as Sacramento City Code Chapter 3.54, prohibits City contractors from discriminating in the provision of employee benefits between employees with spouses and employees with domestic partners, and between the spouses and domestic partners of employees.

APPLICATION

The provisions of the Ordinance apply to any contract or agreement (as defined below), between a Contractor and the City of Sacramento, in an amount exceeding \$100,000.00. The Ordinance applies to that portion of a contractor's operations that occur: (i) within the City of Sacramento; (ii) on real property outside the City of Sacramento if the property is owned by the City or if the City has a right to occupy the property; or (iii) at any location where a significant amount of work related to a City contract is being performed.

The Ordinance does not apply: to subcontractors or subcontracts of any Contractor or contractors; to transactions entered into pursuant to cooperative purchasing agreements approved by the Sacramento City Council; to legal contracts of other governmental jurisdictions or public agencies without separate competitive bidding by the City; where the requirements of the ordinance will violate or are inconsistent with the terms or conditions of a grant, subvention or agreement with a public agency or the instructions of an authorized representative of any such agency with respect to any such grant, subvention or agreement; to permits for excavation or street construction; or to agreements for the use of City right-of-way where a contracting utility has the power of eminent domain.

DEFINITIONS

As set forth in the Ordinance, the following definitions apply:

"Contract" means an agreement for public works or improvements to be performed, or for goods or services to be purchased or grants to be provided, at the expense of the City or to be paid out of moneys deposited in the treasury or out of the trust money under the control or collected by the City. "Contract" also means a written agreement for the exclusive use ("exclusive use" means the right to use or occupy real property to the exclusion of others, other than the right reserved by the fee owner) or occupancy of real property for a term exceeding 29 days in any calendar year, whether by singular or cumulative instrument, (i) for the operation or use by others of real property owned or controlled by the City for the operation of a business, social, or other establishment or organization, including leases, concessions, franchises and easements, or (ii) for the City's use or occupancy of real property owned by others, including leases, concessions, franchises and easements.

"Contract" shall not include: a revocable at-will use or encroachment permit for the use of or encroachment on City property regardless of the ultimate duration of such permit; excavation, street construction or street use permits; agreements for the use of City right-of-way where a contracting

utility has the power of eminent domain; or agreements governing the use of City property that constitute a public forum for activities that are primarily for the purpose of espousing or advocating causes or ideas and that are generally protected by the First Amendment to the United States Constitution or that are primarily recreational in nature.

“Contractor” means any person or persons, firm partnership or corporation, company, or combination thereof, that enters into a Contract with the City. “Contractor” does not include a public entity.

“Domestic Partner” means any person who has a currently registered domestic partnership with a governmental entity pursuant to state or local law authorizing the registration.

“Employee Benefits” means bereavement leave; disability, life, and other types of insurance; family medical leave; health benefits; membership or membership discounts; moving expenses; pension and retirement benefits; vacation; travel benefits; and any other benefit given to employees. “Employee benefits” shall not include benefits to the extent that the application of the requirements of this chapter to such benefits may be preempted by federal or state.

CONTRACTOR’S OBLIGATION TO PROVIDE THE CITY WITH DOCUMENTATION AND INFORMATION

Contractor shall provide the City with documentation and information verifying its compliance with the requirements of the Ordinance within ten (10) days of receipt of a request from the City. Contractors shall keep accurate payroll records, showing, for each City Contract, the employee’s name, address, Social Security number, work classification, straight time pay rate, overtime pay rate, overtime hours worked, status and exemptions, and benefits for each day and pay period that the employee works on the City Contract. Each request for payroll records shall be accompanied by an affidavit to be completed and returned by the Contractor, as stated, attesting that the information contained in the payroll records is true and correct, and that the Contractor has complied with the requirements of the Ordinance. A violation of the Ordinance or noncompliance with the requirements of the Ordinance shall constitute a breach of contract.

EMPLOYER COMPLIANCE CERTIFICATE AND NOTICE REQUIREMENTS

(a) All contractors seeking a Contract subject to the Ordinance shall submit a completed Declaration of Compliance Form, signed by an authorized representative, with each proposal, bid or application. The Declaration of Compliance shall be made a part of the executed contract, and will be made available for public inspection and copying during regular business hours.

(b) The Contractor shall give each existing employee working directing on a City contract, and (at the time of hire), each new employee, a copy of the notification provided as Attachment “A.”

(c) Contractor shall post, in a place visible to all employees, a copy of the notice provided as Attachment “B.”

Attachment A



YOUR RIGHTS UNDER THE CITY OF SACRAMENTO’S NON-DISCRIMINATION IN EMPLOYEE BENEFITS CODE

On (date), your employer (the “Employer”) entered into a contract with the City of Sacramento (the “City”) for (contract details), and as a condition of that contract, agreed to abide by the requirements of the City’s Non-Discrimination In Employee Benefits Code (Sacramento City Code Section 3.54).

The Ordinance does not require the Employer to provide employee benefits. The Ordinance does require that if certain employee benefits are provided by the Employer, that those benefits be provided without discrimination between employees with spouses and employees with domestic partners, and without discrimination between the spouse or domestic partner of employees.

The Ordinance covers any employee working on the specific contract referenced above, but only for the period of time while those employees are actually working on this specific contract.

The included employee benefits are:

- Bereavement leave
- Disability, life and other types of insurance
- Family medical leave
- Health benefits
- Membership or membership discounts
- Moving expenses
- Pension and retirement benefits
- Vacation
- Travel benefits
- Any other benefits given to employees

(Employee Benefits does not include benefits that may be preempted by federal or state law.)

If you feel you have been discriminated or retaliated against by your employer in the terms and conditions of your application for employment, or in your employment, or in the application of these employee benefits, because of your status as an applicant or as an employee protected by the Ordinance, or because you reported a violation of the Ordinance, and after having exhausted all remedies with your employer,

You May . . .

- Submit a written complaint to the City of Sacramento, Contract Services Unit, containing the details of the alleged violation. The address is:

City of Sacramento
Procurement Services Division
915 I Street, Second Floor
Sacramento, CA 95814

- Bring an action in the appropriate division of the Superior Court of the State of California against the Employer and obtain the following remedies:
 - Reinstatement, injunctive relief, compensatory damages and punitive damages
 - Reasonable attorney's fees and costs



YOUR RIGHTS UNDER THE CITY OF SACRAMENTO'S NON-DISCRIMINATION IN EMPLOYEE BENEFITS CODE

If your employer provides employee benefits, they must be provided to those employees working on a City of Sacramento contract without discriminating between employees with spouses and employees with domestic partners.

The included employee benefits are:

- Bereavement leave
- Disability, life and other types of insurance
- Family medical leave
- Health benefits
- Membership or membership discounts
- Moving expenses
- Pension and retirement benefits
- Vacation
- Travel benefits
- Any other benefits given to employees

If you feel you have been discriminated against by your employer . . .

You May . . .

- Submit a written complaint to the City of Sacramento, Contract Services Unit, containing the details of the alleged violation. The address is:

City of Sacramento
Procurement Services Division
915 I Street, Second Floor
Sacramento, CA 95814

- Bring an action in the appropriate division of the Superior Court of the State of California against the employer and obtain reinstatement, injunctive relief, compensatory damages, punitive damages and reasonable attorney's fees and costs.

Discrimination and Retaliation Prohibited.

If you feel you have been discriminated or retaliated against by your employer in the terms and conditions of your application for employment, or in your employment, because of your status as an applicant or as an employee protected by the Ordinance, or because you reported a violation of this Ordinance . . .

You May Also . . .

Submit a written complaint to the City of Sacramento, Contract Services Unit, at the same address, containing the details of the alleged violation.