

## AGREEMENT FOR EVENT SECURITY AND LOGISTICS

(2018 Festival of Lights Events)

### CONTEMPORARY SERVICES CORPORATION

On this \_\_\_\_\_ day of \_\_\_\_\_, 2018, the CITY OF RIVERSIDE, a California charter city and municipal corporation ("City"), and CONTEMPORARY SERVICES CORPORATION, a California corporation ("Contractor"), mutually agree as follows:

1. **Scope of Services.** Contractor shall furnish all labor, materials and equipment for and perform the work of providing unarmed security and logistics for the 2018 Festival of Lights Events ("Services"). Contractor shall perform the Services in accordance with the provisions and requirements of the Scope of Services attached hereto as Exhibit "A" and incorporated herein by reference.

2. **Term.** This Agreement shall be effective on the date first written above and shall remain in effect until January 31, 2019, unless otherwise terminated pursuant to the provisions herein. The term may be extended for two (2) additional two (2) year terms, upon mutual written agreement of the parties.

3. **Compensation.** City shall pay Contractor for the performance of the Services during the initial term of this Agreement a Contract Price not to exceed **Two Hundred Fifty Thousand Dollars (\$250,000)**. City shall pay Contractor for Services performed to City's satisfaction on a monthly basis in accordance with the provisions of the Compensation Schedule attached hereto as Exhibit "B" and incorporated herein by this reference. If the term of the Agreement is extended, Contractor's compensation for the extended term shall be mutually agreed upon in writing by the parties.

4. **General Compliance with Laws.** Contractor shall keep fully informed of federal, state and local laws and ordinances and regulations which in any manner affect those employed by Contractor, or in any way affect the performance of Services by Contractor pursuant to this Agreement. Contractor shall at all times observe and comply with all such laws, ordinances and regulations, and shall be solely responsible for any failure to comply with all applicable laws, ordinances and regulations. This includes, but is not limited to, Business and Professions Code Sections 7580 through 7588 and State of California, Department of Consumer Affairs, Bureau of Security and Investigative Services licensing requirements for Private Patrol Operators and Security Guards.

5. **Business License.** As a condition of this Agreement, Contractor shall secure a business license to operate in the City of Riverside, and shall also secure any other licenses or permits which may be required.

6. **Business Tax and Penalties.** Contractor acknowledges and agrees that with respect to any business tax or penalties thereon, utility charges, invoiced fee or other debt which is

owed, or which becomes owed, by Contractor to City, City reserves the right to withhold and offset said amounts from any payments, refunds or reimbursements owed by City to Contractor under the Agreement. Notice of such withholding and offset shall promptly be given to Contractor by City in writing. In the event of a dispute as to the amount owed or whether such amount is owed to City, City will hold such disputed amount until either the appropriate appeal process has been completed or until the dispute has been resolved.

7. **Personnel.** Contractor shall furnish all personnel necessary to perform the Services and shall be responsible for their performance and compensation. Contractor recognizes that the qualifications and experience of the security guard personnel to be used are vital to professional and timely completion of the Services. Contractor shall furnish qualified personnel to perform the services, which security personnel shall be a minimum of 21 years of age, possess a Consumer Affairs Permit and Certificate for Security Guards and any other certifications required by the State of California, have experience or be suitably trained as a security officer and handling security situations that may arise with City officials, employees, and the public.

8. **Assignment and Subcontracting.** Neither party shall assign any right, interest, or obligation in or under this Agreement to any other entity without prior written consent of the other party. In any event, no assignment shall be made unless the assignee expressly assumes the obligations of assignor under this Agreement, in a writing satisfactory to the parties. Contractor acknowledges that any assignment may, at the City's sole discretion, require City Manager and/or City Council approval. Contractor shall not subcontract any portion of the work required by this Agreement without prior written approval by the responsible City Contract Administrator. Subcontracts, if any, shall contain a provision making them subject to all provisions stipulated in this Agreement, including without limitation, the insurance obligations set forth in Section 11. The Contractor acknowledges and agrees that the City is an intended beneficiary of any work performed by any subcontractor for purposes of establishing a duty of care between any subcontractor and the City.

9. **Independent Contractor.** In the performance of this Agreement, Contractor, and Contractor's employees, subcontractors and agents, shall act in an independent capacity as independent contractors, and not as officers or employees of the City of Riverside. Contractor acknowledges and agrees that the City has no obligation to pay or withhold state or federal taxes or to provide workers' compensation or unemployment insurance to Contractor, or to Contractor's employees, subcontractors and agents. Contractor, as an independent contractor, shall be responsible for any and all taxes that apply to Contractor as an employer.

10. **Indemnification.** Contractor shall indemnify and hold harmless the City, and the City's employees, officers, managers, agents and council members from any liability, claim, damage or action whatsoever, arising out of the sole negligence or willful misconduct of Contractor, its officers, employees, subcontractors, agents or including but not limited to property damage, bodily injury, or death. Contractor shall defend, at its sole cost and expense, including but not limited to attorney fees, cost of investigation, defense and settlement or awards, the City and the City's employees, officers, managers, agents and council members in any such action or claim. With respect to any action or claim subject to indemnification herein by Contractor, Contractor shall, at its sole cost, have the right to use counsel of its own choice and shall have the right to

adjust, settle, or compromise any such action or claim without the prior consent of City; provided, however, that any such adjustment, settlement or compromise in no manner whatsoever limits or circumscribes Contractor's indemnification of City. Contractor's obligations hereunder shall be satisfied when Contractor has provided to City the appropriate form of dismissal (or similar document) relieving the City from any liability for the action or claim involved. The specified insurance limits required in this Agreement shall in no way limit or circumscribe Contractor's obligations to indemnify and hold harmless the City.

## **11. Insurance.**

11.1 General Provisions. Prior to the City's execution of this Agreement, Contractor shall provide satisfactory evidence of, and shall thereafter maintain during the term of this Agreement, such insurance policies and coverages in the types, limits, forms and ratings required herein. The rating and required insurance policies and coverages may be modified in writing by the City's Risk Manager or City Attorney, or a designee, unless such modification is prohibited by law.

11.1.1 Limitations. These minimum amounts of coverage shall not constitute any limitation or cap on Contractor's indemnification obligations under Section 10 hereof.

11.1.2 Ratings. Any insurance policy or coverage provided by Contractor or subcontractors as required by this Agreement shall be deemed inadequate and a material breach of this Agreement, unless such policy or coverage is issued by insurance companies authorized to transact insurance business in the State of California with a policy holder's rating of A or higher and a Financial Class of VII or higher.

11.1.3 Cancellation. The policies shall not be canceled unless thirty (30) days' prior written notification of intended cancellation has been given to City by certified or registered mail, postage prepaid.

11.1.4 Adequacy. The City, its officers, employees and agents make no representation that the types or limits of insurance specified to be carried by Contractor pursuant to this Agreement are adequate to protect Contractor. If Contractor believes that any required insurance coverage is inadequate, Contractor will obtain such additional insurance coverage as Contractor deems adequate, at Contractor's sole expense.

11.2 Workers' Compensation Insurance. By executing this Agreement, Contractor certifies that Contractor is aware of and will comply with Section 3700 of the Labor Code of the State of California requiring every employer to be insured against liability for workers' compensation, or to undertake self-insurance before commencing any of the work. Contractor shall carry the insurance or provide for self-insurance required by California law to protect said Contractor from claims under the Workers' Compensation Act. Prior to City's execution of this Agreement, Contractor shall file with City either 1) a certificate of insurance showing that such insurance is in effect, or that Contractor is self-insured for such coverage, or 2) a certified statement that Contractor has no employees, and acknowledging that if Contractor does employ

any person, the necessary certificate of insurance will immediately be filed with City. Any certificate filed with City shall provide that City will be given ten (10) days' prior written notice before modification or cancellation thereof.

11.3 Commercial General Liability and Automobile Insurance. Prior to City's execution of this Agreement, Contractor shall obtain, and shall thereafter maintain during the term of this Agreement, commercial general liability insurance and automobile liability insurance as required to insure Contractor against damages for personal injury, including accidental death, as well as from claims for property damage, which may arise from or which may concern operations by anyone directly or indirectly employed by, connected with, or acting for or on behalf of Contractor. The City, and its officers, employees and agents, shall be named as additional insureds under the Contractor's insurance policies.

11.3.1 Contractor's commercial general liability insurance policy shall cover both bodily injury (including death) and property damage (including, but not limited to, premises operations liability, products-completed operations liability, independent contractor's liability, personal injury liability, and contractual liability) in an amount not less than \$1,000,000 per occurrence and a general aggregate limit in the amount of not less than \$2,000,000.

11.3.2 Contractor's automobile liability policy shall cover both bodily injury and property damage in an amount not less than \$1,000,000 per occurrence and an aggregate limit of not less than \$1,000,000. All of Contractor's automobile and/or commercial general liability insurance policies shall cover all vehicles used in connection with Contractor's performance of this Agreement, which vehicles shall include, but are not limited to, Contractor owned vehicles, Contractor leased vehicles, Contractor's employee vehicles, non-Contractor owned vehicles and hired vehicles.

11.3.3 Prior to City's execution of this Agreement, copies of insurance policies or original certificates along with additional insured endorsements acceptable to the City evidencing the coverage required by this Agreement, for both commercial general and automobile liability insurance, shall be filed with City and shall include the City and its officers, employees and agents, as additional insureds. Said policies shall be in the usual form of commercial general and automobile liability insurance policies, but shall include the following provisions:

It is agreed that the City of Riverside, and its officers, employees and agents, are added as additional insureds under this policy, solely for work done by and on behalf of the named insured for the City of Riverside.

11.3.4 The insurance policy or policies shall also comply with the following provisions:

a. If the policy is written on a claims made basis, the certificate should so specify and the policy must continue in force for one year after completion of the services. The retroactive date of coverage must also be listed.

b. The policy shall specify that the insurance provided by Contractor will be considered primary and not contributory to any other insurance available to the City and Endorsement No. CG 20010413 shall be provided to the City.

11.4 Errors and Omissions Insurance. Prior to City's execution of this Agreement, Consultant shall obtain, and shall thereafter maintain during the term of this Agreement, errors and omissions professional liability insurance in the minimum amount of \$1,000,000 to protect the City from claims resulting from the Consultant's activities.

12. **Termination.** City shall have the right to terminate any or all of Contractor's Services and work covered by this Agreement at any time upon thirty (30) calendar days' written notice to Contractor. In the event of such termination, Contractor shall submit Contractor's final written statement of the amount of services provided as of the date of such termination for payment by the City.

Notwithstanding the foregoing, the City may terminate Contractor's performance of this Agreement upon five (5) calendar days' written notice if:

- (1) Contractor fails to promptly begin performance of the Services;
- (2) Contractor fails to perform the Services;
- (3) Contractor discontinues performance of the Services;
- (4) Contractor fails to make payment to employees for materials or labor in accordance with applicable law;
- (5) Contractor disregards laws, ordinances, or rules, regulations, or orders of a public authority having jurisdiction;
- (6) Contractor otherwise is guilty of breach of a provision of this Agreement;
- (7) Contractor becomes insolvent, is adjudicated bankrupt, or makes a general assignment for the benefit of creditors and fails to provide City with adequate assurances of Contractor's ability to satisfy its contractual obligations.
- (8) A receiver, trustee, or other judicial officer shall not have any right, title, or interest in or to this Agreement. Upon that person's appointment, City has, at its option and sole discretion, the right to immediately cancel the Agreement and declare it null and void.

13. **Non-Discrimination.** During Contractor's performance of this Agreement, Contractor shall not discriminate on the grounds of race, religious creed, color, national origin, ancestry, age, physical disability, mental disability, medical condition including the medical condition of Acquired Immune Deficiency Syndrome (AIDS) or any condition related thereto,

marital status, gender, gender identity, genetic information, gender expression, sex, sexual orientation, military or veterans status, in the selection and retention of employees and subcontractors and the procurement of materials and equipment, except as provided in Section 12940 of the California Government Code. Further, Contractor agrees to conform to the requirements of the Americans with Disabilities Act in the performance of this Agreement.

14. **City's Right to Employ Other Consultants/Contractors.** City reserves the right to employ other Contractors in connection with the security services. If the City is required to employ another contractor to complete Contractor's work, due to the failure of the Contractor to perform, or due to the breach of any of the provisions of this Agreement, the City reserves the right to seek reimbursement from Contractor.

15. **Conflict of Interest.** Contractor, for itself and on behalf of the individuals employed as security guards assigned to the City, represents and warrants that by the execution of this Agreement, they have no interest, present or contemplated, affected by the above-described Services. Contractor further warrants that neither Contractor, individuals employed as security guards assigned to the City have any real property, business interests or income interests that will be affected by this project or, alternatively, that Contractor will file with the City an affidavit disclosing any such interest.

16. **Solicitation.** Contractor warrants that Contractor has not employed or retained any person or agency to solicit or secure this Agreement, nor has it entered into any agreement or understanding for a commission, percentage, brokerage, or contingent fee to be paid to secure this Agreement. For breach of this warranty, City shall have the right to terminate this Agreement without liability and pay Contractor only for the value of work Contractor has actually performed, or, in its sole discretion, to deduct from the Agreement price or otherwise recover from Contractor the full amount of such commission, percentage, brokerage or commission fee. The remedies specified in this section shall be in addition to and not in lieu of those remedies otherwise specified in this Agreement.

17. **Prevailing Wage.** Pursuant to Section 1771 of the California Labor Code, Contractor and all subcontractors are required to pay the general prevailing rates of per diem wages, overtime and holiday wages as determined by the Director of the Department of Industrial Relations and implemented by Resolution No. 13346 of the City Council of the City of Riverside. The Director's determination of prevailing wage rates is available on-line at [www.dir.ca.gov/dlsr/DPreWageDetermination.htm](http://www.dir.ca.gov/dlsr/DPreWageDetermination.htm), and is referred to and made a part hereof as though fully set forth herein. California Labor Code Sections 1725.5 and 1771.1 requiring all general contractors and subcontractors to be registered with DIR. Registration can be accomplished through the DIR website by using this link: <http://www.dir.ca.gov/PublicWorks/PublicWorks.html>.

18. **Notices.** Service of any notices, bills, invoices or other documents required or permitted under this Agreement shall be sufficient if sent by one party to the other by United States mail, postage prepaid and addressed as follows:

To City

City of Riverside  
Arts & Cultural Affairs Division  
Attn: Gema Ramirez  
3900 Main Street, 5<sup>th</sup> Floor  
Riverside, CA 92522

To Consultant

Contemporary Services Corporation  
Attn: Mark Glaser  
17101 Superior Street  
Northridge, CA 91325

19. **Venue.** Any action at law or in equity brought by either of the parties hereto for the purpose of enforcing a right or rights provided for by this Agreement shall be tried in the superior court in the County of Riverside, State of California, and the parties hereby waive all provisions of law providing for a change of venue in such proceedings to any other county.

20. **Waiver.** No action or failure to act by the City shall constitute a waiver of any right or duty afforded City under this Agreement, nor shall any action or failure to act constitute an approval of or acquiescence in any breach thereunder, except as may be specifically provided in this Agreement or as may be agreed in writing.

21. **Severability.** Each provision, term, condition, covenant and/or restriction, in whole and in part, in this Agreement shall be considered severable. In the event any provision, term, condition, covenant and/or restriction, in whole and/or in part, in this Agreement is declared invalid, unconstitutional, or void for any reason, such provision or part thereof shall be severed from this Agreement and shall not affect any other provision, term, condition, covenant and/or restriction of this Agreement and the remainder of the Agreement shall continue in full force and effect.

22. **Amendments.** This Agreement may be modified or amended only by a written agreement and/or change order executed by the Contractor and City.

23. **Authority.** The individuals executing this Agreement and the instruments referenced herein on behalf of Contractor each represent and warrant that they have the legal power, right and actual authority to bind Contractor to the terms and conditions hereof and thereof.

24. **Entire Agreement.** This Agreement constitutes the final, complete, and exclusive statement of the terms of the agreement between the parties pertaining to the subject matter of this Agreement, and supersedes all prior and contemporaneous understandings or agreements of the parties. Neither party has been induced to enter into this Agreement by, and neither party is relying on, any representation or warranty outside those expressly set forth in this Agreement.

25. **Removal.** Contractor shall remove and replace its employee within thirty ("30") minutes for any cause or condition that renders the Contractor's employee incapable of performing his or her duties, which shall include but is not limited to: sleeping on duty; theft of City or personal property; combative or abusive behavior toward City staff or the public; or alcohol or illegal drug use.

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be executed the day and year first above written.

CITY OF RIVERSIDE, a California  
charter city and municipal corporation

By: \_\_\_\_\_  
City Manager

Attest: \_\_\_\_\_  
City Clerk

Certified as to Availability of Funds

By: Maie Piri  
Asst. CFO/Treasurer

Approved as to Form:

By: [Signature]  
Chief Assistant City Attorney

CONTEMPORARY SERVICES  
CORPORATION, a California corporation

By: [Signature]  
Christopher E. Laney  
[Printed Name]

Branch Manager  
[Title]

By: \_\_\_\_\_  
[Printed Name]

\_\_\_\_\_  
[Title]

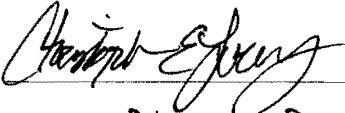


**WORKERS' COMPENSATION CERTIFICATION**

I am aware of the provisions of Section 3700 of the Labor Code which require every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that code, and I will comply with such provisions before commencing the performance of the work of this contract.

Dated: 10/12/18

**CONTEMPORARY SERVICES  
CORPORATION**

By: 

Christopher E Loney Branch Manager  
[Printed Name and Title]

(This form may be used in lieu of a standard corporate resolution)

### CORPORATE RESOLUTION CERTIFICATE

I, HEREBY CERTIFY that during a meeting of the Board of Directors of the Interagency Parks Corporation, a corporation existing under the laws of the State of California, held on October 12, 20 93, the following resolution was duly passed and adopted:

"RESOLVED, that Christopher Loney, as Interagency Parks of the Corporation, be and is hereby authorized to execute the Agreement for Event Security and Logistics (Zoo's Festival, Light's Festival) between the City of Riverside and this corporation, and that his/her execution thereof shall be the official act and deed of this Corporation."

I further certify that said resolution is now in full force and effect.

IN WITNESS WHEREOF, I have hereunto set my hand this 14, day of October, 20 93.

  
Secretary

James H. Smith  
Secretary, Interagency Parks Corporation

## **EXHIBIT "A"**

### **SCOPE OF SERVICES**

#### **EVENT SECURITY AND LOGISTICS:**

1. Contractor must provide a plan for event security and logistics for Switch-On Ceremony. The plan must include pedestrian safe walkways, security at street closures including security checkpoints, and security services at minimum. The City welcomes all recommendations to enhance the security of the event.

2. Security Guard services for the duration of the event is required as well as after hour pre-event security guards during installation of all attractions. Security Guard services are required from November 12, 2018 through January 12, 2019. Staffing during this duration will be as set forth below.

3. The City understands that Contractor has invested time and expense to recruit and train its security personnel. As such, the City agrees that it will not solicit, offer to hire, or hire any of Contractor's employees for such similar services during the term of this Agreement or within one (1) year following the expiration of this Agreement.

#### **DESCRIPTION OF SECURITY GUARD SERVICES:**

1. Contractor is required to have all required licenses and permits to perform services. Contractor and assigned personnel shall possess all licenses and permits required by the California Department of Consumer Affairs, Bureau of Security and Investigative Services.

2. Contractor shall maintain 24-hour communications accessible to City Staff.

3. Contractor must agree to assign an experienced account manager who shall be responsible for assuring that all requirements described herein are fulfilled. This person must be a proven manager, who will be able to interact effectively with City Staff. The account manager shall have access to company resources, such as electronic databases and other automated systems necessary to uphold the contract.

4. Supervision of assigned personnel shall be provided on a daily basis. Supervisors shall be available to City Staff. Supervisors shall conduct on-site inspections of assigned personnel by at least twice per week or as requested by City Staff. Supervisors shall have prior security experience.

5. Assigned personnel shall arrive at work well groomed, in a professional manner, and in the appropriate uniform of the company - complete with badge, company designation patch, nametag, and required communications equipment. Uniforms shall be in respectable condition, fitted properly, cleaned, pressed, and present a professional appearance. Assigned personnel shall not lean against walls, stand with their hands in their pockets, or adopt an unprofessional conduct or posture.

6. Assigned personnel shall respond to emergencies of every variety requiring immediate action or assistance. Assigned personnel shall call for assistance (911) when necessary. Assigned personnel shall report all emergencies to the designated emergency responder(s) as instructed by City Staff.

7. Contractor shall furnish a written report for each incident of injury, security or law violation. Contractor shall furnish a written report within one day of the incident to the City Staff.

8. Typical duties of the security guards at the Festival of Lights include, but are not limited to, the following:

- Monitoring admittance of personnel and authorized visitors to secured attractions and vendor booths.
- Making rounds of inspection to determine that fences and gates are properly closed and/or locked or otherwise properly secured.
- Preventing trespass on, damage to, or theft of Festival of Lights property. Including all attractions, decorations, and booths.
- Enforcing security regulations
- Interacting in a professional manner with the public
- Act as customer service point of contact for attendees
- Be a visible presence in the along the entire footprint of the event.
- Traffic-control duties may be included at some assignments
- Respond to requests by City Staff.
- Report any unsafe or dangerous conditions or circumstance to the City Staff.
- Placement of barricades and/or other equipment

9. Contractor and assigned personnel shall cooperate with law enforcement officers from the City of Riverside, including, when necessary, appearing in court and other such proceedings.

10. One security guard on each shift should maintain a daily field activity report, summarizing the significant events that occurred during the shift.

11. One shift Supervisor will be the contact for the event and must respond to all Festival of Lights designated phone, turn on and turn off all lighted features, responsible for the collection of daily vendor receipts, enforcement of "No Parking" areas, and provide and ensure all staff is providing excellent customer service.

12. Cross guard services for the Festival are required at two locations and times:

Mission Inn Avenue at Main Street  
Monday, Tuesday, Wednesday from 5:00 pm to 10:00 pm

University Avenue at Main Street  
Daily from 5:00 pm to 11:00 pm

These services must begin on November 24, 2018 and end on January 6, 2019.

13. Contractor's personnel shall be responsible for the carrying out the written Job Site rules, regulations and policies applicable to Contractor and issued by the City.

14. At the Switch-On Ceremony, a supervisor level staff must be stationed at the command post.

#### **STAFFING LEVELS:**

1. At least one (1) week prior to November 24, 2018, City and Contractor shall meet to create a written job order that includes the number and classifications of security personnel requested and the time periods for which they will be needed. If at any time during the event additional staffing is required, the City and Contractor shall agree on the number and duration of the additional staff

2. The City shall have the final decision as to the number of security personnel to be used and the deployment. The City agrees that for all shifts: (i) at least one Supervisor shall be ordered and such Supervisor shall act as the Event Coordinator where the personnel request is for less than ten (10) personnel; (ii) for any event where ten (10) or more personnel are requested, an Event Coordinator shall be ordered; and, (iii) for every ten (10) security personnel requested, a minimum of one (1) Supervisor shall be ordered. The Event Coordinator and Supervisors shall not be assigned or included in the fixed number of security personnel used or deployed.

3. Prior to an Event for the briefing and distribution of employees at the Job Site, the following reporting time requirements shall be used:

- a. Where the number of employees ordered is ten (10) or less, the reporting time shall be fifteen minutes prior to the facility opening.
- b. Where the number of employees ordered is more than ten (10) but less than fifty-one (51), the reporting time shall be thirty (30) minutes prior to the facility opening.

- c. Where the number of employees ordered is fifty-one (51) but less than one hundred (100), the reporting time shall be forty-five (45) minutes prior to the facility opening.
- d. Where the number of employees ordered is one hundred one (101) but less than two hundred (200) then the reporting time shall be one (1) hour.
- e. Where the number of employees ordered is two hundred one (201) or more, the reporting time shall be one and one-half (1-1/2) hours.

#### **SUPERVISION AND AUTHORITY:**

1. Contractor shall be accountable for the direct supervision of its employees. The City shall make all requests regarding deployment, positioning, post assignments and conduct through Contractor's Event Coordinator. The Event Coordinator will be accountable for the satisfaction of such requests to the extent that such requests are consistent with Job Site policies, this Agreement and local, state and federal laws.

2. If at any time the City feels that any employee of Contractor is not satisfactory, the City shall notify Contractor's account manager of the reasons for its dissatisfaction with such employee verbally and in writing. Contractor shall attempt to promptly correct the employee's conduct to the satisfaction of the City. If the employee continues to be unsatisfactory to the City, or if the initial conduct was so egregious as to warrant dismissal, the City may demand that Contractor cease using said employee at the Job Site. Contractor shall promptly comply with such request.

#### **UNIFORMS AND EQUIPMENT:**

1. Contractor's normal uniform for personnel shall be dark blue slacks and a yellow windbreaker, nylon jacket or golf shirt with the words "Event Staff" printed on the back and Contractor's logo and an identifying number on the front. Supervisors' normal attire shall be a shirt or jacket of a different color than other personnel and shall have the word "Supervisor" on the front.

2. The City shall supply Contractor with a suitable check-in area for employee roll call, office space, and locked storage area for the exclusive use of Contractor and its employees.

## **EXHIBIT "B"**

### **COMPENSATION**

Contractor shall be paid a sum not to exceed Two Hundred and Fifty Thousand Dollars (\$250,000) unless an increase is agreed upon by parties for the services listed in Exhibit A of this Agreement. The City shall pay Contractor in accordance with the City's usual accounting procedures upon receipt and approval of an itemized invoice. Should the City fail to pay Contractor, Contractor may proceed with collection as authorized by law and in equity. The following rates are applicable during this Agreement.

Event Staff \$23.50 per hour  
Supervisors \$26.50 per hour  
Event Manager \$33.50 per hour

The City shall pay the above rates, plus any applicable sales taxes on such services, per employee-hour, with a minimum of four (4) hours per employee (if an employee works in excess of four (4) hours, the City shall be billed in fifteen (15) minute increments).

If State, Federal, local city or county Minimum Wage Standards, applicable Living Wages, governmentally mandated health benefits payments or related levies or taxes or the like are increased or levied, as the case may be, against Contractor during this Agreement, the rates paid shall be adjusted by any such increase, levy, payments or taxes.

The City agrees that Contractor will pay one and one-half (1-1/2) times the rates for all services provided on the following holidays: Thanksgiving Day, Christmas Day and New Year's Day. If an employee works more than eight (8) hours per day or forty (40) hours per week due to a request by the City, then the City agrees to pay overtime pay at one and one-half (1-1/2) times the rates or as otherwise required by applicable law.

**EXHIBIT "C"**  
**KEY PERSONNEL**

Mark Glaser  
Sr. Vice President, Operations  
[mglaser@csc-usa.com](mailto:mglaser@csc-usa.com)  
303.808.5987

Chris Laney  
San Bernardino Branch Manager  
[claney@csc-usa.com](mailto:claney@csc-usa.com)  
909.414.5418

Pam Gates  
Event Manager  
951.756.4100

Ann Delgado  
Assistant Branch Manager  
909-659.4115