REQUEST FOR QUALIFICATIONS (RFQ)

The City of Kalamazoo, Michigan is soliciting qualifications for:

Project Name: Environmental Consulting Services  
Reference #: 91843-002.0

RFQ ISSUE DATE:  May 27, 2021
Number of Copies Required:  1 paper copy  
+ 1 electronic copy (USB thumb drive)

QUALIFICATIONS DUE DATE:  
June 29, 2021 by 3:30 p.m. Local Time
Facsimile Qualifications Will Not Be Accepted

MAILING ADDRESS & INSTRUCTIONS

Questions about this RFQ should be directed to:  
Jean Talanda, Environmental Programs Manager at  
(269) 337-8583 or talandaj@kalamazoocity.org  
Jamie McCarthy, Redevelopment Project Manager at  
(269) 337-8082 or mccarthyja@kalamazoocity.org

Mail to:  
Purchasing Division  
241 W. South Street  
Kalamazoo, MI  49007

Include on the Envelope the Project Name and Qualifications Reference Number (above).  All Envelopes Must Be Sealed.

You are invited to submit your qualifications for this project.  Specifications, terms, conditions and instructions for submitting qualifications are contained herein.

All firms shall complete the Consultant Pre-Qualification - Application and submit all information requested herein in order for a submission to be responsive.  FAILURE TO DO SO MAY RESULT IN THE QUALIFICATIONS BEING REJECTED AS NON-RESPONSIVE.  The RFQ document shall be returned in its entirety, in a properly identified and sealed envelope to the Purchasing Division at the above address.  QUALIFICATIONS MUST BE RECEIVED BEFORE THE DUE DATE - LATE QUALIFICATIONS WILL NOT BE CONSIDERED.  The City reserves the right to postpone the qualifications opening for its own convenience. Please review the RFQ as soon as possible and note the DEADLINE FOR QUESTIONS in the Request for Qualifications Instructions.

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<th>PAGE #S</th>
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<td>III</td>
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<td>V</td>
<td>Terms and Conditions</td>
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</tbody>
</table>

APPENDICES

Appendix A

The City reserves the right to accept or reject any or all qualifications and/or proposals and waive informalities and minor irregularities in submissions received.
STATEMENT OF NO INTEREST

NOTE: If you DO NOT intend to submit a Statement of Qualification, please return this form immediately.

The Purchasing Division of the City of Kalamazoo wishes to keep its vendors list file up-to-date. If, for any reason, you cannot supply the commodity/service noted in this bid solicitation, this form must be completed and returned to remain on the particular bid list for future projects of this type.

If you do not respond to this inquiry within the time set for the qualification opening date and time noted, we will assume that you can no longer supply this commodity/service, and your name will be removed from this bidders list.

_____ Specifications too "tight", i.e. geared toward one brand or manufacturer only (explain below).
_____ Specifications are unclear (explain below).
_____ We are unable to meet specifications.
_____ Insufficient time to respond to the Request for Qualifications.
_____ Our schedule would not permit us to perform.
_____ We are unable to meet bond requirements.
_____ We are unable to meet insurance requirements.
_____ We do not offer this product or service.
_____ Remove us from your vendor list for this commodity or service.
_____ Other (specify below).

REMARKS:
____________________________________________________________________________________

____________________________________________________________________________________

SIGNED: _______________________________ NAME: ________________________________________

    (Type or Print)

TITLE: _______________________________ DATE: ________________________________

FIRMNAME: __________________________________________ (if any)

ADDRESS: _____________________________ (Street address) ___________________________ (City)

                        (State)               (Zip)

PHONE: _____________________________ FAX: ____________________________

EMAIL: ______________________________________________________
SECTION I
REQUEST FOR QUALIFICATIONS
INSTRUCTIONS

1. EXAMINATION OF DOCUMENT - Before submitting qualifications, firms shall carefully examine the requirements and shall fully inform themselves as to all existing conditions and limitations.

2. PREPARATION OF QUALIFICATIONS - The response to the RFQ shall be legibly prepared in ink or typed. The qualifications submission shall be properly signed and the complete address of the firm given thereon. **One (1) paper copy and one (1) electronic copy (USB thumb drive)** shall be provided and submitted to:

   City of Kalamazoo  
Purchasing Division  
241 W. South Street  
Kalamazoo, MI 49007

Submissions shall be tightly sealed in an envelope plainly marked SEALED REQUEST FOR QUALIFICATIONS and identified by project name, due date and time. Envelopes opened by mistake due to improper identification will be so documented and resealed. The Purchasing Division will maintain and guarantee confidentiality of the contents until the specified opening date and time.

3. EXPLANATIONS - Any explanation desired by the firm regarding the meaning or interpretation of the RFQ and attachments must be requested in writing and with sufficient time allowed for a reply to reach all prospective firms before the submission of their qualifications. Any information given will be furnished to all as an amendment or addendum to the RFQ, if such information would be prejudicial to uninformed firms. Receipt of amendments or addendum by a firm must be acknowledged in the RFQ by attachment, or by letter or fax received before the time set for opening of qualifications. Oral explanation or instruction given prior to the opening will not be binding. Any binding explanation desired by a firm regarding the meaning or interpretation of the Request for Qualifications (RFQ) and attachments must be requested in writing, at least 5 business days before the bid opening so a reply may reach all prospective firms before the submission of qualifications.

4. WITHDRAWAL OF QUALIFICATIONS - Qualifications may be withdrawn by written or electronic request or in person by an authorized representative provided their identity is made known and a receipt is signed for the submission. Once proposals are received they may not be withdrawn for at least one-hundred twenty (120) days after submission due date.

5. LATE RFQ - Any qualifications received at the office designated herein after the exact time specified for receipt will not be considered. NOTE: The City reserves the right to consider qualifications that have been determined by the City to be received late due to mishandling by the City after receipt of the qualifications and no award has been made.

6. BROCHURES - Illustrated brochures and professional records may be attached and submitted to augment data included in this application. If brochures include information requested in the application, the application may reference the appropriate pages of the brochure.

7. COMPLETENESS - All information requested herein shall be submitted with the RFQ. Failure to do so may result in rejection of the RFQ as non-responsive.
SECTION II
CONSULTANT PRE-QUALIFICATION - APPLICATION

1. Type of Request
   *(Select One)*
   - [ ] Initial Pre-Qualification
   - [ ] Renewal
   - [ ] Modification or Key Personnel Update

2. Consulting Firm Information – *(identified as “Firm” in the remainder of application)*

<table>
<thead>
<tr>
<th>Firm Legal Name</th>
<th>Legal Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>City</td>
<td>State</td>
</tr>
<tr>
<td>Phone Number</td>
<td>Fax Number</td>
</tr>
</tbody>
</table>

Tax Identification Number (Federal ID): Firm Established: Year ________ State________

Remittance Address:

Firm is a:
- [ ] Corporation
- [ ] Limited Liability Company (LLC)
- [ ] Sole Proprietorship
- [ ] General Partnership
- [ ] Limited Partnership
- [ ] Limited Liability Partnership (LLP)

Former firm name(s) if any, and year(s) in business:

Branch office address (if work will be performed there):

<table>
<thead>
<tr>
<th>City</th>
<th>State</th>
<th>Zip Code</th>
<th>County</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phone Number</td>
<td>Fax Number</td>
<td>Website (optional)</td>
<td></td>
</tr>
</tbody>
</table>

Firm is certified as a:
Minority Business Enterprise (MBE) or Women Business Enterprise (WBE) by the Certification Program?
- [ ] No
- [ ] Yes *(Attach letter of certification)*

Firm currently employs a Kalamazoo Promise Graduate?
- [ ] No
- [ ] Yes
3. **General Information**

<table>
<thead>
<tr>
<th></th>
<th>Engineers In Michigan</th>
<th>Engineers Outside of Michigan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Architects In Michigan</th>
<th>Architects Outside of Michigan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Surveyors In Michigan</th>
<th>Surveyors Outside of Michigan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Number of other personnel currently employed by Firm

<table>
<thead>
<tr>
<th>In Michigan</th>
<th>Outside of Michigan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

4. **Contact Information**

**Pre-Qualification Application Contact Information**

<table>
<thead>
<tr>
<th>Contact Person</th>
<th>Ms.</th>
<th>Mr.</th>
<th>First Name</th>
<th>Last Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title</td>
<td></td>
<td></td>
<td>Phone Number</td>
<td>Email</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Address</th>
<th>City</th>
<th>State</th>
<th>Zip Code</th>
<th>Fax number</th>
</tr>
</thead>
</table>

**Financial Contact Information**

<table>
<thead>
<tr>
<th>Contact Person</th>
<th>Ms.</th>
<th>Mr.</th>
<th>First Name</th>
<th>Last Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title</td>
<td></td>
<td></td>
<td>Phone Number</td>
<td>Email</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Address</th>
<th>Type</th>
<th>Main/HQ</th>
<th>Billing Address</th>
<th>Mail Address</th>
<th>MI Branch</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>City</td>
<td>State</td>
<td>Zip Code</td>
<td>Fax number</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

5. **Administrative Pre-Qualification**

(This section is required with first submittal of a work type and at renewal time.)

- By submitting this application, the firm certifies that it is not presently suspended, debarred, or voluntarily excluded from participating in procurement activities by the State of Michigan or any agency of the United States government, and that a proposed suspension or debarment is not pending.

- If this box is checked, the consultant has attached information relating to a current or pending suspension, debarment, or voluntary exclusion.

6. **General Terms**

Please see SECTION V: TERMS AND CONDITIONS
7. Technical Pre-Qualification
Check box for each work type for which pre-qualification is sought.

<table>
<thead>
<tr>
<th>City of Kalamazoo Pre-Qualification Areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐ Environmental Consulting Services: including wellfield vertical profile delineation, current wellhead withdraw determination procedures and capture zone delineation/modeling services.</td>
</tr>
</tbody>
</table>

8. Resume and Relevant Project Experience Form

**Part 1**

**General Information and Personnel**

<table>
<thead>
<tr>
<th>Work Type:</th>
<th>Consultant Firm Name:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultant Firm Contact Name for Work Type:</td>
<td>Telephone:</td>
</tr>
<tr>
<td>Email:</td>
<td>Names of key personnel:</td>
</tr>
<tr>
<td>Professional Certification/Licensure</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Names of additional personnel that you would like to pre-qualify:</th>
<th>Professional Certification/Licensure</th>
</tr>
</thead>
</table>
# Part 1A Qualifying Experience

**IMPORTANT: Submit resumes OR Complete one Part 1A for each person listed in Part 1.**

<table>
<thead>
<tr>
<th>Name:</th>
<th>Role in this work type for which pre-qualification sought:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Years Experience:</td>
</tr>
<tr>
<td></td>
<td>Years experience with current firm:</td>
</tr>
<tr>
<td></td>
<td>Education (degree and specialization):</td>
</tr>
<tr>
<td></td>
<td>Current Professional Certification/Licensure (state &amp; discipline):</td>
</tr>
<tr>
<td></td>
<td>Other professional qualifications (publications, organizations, training, awards, etc.):</td>
</tr>
</tbody>
</table>

## Relevant Project Experience (fields are expandable)

<table>
<thead>
<tr>
<th>Title, Owner, Contact Person, Phone # and Location (City &amp; State):</th>
<th>Date started and date completed:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Professional Services</td>
</tr>
<tr>
<td></td>
<td>Construction (if applicable)</td>
</tr>
<tr>
<td>Description (brief scope, size, cost, etc.) &amp; Specific Role:</td>
<td>Check if project performed with current firm</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Title, Owner, Contact Person, Phone # and Location (City &amp; State):</th>
<th>Date started and date completed:</th>
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<tr>
<td>Description (brief scope, size, cost, etc.) &amp; Specific Role:</td>
<td>Check if project performed with current firm</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Title, Owner, Contact Person, Phone # and Location (City &amp; State):</th>
<th>Date started and date completed:</th>
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</tr>
<tr>
<td>Description (brief scope, size, cost, etc.) &amp; Specific Role:</td>
<td>Check if project performed with current firm</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Title, Owner, Contact Person, Phone # and Location (City &amp; State):</th>
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<td>Description (brief scope, size, cost, etc.) &amp; Specific Role:</td>
<td>Check if project performed with current firm</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Title, Owner, Contact Person, Phone # and Location (City &amp; State):</th>
<th>Date started and date completed:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Professional Services</td>
</tr>
<tr>
<td></td>
<td>Construction (if applicable)</td>
</tr>
<tr>
<td>Description (brief scope, size, cost, etc.) &amp; Specific Role:</td>
<td>Check if project performed with current firm</td>
</tr>
</tbody>
</table>
## Part 2
### Example Projects Key

**IMPORTANT:** Project Examples must be listed below with corresponding titles.

<table>
<thead>
<tr>
<th>No.</th>
<th>Title of Example Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
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<td>3</td>
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<td></td>
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<tr>
<td>9</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td></td>
</tr>
</tbody>
</table>

### Key Personnel Involvement in Example Projects

**IMPORTANT:** Each person submitted in Part 1A, or by resume, must be listed here. Example projects are those projects that must be submitted as specified in work type submittal requirements.

<table>
<thead>
<tr>
<th>Names of Key Personnel (From Part 1A, or resume)</th>
<th>Role in Example Project</th>
<th>Example Projects</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>(Fill in “Example Projects Key” above before completing table. Place “X” under project number to identify involvement by each person in specific example project).</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1 2 3 4 5 6 7 8 9 10</td>
</tr>
</tbody>
</table>
9. Additional Questions

Describe how your firm intends to work with the owner to provide professional environmental consulting services and any value-added qualities your firm is able to bring to projects under this contract.

Identify any additional professional consulting firm(s) or other subcontractor(s) you will use to work on this project and their expected role(s).

10. Certification

By submitting this application, the applicant certifies that all statements and supporting documentation submitted in this application package are true and correct and include all material information necessary to identify and explain the operations of the applicant. Applicant hereby authorizes and requests any person, agency or firm to furnish any pertinent information requested by the City of Kalamazoo deemed necessary to verify the statements made in this application. This certification constitutes a material representation. Any misrepresentation will be grounds for denying or revoking pre-qualification and for initiating action under federal or state laws concerning false statements.

Signature: __________________________________________________

Name: ________________________________

Title: ________________________________

Date: ________________________________
When evaluating the qualifications of the responses received for professional service contracts, the location of Kalamazoo County professional firms will be given additional consideration. The City of Kalamazoo is the sole determiner whether a professional firm qualifies as a Kalamazoo County firm and the ranking of its qualifications as compared to the qualifications of the other professional firms being considered.

During the qualifications evaluation process, an additional weight of approximately two percent will be added to the qualifications of Kalamazoo County professional firms in recognition of the positive economic impact resulting from contracting with them. This weight is given over and above any score already given for location of the firm as it relates to increased efficiency and effectiveness as a result of the proximity of the firm to the City. It is understood, however, that due to the subjective nature of the qualifications evaluation process, and the number and weight of all criteria used, it is impossible to apply a precise, numerical local preference score to those proposals.

To qualify as a Kalamazoo County professional firm, the business must meet both the following criteria:
1. Have a physical presence in Kalamazoo County by maintaining a permanent office in Kalamazoo County and with employees working in Kalamazoo County.
2. Have paid real or personal property taxes related to said business to the City of Kalamazoo, County of Kalamazoo or other municipal corporation within Kalamazoo County in the previous tax year, except that a non-profit entity need not meet this requirement.

This local preference policy applies only to purchases for professional services that are over $25,000. If more than 50% of the contract is sub-contracted to firms located outside of Kalamazoo County that proposal does not qualify for the local preference policy outlined above. The local preference policy will not apply if prohibited by law. The Purchasing Agent has the authority to make final determination if the bidder qualifies as a Kalamazoo County bidder as set forth herein. The Purchasing Agent may take into account the permanency of the business in Kalamazoo, and whether the business appears to be claiming to be a Kalamazoo County business solely or primarily to qualify as a Kalamazoo County business under this Resolution, and any other material factors.

CERTIFICATION

If you qualify as a Kalamazoo County professional firm and wish to be considered for the local preference provisions as provided above please certify that fact by providing the information requested below and attesting to its accuracy.

Firm Name:_____________________________________________________

Street Address of Business: _______________________________________

City, State, and Zip Code: _________________________________________

Number of employees working in Kalamazoo County: ___________________

Name the city or township to which business real and/or personal property taxes are paid or provide non-profit status: ___________________________

The above information is accurate:

Signature: ____________________________ Date: _______________________

Name: ____________________________________________

Title: ____________________________________________

Revised March 2009
CITY OF KALAMAZOO – REQUEST FOR QUALIFICATIONS

Environmental Consulting Services

Reference #: 91843-002.0

CITY OF KALAMAZOO EX-OFFENDER POLICY CHECKLIST

As part of the City’s commitment to reducing unacceptable poverty, encouraging rehabilitation, reducing recidivism and strengthening families in Kalamazoo, the City has updated its Purchasing Policy to ensure that firms with whom the City does business share in this commitment by utilizing hiring practices that do not unfairly deny people with arrest and conviction records gainful employment. (Important: This requirement also extends to any subcontractors the bidder intends to use to fulfill the contract for goods or services being sought from the City.)

Part I: Proof that the bidder does not inquire about an individual’s past arrest or criminal history on the bidders employment application form

☐ Attach a copy of the current application for employment being used by the bidder

Part II: Certification that the bidder does not use an individual’s past arrest or criminal history to unlawfully discriminate against them by checking one or more of the following:

☐ That pursuant to federal or state law bidder is precluded from hiring persons with certain criminal records from holding particular positions or engaging in certain occupations by providing a cite to the applicable statute or regulation; if checking this box, provide a citation to the applicable statute or rule upon which the bidder is relying: ________________

☐ That bidder conducts criminal history background checks only as necessary, and only after making a conditional offer of employment; that any withdrawal of an offer of employment to an individual because of a past criminal history is job-related and consistent with business necessity after the individual has been provided an individualized assessment opportunity to review and challenge or supplement the history of past criminal conduct being relied upon by the bidder;

☐ That the use by bidder of criminal history background checks complies with the U.S. Equal Employment Opportunity Commission’s Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions and that the bidder has not had a determination rendered against it in past 7 years that it discriminated against a person through the use of an individual’s arrest or criminal history.

I CERTIFY THAT THE ABOVE STATEMENTS ARE TRUE.

_________________________  _________________________
Date                  Signature

_________________________  _________________________
Printed Name           Position

November 2017
COVID-19 ADDENDUM
March 16, 2020

TO: ALL Prospective Bidders
PROJECT: ALL Upcoming Projects

The purpose of this addendum is to clarify and/or modify the sealed bid delivery and bid opening process for all upcoming projects. All work affected is subject to all applicable terms and conditions of the Bidding and Contract Documents.

1. UPDATE TO SEALED BID DELIVERY AND BID OPENING POLICY

Effective immediately and continuing until further notice, due to the COVID-19 virus the City of Kalamazoo may no longer be accepting sealed bids in-person or conducting public bid openings.

Bidders can submit sealed bids in one of the following ways:

- Mail your bid, to be received before the bid due date and time indicated in the bid document, to the City of Kalamazoo at the following address:

  City of Kalamazoo
  Purchasing Division
  241 West South Street
  Kalamazoo, MI  49007

- Deliver your bid to the Treasurer’s Office Payment Drop Box located in the northwest corner of City Hall before the bid due date and time indicated in the bid document. Pictures of the drop box location have been provided in Photo Attachment.

Bidders are strongly encouraged to deliver their sealed bid to the Treasurer’s Office Payment Drop Box. However, if hand delivery of your bid to the drop box is not an option, please be sure to allow enough time for possible mail delays when mailing sealed bids to the City. Any bid received after the exact date and time specified for receipt will not be considered. (Note: The City reserves the right to consider bids that have been determined by the City to be received late due to mishandling by the City after receipt of the bid and no award has been made.)

All bids shall be tightly sealed in an envelope plainly marked SEALED BID and identified by project name, bid opening date and time. Bids opened by mistake, due to improper identification, will be so documented and resealed. The Purchasing Division will maintain and guarantee confidentiality of the contents until the specified opening date and time. Bids submitted by fax machine or email will not be accepted.
The Purchasing Division will post bid tabulations to the City of Kalamazoo website within 24 hours after the bid opening date and time at: https://www.kalamazooicity.org/bidopportunities.

Questions regarding this sealed bid delivery and bid opening policy change related to the COVID-19 virus should be directed to the City of Kalamazoo at (269) 337-8020.

Sincerely,

Michelle Emig

Purchasing Division Manager
COVID-19 Addendum

PHOTO ATTACHMENT

CITY OF KALAMAZOO
TREASURER’S OFFICE PAYMENT DROP BOX PICTURES
CITY OF KALAMAZOO TREASURER’S OFFICE PAYMENT DROP BOX

Deliver your bid to the Treasurer’s Office Payment Drop Box located in the northwest corner of City Hall before the bid due date and time indicated in the bid document.

1. Open drop box located at City Hall.  
2. Insert SEALED BID here.
SECTION III
INDEMNITY AND INSURANCE

Contractor, or any of their subcontractors, shall not commence work under this contract until they have obtained the insurance required under this paragraph, and shall keep such insurance in force during the entire life of this contract. All coverage shall be with insurance companies licensed and admitted to do business in the State of Michigan and acceptable to the City of Kalamazoo within ten (10) days of the Notice of Award. The requirements below should not be interpreted to limit the liability of the Contractor. All deductibles and SIR’s are the responsibility of the Contractor.

The Contractor shall procure and maintain the following insurance coverage:

**Workers’ Compensation Insurance** including Employers’ Liability Coverage, in accordance with all applicable statutes of the State of Michigan.

**Commercial General Liability Insurance** on an “Occurrence Basis” with limits of liability not less than $1,000,000 per occurrence and aggregate. Coverage shall include the following extensions: (A) Contractual Liability; (B) Products and Completed Operations; (C) Independent Contractors Coverage; (D) Broad Form General Liability Extensions or equivalent, if not already included and (E) XCU coverage if the nature of the contract requires XC or U work.

**Automobile Liability** in accordance with all applicable statutes of the State of Michigan, with limits of liability not less than $1,000,000 per occurrence, combined single limit for Bodily Injury, and Property Damage. Coverage shall include all owned vehicles, all non-owned vehicles, and all hired vehicles.

**Additional Insured**: Commercial General Liability and Automobile Liability, as described above, shall include an endorsement stating that the following shall be Additional Insureds: The City of Kalamazoo, all elected and appointed officials, all employees and volunteers, all boards, commissions, and/or authorities and board members, including employees and volunteers thereof. It is understood and agreed that by naming the City of Kalamazoo as additional insured, coverage afforded is considered to be primary and any other insurance the City of Kalamazoo may have in effect shall be considered secondary and/or excess.

To the fullest extent permitted by law the Contractor agrees to defend, pay on behalf of, indemnify, and hold harmless the City of Kalamazoo, its elected and appointed officials, employees, agents and volunteers, and others working on behalf of the City of Kalamazoo against any and all claims, demands, suits, or loss, including all costs connected therewith, and for any damages which may be asserted, claimed, or recovered against or from the City of Kalamazoo, by reason of personal injury, including bodily injury or death and/or property damage, including loss of use thereof, which arises out of, or is in any way connected or associated with this contract.

**Cancellation Notice**: All policies, as described above, shall include an endorsement stating that it is understood and agreed that thirty (30) days, or ten (10) days for non-payment of premium, Advance Written Notice of Cancellation, Non-Renewal, Reduction, and/or Material Change shall be sent to: City of Kalamazoo, Purchasing Division, 241 W. South Street, Kalamazoo, MI 49007.

**Proof of Insurance Coverage**: The Contractor shall provide the City of Kalamazoo at the time that the contracts are returned by him/her for execution, or within 10 days of Notice of Award, whichever is earlier, a Certificate of Insurance as well as the required endorsements. In lieu of required endorsements, if applicable, a copy of the policy sections where coverage is provided for additional insured and cancellation notice would be acceptable. Copies or certified copies of all policies mentioned above shall be furnished, if so requested.
If any of the above coverages expire during the term of this contract, the Contractor shall deliver renewal certificates and/or policies to City of Kalamazoo at least ten (10) days prior to the expiration date.

Scope of Coverage: The above requirements and conditions shall not be interpreted to limit the liability of the Contractor under this Contract, but shall be interpreted to provide the greatest benefit to the City and its officers and employees. The above listed coverages shall protect the Contractor, its employees, agents, representatives and subcontractors against claims arising out of the work performed. It shall be the Contractor’s responsibility to provide similar insurance for each subcontractor or to provide evidence that each subcontractor carries such insurance in like amount prior to the time such subcontractor proceeds to perform under the contract.

SPECIAL INSURANCE REQUIREMENTS

The selected proposer shall provide insurance coverage as follows:

A. Comprehensive professional (errors and omissions) liability insurance with limits no less than $500,000 aggregate which shall insure against acts which are in the nature of professional services performed by engineering consulting and design firms. If a contract is entered into, the Contractor shall maintain such insurance during the life of the contract.
1. **INTRODUCTION**

The City of Kalamazoo is seeking to pre-qualify one or more professional consultant(s) for environmental services on an as-needed basis to provide assistance to the Public Services Department and the Community Planning and Economic Development Department (CPED) to support related projects from 2021-2026.

2. **OBJECTIVE OF THE REQUEST FOR QUALIFICATIONS**

The objective of this Request for Qualifications is to pre-qualify professional services firm(s) to provide environmental consulting services as required. Respondents to this Request for Qualifications will be ranked by the qualifications according to the evaluation criteria. A selection committee will select qualified firm(s) to be pre-qualified for soliciting proposals for services.

As projects are identified, City project managers will ask one or more pre-qualified firm(s) to submit a proposal for the actual work to be performed. The environmental consultant’s proposal shall use the enclosed terms and conditions as a basis for any contract resulting from this pre-qualification process.

3. **DESIRED QUALIFICATIONS**

The consultant(s) should have thorough knowledge of and extensive experience in Environmental Site Assessments (ESA; Phase I and II), based on ASTM Standards; Michigan Department of Environment, Great Lakes, and Energy (EGLE), Baseline Environmental Assessments (BEA; Category N, D, S) and Due Care Plans (DCP); Environmental Protection Act - Comprehensive Environmental Response, Compensation, and Liability Act (EPA CERCLA) Superfund Sites, EGLE Part 201 sites, Part 211 and Part 213 underground storage tank (UST) assessments, excavations and closure; hydrogeologic investigations including but not limited to soil and groundwater sampling, contamination; environmental remediation technologies and practices; stormwater management; EGLE Air Quality permitting; EPA and EGLE Safe Drinking Water Act (SDWA) Emergency Response Plans, and Brownfield Redevelopment Act (BRA) projects and processes. Experience regarding development and implementation of Environmental Management Systems is desirable.

The consultant should be knowledgeable and trained in CERCLA, Michigan Occupational Safety and Health Administration (MIOSHA), Clean Water Act (CWA), National Pollution Discharge Elimination System (NPDES) (including Phase II Stormwater), Resource Conservation and Recovery Act (RCRA), Pollution Incident Prevention Plan (PIPP) and other spill plans. The consultant should be knowledgeable in EGLE Clean Air Act (CAA) and Permits to Install (PTI) requirements. A demonstrated successful and productive project working experience with EGLE and EPA is very important.

Demonstrated successful project management and oversight of a variety of past projects is essential. The consultant(s) would be expected to prepare or assist in preparing grant applications, permits, detailed analysis reports and demolition project management.

It is required that the firms which will be pre-qualified provide specific examples of projects conducted on behalf of local government. Firms shall have proven experience in, at a minimum, four of the following programs:
2. Demolition /cleanup project management.
3. Quality Assurance Project Plans (QAPPs)
4. Any other State or Federal Brownfield Programs
5. Hydrogeological analysis including containment migration through modeling methods
6. Regulatory compliance program assistance (CWA, SDWA, RCRA, and CERCLA).

Because of the City’s proactive work towards implementation of its Brownfield Redevelopment Initiative (BRI) program, it is helpful if the consultant(s) have experience in economic development, urban planning, design, financing, historic rehabilitation, creative reuse of remediated properties, geotechnical engineering, construction technology, civil and structural engineering, and building demolition.

Additional qualifications in the areas of wetlands delineation, restoration, and additional studies; lake and stream studies; asbestos surveys, abatements, and disposal practices; lead-based paint assessments and disposal practices will also be considered.

At a minimum, the consultant(s) must also have environmental regulatory compliance experience, as well as hydrogeological consulting experience in the geologic conditions of Kalamazoo County, Michigan.

4. QUALIFIED STAFF

The consultant(s) must have experience in UST excavation, assessment, remediation and closure and must employ at least one (1) Certified Stormwater Operator, one (1) Soil Erosion Control Certification, and at least one (1) person with ASTM Risk Based Corrective Action training. A geologist is mandatory for construction of soil borings by any method and for monitoring well installation and development. Other certified professionals in the fields of asbestos surveying and abatements, structural engineering and hazardous materials or other related field should be noted on the Consultant Pre-Qualification - Application.

Identify and attach resumes for the staff that would be assigned to City projects should your firm be selected for environmental consulting services.

5. AVAILABILITY

The consultant(s) needs to provide services and support on an as-needed basis. Response to work requests must be timely and efficient to meet project demands.

6. PRE-QUALIFICATION PERIOD AND EXTENSIONS

The pre-qualification shall be in effect for a five (5)-year period commencing August 1, 2021 and continuing through July 31, 2026. Additional firms may apply to be added to the current pre-qualification period once yearly (beginning one year from the original pre-qualification) by submitting the CONSULTANT PRE-QUALIFICATION - APPLICATION during the month of January. These applications must be received by 4:30 PM on, or before, the final Friday of January each year.
There will be zero (0) extensions available for this pre-qualification. However, the City may, from time to time, find it necessary to continue this pre-qualification on a month-to-month basis only, not to exceed a six (6) month period. Such month-to-month extended periods shall be by mutual agreement of both parties and made in writing, with all provisions of the original pre-qualification, or any extension thereof, remaining in full force and effect.

7. **EVALUATION OF QUALIFICATIONS**

The consultant will be evaluated on the following criteria which include but are not limited to:

a. Firm’s experience - especially with projects completed for the State of Michigan or other local government agencies.

b. Staff qualifications and experience (as demonstrated in firm’s experience)

c. Certification, Licensing and Registration of staff

d. Capacity of firm in terms of number of employees, capability of providing the services requested, and experience in all phases of environmental and hydrogeological consulting discipline.

e. Project management skills

f. Location of firm

g. Unique qualifications that would provide additional value for City projects.

8. **SELECTION PROCESS**

This Request for Qualifications is part one of a two-step process. The City will first select consulting firm(s), who, based upon qualifications, the City believes will best be able to provide the required professional services. Those firms will be placed on a pre-qualified list. The second step will be asking firms to submit proposals for performing the professional services at the time the specific project is initiated.

Selection of the firms to be pre-qualified will be performed by a committee made up of representatives from various City Departments. Information requested, either in writing or by oral presentation, shall be provided at no additional cost to the City.

9. **CONFLICT OF INTEREST**

To protect the interest of the City of Kalamazoo, the successful firm(s) for professional services will not be considered as an eligible contractor or subcontractor on any actual construction of these projects.

10. **CONTRACT MANAGER**

James Baker, P.E., Public Services Director, hereinafter referred to as the Contract Manager or the designated representative shall be the City’s representative under the contract. The Contract Manager shall have general supervisory authority over the services provided herein by the Consultant / Professional Firm. Mr. Baker may appoint other City of Kalamazoo staff to be project manager over specific improvement projects.
11. **POST DUE DATE INFORMATION**

   After receiving qualifications, the City may request further information or clarification in selected areas. Requested information shall be provided by the proposer either in writing or by oral presentations at no additional cost to the City.

12. **TERMS AND CONDITIONS**

   The City’s standard Terms and Conditions, which will become a part of the Request for Proposal, are attached for your information. It is expected that these terms and conditions will form any contract resulting from this Request for Qualifications process. If any additional terms and conditions are proposed, they shall be submitted with the qualification and will be considered during the selection process.

13. **QUESTIONS**

   Questions relative to the scope of work of this particular project may be addressed to Jean Talanda, Environmental Programs Manager at (269) 337-8583 or talandaj@kalamazoocity.org; or Jamie McCarthy, Redevelopment Project Manager at (269) 337-8789 or mccarthyja@kalamazoocity.org. Questions relative to general submission requirements may be addressed to Craig Hull, Buyer at (269) 337-8444.
SECTION V
TERMS AND CONDITIONS

1. AWARD OF CONTRACT

A. The contract will be awarded to that responsible proposer whose proposal, conforming to this solicitation; will be most advantageous to the City according to the criteria outlined herein. The City reserves the right to accept or reject any or all proposals and waive informalities and minor irregularities in proposals received. Other factors include, as an example but not limited to, delivery time, conformance to specifications, incidental costs such as demurrage and deposits, etc.

Notification of award will be in writing by the Purchasing Manager. Upon notification, the Consultant/Professional Firm (hereinafter Firm) shall submit to the Purchasing Division all required insurance certificates and such other documentation as may be requested or required hereunder. Upon their receipt and subsequent approval by the City, the Purchasing Manager will forward to the Firm a written NOTICE TO PROCEED. Work shall NOT be started until such NOTICE TO PROCEED is received by the Firm.

B. Unilateral changes in proposal prices by the proposer shall not be allowed. However, the City, at its sole option, reserves the right to negotiate with proposers.

2. REQUEST FOR PROPOSAL AS CONTRACT

As projects are identified appropriate City project managers will ask one or more of the pre-qualified firms to complete and submit a Request for Proposal for the actual work to be performed. A separate agreement containing the consultant’s proposal, these terms and conditions, and any addenda are the basis for any contract resulting from the pre-qualification process.

3. SUBCONTRACTORS - NON ASSIGNMENT

Proposers shall state in writing any and all sub-contractors to be associated with this proposal, including the type of work to be performed. The Firm shall cooperate with the City of Kalamazoo in meeting its commitments and goals with regard to maximum utilization of minority and women-owned business enterprises.

The Firm hereby agrees and understands that the contract resulting from this proposal shall not be transferred, assigned or sublet without prior written consent of the City of Kalamazoo.

4. TAXES

The City of Kalamazoo is exempt from all federal excise tax and state sales and use taxes.
5. **INVOICING**

All original invoice(s) will be sent to the Financial Services Division, 241 W. South Street, Kalamazoo, MI 49007 or via email at apinvoice@kalamazoo.org. The Finance Division processes payments after receipt of an original invoice from the Contractor and approval by the department. The City of Kalamazoo’s policy is to pay invoice(s) within 30 days from the receipt of the original invoice, if the services or supplies are satisfactory and the proper paperwork and procedures have been followed. **In order to guarantee payment to the vendor on a timely basis, the vendor needs to receive a purchase order number before supplying the City of Kalamazoo with goods or services.** All original, and copies of original invoice(s), will clearly state which purchase order they are being billed against.

The City of Kalamazoo is a government municipality and therefore is tax exempt from all sales tax.

The vendor is responsible for supplying the Finance Division with a copy of their W9 if they are providing a service to the City of Kalamazoo.

6. **PAYMENTS**

Unless otherwise specified by the City in this proposal, the Firm will be paid in not more than thirty (30) days after receipt of a properly executed invoice, the sum stipulated herein for service rendered and accepted. Payments are processed by the Management Services Financial Services Division after receipt of an original invoice from the Firm and approval by the department.

7. **CHANGES AND/OR CONTRACT MODIFICATIONS**

The City reserves the right to increase or decrease services or requirements, or make any changes necessary at any time during the term of this contract, or any negotiated extension thereof. Price adjustments due to any of the foregoing changes shall be negotiated and mutually agreed upon by the Firm and the City.

Changes of any nature after contract award which reflect an increase or decrease in requirements or costs shall not be permitted without prior approval by the Purchasing Agent. City Commission approval may also be required.

**ANY CHANGES PERFORMED IN ADVANCE OF PURCHASING AGENT APPROVAL MAY BE SUBJECT TO DENIAL AND NON-PAYMENT.**

8. **LAWS, ORDINANCES AND REGULATIONS**

The Firm shall keep himself/herself fully informed of all local, state and federal laws, ordinances and regulations in any manner affecting those engaged or employed in the work and the equipment used. The Firm and/or employees shall, at all times, serve and comply with such laws, ordinances and regulations.

Any permits, licenses, certificates or fees required for the performance of the work shall be obtained and paid for by the Firm.

This contract shall be governed by the laws of the State of Michigan.
9. **RIGHT TO AUDIT**

The City or its designee shall be entitled to audit all of the Firm's records, and shall be allowed to interview any of the Firm's employees, throughout the term of this contract and for a period of three years after final payment or longer, if required by law, to the extent necessary to adequately permit evaluation and verification of:

A. Firm's compliance with contract requirements,
B. Compliance with provisions for pricing change orders, invoices or claims submitted by the Firm or any of its payees.

10. **HOLD HARMLESS**

If the negligent acts or omissions of the Contractor/Vendor or its employees, agents or officers, cause injury to person or property, the Contractor/Vendor shall indemnify and save harmless the City of Kalamazoo, its agents, officials, and employees against all claims, judgments, losses, damages, demands, and payments of any kind to persons or property to the extent occasioned from any claim or demand arising therefrom.

11. **DEFAULT**

The City may at any time, by written notice to the Firm, terminate this contract and the Firm's right to proceed with the work, for just cause, which shall include, but is not limited to the following:

A. Failure to provide insurance and bonds (when called for), in the exact amounts and within the time specified or any extension thereof.
B. Failure to perform the services within the time specified herein, or any extension thereof.
C. Failure to make progress if such failure endangers performance of the contract in accordance with its terms.
D. Failure to perform in compliance with any provision of the contract.
E. **Standard of Performance** - Firm guarantees to perform the services rendered herein in accordance with the accepted standards of the industry or industries concerned herein, except that if the specifications calls for higher standards, then such higher standards shall be provided.

Upon notice by the City of the Firm's failure to comply with such standards or to otherwise be in default of this contract in any manner following the Notice to Proceed, the Firm shall immediately remedy said defective performance in a manner acceptable to the City. Should the Firm fail to immediately correct said defective performance, said failure shall be considered a breach of this contract and grounds for termination of the same by the City.

In the event of any breach of this contract by the Firm, the Firm shall pay any cost to the City caused by said breach including but not limited to the replacement cost of such services with another Firm.

The City reserves the right to withhold any or all payments until any defects in performance have been satisfactorily corrected.

In the event the Firm is in breach of this contract in any manner, and such breach has not been satisfactorily corrected, the City may bar the Firm from being awarded any future City contracts.
DEFAULT (cont.)

F. All remedies available to the City herein are cumulative and the election of one remedy by the City shall not be a waiver of any other remedy available to the City, either listed in this contract or available by operation of law.

12. INDEPENDENT CONTRACTOR

At all times the Firm, any of its employees, or its sub-contractors, and their subsequent employees shall be considered independent contractors and not as City employees. The Firm shall exercise all supervisory control and general control over all workers' duties, payment of wages to Firm's employees and the right to hire, fire and discipline their employees and workers. As an independent contractor, payment under this contract shall not be subject to any withholding for tax, social security or other purposes, nor shall the Firm or its employees be entitled to City paid sick leave, pension benefit, vacation, medical benefits, life insurance or workers' unemployment compensation or the like.

13. MEETINGS

The Firm and/or Project Supervisor shall be available to meet with the Department Head or Project Manager at a mutually agreeable time to discuss problems, issues or concerns relative to the contract. Either party may call a meeting at any time. When such a request for a meeting is made, the meeting date shall, in no case exceed five (5) working days after the request; and, if in the sole opinion of the Department Head, the severity of the circumstance warrants, no more than one (1) working day.

14. INSPECTION OF WORK SITE

Before submitting proposals for their work, the Firm shall be responsible for examining the work site and satisfy itself as to the existing conditions under which they will be obliged to operate, or that in any way affects the work under this contract. No allowance shall be made subsequently in behalf of the Firm for any negligence on his/her part.

15. CONSTRUCTION PHASE SERVICES - If included in scope of work

The Firm shall make visits to the site at intervals deemed appropriate by the Firm for the various stages of construction to observe as an experienced and qualified design professional the progress and quality of the executed work of contractor(s) and to determine in general if such work is proceeding in compliance with the contract documents. The Firm shall not be required to make exhaustive or continuous on-site inspections to check the quality or quantity of such work. The Firm shall not be responsible for the means, methods, techniques, sequences or procedures of construction selected by contractor(s) or the safety precautions and programs incidental to the work of contractor(s); however, the Firm shall determine if the work is in compliance with the contract documents. During such site visits, and on the basis of on-site observations, the Firm shall keep the City informed of the progress of the work and shall inform the City of known material defects and deficiencies in such work.
Based on the Firm's on-site observations as an experienced and qualified design professional, and on review of applications for payment and the accompanying data and schedules, determine the amount(s) owing to the contractor(s) and recommend, in writing, payments to contractor(s) in such amounts; such recommendations of payment will constitute a representation to the City, based on such observations and review that the work has progressed to the point indicated, that to the best of the Firm's knowledge, information and belief, the quality of such work is in compliance with the contract documents (subject to the evaluation of such work as a functioning project upon substantial completion, the results of any subsequent tests called for in the contract documents, and to any qualifications stated in its recommendation); but by recommending any payment, the Firm will not be thereby deemed to have represented that it has made an examination to ascertain how, or for what purpose, any contractor has used the monies paid on account of the contract price, or that title to any of the work, materials, or equipment has passed the City free and clear of any lien, claims, security interests or encumbrances, or that contractor(s) have completed their work exactly in accordance with the contract documents.

The Firm shall conduct an inspection to determine if the project is substantially complete and a final inspection to determine if the work has been completed in accordance with the contract documents, and if each contractor has fulfilled all of his obligations thereunder so that the Firm may recommend, in writing, final payment to each contractor and may give written notice to the City and the contractor(s) that the work is acceptable (subject to any conditions therein expressed) but any such recommendation and notice shall be subject to the limitations expressed in this section.

16. CITY'S RESPONSIBILITIES

The City agrees to provide full, reliable information regarding its requirements for the Project and, at its expense, shall furnish the information, surveys and reports, if any, as described in the specifications. In addition, the City agrees to provide, at its expense and in a timely manner, the cooperation of its personnel and such additional information with respect to the Project as may be required from time to time, to be provided by the City for the performance of the Firm's work.

17. TERMINATION

This Agreement may be terminated by either the City or the Firm by giving written notice at least thirty (30) days prior to the date of termination.

A. In the event of such termination by the Firm, the City, together with any other remedies which are legally available, may withhold any subsequent payment due under this agreement until such time as the services required to be performed under this Agreement have been completed by the City or another firm. In the event that the City incurs additional expenses caused directly or indirectly by the termination of this Agreement, together with such other remedies as are legally available, the City shall be entitled to deduct such expenses from any unpaid amount due to the Firm under this agreement.

B. In the event of such termination by the City, the City shall pay the Firm for services and reimbursable expenses performed or incurred prior to the termination date plus all costs and expenses directly attributable to such termination for which the Firm is not otherwise compensated.
18. USE OF DOCUMENTS

A. Provided to the City:

All plans, drawings and specifications provided to the City under this Agreement shall become property of the City and shall be deemed public records as required by Michigan law. The City shall be entitled to use such documents for its own municipal purposes only and shall have no authority to sell them at a profit to any third party. Any use of such documents by the City for municipal purposes not related directly or indirectly to the scope of the services provided for by this Agreement shall create no liability for the Firm, and the City agrees to indemnify and hold the Firm harmless from any and all reasonable damages, losses, attorney fees, costs, and/or reasonable expenses which the firm may incur as a result of such use by the City.

B. Provided by the City:

All digital data derived from the City of Kalamazoo’s Geographic Information System (GIS), Computer Aided Design (CAD) software, and the Global Positioning System (GPS) provided to the consultant for the purpose of this contract shall remain the property of the City of Kalamazoo. This contract limits the use of this digital data for the purpose of fulfilling the goals of this contract. Failure to comply can result in the termination of the contract and the removal of the contractor’s name from future bid lists. Examples of digital data from GIS/CAD/GPS may include, but are not limited to; orthophotography, topographic contours, parcel/lot lines, street centerlines, utilities, hydrography, wells, zoning, building footprints, neighborhood boundaries, census tracts and blocks, voting districts, and school district boundaries.

19. CONFLICT OF INTEREST

The Firm shall not be allowed to work as a contractor or sub-contractor on any project within the scope of this contract which constitutes a conflict of interest.

20. NO WAIVER

Either party’s failure to insist on strict performance of any term or condition of the contract shall not be deemed a waiver of that term or condition even if the party accepting or acquiescing in the nonconforming performance knows of the nature of the performance and fails to object to it.
APPENDIX A
NON-DISCRIMINATION CLAUSE FOR ALL CITY OF KALAMAZOO CONTRACTS


1. The Contractor will not discriminate against any employee or applicant for employment because of race, color, religion, national origin, sex, age, height, weight, marital status, physical or mental disability, family status, sexual orientation or gender identity that is unrelated to the individual’s ability to perform the duties of the particular job or position. Such action shall include, but not be limited to the following: employment, upgrading, demotion or transfer, recruitment advertising, layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

2. The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, sex, age, height, weight, marital status, physical or mental disability family status, sexual orientation or gender identity that is unrelated to the individuals ability to perform the duties of the particular job or position.

3. If requested by the City, the Contractor shall furnish information regarding practices, policies and programs and employment statistics for the Contractor and subcontractors. The Contractor and subcontractors shall permit access to all books, records and accounts regarding employment practices by agents and representatives of the City duly charged with investigative duties to assure compliance with this clause.

4. Breach of the covenants herein may be regarded as a material breach of the contract or purchasing agreement as provided in the Elliott-Larsen Civil Rights Act and City Ordinance 1856.

5. The Contractor will include or incorporate by reference the provisions of the foregoing paragraphs 1 through 4 in every subcontract or purchase order unless exempted by the rules, regulations or orders of the Michigan Civil Rights Commission* and will provide in every subcontract or purchase order that said provision will be binding upon each subcontractor or seller.

6. The Contractor will not preclude a person with a criminal conviction from being considered for employment unless otherwise precluded by federal or state law. (for contracts over $25,000)

The Elliott-Larson Civil Rights Act, Sec. 202 of Act. No. 453 of 1976 reads in part as follows:

Sec. 202. (1) An employer shall not:

(a) Fail or refuse to hire, or recruit, or discharge or otherwise discriminate against an individual with respect to employment, compensation, or a term condition or privilege of employment because of religion, race, color, national origin, age, sex, height, weight or marital status.

(b) Limit, segregate or classify an employee or applicant for employment in a way which deprives or tends to deprive the employee or applicant of an employment opportunity or otherwise adversely affects the status of an employee or applicant because of religion, race, color, national origin, age, sex, height, weight or marital status.

(c) Segregate, classify or otherwise discriminate against a person on the basis of sex with respect to a term, condition or privilege of employment, including a benefit plan or system.

* Except for contracts entered into with parties employing less than three employees.
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