



**CITY OF PALO ALTO  
CITY COUNCIL  
Special Meeting  
Monday, February 12, 2024  
Council Chambers & Hybrid  
5:30 PM**

<b>Agenda Item</b>
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6. Approval of Contract Number C24188120 with Summit Uniforms, LLC for Five Years for a Maximum Compensation Amount Not-to-Exceed \$720,000 (\$144,000/yr) for the Purchase of Police, Fire, and Park Ranger Uniforms and Related Equipment; CEQA status - not a project.



## City Council Staff Report

**From: City Manager**

**Report Type: CONSENT CALENDAR**

**Lead Department: Police**

**Meeting Date: February 12, 2024**

Report #:2401-2545

### **TITLE**

Approval of Contract Number C24188120 with Summit Uniforms, LLC for Five Years for a Maximum Compensation Amount Not-to-Exceed \$720,000 (\$144,000/yr) for the Purchase of Police, Fire, and Park Ranger Uniforms and Related Equipment; CEQA status - not a project.

### **RECOMMENDATION**

Staff recommends the City Council approve and authorize the City Manager or their designee to approve Contract Number C24188120 with Summit Uniforms, LLC for five years for a maximum compensation amount not-to-exceed \$720,000 (\$144,000/yr) for the purchase of police, fire, and park ranger uniforms and related equipment.

### **BACKGROUND**

This contract and subsequent blanket purchase order is for collectively supplying police, fire, and park ranger personnel with uniforms and equipment. These supplies include uniforms and, for police staff and park rangers, some equipment worn on the body. For police, this includes ballistic vests, boots, and duty belts along with most of the equipment on the duty belt (except for a firearm and body worn camera). Uniforms require tailoring in some cases. Uniforms and related equipment are essential to maintaining a professional appearance for the community, performing critical duties, and keeping employees and the public safe. Supplying uniforms to employees is also part of the labor agreements.

The Police Department, Fire Department, and Community Services Department purchase uniforms and equipment for their uniformed personnel on a regular ongoing basis. Police staff include uniform police officers, records staff, animal control officers, and community service officers. These departments must buy uniforms for all new employees and replace existing uniforms routinely due to wear. For the police staff, uniforms and ballistic vests are custom-fitted to each officer, which, in most cases, prevents them from being reused or recycled. Ballistic vests, worn by some police and fire staff, have a shelf life requiring them to be replaced every five years.

Uniforms are part of the personal protective equipment (PPE) staff uses to mitigate risk of exposure to common hazards.

With the existing contract's expiration on December 31, 2023, the City issued a Request for Proposal (RFP) in OpenGov, a public bidding platform. Staff directly notified three local suppliers of inventoried uniforms and duty belt equipment. Staff chose these three potential vendors because of proximity to the City since local services for alterations and fitting are required. The City received a single response from Summit Uniforms, LLC (Summit Uniforms) through the RFP process.

## ANALYSIS

The City published an RFP four months ago and 116 registered vendors downloaded the RFP. Summit Uniforms submitted the only response. Summit Uniforms provides uniforms to local public safety agencies and the United States Postal Service (USPS), Valley Transportation Authority (VTA), local park services, and security services. They have decades of extensive knowledge regarding all ranks of law enforcement and fire departments and understand the needs of other uniformed services. Summit Uniforms has an on-site, full-service tailor shop in San Jose. Palo Alto public safety personnel require a location within driving distance for fittings and uniform pick-up/drop-off.

### Solicitation Process

Staff posted an RFP for the project on the OpenGov portal and directly notified three local vendors. Staff posted the solicitation for 31 days and received one proposal. The solicitation closed on October 11, 2023.

**Table #1: Summary of Request for Proposal**

<i>Proposal Description</i>	Public Safety Uniforms/RFP #188120
<i>Proposed Length of Project</i>	60 Months (5 Years)
<i>Number of Vendors Notified</i>	3
<i>Number of Proposal Packages Downloaded</i>	116
<i>Total Days to Respond to Proposal</i>	31
<i>Pre-Proposal Meeting</i>	No
<i>Pre-Proposal Meeting Date</i>	N/A
<i>Number of Proposals Received</i>	1
<i>Proposal Price Range</i>	\$144,000 per year
<i>Public Link to Solicitation</i>	<a href="https://procurement.opengov.com/portal/p/alo-alto-ca/projects/58786">https://procurement.opengov.com/portal/p/alo-alto-ca/projects/58786</a>

When the other two vendors (one in San Mateo County and one in Alameda County) were asked why they did not bid, their reply was they do not inventory and supply the brand of department uniforms specified in the bid. Specifically, the other two local vendors do not carry the same

manufacturer specifications as currently worn by City staff. The other products inventoried would effectively have current staff in a different looking uniform from future staff.

It should be noted management staff has been adding less expensive options to the specifications when practical. For example, for day-to-day use, staff is encouraged to use the polyester uniform, which is less expensive to the traditional wool uniform, which provide better personal protection. Some city uniform specifications include field uniforms (sometimes referred to as tactical dress uniforms or battle dress uniforms) for specific traffic or tactical assignments, paramedic services, or animal control because rips and tears are more common, and those uniforms are less expensive to replace or patch.

The previous City supply contract was with Summit Uniforms (contract #C19172451 from 2018-2023<sup>1</sup>). Costs, in most cases, have risen since the previous contract. The average increase since 2018 is 17%, which represents 2.83% per year. Bullet proof vests increased 25% from six years ago. Staff recommends the City contract with Summit Uniforms for another five years and staff will continue to evaluate the specifications for less expensive options that provide the required protection and professional image.

#### **FISCAL/RESOURCE IMPACT**

This contract was created using existing resources. The "not-to-exceed" cost of this contract is \$144,000 per year across three departments. The Department operating budgets will fund this contract. Should the budget not be available to service this contract, the individual departments will seek a budget change within the normal course of the budgeting cycle, which will include Council authorization. For reference, the cost to outfit a new police officer with uniforms and equipment is approximately \$5,300. Each department expects to have an annual expense of:

Police	\$90,000/yr
Fire	\$35,000/yr
Community Services (Rangers)	\$19,000/yr

#### **STAKEHOLDER ENGAGEMENT**

This contract is for purchasing public safety uniforms and equipment and does not involve or impact any stakeholders.

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<sup>1</sup> City Council, June 25, 2018, Agenda Item #16, Report # 9267  
<https://portal.laserfiche.com/Portal/Helper/TileData.aspx?repo=r-704298fc&docID=31124&x=0&y=1&pageNum=1&scale=2474&ro=0&time=1706059333743&showAnn=1&pageID=612666&search=c1226de1-3a67-491b-8808-6500c782fad6>

**ENVIRONMENTAL REVIEW**

Council action on this item is not a project as defined by CEQA because approval of this contract is a continuing administrative or maintenance activity. CEQA Guidelines section 15378(b)(2).

**ATTACHMENTS**

Attachment A: Contract C24188120 - Summit Uniforms LLC

**APPROVED BY:**

Andrew Binder, Police Chief

**CITY OF PALO ALTO CONTRACT NO. C24188120****GENERAL SERVICES AGREEMENT**

**THIS AGREEMENT** made and entered into on the 12<sup>th</sup> day of February, 2024, by and between the **CITY OF PALO ALTO, a California chartered municipal corporation ("CITY")**, and **SUMMIT UNIFORMS, LLC**, a Limited Liability Company, located at 545 Meridian Ave., Suite A, San Jose, CA 95126, Telephone Number: 408-708-0698 ("**CONTRACTOR**"). In consideration of their mutual covenants, the parties hereto agree as follows:

1. **SERVICES.** CONTRACTOR shall provide or furnish the services (the "Services") described in the Scope of Services, attached at Exhibit A.
2. **EXHIBITS.** The following exhibits are attached to and made a part of this Agreement:

- ☒ "A" - Scope of Services
- ☒ "B" - Schedule of Performance
- ☒ "C" - Schedule of Fees
- ☒ "D" - Insurance Requirements

***CONTRACT IS NOT COMPLETE UNLESS ALL INDICATED EXHIBITS ARE ATTACHED.***

3. **TERM.**

The term of this Agreement is from February 12, 2024 to February 11, 2029 inclusive, subject to the provisions of Sections R and W of the General Terms and Conditions.

4. **SCHEDULE OF PERFORMANCE.** CONTRACTOR shall complete the Services within the term of this Agreement in a reasonably prompt and timely manner based upon the circumstances and direction communicated to CONTRACTOR, and if applicable, in accordance with the schedule set forth in the Schedule of Performance, attached at Exhibit B. Time is of the essence in this Agreement.

5. **COMPENSATION FOR ORIGINAL TERM.** CITY shall pay and CONTRACTOR agrees to accept as not-to-exceed compensation for the full performance of the Services and reimbursable expenses, if any:

☐ The total maximum lump sum compensation of \_\_\_\_\_ dollars (\$) );  
**OR**

☐ The sum of \_\_\_\_\_ dollars (\$) ) per hour, not to exceed a total maximum compensation amount of \_\_\_\_\_ dollars (\$) ); **OR**

- ☒ A sum calculated in accordance with the fee schedule set forth at Exhibit C, not to exceed a total maximum compensation amount of One Hundred Forty-Four Thousand dollars per year (\$144,000/year) for a not to exceed maximum compensation amount of Seven Hundred Twenty Thousand dollars (\$720,000) for all five years.

CONTRACTOR agrees that it can perform the Services for an amount not to exceed the total maximum compensation set forth above. Any hours worked or services performed by CONTRACTOR for which payment would result in a total exceeding the maximum amount of compensation set forth above for performance of the Services shall be at no cost to CITY.

- ☐ CITY has set aside the sum of                      dollars (\$) for Additional Services. CONTRACTOR shall provide Additional Services only by advanced, written authorization from the City Manager or designee. CONTRACTOR, at the CITY's request, shall submit a detailed written proposal including a description of the scope of services, schedule, level of effort, and CONTRACTOR's proposed maximum compensation, including reimbursable expense, for such services. Compensation shall be based on the hourly rates set forth above or in Exhibit C (whichever is applicable), or if such rates are not applicable, a negotiated lump sum. CITY shall not authorize and CONTRACTOR shall not perform any Additional Services for which payment would exceed the amount set forth above for Additional Services. Payment for Additional Services is subject to all requirements and restrictions in this Agreement.

## 6. COMPENSATION DURING ADDITIONAL TERMS.

- ☐ CONTRACTOR'S compensation rates for each additional term shall be the same as the original term; **OR**
- ☒ CONTRACTOR's compensation rates shall be adjusted effective on the commencement of each Additional Term. The lump sum compensation amount, hourly rates, or fees, whichever is applicable as set forth in section 5 above, shall be adjusted by a percentage equal to the change in the Consumer Price Index for Urban Wage Earners and Clerical Workers for the San Francisco-Oakland- San Jose area, published by the United States Department of Labor Statistics (CPI) which is published most immediately preceding the commencement of the applicable Additional Term, which shall be compared with the CPI published most immediately preceding the commencement date of the then expiring term. Notwithstanding the foregoing, in no event shall CONTRACTOR's compensation rates be increased by an amount exceeding five percent of the rates effective

during the immediately preceding term. Any adjustment to CONTRACTOR's compensation rates shall be reflected in a written amendment to this Agreement.

- 7. CLAIMS PROCEDURE FOR "9204 PUBLIC WORKS PROJECTS".** For purposes of this Section 7, a "9204 Public Works Project" means the erection, construction, alteration, repair, or improvement of any public structure, building, road, or other public improvement of any kind. Public Contract Code Section 9204 mandates certain claims procedures for Public Works Projects, which are set forth in "Appendix \_\_\_ Claims for Public Contract Code Section 9204 Public Works Projects".

☐ **This project is a 9204 Public Works Project** and is required to comply with the claims procedures set forth in Appendix \_\_\_, attached hereto and incorporated herein.

**OR**

☒ **This project is not a 9204 Public Works Project.**

- 8. INVOICING.** Send all invoices to CITY, Attention: Project Manager. The Project Manager is Michael Kan, Dept.: Police, Telephone: 650-656-5324. The Project Manager for Fire: Kevin McNally, Dept.: Fire, Telephone: (650)329-2265. Invoices shall be submitted in arrears for Services performed. Invoices shall not be submitted more frequently than monthly. Invoices shall provide a detailed statement of Services performed during the invoice period and are subject to verification by CITY. CITY shall pay the undisputed amount of invoices within 30 days of receipt.

#### GENERAL TERMS AND CONDITIONS

- A. ACCEPTANCE.** CONTRACTOR accepts and agrees to all terms and conditions of this Agreement. This Agreement includes and is limited to the terms and conditions set forth in sections 1 through 8 above, these general terms and conditions and the attached exhibits.
- B. QUALIFICATIONS.** CONTRACTOR represents and warrants that it has the expertise and qualifications to complete the services described in Section 1 of this Agreement, entitled "SERVICES," and that every individual charged with the performance of the services under this Agreement has sufficient skill and experience and is duly licensed or certified, to the extent such licensing or certification is required by law, to perform the Services. CITY expressly relies on CONTRACTOR's representations regarding its skills, knowledge, and certifications. CONTRACTOR shall perform all work in accordance with generally accepted



business practices and performance standards of the industry, including all federal, state, and local operation and safety regulations.

- C. INDEPENDENT CONTRACTOR.** It is understood and agreed that in the performance of this Agreement, CONTRACTOR and any person employed by CONTRACTOR shall at all times be considered an independent CONTRACTOR and not an agent or employee of CITY. CONTRACTOR shall be responsible for employing or engaging all persons necessary to complete the work required under this Agreement.
- D. SUBCONTRACTORS.** CONTRACTOR may not use subcontractors to perform any Services under this Agreement unless CONTRACTOR obtains prior written consent of CITY. CONTRACTOR shall be solely responsible for directing the work of approved subcontractors and for any compensation due to subcontractors.
- E. TAXES AND CHARGES.** CONTRACTOR shall be responsible for payment of all taxes, fees, contributions or charges applicable to the conduct of CONTRACTOR's business.
- F. COMPLIANCE WITH LAWS.** CONTRACTOR shall in the performance of the Services comply with all applicable federal, state and local laws, ordinances, regulations, and orders.
- G. PALO ALTO MINIMUM WAGE ORDINANCE.** CONTRACTOR shall comply with all requirements of the Palo Alto Municipal Code Chapter 4.62 (Citywide Minimum Wage), as it may be amended from time to time. In particular, for any employee otherwise entitled to the State minimum wage, who performs at least two (2) hours of work in a calendar week within the geographic boundaries of the City, CONTRACTOR shall pay such employees no less than the minimum wage set forth in Palo Alto Municipal Code section 4.62.030 for each hour worked within the geographic boundaries of the City of Palo Alto. In addition, CONTRACTOR shall post notices regarding the Palo Alto Minimum Wage Ordinance in accordance with Palo Alto Municipal Code section 4.62.060.
- H. DAMAGE TO PUBLIC OR PRIVATE PROPERTY.** CONTRACTOR shall, at its sole expense, repair in kind, or as the City Manager or designee shall direct, any damage to public or private property that occurs in connection with CONTRACTOR's performance of the Services. CITY may decline to approve and may withhold payment in whole or in part to such extent as may be necessary to protect CITY from loss because of defective work not remedied or other damage to the CITY occurring in connection with CONTRACTOR's performance of the Services. CITY shall submit written documentation in support of such withholding upon CONTRACTOR's request. When the grounds described above are removed, payment shall be made for amounts withheld because of them.

- I. WARRANTIES.** CONTRACTOR expressly warrants that all services provided under this Agreement shall be performed in a professional and workmanlike manner in accordance with generally accepted business practices and performance standards of the industry and the requirements of this Agreement. CONTRACTOR expressly warrants that all materials, goods and equipment provided by CONTRACTOR under this Agreement shall be fit for the particular purpose intended, shall be free from defects, and shall conform to the requirements of this Agreement. CONTRACTOR agrees to promptly replace or correct any material or service not in compliance with these warranties, including incomplete, inaccurate, or defective material or service, at no further cost to CITY. The warranties set forth in this section shall be in effect for a period of one year from completion of the Services and shall survive the completion of the Services or termination of this Agreement.
- J. MONITORING OF SERVICES.** CITY may monitor the Services performed under this Agreement to determine whether CONTRACTOR's work is completed in a satisfactory manner and complies with the provisions of this Agreement.
- K. CITY'S PROPERTY.** Any reports, information, data or other material (including copyright interests) developed, collected, assembled, prepared, or caused to be prepared under this Agreement will become the property of CITY without restriction or limitation upon their use and will not be made available to any individual or organization by CONTRACTOR or its subcontractors, if any, without the prior written approval of the City Manager.
- L. AUDITS.** CONTRACTOR agrees to permit CITY and its authorized representatives to audit, at any reasonable time during the term of this Agreement and for three (3) years from the date of final payment, CONTRACTOR's records pertaining to matters covered by this Agreement. CONTRACTOR agrees to maintain accurate books and records in accordance with generally accepted accounting principles for at least three (3) following the terms of this Agreement.
- M. NO IMPLIED WAIVER.** No payment, partial payment, acceptance, or partial acceptance by CITY shall operate as a waiver on the part of CITY of any of its rights under this Agreement.
- N. INSURANCE.** CONTRACTOR, at its sole cost, shall purchase and maintain in full force during the term of this Agreement, the insurance coverage described at Exhibit D. Insurance must be provided by companies with a Best's Key Rating of A-:VII or higher and which are otherwise acceptable to CITY's Risk Manager. The Risk Manager must approve deductibles and self-insured retentions. In addition, all policies, endorsements, certificates and/or binders are subject to approval by the Risk Manager as to form and content. CONTRACTOR shall obtain a policy

endorsement naming the City of Palo Alto as an additional insured under any general liability or automobile policy. CONTRACTOR shall obtain an endorsement stating that the insurance is primary coverage and will not be canceled or materially reduced in coverage or limits until after providing 30 days prior written notice of the cancellation or modification to the Risk Manager. CONTRACTOR shall provide certificates of such policies or other evidence of coverage satisfactory to the Risk Manager, together with the required endorsements and evidence of payment of premiums, to CITY concurrently with the execution of this Agreement and shall throughout the term of this Agreement provide current certificates evidencing the required insurance coverages and endorsements to the Risk Manager. CONTRACTOR shall include all subcontractors as insured under its policies or shall obtain and provide to CITY separate certificates and endorsements for each subcontractor that meet all the requirements of this section. The procuring of such required policies of insurance shall not operate to limit CONTRACTOR's liability or obligation to indemnify CITY under this Agreement.

- O. HOLD HARMLESS.** To the fullest extent permitted by law and without limitation by the provisions of section N relating to insurance, CONTRACTOR shall indemnify, defend and hold harmless CITY, its Council members, officers, employees and agents from and against any and all demands, claims, injuries, losses, or liabilities of any nature, including death or injury to any person, property damage or any other loss and including without limitation all damages, penalties, fines and judgments, associated investigation and administrative expenses and defense costs, including, but not limited to reasonable attorney's fees, courts costs and costs of alternative dispute resolution), arising out of, or resulting in any way from or in connection with the performance of this Agreement. CONTRACTOR's obligations under this Section apply regardless of whether or not a liability is caused or contributed to by any negligent (passive or active) act or omission of CITY, except that CONTRACTOR shall not be obligated to indemnify for liability arising from the sole negligence or willful misconduct of CITY. The acceptance of the Services by CITY shall not operate as a waiver of the right of indemnification. The provisions of this Section survive the completion of the Services or termination of this Agreement.
- P. NON-DISCRIMINATION.** As set forth in Palo Alto Municipal Code section 2.30.510, CONTRACTOR certifies that in the performance of this Agreement, it shall not discriminate in the employment of any person because of the race, skin color, gender, age, religion, disability, national origin, ancestry, sexual orientation, housing status, marital status, familial status, weight or height of such person. CONTRACTOR acknowledges that it has read and understands the provisions of Section 2.30.510 of the Palo Alto Municipal Code relating to Nondiscrimination Requirements and the penalties for violation thereof, and agrees to meet all requirements of Section 2.30.510 pertaining to nondiscrimination in employment.

- Q. WORKERS' COMPENSATION.** CONTRACTOR, by executing this Agreement, certifies that it is aware of the provisions of the Labor Code of the State of California 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 certifies that it will comply with such provisions, as applicable, before commencing and during the performance of the Services.
- R. TERMINATION.** The City Manager may terminate this Agreement without cause by giving ten (10) days' prior written notice thereof to CONTRACTOR. If CONTRACTOR fails to perform any of its material obligations under this Agreement, in addition to all other remedies provided by law, the City Manager may terminate this Agreement immediately upon written notice of termination. Upon receipt of such notice of termination, CONTRACTOR shall immediately discontinue performance. CITY shall pay CONTRACTOR for services satisfactorily performed up to the effective date of termination. If the termination is for cause, CITY may deduct from such payment the amount of actual damage, if any, sustained by CITY due to CONTRACTOR's failure to perform its material obligations under this Agreement. Upon termination, CONTRACTOR shall immediately deliver to the City Manager any and all copies of studies, sketches, drawings, computations, and other material or products, whether or not completed, prepared by CONTRACTOR or given to CONTRACTOR, in connection with this Agreement. Such materials shall become the property of CITY.
- S. ASSIGNMENTS/CHANGES.** This Agreement binds the parties and their successors and assigns to all covenants of this Agreement. This Agreement shall not be assigned or transferred without the prior written consent of CITY. No amendments, changes or variations of any kind are authorized without the written consent of CITY.
- T. CONFLICT OF INTEREST.** In accepting this Agreement, CONTRACTOR covenants that it presently has no interest, and will not acquire any interest, direct or indirect, financial or otherwise, which would conflict in any manner or degree with the performance of this Agreement. CONTRACTOR further covenants that, in the performance of this Agreement, it will not employ any person having such an interest. CONTRACTOR certifies that no CITY officer, employee, or authorized representative has any financial interest in the business of CONTRACTOR and that no person associated with CONTRACTOR has any interest, direct or indirect, which could conflict with the faithful performance of this Agreement. CONTRACTOR agrees to advise CITY if any conflict arises.
- U. GOVERNING LAW.** This Agreement shall be governed and interpreted by the laws of the State of California.

**V. ENTIRE AGREEMENT.** This Agreement, including all exhibits, represents the entire agreement between the parties with respect to the services that may be the subject of this Agreement. Any variance in the exhibits does not affect the validity of the Agreement and the Agreement itself controls over any conflicting provisions in the exhibits. This Agreement supersedes all prior agreements, representations, statements, negotiations and undertakings whether oral or written.

**W. NON-APPROPRIATION.** This Agreement is subject to the fiscal provisions of the Charter of the City of Palo Alto and the Palo Alto Municipal Code. This Agreement will terminate without any penalty (a) at the end of any fiscal year in the event that funds are not appropriated for the following fiscal year, or (b) at any time within a fiscal year in the event that funds are only appropriated for a portion of the fiscal year and funds for this Agreement are no longer available. This Section shall take precedence in the event of a conflict with any other covenant, term, condition, or provision of this Agreement.

**X. ENVIRONMENTALLY PREFERRED PURCHASING AND ZERO WASTE REQUIREMENTS.** CONTRACTOR shall comply with CITY's Environmentally Preferred Purchasing policies which are available at CITY's Purchasing Division, which are incorporated by reference and may be amended from time to time. CONTRACTOR shall comply with waste reduction, reuse, recycling and disposal requirements of CITY's Zero Waste Program. Zero Waste best practices include first minimizing and reducing waste; second, reusing waste and third, recycling or composting waste. In particular, CONTRACTOR shall comply with the following zero waste requirements:

- All printed materials provided by CONTRACTOR to CITY generated from a personal computer and printer including but not limited to, proposals, quotes, invoices, reports, and public education materials, shall be double-sided and printed on a minimum of 30% or greater post-consumer content paper, unless otherwise approved by CITY's Project Manager. Any submitted materials printed by a professional printing company shall be a minimum of 30% or greater post-consumer material and printed with vegetable based inks.
- Goods purchased by Contractor on behalf of CITY shall be purchased in accordance with CITY's Environmental Purchasing Policy including, but not limited to, Extended Producer Responsibility requirements for products and packaging. A copy of this policy is on file at the Purchasing Division's office.
- Reusable/returnable pallets shall be taken back by CONTRACTOR, at no additional cost to CITY, for reuse or recycling. CONTRACTOR shall provide documentation from the facility accepting the pallets to verify that pallets are not being disposed.

**Y. AUTHORITY.** The individual(s) executing this Agreement on behalf of the parties represent and warrant that they have the legal capacity and authority to do so on behalf of their respective legal entities.

**Z. PREVAILING WAGES**

☒ **This Project is not subject to prevailing wages.** CONTRACTOR is not required to pay prevailing wages in the performance and implementation of the Project in accordance with SB 7, if the Agreement is not a public works contract, if Agreement does not include a public works construction project of more than \$25,000, or the Agreement does not include a public works alteration, demolition, repair, or maintenance (collectively, 'improvement') project of more than \$15,000.

**OR**

☐ **Contractor is required to pay general prevailing wages** as defined in Subchapter 3, Title 8 of the California Code of Regulations and Section 16000 et seq. and Section 1773.1 of the California Labor Code. Pursuant to the provisions of Section 1773 of the Labor Code of the State of California, the City Council has obtained the general prevailing rate of per diem wages and the general rate for holiday and overtime work in this locality for each craft, classification, or type of worker needed to execute the Agreement for this Project from the Director of the Department of Industrial Relations ("DIR"). Copies of these rates may be obtained at the Purchasing Division's office of the City of Palo Alto. Contractor shall provide a copy of prevailing wage rates to any staff or subcontractor hired, and shall pay the adopted prevailing wage rates as a minimum. Contractor shall comply with the provisions of all sections, including, but not limited to, Sections 1775, 1776, 1777.5, 1782, 1810, and 1813, of the Labor Code pertaining to prevailing wages.

**AA.DIR REGISTRATION.** In regard to any public work construction, alteration, demolition, repair or maintenance work, CITY will not accept a bid proposal from or enter into this Agreement with CONTRACTOR without proof that CONTRACTOR and its listed subcontractors are registered with the California Department of Industrial Relations ("DIR") to perform public work, subject to limited exceptions. City requires CONTRACTOR and its listed subcontractors to comply with the requirements of SB 854.

CITY provides notice to CONTRACTOR of the requirements of California Labor Code section 1771.1(a), which reads:

"A contractor or subcontractor shall not be qualified to bid on, be listed in a bid proposal, subject to the requirements of Section 4104 of the Public Contract Code, or engage in the performance of any contract for public work, as defined

in this chapter, unless currently registered and qualified to perform public work pursuant to Section 1725.5. It is not a violation of this section for an unregistered contractor to submit a bid that is authorized by Section 7029.1 of the Business and Professions Code or Section 10164 or 20103.5 of the Public Contract Code, provided the contractor is registered to perform public work pursuant to Section 1725.5 at the time the Agreement is awarded.”

CITY gives notice to CONTRACTOR and its listed subcontractors that CONTRACTOR is required to post all job site notices prescribed by law or regulation and CONTRACTOR is subject to SB 854-compliance monitoring and enforcement by DIR.

CITY requires CONTRACTOR and its listed subcontractors to comply with the requirements of Labor Code section 1776, including:

Keep accurate payroll records, showing the name, address, social security number, work classification, straight time and overtime hours worked each day and week, and the actual per diem wages paid to each journeyman, apprentice, worker, or other employee employed by, respectively, CONTRACTOR and its listed subcontractors, in connection with the Project.

The payroll records shall be verified as true and correct and shall be certified and made available for inspection at all reasonable hours at the principal office of CONTRACTOR and its listed subcontractors, respectively.

At the request of CITY, acting by its project manager, CONTRACTOR and its listed subcontractors shall make the certified payroll records available for inspection or furnished upon request to the project manager within ten (10) days of receipt of CITY’s request.

☐ [For state- and federally-funded projects] CITY requests CONTRACTOR and its listed subcontractors to submit the certified payroll records to the project manager at the end of each week during the Project.

If the certified payroll records are not produced to the project manager within the 10-day period, then CONTRACTOR and its listed subcontractors shall be subject to a penalty of one hundred dollars (\$100.00) per calendar day, or portion thereof, for each worker, and CITY shall withhold the sum total of penalties from the progress payment(s) then due and payable to CONTRACTOR.

Inform the project manager of the location of CONTRACTOR’s and its listed subcontractors’ payroll records (street address, city and county) at the commencement of the Project, and also provide notice to the project manager within five (5) business days of any change of location of those payroll records.

**BB. CONTRACT TERMS.** All unchecked boxes do not apply to this Agreement. In the case of any conflict between the terms of this Agreement and the exhibits hereto or CONTRACTOR's proposal (if any), the Agreement shall control. In the case of any conflict between the exhibits hereto and CONTRACTOR's proposal, the exhibits shall control.



**CONTRACT NO. C24188120 SIGNATURE PAGE**

IN WITNESS WHEREOF, the parties hereto have by their duly authorized representatives executed this Agreement as of the date first above written.

**CITY OF PALO ALTO**

\_\_\_\_\_  
City Manager

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney or designee

**SUMMIT UNIFORMS, LLC**

DocuSigned by:  
By: Paul Comaroto  
E520A184DFB3428...  
Name: Paul Comaroto  
Title: General Manager

## **EXHIBIT A SCOPE OF SERVICES**

CONTRACTOR shall provide new uniforms, accessories and alterations for the City of Palo Alto's Public Safety Personnel.

The City is responsible for outfitting Police, Fire, and Park Ranger personnel with uniforms and related apparel and equipment. The price lists for each personnel group are attached and staff anticipates minimal changes in these lists for the duration of the agreement.

CONTRACTOR shall provide uniform needs including tailoring and equipment to meet all requirements for police, fire, park rangers, community service officers, animal services, and support services staff.

There are approximately 270 Public Safety employees who will be replacing uniforms on an as-needed basis. These include but not limited to the following:

- Police: Sworn Officers, Community Service Officers, Animal Control Officers, support staff
- Fire: Firefighters, Captains, Chiefs, EMTs, Paramedics, support staff
- City: Park Rangers
- Newly hired personnel will require a complete set of the uniform.

### **Authorization Form**

Employees will come to the store to select products and/or to be fitted. Each employee must bring an authorization form signed by an authorized person. Vendor must not accept orders without this authorization form. No phone orders are allowed unless they are placed by the authorized person. The City will supply the selected vendor with list of authorized persons.

### **General Specifications**

The CONTRACTOR shall:

1. Operate a full-time retail store within 25 miles of Palo Alto with the following minimum requirements:
  - a. The store must be open a minimum of 5 days a week from 1000-1700 hours
  - b. Two or more full-time tailors on location
  - c. Two or more persons working at the store in a customer service capacity
  - d. A primary single point of contact knowledgeable and familiar with police

equipment and uniforms who is available during store hours for questions and has the authority to make updates to the uniform specifications on an as needed basis

- e. One or more employees with a minimum of one-year experience fitting police officers for ballistic vests
- 2. Provide a maximum alteration turn-around time on all orders of 5 business days
- 3. Have the ability to loan new products on a “demo” basis
- 4. Provide emergency (same day or next business day) alterations / outfitting for unanticipated, exceptional, occasions (such as funerals) within reason
- 5. Maintain a regular inventory of all items outlined within the SCHEDULE OF FEES and to have them available in a full range of standard, common sizes
- 6. Be able to supply appropriate uniforms for Law Enforcement and Fire Academies held within Santa Clara County
- 7. Provide services and goods on an as needed basis

CONTRACTOR shall be able to provide one or more current service representative names and contact details from each of the below listed company (for the purpose of reference checks – limited to customer service questions only):

Bates	Bianchi	Blauer	Boston Leather
Danner	Elbeco	Fechheimer	Flying Cross
Propper	Redkap	Rocky	Safariland
Scheweizer	Thorogood	Workrite	

#### Purchase Authorization

CONTRACTOR shall provide uniform needs including tailoring and equipment to meet all requirements for the above listed staff pursuant to a purchase authorization granted by the department chief and/or designated staff member(s) for each department (“authorized purchasing staff”). The City is responsible for maintaining an updated list of authorized purchasing staff members and communicating that list to CONTRACTOR in a timely manner at the beginning of the contract period and whenever changes are made to the staff assignments.

CONTRACTOR may accept orders properly authorized by paper purchase order form, email, phone, or face-to-face contact with the authorized purchasing staff.

CONTRACTOR is required to specify the cost for alterations as outlined within this the SCHEDULE OF FEES and to specify whether the charges are included in the original item price or if the charges are additional. Any pricing that is not submitted shall be assumed to be included in the purchase price.

Authorized purchasing staff may periodically discuss and accept changes to individual items within the SCHEDULE OF FEES and any corresponding incremental pricing updates under any of the following conditions:

- A manufacturer discontinues a product line, but offers an updated item OR the affected department agrees to substitute a comparable item with similar functionality from a different manufacturer
- A department updates its uniform specifications due to operational changes (i.e. a department- wide switch in duty weapon necessitates new holsters and magazine pouches)
- A department updates its uniform specifications in response to updates in technology, government standards, or best practices (i.e. a switch to the most current ballistic vests from a prior model under an older standard)

Contract pricing bid shall be applied to ANY City department, regardless of where it falls within the schedule of fees (Exhibit C). The schedule of fees is simplified to avoid some of the redundancy in cases where multiple departments utilize the same uniform equipment, clothing, or accessories.

**EXHIBIT B**  
**SCHEDULE OF PERFORMANCE**

CONTRACTOR shall perform the Services on an as needed basis.

**EXHIBIT C**  
**SCHEDULE OF FEES**

CITY shall pay CONTRACTOR according to the following fee schedule. The maximum amount of compensation to be paid to Contractor, including both payment for services and reimbursable expenses, **shall not exceed One Hundred Forty-Four Thousand dollars per year (\$144,000/year) and Seven Hundred Twenty Thousand dollars (\$720,000) for all five years.** Any services provided or hours worked for which payment would result in a total exceeding the maximum amount of compensation set forth herein shall be at no cost to City.

<b>YEAR 1 POLICE DEPARTMENT UNIFORMS SCHEDULE OF FEES</b>				
<b>Police uniform items are generally "LAPD Navy Blue" in color for sworn, light blue for CSO and support, green/ tan for animal control</b>				
<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model/St...</b>	<b>Unit Cost</b>
1	Wool Pants	Fechheimer	32289	\$119.00
2	Poly-Lycra pants	Fechheimer	39489	\$89.00
3	BDU pants	Blauer	8831	\$69.00
4	Training cargo pants (various colors)	5.11	Stryke	\$89.00
5	SWAT TDU pants (SWAT color)	5.11		\$69.00
6	Bike shorts	Blauer	8841-1	\$99.00
7	CSO shorts	5.11	73285	\$-
8	Rain Pants (navy blue or black)	5.11	48057	\$119.00
9	Pants Belt (black)	Boston Leather		\$39.00
10	LS wool shirt/ silver P's on epaulette	Elbeco	437	\$99.00
11	SS wool shirt/ silver P's on epaulette	Elbeco	4237	\$89.00
12	LS heavy wool shirt/ silver P's on epaulette	Elbeco	Z4797	\$129.00
13	SS heavy wool shirt/ silver P's on epaulette	Elbeco	Z4777	\$119.00
14	LS poly-lycra shirt	Flying Cross	48W3986	\$89.00
15	SS poly-lycra shirt	Flying Cross	98R3986	\$79.00
16	LS women's poly-lycra shirt	Flying Cross	204W3986	\$89.00
17	SS women's poly-lycra shirt	Flying Cross	254R3986	\$79.00
18	LS light blue WW shirt	Flying Cross	45W6625	\$89.00
19	SS light blue WW shirt	Flying Cross	95R6625	\$79.00
20	LS women's light blue WW shirt	Flying Cross	102W6625	\$89.00
21	SS women's light blue WW shirt	Flying Cross	152R6625	\$79.00
22	LS light blue poplin shirt	Elbeco	878	\$54.00
23	SS light blue poplin shirt	Elbeco	877	\$44.00
24	LS tan WW shirt (Animal Control)	Flying Cross	19W6604	\$89.00
25	2S tan WW shirt (Animal Control)	Flying Cross	69R6604	\$79.00
26	LS BDU shirt	Blauer	8731	\$74.00

27	SS BDU shirt	Blauer	8741	\$69.00
28	LS ArmorSkin polo for external vest wear	Blauer	8471	\$74.00
29	SS ArmorSkin polo for external vest wear	Blauer	8472	\$69.00
30	SS Bike Team shirt	Blauer	8133	\$-
31	SWAT TDU shirt (SWAT color)	5.11		\$69.00
32	Polo shirts (various colors) w/embroidery	Elbeco	UFX5131	\$59.00
33	Mock Turtleneck	Blauer	8110	\$39.00
34	Ike Jacket (wool)	Flying Cross	31289	\$389.00
35	Duty Jacket (wet/ cold weather)	Blauer	9820-60	\$369.00
36	Liner Jacket	Blauer	4660	\$149.00
37	Fleece jacket w/ nametag (Animal Control)	5.11	48038	\$-
38	Sweater (Records)	SF Knitting		\$69.00
39	Dress Hat - single silver band	Midway		\$-
40	Felt Hat - Seville blue	Stratton	F40 single post	\$189.00
41	Baseball hat with star or hat patch	Richardson		\$24.00
42	Cold weather hat/beanie with star/patch	None		\$32.00
43	Traffic safety vest w/star patch	Blauer	339P	\$59.00
44	Black Tie	S. Broome		\$10.00
45	PAPD Star Tie Bar	Hookfast		\$14.00
46	PAPD Star Tie Tac	Hookfast		\$12.00
47	PD shoulder patches paid for by department, but held at store for use	None		\$7.00

**YEAR 1 DUTY GEAR/ EQUIPMENT (Police, CSO, Animal Control).  
SCHEDULE OF FEES**

Line Item	Description	Manufacture	Model/St...	Unit Cost
1	Whistle	ACME		\$12.00
2	Handcuffs	Peerless	700C	\$38.00
3	Ballistic Vest w/ spare cover	Safariland	SM02-3A	\$1,059.00
4	Ballistic Vest w/ spare cover	Safariland	Hardwire	\$1,269.00
5	Rechargeable flashlight	Streamlight	Strion DS HL (700	\$-
6	Expandable baton (sworn only)	ASP	26"	\$179.00
7	Duty weapon holster (sworn only)	Safariland	6360	\$169.00
8	Side-break baton scabbard	ASP	26"	\$69.00
9	Duty Belt w/ tri-release buckle	Bianchi	7980	\$69.00
10	Velcro pants belt	Bianchi	7205	\$29.00
11	Cuff case single	Bianchi	7900	\$36.00
12	Cuff case double	Bianchi	7917	\$44.00
13	Open cuff case	Bianchi	7934	\$49.00
14	Double magazine pouch	Bianchi	7902	\$49.00
15	Keepers (4-pack)	Bianchi	7906	\$17.00

16	OC spray pouch	Bianchi	7907	\$36.00
17	Universal radio holder	Bianchi	7914S	\$59.00
18	Silent key holder	Bianchi	7916	\$29.00
19	Compact light holder (Strion-size)	Bianchi	7926	\$22.00
20	Flat glove pouch	Bianchi	7928	\$29.00
21	Glove pouch	Bianchi	7915	\$29.00
22	Baton holder	Bianchi	7904	\$69.00

### YEAR 1 POLICE MOTOR OFFICERS SCHEDULE OF FEES

Line Item	Description	Manufacturer	Model/St...	Unit Cost
1	Boots	All American		\$549.00
2	Breeches	5.11		\$199.00
3	Helmet	Shoei		\$549.00

### YEAR 1 FIRE DEPARTMENT UNIFORM SCHEDULE OF FEES

Line Item	Description	Manufacturer	Model/St...	Unit Cost
1	16 oz. wool pants	Flying Cross	SFFDTRS01	\$119.00
2	EMS pants	Propper		\$69.00
3	TDU pants (navy blue)	5.11	74003-724	\$69.00
4	Pants belt	Boston Leather	(see above)	\$36.00
5	SS wool shirt	Elbeco	4237	\$89.00
6	LS wool shirt	Elbeco	437	\$99.00
7	SS white shirt	Elbeco	867	\$44.00
8	LS white shirt	Elbeco	877	\$54.00
9	SS light blue shirt	Elbeco	868	\$44.00
10	EMS Jacket	5.11		\$-
11	Duty Jacket (navy blue)	Blauer	6120	\$179.00
12	Double-breasted jacket	Fechheimer	X917B90-	\$369.00
13	Blue Bell Cap - plain bill	None		\$109.00
14	Blue Bell Cap - plain bill	None		\$109.00
15	Tie	Samuel Boome		\$10.00
16	Tie Bar	Vanguard		\$8.00
17	Maltese cross	Blackinton		\$14.00
18	Collar insignia - button	Blackinton		\$24.00
19	Collar insignia - cut out silver	Blackinton		\$34.00
20	Collar insignia - cut out gold	Blackinton		\$34.00
21	Badge holder	Strong		\$26.00
22	Shoulder patches	Schweitez		\$14.00
23	Sleeve stripe	None		\$50.00
24	Boots	Danner	18102	\$349.00
25	Boots	Danner	18051	\$299.00
26	Boots	Thorogood	804-6037	\$169.00
27	Additional boots may be specified as new styles arrive - Authority outlined in Exhibit A	None		\$-



<b>YEAR 1 PARK RANGERS UNIFORM/ DUTY GEAR SCHEDULE OF FEES</b>				
<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model/St...</b>	<b>Unit Cost</b>
1	Class A pants (wool/ poly) forest green	Flying Cross		\$ -
2	Class B pants (cotton/ poly) forest green	Ben Davis		\$ -
3	Class B pants OD green	Blauer	8810	\$ -
4	Pants Belt	Boston Leather		\$ -
5	SS RANGER shirt (tropical weave silver/ tan)	Flying Cross		\$79.00
6	LS RANGER shirt (tropical weave silver/ tan)	Flying Cross		\$89.00
7	SS TECHNICIAN shirt (khaki cotton / poly)	Dickies		\$36.00
8	LS TECHNICIAN shirt (khaki cotton / poly)	Dickies		\$39.00
9	Duty Jacket OD green	Blauer	9820-60	\$369.00
10	Straw campaign hat (tan w/ grommets)	Stratton		\$129.00
11	Coveralls	Dickies		\$59.00
12	Leather glove holder	Dickies		\$16.00
13	Leather key silencer	Dickies		\$25.00
14	Leather flashlight holder	Dickies		\$22.00
15	Leather multi-tool holder	Dickies		\$-
16	Leather M K3 size OC holder	Dickies		\$34.00
<b>YEAR 1 CLOTHING ACCESSORIES (ALL DEPARTMENTS) SCHEDULE OF FEES</b>				
<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model /S ...</b>	<b>Unit Cost</b>
1	Cloth nametag	None		\$12.00
2	Metal nametag for formal shirt	None		\$15.00
3	Metal nametag for IKE/ formal jacket	None		\$15.00
4	Zipppers for shirts	None		\$20.00
5	Chevrons	None		\$9.00
6	Hash marks	None		\$2.00
7	Take in shirt sides	None		\$25.00
8	Shorten shirt sleeves	None		\$25.00
9	OVERSIZE CHARGES for larger than 2XL	None		\$-

Year 2

<b>YEAR 2 POLICE DEPARTMENT UNIFORMS SCHEDULE OF FEES</b>				
<b>Police uniform items are generally "LAPD Navy Blue" in color for sworn, light blue for CSO and support, green/ tan for animal control</b>				
<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model/St...</b>	<b>Unit Cost</b>
1	Wool Pants	Fechheimer	32289	\$120.19
2	Poly-Lycra pants	Fechheimer	39489	\$89.89
3	BDU pants	Blauer	8831	\$69.69
4	Training cargo pants (various colors)	5.11	Stryke	\$89.89
5	SWAT TDU pants (SWAT color)	5.11		\$69.69
6	Bike shorts	Blauer	8841-1	\$99.99
7	CSO shorts	5.11	73285	\$-
8	Rain Pants (navy blue or black)	5.11	48057	\$120.19
9	Pants Belt (black)	Boston Leather		\$39.39
10	LS wool shirt/ silver P's on epaulette	Elbeco	437	\$99.99
11	SS wool shirt/ silver P's on epaulette	Elbeco	4237	\$89.89
12	LS heavy wool shirt/ silver P's on epaulette	Elbeco	Z4797	\$130.29
13	SS heavy wool shirt/ silver P's on epaulette	Elbeco	Z4777	\$120.19
14	LS poly-lycra shirt	Flying Cross	48W3986	\$89.89
15	SS poly-lycra shirt	Flying Cross	98R3986	\$79.79
16	LS women's poly-lycra shirt	Flying Cross	204W3986	\$89.89
17	SS women's poly-lycra shirt	Flying Cross	254R3986	\$79.79
18	LS light blue WW shirt	Flying Cross	45W6625	\$89.89
19	SS light blue WW shirt	Flying Cross	95R6625	\$79.79
20	LS women's light blue WW shirt	Flying Cross	102W6625	\$89.89
21	SS women's light blue WW shirt	Flying Cross	152R6625	\$79.79
22	LS light blue poplin shirt	Elbeco	878	\$54.54
23	SS light blue poplin shirt	Elbeco	877	\$44.44
24	LS tan WW shirt (Animal Control)	Flying Cross	19W6604	\$89.89
25	2S tan WW shirt (Animal Control)	Flying Cross	69R6604	\$79.79
26	LS BDU shirt	Blauer	8731	\$74.74
27	SS BDU shirt	Blauer	8741	\$69.69
28	LS ArmorSkin polo for external vest wear	Blauer	8471	\$74.74
29	SS ArmorSkin polo for external vest wear	Blauer	8472	\$69.69
30	SS Bike Team shirt	Blauer	8133	\$-
31	SWAT TDU shirt (SWAT color)	5.11		\$69.69
32	Polo shirts (various colors) w/embroidery	Elbeco	UFX5131	\$59.59
33	Mock Turtleneck	Blauer	8110	\$39.39
34	Ike Jacket (wool)	Flying Cross	31289	\$392.89
35	Duty Jacket (wet/ cold weather)	Blauer	9820-60	\$372.69
36	Liner Jacket	Blauer	4660	\$150.49

37	Fleece jacket w/ nametag (Animal Control)	5.11	48038	\$-
38	Sweater (Records)	SF Knitting		\$69.69
39	Dress Hat - single silver band	Midway		\$-
40	Felt Hat - Seville blue	Stratton	F40 single post	\$190.89
41	Baseball hat with star or hat patch	Richardson		\$24.24
42	Cold weather hat/beanie with star/patch	None		\$32.32
43	Traffic safety vest w/star patch	Blauer	339P	\$59.59
44	Black Tie	S. Broome		\$10.10
45	PAPD Star Tie Bar	Hookfast		\$14.14
46	PAPD Star Tie Tac	Hookfast		\$12.12
47	PD shoulder patches paid for by department, but held at store for use	None		\$7.07

**YEAR 2 DUTY GEAR/ EQUIPMENT (Police, CSO, Animal Control).  
SCHEDULE OF FEES**

Line Item	Description	Manufacture	Model/St...	Unit Cost
1	Whistle	ACME		\$12.12
2	Handcuffs	Peerless	700C	\$38.38
3	Ballistic Vest w/ spare cover	Safariland	SM02-3A	\$1,069.59
4	Ballistic Vest w/ spare cover	Safariland	Hardwire	\$1,281.69
5	Rechargeable flashlight	Streamlight	Strion DS HL (700	\$-
6	Expandable baton (sworn only)	ASP	26"	\$180.79
7	Duty weapon holster (sworn only)	Safariland	6360	\$170.69
8	Side-break baton scabbard	ASP	26"	\$69.69
9	Duty Belt w/ tri-release buckle	Bianchi	7980	\$69.69
10	Velcro pants belt	Bianchi	7205	\$29.29
11	Cuff case single	Bianchi	7900	\$36.36
12	Cuff case double	Bianchi	7917	\$44.44
13	Open cuff case	Bianchi	7934	\$49.49
14	Double magazine pouch	Bianchi	7902	\$49.49
15	Keepers (4-pack)	Bianchi	7906	\$17.17
16	OC spray pouch	Bianchi	7907	\$36.36
17	Universal radio holder	Bianchi	7914S	\$59.59
18	Silent key holder	Bianchi	7916	\$29.29
19	Compact light holder (Strion-size)	Bianchi	7926	\$22.22
20	Flat glove pouch	Bianchi	7928	\$29.29
21	Glove pouch	Bianchi	7915	\$29.29
22	Baton holder	Bianchi	7904	\$69.69

**YEAR 2 POLICE MOTOR OFFICERS SCHEDULE OF FEES**

Line Item	Description	Manufacturer	Model/St...	Unit Cost
1	Boots	All American		\$554.49

2	Breeches	5.11		\$200.99
3	Helmet	Shoei		\$554.49
<b>YEAR 2 FIRE DEPARTMENT UNIFORM SCHEDULE OF FEES</b>				
<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model/St...</b>	<b>Unit Cost</b>
1	16 oz. wool pants	Flying Cross	SFFDTRS01	\$120.19
2	EMS pants	Propper		\$69.69
3	TDU pants (navy blue)	5.11	74003-724	\$69.69
4	Pants belt	Boston Leather	(see above)	\$39.39
5	SS wool shirt	Elbeco	4237	\$89.89
6	LS wool shirt	Elbeco	437	\$99.99
7	SS white shirt	Elbeco	867	\$44.44
8	LS white shirt	Elbeco	877	\$54.54
9	SS light blue shirt	Elbeco	868	\$44.44
10	EMS Jacket	5.11		\$-
11	Duty Jacket (navy blue)	Blauer	6120	\$180.79
12	Double-breasted jacket	Fechheimer	X917B90-01	\$372.69
13	Blue Bell Cap - plain bill	None		\$110.09
14	Blue Bell Cap - plain bill	None		\$110.09
15	Tie	Samuel Boome		\$10.10
16	Tie Bar	Vanguard		\$8.08
17	Maltese cross	Blackinton		\$14.14
18	Collar insignia - button	Blackinton		\$24.24
19	Collar insignia - cut out silver	Blackinton		\$34.34
20	Collar insignia - cut out gold	Blackinton		\$34.34
21	Badge holder	Strong		\$26.26
22	Shoulder patches	Schweitez		\$14.14
23	Sleeve stripe	None		\$50.50
24	Boots	Danner	18102	\$352.49
25	Boots	Danner	18051	\$301.99
26	Boots	Thorogood	804-6037	\$170.69
27	Additional boots may be specified as new styles arrive - Authority outlined in Exhibit A	None		\$-
<b>YEAR 2 PARK RANGERS UNIFORM/ DUTY GEAR SCHEDULE OF FEES</b>				
<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model/St...</b>	<b>Unit Cost</b>
1	Class A pants (wool/ poly) forest green	Flying Cross		
2	Class B pants (cotton/ poly) forest green	Ben Davis		
3	Class B pants OD green	Blauer	8810	
4	Pants Belt	Boston Leather		
5	SS RANGER shirt (tropical weave silver/ tan)	Flying Cross		\$79.79

6	LS RANGER shirt (tropical weave silver/ tan)	Flying Cross		\$89.89
7	SS TECHNICIAN shirt (khaki cotton / poly)	Dickies		\$36.36
8	LS TECHNICIAN shirt (khaki cotton / poly)	Dickies		\$39.39
9	Duty Jacket OD green	Blauer	9820-60	\$372.69
10	Straw campaign hat (tan w/ grommets)	Stratton		\$130.29
11	Coveralls	Dickies		\$59.59
12	Leather glove holder	Dickies		\$16.16
13	Leather key silencer	Dickies		\$25.25
14	Leather flashlight holder	Dickies		\$22.22
15	Leather multi-tool holder	Dickies		\$-
16	Leather M K3 size OC holder	Dickies		\$34.34
<b>YEAR 2 CLOTHING ACCESSORIES (ALL DEPARTMENTS) SCHEDULE OF FEES</b>				
<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model /S ...</b>	<b>Unit Cost</b>
1	Cloth nametag	None		\$12.12
2	Metal nametag for formal shirt	None		\$15.15
3	Metal nametag for IKE/ formal jacket	None		\$15.15
4	Zipper for shirts	None		\$20.20
5	Chevrons	None		\$9.09
6	Hash marks	None		\$2.02
7	Take in shirt sides	None		\$25.25
8	Shorten shirt sleeves	None		\$25.25
9	OVERSIZE CHARGES for larger than 2XL	None		\$-

Year 3

<b>YEAR 3 POLICE DEPARTMENT UNIFORMS SCHEDULE OF FEES</b> <b>Police uniform items are generally "LAPD Navy Blue" in color for sworn, light blue for CSO and support, green/ tan for animal control</b>				
<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model/St...</b>	<b>Unit Cost</b>
1	Wool Pants	Fechheimer	32289	\$121.39
2	Poly-Lycra pants	Fechheimer	39489	\$90.79
3	BDU pants	Blauer	8831	\$70.39
4	Training cargo pants (various colors)	5.11	Stryke	\$90.79
5	SWAT TDU pants (SWAT color)	5.11		\$70.39
6	Bike shorts	Blauer	8841-1	\$100.99
7	CSO shorts	5.11	73285	\$-

8	Rain Pants (navy blue or black)	5.11	48057	\$121.39
9	Pants Belt (black)	Boston Leather		\$39.78
10	LS wool shirt/ silver P's on epaulette	Elbeco	437	\$100.99
11	SS wool shirt/ silver P's on epaulette	Elbeco	4237	\$90.79
12	LS heavy wool shirt/ silver P's on epaulette	Elbeco	Z4797	\$131.59
13	SS heavy wool shirt/ silver P's on epaulette	Elbeco	Z4777	\$121.39
14	LS poly-lycra shirt	Flying Cross	48W3986	\$90.79
15	SS poly-lycra shirt	Flying Cross	98R3986	\$80.59
16	LS women's poly-lycra shirt	Flying Cross	204W3986	\$90.79
17	SS women's poly-lycra shirt	Flying Cross	254R3986	\$80.59
18	LS light blue WW shirt	Flying Cross	45W6625	\$90.79
19	SS light blue WW shirt	Flying Cross	95R6625	\$80.59
20	LS women's light blue WW shirt	Flying Cross	102W6625	\$90.79
21	SS women's light blue WW shirt	Flying Cross	152R6625	\$80.59
22	LS light blue poplin shirt	Elbeco	878	\$55.09
23	SS light blue poplin shirt	Elbeco	877	\$44.88
24	LS tan WW shirt (Animal Control)	Flying Cross	19W6604	\$90.79
25	2S tan WW shirt (Animal Control)	Flying Cross	69R6604	\$80.59
26	LS BDU shirt	Blauer	8731	\$75.49
27	SS BDU shirt	Blauer	8741	\$70.39
28	LS ArmorSkin polo for external vest wear	Blauer	8471	\$75.49
29	SS ArmorSkin polo for external vest wear	Blauer	8472	\$70.39
30	SS Bike Team shirt	Blauer	8133	\$-
31	SWAT TDU shirt (SWAT color)	5.11		\$70.39
32	Polo shirts (various colors) w/embroidery	Elbeco	UFX5131	\$60.19
33	Mock Turtleneck	Blauer	8110	\$39.78
34	Ike Jacket (wool)	Flying Cross	31289	\$396.82
35	Duty Jacket (wet/ cold weather)	Blauer	9820-60	\$376.42
36	Liner Jacket	Blauer	4660	\$151.99
37	Fleece jacket w/ nametag (Animal Control)	5.11	48038	\$-
38	Sweater (Records)	SF Knitting		\$70.39
39	Dress Hat - single silver band	Midway		\$-
40	Felt Hat - Seville blue	Stratton	F40 single post	\$192.80
41	Baseball hat with star or hat patch	Richardson		\$24.48
42	Cold weather hat/beanie with star/patch	None		\$32.64
43	Traffic safety vest w/star patch	Blauer	339P	\$60.19
44	Black Tie	S. Broome		\$10.20
45	PAPD Star Tie Bar	Hookfast		\$14.28
46	PAPD Star Tie Tac	Hookfast		\$12.24

47	PD shoulder patches paid for by department, but held at store for use	None		\$7.14
<b>YEAR 3 DUTY GEAR/ EQUIPMENT (Police, CSO, Animal Control). SCHEDULE OF FEES</b>				
Line Item	Description	Manufacture	Model/St...	Unit Cost
1	Whistle	ACME		\$12.24
2	Handcuffs	Peerless	700C	\$38.76
3	Ballistic Vest w/ spare cover	Safariland	SM02-3A	\$1,080.29
4	Ballistic Vest w/ spare cover	Safariland	Hardwire	\$1,294.51
5	Rechargeable flashlight	Streamlight	Strion DS HL (700	\$-
6	Expandable baton (sworn only)	ASP	26"	\$182.60
7	Duty weapon holster (sworn only)	Safariland	6360	\$172.40
8	Side-break baton scabbard	ASP	26"	\$70.39
9	Duty Belt w/ tri-release buckle	Bianchi	7980	\$70.39
10	Velcro pants belt	Bianchi	7205	\$29.58
11	Cuff case single	Bianchi	7900	\$36.72
12	Cuff case double	Bianchi	7917	\$44.88
13	Open cuff case	Bianchi	7934	\$49.98
14	Double magazine pouch	Bianchi	7902	\$49.98
15	Keepers (4-pack)	Bianchi	7906	\$17.34
16	OC spray pouch	Bianchi	7907	\$36.72
17	Universal radio holder	Bianchi	7914S	\$60.19
18	Silent key holder	Bianchi	7916	\$29.58
19	Compact light holder (Strion-size)	Bianchi	7926	\$22.44
20	Flat glove pouch	Bianchi	7928	\$29.58
21	Glove pouch	Bianchi	7915	\$29.58
22	Baton holder	Bianchi	7904	\$70.39
<b>YEAR 3 POLICE MOTOR OFFICERS SCHEDULE OF FEES</b>				
Line Item	Description	Manufacturer	Model/St...	Unit Cost
1	Boots	All American		\$560.03
2	Breeches	5.11		\$203.00
3	Helmet	Shoei		\$560.03
<b>YEAR 3 FIRE DEPARTMENT UNIFORM SCHEDULE OF FEES</b>				
Line Item	Description	Manufacturer	Model/St...	Unit Cost
1	16 oz. wool pants	Flying Cross	SFFDTRS01	\$121.39
2	EMS pants	Propper		\$70.39
3	TDU pants (navy blue)	5.11	74003-724	\$70.39
4	Pants belt	Boston Leather	(see above)	\$39.78
5	SS wool shirt	Elbeco	4237	\$90.79
6	LS wool shirt	Elbeco	437	\$100.99

7	SS white shirt	Elbeco	867	\$44.88
8	LS white shirt	Elbeco	877	\$55.09
9	SS light blue shirt	Elbeco	868	\$44.88
10	EMS Jacket	5.11		\$-
11	Duty Jacket (navy blue)	Blauer	6120	\$182.60
12	Double-breasted jacket	Fechheimer	X917B90-01	\$376.42
13	Blue Bell Cap - plain bill	None		\$111.19
14	Blue Bell Cap - plain bill	None		\$111.19
15	Tie	Samuel Boome		\$10.20
16	Tie Bar	Vanguard		\$8.16
17	Maltese cross	Blackinton		\$14.28
18	Collar insignia - button	Blackinton		\$24.48
19	Collar insignia - cut out silver	Blackinton		\$34.68
20	Collar insignia - cut out gold	Blackinton		\$34.68
21	Badge holder	Strong		\$26.52
22	Shoulder patches	Schweitez		\$14.28
23	Sleeve stripe	None		\$51.01
24	Boots	Danner	18102	\$356.01
25	Boots	Danner	18051	\$305.01
26	Boots	Thorogood	804-6037	\$172.40
27	Additional boots may be specified as new styles arrive - Authority outlined in Exhibit A	None		\$-

### YEAR 3 PARK RANGERS UNIFORM/ DUTY GEAR SCHEDULE OF FEES

Line Item	Description	Manufacturer	Model/St...	Unit Cost
1	Class A pants (wool/ poly) forest green	Flying Cross		
2	Class B pants (cotton/ poly) forest green	Ben Davis		
3	Class B pants OD green	Blauer	8810	
4	Pants Belt	Boston Leather		
5	SS RANGER shirt (tropical weave silver/ tan)	Flying Cross		\$80.59
6	LS RANGER shirt (tropical weave silver/ tan)	Flying Cross		\$90.79
7	SS TECHNICIAN shirt (khaki cotton / poly)	Dickies		\$36.72
8	LS TECHNICIAN shirt (khaki cotton / poly)	Dickies		\$39.78
9	Duty Jacket OD green	Blauer	9820-60	\$376.42
10	Straw campaign hat (tan w/ grommets)	Stratton		\$131.59
11	Coveralls	Dickies		\$60.19
12	Leather glove holder	Dickies		\$16.32
13	Leather key silencer	Dickies		\$25.50
14	Leather flashlight holder	Dickies		\$22.44
15	Leather multi-tool holder	Dickies		\$-



16	Leather M K3 size OC holder	Dickies		\$34.68
<b>YEAR 3 CLOTHING ACCESSORIES (ALL DEPARTMENTS) SCHEDULE OF FEES</b>				
<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model /S ...</b>	<b>Unit Cost</b>
1	Cloth nametag	None		\$12.24
2	Metal nametag for formal shirt	None		\$15.30
3	Metal nametag for IKE/ formal jacket	None		\$15.30
4	Zipppers for shirts	None		\$20.40
5	Chevrons	None		\$9.18
6	Hash marks	None		\$2.04
7	Take in shirt sides	None		\$25.50
8	Shorten shirt sleeves	None		\$25.50
9	OVERSIZE CHARGES for larger than 2XL	None		\$-

Year 4

<b>YEAR 4 POLICE DEPARTMENT UNIFORMS SCHEDULE OF FEES</b>				
<b>Police uniform items are generally "LAPD Navy Blue" in color for sworn, light blue for CSO and support, green/ tan for animal control</b>				
<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model/St...</b>	<b>Unit Cost</b>
1	Wool Pants	Fechheimer	32289	\$122.61
2	Poly-Lycra pants	Fechheimer	39489	\$91.70
3	BDU pants	Blauer	8831	\$71.09
4	Training cargo pants (various colors)	5.11	Stryke	\$91.70
5	SWAT TDU pants (SWAT color)	5.11		\$71.09
6	Bike shorts	Blauer	8841-1	\$102.00
7	CSO shorts	5.11	73285	\$-
8	Rain Pants (navy blue or black)	5.11	48057	\$122.61
9	Pants Belt (black)	Boston Leather		\$40.18
10	LS wool shirt/ silver P's on epaulette	Elbeco	437	\$102.00
11	SS wool shirt/ silver P's on epaulette	Elbeco	4237	\$91.70
12	LS heavy wool shirt/ silver P's on epaulette	Elbeco	Z4797	\$132.91
13	SS heavy wool shirt/ silver P's on epaulette	Elbeco	Z4777	\$122.61
14	LS poly-lycra shirt	Flying Cross	48W3986	\$91.70
15	SS poly-lycra shirt	Flying Cross	98R3986	\$81.39
16	LS women's poly-lycra shirt	Flying Cross	204W3986	\$91.70
17	SS women's poly-lycra shirt	Flying Cross	254R3986	\$81.39

18	LS light blue WW shirt	Flying Cross	45W6625	\$91.70
19	SS light blue WW shirt	Flying Cross	95R6625	\$81.39
20	LS women's light blue WW shirt	Flying Cross	102W6625	\$91.70
21	SS women's light blue WW shirt	Flying Cross	152R6625	\$81.39
22	LS light blue poplin shirt	Elbeco	878	\$55.64
23	SS light blue poplin shirt	Elbeco	877	\$45.33
24	LS tan WW shirt (Animal Control)	Flying Cross	19W6604	\$91.70
25	2S tan WW shirt (Animal Control)	Flying Cross	69R6604	\$81.39
26	LS BDU shirt	Blauer	8731	\$76.24
27	SS BDU shirt	Blauer	8741	\$71.09
28	LS ArmorSkin polo for external vest wear	Blauer	8471	\$76.24
29	SS ArmorSkin polo for external vest wear	Blauer	8472	\$71.09
30	SS Bike Team shirt	Blauer	8133	\$-
31	SWAT TDU shirt (SWAT color)	5.11		\$71.09
32	Polo shirts (various colors) w/embroidery	Elbeco	UFX5131	\$60.79
33	Mock Turtleneck	Blauer	8110	\$40.18
34	Ike Jacket (wool)	Flying Cross	31289	\$400.79
35	Duty Jacket (wet/ cold weather)	Blauer	9820-60	\$380.18
36	Liner Jacket	Blauer	4660	\$153.51
37	Fleece jacket w/ nametag (Animal Control)	5.11	48038	\$-
38	Sweater (Records)	SF Knitting		\$71.09
39	Dress Hat - single silver band	Midway		\$-
40	Felt Hat - Seville blue	Stratton	F40 single post	\$194.73
41	Baseball hat with star or hat patch	Richardson		\$24.73
42	Cold weather hat/beanie with star/patch	None		\$32.97
43	Traffic safety vest w/star patch	Blauer	339P	\$60.79
44	Black Tie	S. Broome		\$10.30
45	PAPD Star Tie Bar	Hookfast		\$14.42
46	PAPD Star Tie Tac	Hookfast		\$12.36
47	PD shoulder patches paid for by department, but held at store for use	None		\$7.21
<b>YEAR 4 DUTY GEAR/ EQUIPMENT (Police, CSO, Animal Control). SCHEDULE OF FEES</b>				
Line Item	Description	Manufacture	Model/St...	Unit Cost
1	Whistle	ACME		\$12.36
2	Handcuffs	Peerless	700C	\$39.15
3	Ballistic Vest w/ spare cover	Safariland	SM02-3A	\$1,091.09
4	Ballistic Vest w/ spare cover	Safariland	Hardwire	\$1,307.45

5	Rechargeable flashlight	Streamlight	Strion DS HL (700	\$-
6	Expandable baton (sworn only)	ASP	26"	\$184.42
7	Duty weapon holster (sworn only)	Safariland	6360	\$174.12
8	Side-break baton scabbard	ASP	26"	\$71.09
9	Duty Belt w/ tri-release buckle	Bianchi	7980	\$71.09
10	Velcro pants belt	Bianchi	7205	\$29.88
11	Cuff case single	Bianchi	7900	\$37.09
12	Cuff case double	Bianchi	7917	\$45.33
13	Open cuff case	Bianchi	7934	\$50.48
14	Double magazine pouch	Bianchi	7902	\$50.48
15	Keepers (4-pack)	Bianchi	7906	\$17.52
16	OC spray pouch	Bianchi	7907	\$37.09
17	Universal radio holder	Bianchi	7914S	\$60.79
18	Silent key holder	Bianchi	7916	\$29.88
19	Compact light holder (Strion-size)	Bianchi	7926	\$22.67
20	Flat glove pouch	Bianchi	7928	\$29.88
21	Glove pouch	Bianchi	7915	\$29.88
22	Baton holder	Bianchi	7904	\$71.09

#### **YEAR 4 POLICE MOTOR OFFICERS SCHEDULE OF FEES**

Line Item	Description	Manufacturer	Model/St...	Unit Cost
1	Boots	All American		\$565.64
2	Breeches	5.11		\$205.03
3	Helmet	Shoei		\$565.64

#### **YEAR 4 FIRE DEPARTMENT UNIFORM SCHEDULE OF FEES**

Line Item	Description	Manufacturer	Model/St...	Unit Cost
1	16 oz. wool pants	Flying Cross	SFFDTRS01	\$122.61
2	EMS pants	Propper		\$71.09
3	TDU pants (navy blue)	5.11	74003-724	\$71.09
4	Pants belt	Boston Leather	(see above)	\$40.18
5	SS wool shirt	Elbeco	4237	\$91.70
6	LS wool shirt	Elbeco	437	\$102.00
7	SS white shirt	Elbeco	867	\$45.33
8	LS white shirt	Elbeco	877	\$55.64
9	SS light blue shirt	Elbeco	868	\$45.33
10	EMS Jacket	5.11		\$-
11	Duty Jacket (navy blue)	Blauer	6120	\$182.42
12	Double-breasted jacket	Fechheimer	X917B90-01	\$380.18
13	Blue Bell Cap - plain bill	None		\$112.30
14	Blue Bell Cap - plain bill	None		\$112.30
15	Tie	Samuel Boome		\$10.30
16	Tie Bar	Vanguard		\$8.24
17	Maltese cross	Blackinton		\$14.42

18	Collar insignia - button	Blackinton		\$24.73
19	Collar insignia - cut out silver	Blackinton		\$35.03
20	Collar insignia - cut out gold	Blackinton		\$35.03
21	Badge holder	Strong		\$26.79
22	Shoulder patches	Schweitez		\$14.42
23	Sleeve stripe	None		\$51.52
24	Boots	Danner	18102	\$359.58
25	Boots	Danner	18051	\$308.06
26	Boots	Thorogood	804-6037	\$174.12
27	Additional boots may be specified as new styles arrive - Authority outlined in Exhibit A	None		\$-

#### **YEAR 4 PARK RANGERS UNIFORM/ DUTY GEAR SCHEDULE OF FEES**

<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model/St...</b>	<b>Unit Cost</b>
1	Class A pants (wool/ poly) forest green	Flying Cross		
2	Class B pants (cotton/ poly) forest green	Ben Davis		
3	Class B pants OD green	Blauer	8810	
4	Pants Belt	Boston Leather		
5	SS RANGER shirt (tropical weave silver/ tan)	Flying Cross		\$81.39
6	LS RANGER shirt (tropical weave silver/ tan)	Flying Cross		\$91.70
7	SS TECHNICIAN shirt (khaki cotton / poly)	Dickies		\$37.09
8	LS TECHNICIAN shirt (khaki cotton / poly)	Dickies		\$40.18
9	Duty Jacket OD green	Blauer	9820-60	\$380.18
10	Straw campaign hat (tan w/ grommets)	Stratton		\$132.91
11	Coveralls	Dickies		\$60.79
12	Leather glove holder	Dickies		\$16.48
13	Leather key silencer	Dickies		\$25.76
14	Leather flashlight holder	Dickies		\$22.67
15	Leather multi-tool holder	Dickies		\$-
16	Leather MK3 size OC holder	Dickies		\$35.03

#### **YEAR 4 CLOTHING ACCESSORIES (ALL DEPARTMENTS) SCHEDULE OF FEES**

<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model /S ...</b>	<b>Unit Cost</b>
1	Cloth nametag	None		\$12.36
2	Metal nametag for formal shirt	None		\$15.45
3	Metal nametag for IKE/ formal jacket	None		\$15.45
4	Zippers for shirts	None		\$20.61

5	Chevrons	None		\$9.27
6	Hash marks	None		\$2.06
7	Take in shirt sides	None		\$25.76
8	Shorten shirt sleeves	None		\$25.76
9	OVERSIZE CHARGES for larger than 2XL	None		\$-

Year 5

<b>YEAR 5 POLICE DEPARTMENT UNIFORMS SCHEDULE OF FEES</b>				
<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model/St...</b>	<b>Unit Cost</b>
1	Wool Pants	Fechheimer	32289	\$123.83
2	Poly-Lycra pants	Fechheimer	39489	\$92.61
3	BDU pants	Blauer	8831	\$71.80
4	Training cargo pants (various colors)	5.11	Stryke	\$92.61
5	SWAT TDU pants (SWAT color)	5.11		\$71.80
6	Bike shorts	Blauer	8841-1	\$103.02
7	CSO shorts	5.11	73285	\$-
8	Rain Pants (navy blue or black)	5.11	48057	\$123.83
9	Pants Belt (black)	Boston Leather		\$40.58
10	LS wool shirt/ silver P's on epaulette	Elbeco	437	\$103.02
11	SS wool shirt/ silver P's on epaulette	Elbeco	4237	\$92.61
12	LS heavy wool shirt/ silver P's on epaulette	Elbeco	24797	\$134.24
13	SS heavy wool shirt/ silver P's on epaulette	Elbeco	24777	\$123.83
14	LS poly-lycra shirt	Flying Cross	48W3986	\$92.61
15	SS poly-lycra shirt	Flying Cross	98R3986	\$82.21
16	LS women's poly-lycra shirt	Flying Cross	204W3986	\$92.61
17	SS women's poly-lycra shirt	Flying Cross	254R3986	\$82.21
18	LS light blue WW shirt	Flying Cross	45W6625	\$92.61
19	SS light blue WW shirt	Flying Cross	95R6625	\$82.21
20	LS women's light blue WW shirt	Flying Cross	102W6625	\$92.61
21	SS women's light blue WW shirt	Flying Cross	152R6625	\$82.21
22	LS light blue poplin shirt	Elbeco	878	\$56.19
23	SS light blue poplin shirt	Elbeco	877	\$45.79
24	LS tan WW shirt (Animal Control)	Flying Cross	19W6604	\$92.61
25	2S tan WW shirt (Animal Control)	Flying Cross	69R6604	\$82.21
26	LS BDU shirt	Blauer	8731	\$77.00
27	SS BDU shirt	Blauer	8741	\$71.80
28	LS ArmorSkin polo for external vest wear	Blauer	8471	\$77.00

29	SS ArmorSkin polo for external vest wear	Blauer	8472	\$71.80
30	SS Bike Team shirt	Blauer	8133	\$-
31	SWAT TDU shirt (SWAT color)	5.11		\$71.80
32	Polo shirts (various colors) w/embroidery	Elbeco	UFX5131	\$61.40
33	Mock Turtleneck	Blauer	8110	\$40.58
34	Ike Jacket (wool)	Flying Cross	31289	\$404.79
35	Duty Jacket (wet/ cold weather)	Blauer	9820-60	\$383.98
36	Liner Jacket	Blauer	4660	\$155.05
37	Fleece jacket w/ nametag (Animal Control)	5.11	48038	\$-
38	Sweater (Records)	SF Knitting		\$71.80
39	Dress Hat - single silver band	Midway		\$-
40	Felt Hat - Seville blue	Stratton	F40 single post	\$196.67
41	Baseball hat with star or hat patch	Richardson		\$24.97
42	Cold weather hat/beanie with star/patch	None		\$33.30
43	Traffic safety vest w/star patch	Blauer	339P	\$61.40
44	Black Tie	S. Broome		\$10.41
45	PAPD Star Tie Bar	Hookfast		\$14.57
46	PAPD Star Tie Tac	Hookfast		\$12.49
47	PD shoulder patches paid for by department, but held at store for use	None		\$7.28

**YEAR 5 DUTY GEAR/ EQUIPMENT (Police, CSO, Animal Control).  
SCHEDULE OF FEES**

Line Item	Description	Manufacture	Model/St...	Unit Cost
1	Whistle	ACME		\$12.49
2	Handcuffs	Peerless	700C	\$39.54
3	Ballistic Vest w/ spare cover	Safariland	SM02-3A	\$1,102.00
4	Ballistic Vest w/ spare cover	Safariland	Hardwire	\$1,320.53
5	Rechargeable flashlight	Streamlight	Strion DS HL (700	\$-
6	Expandable baton (sworn only)	ASP	26"	\$186.27
7	Duty weapon holster (sworn only)	Safariland	6360	\$175.86
8	Side-break baton scabbard	ASP	26"	\$71.80
9	Duty Belt w/ tri-release buckle	Bianchi	7980	\$71.80
10	Velcro pants belt	Bianchi	7205	\$30.18
11	Cuff case single	Bianchi	7900	\$37.46
12	Cuff case double	Bianchi	7917	\$45.79
13	Open cuff case	Bianchi	7934	\$50.99
14	Double magazine pouch	Bianchi	7902	\$50.99

15	Keepers (4-pack)	Bianchi	7906	\$17.69
16	OC spray pouch	Bianchi	7907	\$37.46
17	Universal radio holder	Bianchi	7914S	\$61.40
18	Silent key holder	Bianchi	7916	\$30.18
19	Compact light holder (Strion-size)	Bianchi	7926	\$22.89
20	Flat glove pouch	Bianchi	7928	\$30.18
21	Glove pouch	Bianchi	7915	\$30.18
22	Baton holder	Bianchi	7904	\$71.80

#### **YEAR 5 POLICE MOTOR OFFICERS SCHEDULE OF FEES**

<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model/St...</b>	<b>Unit Cost</b>
1	Boots	All American		\$571.29
2	Breeches	5.11		\$207.08
3	Helmet	Shoei		\$571.29

#### **YEAR 5 FIRE DEPARTMENT UNIFORM SCHEDULE OF FEES**

<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model/St...</b>	<b>Unit Cost</b>
1	16 oz. wool pants	Flying Cross	SFFDTRS01	\$123.83
2	EMS pants	Propper		\$71.80
3	TDU pants (navy blue)	5.11	74003-724	\$71.80
4	Pants belt	Boston Leather	(see above)	\$40.58
5	SS wool shirt	Elbeco	4237	\$92.61
6	LS wool shirt	Elbeco	437	\$103.02
7	SS white shirt	Elbeco	867	\$45.79
8	LS white shirt	Elbeco	877	\$56.19
9	SS light blue shirt	Elbeco	868	\$45.79
10	EMS Jacket	5.11		\$-
11	Duty Jacket (navy blue)	Blauer	6120	\$186.27
12	Double-breasted jacket	Fechheimer	X917B90-01	\$383.98
13	Blue Bell Cap - plain bill	None		\$113.43
14	Blue Bell Cap - plain bill	None		\$113.43
15	Tie	Samuel Boome		\$10.41
16	Tie Bar	Vanguard		\$8.32
17	Maltese cross	Blackinton		\$14.57
18	Collar insignia - button	Blackinton		\$24.97
19	Collar insignia - cut out silver	Blackinton		\$35.38
20	Collar insignia - cut out gold	Blackinton		\$35.38
21	Badge holder	Strong		\$27.06
22	Shoulder patches	Schweitez		\$14.57
23	Sleeve stripe	None		\$52.03
24	Boots	Danner	18102	\$363.17
25	Boots	Danner	18051	\$311.14
26	Boots	Thorogood	804-6037	\$175.86
27	Additional boots may be specified as new styles arrive - Authority outlined in Exhibit A	None		\$-

<b>YEAR 5 PARK RANGERS UNIFORM/ DUTY GEAR SCHEDULE OF FEES</b>				
<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model/St...</b>	<b>Unit Cost</b>
1	Class A pants (wool/ poly) forest green	Flying Cross		
2	Class B pants (cotton/ poly) forest green	Ben Davis		
3	Class B pants OD green	Blauer	8810	
4	Pants Belt	Boston Leather		
5	SS RANGER shirt (tropical weave silver/ tan)	Flying Cross		\$82.21
6	LS RANGER shirt (tropical weave silver/ tan)	Flying Cross		\$92.61
7	SS TECHNICIAN shirt (khaki cotton / poly)	Dickies		\$37.46
8	LS TECHNICIAN shirt (khaki cotton / poly)	Dickies		\$40.58
9	Duty Jacket OD green	Blauer	9820-60	\$383.98
10	Straw campaign hat (tan w/ grommets)	Stratton		\$134.24
11	Coveralls	Dickies		\$61.40
12	Leather glove holder	Dickies		\$16.65
13	Leather key silencer	Dickies		\$26.02
14	Leather flashlight holder	Dickies		\$22.89
15	Leather multi-tool holder	Dickies		\$-
16	Leather M K3 size OC holder	Dickies		\$35.38
<b>YEAR 5 CLOTHING ACCESSORIES (ALL DEPARTMENTS) SCHEDULE OF FEES</b>				
<b>Line Item</b>	<b>Description</b>	<b>Manufacturer</b>	<b>Model /S ...</b>	<b>Unit Cost</b>
1	Cloth nametag	None		\$12.49
2	Metal nametag for formal shirt	None		\$15.61
3	Metal nametag for IKE/ formal jacket	None		\$15.61
4	Zipper for shirts	None		\$20.81
5	Chevrons	None		\$9.37
6	Hash marks	None		\$2.08
7	Take in shirt sides	None		\$26.02
8	Shorten shirt sleeves	None		\$26.02
9	OVERSIZE CHARGES for larger than 2XL	None		\$-



## EXHIBIT D INSURANCE REQUIREMENTS

CONTRACTORS TO THE CITY OF PALO ALTO (CITY), AT THEIR SOLE EXPENSE, SHALL FOR THE TERM OF THE CONTRACT OBTAIN AND MAINTAIN INSURANCE IN THE AMOUNTS FOR THE COVERAGE SPECIFIED BELOW, **AFFORDED BY COMPANIES WITH AM BEST'S KEY RATING OF A-VII, OR HIGHER, LICENSED OR AUTHORIZED TO TRANSACT INSURANCE BUSINESS IN THE STATE OF CALIFORNIA.**

AWARD IS CONTINGENT ON COMPLIANCE WITH CITY'S INSURANCE REQUIREMENTS, AS SPECIFIED, BELOW:

REQUIRED	TYPE OF COVERAGE	REQUIREMENT	MINIMUM LIMITS	
			EACH OCCURRENCE	AGGREGATE
YES YES	WORKER'S COMPENSATION EMPLOYER'S LIABILITY	STATUTORY STATUTORY		
YES	GENERAL LIABILITY, INCLUDING PERSONAL INJURY, BROAD FORM PROPERTY DAMAGE BLANKET CONTRACTUAL, AND FIRE LEGAL LIABILITY	BODILY INJURY	\$1,000,000	\$1,000,000
		PROPERTY DAMAGE	\$1,000,000	\$1,000,000
		BODILY INJURY & PROPERTY DAMAGE COMBINED.	\$1,000,000	\$1,000,000
YES	AUTOMOBILE LIABILITY, INCLUDING ALL OWNED, HIRED, NON-OWNED	BODILY INJURY	\$1,000,000	\$1,000,000
		- EACH PERSON	\$1,000,000	\$1,000,000
		- EACH OCCURRENCE	\$1,000,000	\$1,000,000
		PROPERTY DAMAGE	\$1,000,000	\$1,000,000
		BODILY INJURY AND PROPERTY DAMAGE, COMBINED	\$1,000,000	\$1,000,000
NO	PROFESSIONAL LIABILITY, INCLUDING, ERRORS AND OMISSIONS, MALPRACTICE (WHEN APPLICABLE), AND NEGLIGENT PERFORMANCE			
		ALL DAMAGES	\$1,000,000	
YES	THE CITY OF PALO ALTO IS TO BE NAMED AS AN ADDITIONAL INSURED: <b>CONTRACTOR, AT ITS SOLE COST AND EXPENSE, SHALL OBTAIN AND MAINTAIN, IN FULL FORCE AND EFFECT THROUGHOUT THE ENTIRE TERM OF ANY RESULTANT AGREEMENT, THE INSURANCE COVERAGE HEREIN DESCRIBED, INSURING NOT ONLY CONTRACTOR AND ITS SUBCONSULTANTS, IF ANY, BUT ALSO, WITH THE EXCEPTION OF WORKERS' COMPENSATION, EMPLOYER'S LIABILITY AND PROFESSIONAL INSURANCE, NAMING AS ADDITIONAL INSURED CITY, ITS COUNCIL MEMBERS, OFFICERS, AGENTS, AND EMPLOYEES.</b>			

- I. INSURANCE COVERAGE MUST INCLUDE:
  - A. A PROVISION FOR A WRITTEN THIRTY DAY ADVANCE NOTICE TO CITY OF CHANGE IN COVERAGE OR OF COVERAGE CANCELLATION; AND
  - B. A CONTRACTUAL LIABILITY ENDORSEMENT PROVIDING INSURANCE COVERAGE FOR CONTRACTOR'S AGREEMENT TO INDEMNIFY CITY.
  - C. DEDUCTIBLE AMOUNTS IN EXCESS OF \$5,000 REQUIRE CITY'S PRIOR APPROVAL.
- II. CONTRACTOR MUST SUBMIT CERTIFICATE(S) OF INSURANCE EVIDENCING REQUIRED COVERAGE.
- III. ENDORSEMENT PROVISIONS, WITH RESPECT TO THE INSURANCE AFFORDED TO "ADDITIONAL INSURED"

A. PRIMARY COVERAGE

WITH RESPECT TO CLAIMS ARISING OUT OF THE OPERATIONS OF THE NAMED INSURED, INSURANCE AS AFFORDED BY THIS POLICY IS PRIMARY AND IS NOT ADDITIONAL TO OR CONTRIBUTING WITH ANY OTHER INSURANCE CARRIED BY OR FOR THE BENEFIT OF THE ADDITIONAL INSURED.

B. CROSS LIABILITY

THE NAMING OF MORE THAN ONE PERSON, FIRM, OR CORPORATION AS INSURED UNDER THE POLICY SHALL NOT, FOR THAT REASON ALONE, EXTINGUISH ANY RIGHTS OF THE INSURED AGAINST ANOTHER, BUT THIS ENDORSEMENT, AND THE NAMING OF MULTIPLE INSURED, SHALL NOT INCREASE THE TOTAL LIABILITY OF THE COMPANY UNDER THIS POLICY.

C. NOTICE OF CANCELLATION

1. IF THE POLICY IS CANCELED BEFORE ITS EXPIRATION DATE FOR ANY REASON OTHER THAN THE NON-PAYMENT OF PREMIUM, THE ISSUING COMPANY SHALL PROVIDE CITY AT LEAST A THIRTY (30) DAY WRITTEN NOTICE BEFORE THE EFFECTIVE DATE OF CANCELLATION.
2. IF THE POLICY IS CANCELED BEFORE ITS EXPIRATION DATE FOR THE NON-PAYMENT OF PREMIUM, THE ISSUING COMPANY SHALL PROVIDE CITY AT LEAST A TEN (10) DAY WRITTEN NOTICE BEFORE THE EFFECTIVE DATE OF CANCELLATION.

**NOTICES SHALL BE MAILED TO:**

**PURCHASING AND  
CONTRACT ADMINISTRATION  
CITY OF PALO ALTO  
P.O. BOX 10250  
PALO ALTO, CA 94303**