



September 11, 2025

CALL AND NOTICE OF A REGULAR MEETING OF THE
OPERATIONS AND DEVELOPMENT COMMITTEE
OF THE
BURBANK-GLENDALE-PASADENA AIRPORT AUTHORITY

NOTICE is hereby given that a regular meeting of the Operations and Development Committee will be held on Monday, September 15, 2025, at 8:30 a.m., in the Airport Skyroom of Hollywood Burbank Airport, 2627 N. Hollywood Way, Burbank, California 91505.

In addition to attending the meeting in person, members of the public may observe the meeting telephonically and may offer comment in real time through the following number:

Dial In: (818) 862-3332

Terri Williams, Board Secretary
Burbank-Glendale-Pasadena Airport Authority

REGULAR MEETING
OF THE
OPERATIONS AND DEVELOPMENT COMMITTEE
Airport Skyroom
Monday, September 15, 2025
8:30 a.m.

The public comment period is the opportunity for members of the public to address the Committee on agenda items and on Airport-related non-agenda matters that are within the Committee's subject matter jurisdiction. At the discretion of the presiding officer, public comment on an agenda item may be presented when that item is reached

Members of the public are requested to observe the following decorum when attending or participating in meetings of the Committee:

- *Turn off cellular telephones and pagers.*
- *Refrain from disorderly or boisterous conduct, including loud, threatening, profane, or abusive language, clapping, whistling, stamping, or other acts that disrupt or otherwise render unfeasible the orderly conduct of the meeting.*
- *If you desire to address the Committee during the public comment period, fill out a speaker request card and present it to the Board Secretary.*
- *Confine remarks to agenda items or to Airport-related non-agenda matters that are within the Committee's subject matter jurisdiction.*
- *Limit comments to three minutes or to such other period of time as may be specified by the presiding officer.*



The following activities are prohibited:

- *Allocation of speaker time to another person.*
- *Video presentations requiring use of Authority equipment.*



Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the Authority to the Committee less than 72 hours prior to that meeting are available for public inspection at Hollywood Burbank Airport (2627 N. Hollywood Way, Burbank) in the administrative office during normal business hours.



In accordance with the Americans with Disabilities Act of 1990, if you require a disability-related modification or accommodation to attend or participate in this meeting, including auxiliary aids or services, please call the Board Secretary at (818) 840-8840 at least 48 hours prior to the meeting.

A G E N D A

Monday, September 15, 2025

1. Roll Call
2. Approval of Agenda
3. Public Comment
4. Approval of Minutes

a. July 21, 2025 [See page 1]

b. August 18, 2025 [See page 4]

5. Items for Approval

a. Replacement Vehicle Acquisition Authorization [See page 6]

The adopted FY 2026 budget includes appropriations to address the acquisition of five vehicles in the aggregate amount of \$375,000. One Maintenance Department replacement truck (SULEV) that was approved in this budget has already been acquired in the amount of \$32,284.03.

Staff have become aware of the availability of two hybrid engine SUV replacement vehicles for the Operations Department. These are available through a State-authorized government fleet vehicle retailer for a combined price of \$107,053.96. The Authority's policy is that any acquisition in excess of \$75,000 requires Commission approval prior to execution of a contract.

As experienced in previous years, the availability of new vehicles has been impacted by supply chain issues and manufacturer production schedules. FY 2026 is not any different but has the added potential impact of tariff assessment on parts and location of final vehicle assembly. Therefore, there is a time sensitivity to respond quickly when vehicles are available.

Due to this time sensitivity, Staff seeks the recommendation of the Operations and Development Committee ("Committee") to the Commission to authorize Staff to issue future Purchase Orders, up to the \$375,000 limit, for the two hybrid engine SUVs and two other department vehicles programmed in the FY 2026 budget.

Subject to the recommendations of the Committee, this item has also been placed on the Commission's agenda for its consideration at its meeting immediately following the Committee's meeting.

- b. First Amendment to Janitorial Services Agreement
C&W Facility Services Inc.

[See page 9]

Staff seeks a recommendation from the Operations and Development Committee to the Commission to approve a proposed First Amendment to the Janitorial Services Agreement (“Agreement”) with C&W Facility Services Inc. (“C&W”) for a monthly service fee increase of \$29,298.75. The proposed increase in cost of the Agreement is the result of a replacement master collective bargaining agreement between The Southern California Maintenance Contractors, which C&W is a member of, and the Service Employees International Union, United Service Workers West (“SEIU USWW”), which represents C&W’s employees.

6. Items for Information

- a. Committee Pending Items

[See page 12]

7. Adjournment

**MINUTES OF THE REGULAR MEETING OF THE
OPERATIONS AND DEVELOPMENT COMMITTEE
BURBANK-GLENDALE-PASADENA AIRPORT AUTHORITY**

MONDAY, JULY 21, 2025

A regular meeting of the Operations and Development Committee was called to order on this date in the Airport Skyroom, 2627 N. Hollywood Way, Burbank, California, at 8:30 a.m., by Commissioner Hampton.

1. ROLL CALL

Present:	Commissioners Hampton and Talamantes
Absent:	Commissioner Asatryan
Also Present:	Staff: John Hatanaka, Executive Director; Stephanie Gunawan-Piraner, Deputy Executive Director, Planning and Development; Nerissa Sugars, Director, Communications and Air Service

2. Approval of Agenda

Motion	Commissioner Talamantes moved approval of the agenda, seconded by Commissioner Hampton.
Motion Approved	The motion was approved (2-0, 1 absent).

3. Public Comment

There were no public comments.

4. Approval of Minutes

a. June 16, 2025

The agenda packet included a draft copy of the June 16, 2025, Committee meeting minutes for review and approval.

Motion	Commissioner Talamantes moved approval of the minutes; seconded by Commissioner Hampton.
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Motion Approved	The motion was approved (2-0, 1 absent).
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5. Items for Approval

a. Professional Services Agreement Conway Consulting, LTD.

Staff sought an Operations and Development Committee recommendation to approve a proposed Professional Services Agreement ("PSA"), with Conway Consulting, Ltd. for an amount not-to-exceed \$150,000 to provide continued support services to the Replacement Passenger Terminal Project and other related airport projects.

As this PSA replaces the FY 2025 PSA which expired on June 30, 2025, subject to the recommendation of the Committee, this item was placed on the Commission's agenda for its consideration immediately following the Committee's meeting.

Motion

Commissioner Talamantes moved approval of the recommendation; seconded by Commissioner Hampton.

Motion Approved

The motion was approved (2-0, 1 absent).

b. Award of Professional Services Agreement - Airport Marketing Consultant Services

Staff sought an Operations and Development Committee ("Committee") recommendation to the Commission to award a Professional Services Agreement to Anyone Collective, LLC for airport marketing consulting services, including website support and media purchases. These services are in support of the continued branding, marketing, and advertising efforts of Hollywood Burbank Airport. These services are for a not-to-exceed amount of \$995,000 inclusive of media purchases and a task order-based program for airline, destination and Replacement Passenger Terminal marketing.

As these services are time-sensitive, subject to the recommendation of the Committee, this item was placed on the Commission's agenda for its consideration following the Committee's meeting.

Motion

Commissioner Talamantes moved approval of the recommendation; seconded by Commissioner Hampton.

Motion Approved

The motion was approved (2-0, 1 absent).

6. Items for Information

a. Committee Pending Items

Staff informed the Committee of future pending items that will come to the Committee for review.

7. Adjournment

There being no further business to discuss, the meeting was adjourned at 9:00 a.m.

**MINUTES OF THE REGULAR MEETING OF THE
OPERATIONS AND DEVELOPMENT COMMITTEE
BURBANK-GLENDALE-PASADENA AIRPORT AUTHORITY**

MONDAY, AUGUST 18, 2025

A regular meeting of the Operations and Development Committee was called to order on this date in the Airport Skyroom, 2627 N. Hollywood Way, Burbank, California, at 8:47 a.m., by Commissioner Talamantes.

1. ROLL CALL

Present:	Commissioners Talamantes and Asatryan
Absent:	Commissioner Hampton
Also Present:	Staff: John Hatanaka, Executive Director; Patrick Lammerding, Deputy Executive Director, Operations; Nerissa Sugars, Director, Communications and Air Service

2. Approval of Agenda

Motion	Commissioner Talamantes moved approval of the agenda, seconded by Commissioner Asatryan.
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Motion Approved	The motion was approved (2-0, 1 absent).
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3. Public Comment

There were no public comments.

4. Approval of Minutes

a. July 21, 2025

The agenda packet included a draft copy of the July 21, 2025, Committee meeting minutes for review and approval.

Commissioner Asatryan abstained from approving the minutes as she was not present for the meeting on July 21, 2025. Due to lack of a quorum, this item was held over for the next Committee meeting.

5. Items for Approval

a. Award of Professional Services Agreement - Air Service Consulting Services

Staff sought Operations and Development Committee recommendation to the Commission for award of a Professional Services Agreement to Arthur D. Little, LLC ("ADL") for continued air service consulting services. The services to be provided by ADL are complementary to the airport marketing consulting services obtained through the contract recently awarded to Anyone Collective. The proposed cost for the proposed services is for an amount not-to-exceed \$70,000

Motion

Commissioner Asatryan motioned to move this item to the Commission without a recommendation from the Committee. Commissioner Talamantes seconded the motion.

Motion Approved

The motion was approved (2-0, 1 absent).

6. Items for Information

a. Committee Pending Items

Staff informed the Committee of future pending items that will come to the Committee for review.

7. Adjournment

There being no further business to discuss, the meeting was adjourned at 9:00 a.m.

**STAFF REPORT PRESENTED TO
BURBANK-GLENDALE-PASADENA AIRPORT AUTHORITY
OPERATIONS AND DEVELOPMENT COMMITTEE
SEPTEMBER 15, 2025**

REPLACEMENT VEHICLE ACQUISITION AUTHORIZATION

Presented by Lanna Aguilera
Senior Manager, Procurement

SUMMARY

The adopted FY 2026 budget includes appropriations to address the acquisition of five vehicles in the aggregate amount of \$375,000. One Maintenance Department replacement truck (SULEV) that was approved in this budget has already been acquired in the amount of \$32,284.03.

Staff have become aware of the availability of two hybrid engine SUV replacement vehicles for the Operations Department. These are available through a State-authorized government fleet vehicle retailer for a combined price of \$107,053.96 (Quote attached). The Authority's policy is that any acquisition in excess of \$75,000 requires Commission approval prior to execution of a contract.

As experienced in previous years, the availability of new vehicles has been impacted by supply chain issues and manufacturer production schedules. FY 2026 is not any different but has the added potential impact of tariff assessment on parts and location of final vehicle assembly. Therefore, there is a time sensitivity to respond quickly when vehicles are available.

Due to this time sensitivity, Staff seeks the recommendation of the Operations and Development Committee ("Committee") to the Commission to authorize Staff to issue future Purchase Orders, up to the \$375,000 limit, for the two hybrid engine SUVs and two other department vehicles programmed in the FY 2026 budget.

Subject to the recommendations of the Committee, this item has also been placed on the Commission's agenda for its consideration at its meeting immediately following the Committee's meeting.

BACKGROUND

Staff continues with efforts to procure the most environmentally sustainable vehicles that meet department operational requirements and the Authority's Air Quality Improvement Plan ("AQIP") goals. The remaining four vehicles programmed as part of the adopted FY 2026 budget, and the sustainability goal for such vehicles, are as follows:

<u>Vehicle</u>	<u>Sustainability Goal</u>
Two Operations SUVs:	Quote obtained for two hybrid SUV's
One ARFF/Operations Van:	Hybrid
One Administration vehicle:	EV

Upon new vehicle placement into service, older and less environmentally sustainable vehicles will be retired from the Authority's fleet.

Staff will reach out to all potential fleet vehicle vendors both in government programs and retail. Items required beyond the base acquisition (such as emergency lights, sirens, and specialty equipment) will be procured separately through a bid process as applicable.

FUNDING

The adopted FY 2026 budget includes appropriations in the amount of \$375,000 to provide funding for five vehicles.

As the fiscal year progresses, Staff will provide a status report to the Committee regarding the fleet vehicle inventory.

RECOMMENDATION

With the time sensitivity to respond quickly when vehicles are available to procure, Staff is requesting the Committee's recommendation to the Commission to authorize Staff to issue Purchase Orders for the remaining four vehicles authorized within the total adopted FY 2026 budget appropriations of \$375,000.

PRICE QUOTATION
FOLSOM LAKE FORD
12755 FOLSOM BLVD.
FOLSOM, CA 95630
(916) 351-4202 - Direct

Date: 8/18/2025

To: Francisco Flores / Senior Procurement Specialist / Hollywood Burbank Airport
From: Mark A. Paoli / Fleet Director / Folsom Lake Ford
Subject: Pricing for 2026 Ford Interceptor (State of California Contract #1-22-23-14C)

\$49,313.00 - Bid Price (2026 Ford Police Interceptor Utility AWD / 3.3L V6 Hybrid)
-2,853.00 - Ballistic Door Panel Delete
\$46,460.00 - Subtotal (Bid Price Less Deletions)
911.00 - Spot Lamps - Dual Whelen LED (51V)
155.00 - 1st and 2nd Row Carpeting - Includes Front & Rear Floor Mats (16C)
72.00 - 2nd Row Cloth Seats (88F)
62.00 - Rear Console Plate (85R)
0.00 - Police Interceptor Badge Delete (16D)
0.00 - Global Lock/Unlock Feature (18D)
\$47,660.00 - Selling Price (Oxford White)
85.00 - Documentation Fee
\$47,745.00 - Subtotal
5,013.23 - Sales Tax (10.50%) Subject to Change
725.00 - Delivery to Burbank, CA
35.00 - DMV Electronic Filing Fee
8.75 - California Tire Fee
\$53,526.98 - Total Price (EACH)
X2
\$107,053.96 - Total Price (2-Interceptors) F.O.B. Burbank, CA

Payment Terms: \$500.00 Discount Per Vehicle for Payment Within 20 Days / Net 30

Included: BLIS (Blind Spot Monitoring with Cross Traffic Alert), Dark Car Feature, Ford Pro Upfit Integration Feature, Ford Telematics (Includes Complimentary Two-Year Subscription), Front License Plate Bracket, Noise Suppression, Police Engine Idle Feature, Police Perimeter Alert, Police Pursuit Mode, Power Passenger Seat (4-Way), Red/White Dome Lamp In Cargo Area, Rear Auxiliary Air Conditioning, Rear View Camera with Washer (Displayed In 8" Center Stack Screen) Includes On-Demand Feature, Remote Keyless Entry with Four Keys and FOBs, Reverse Sensing, SYNC (Bluetooth), Trailer Hitch (Class III - Includes Wiring), Upfitter Switches(4) Mounted on Steering Wheel and 5yr/100k/0ded Powertrain Warranty.

**STAFF REPORT
PRESENTED TO THE
BURBANK-GLENDALE-PASADENA AIRPORT AUTHORITY
OPERATIONS AND DEVELOPMENT COMMITTEE
SEPTEMBER 15, 2025**

**FIRST AMENDMENT TO JANITORIAL SERVICES AGREEMENT
C&W FACILITY SERVICES INC.**

Presented by Mary Lugo
Manager, Maintenance Department

SUMMARY

Staff seeks a recommendation from the Operations and Development Committee ("Committee") to the Commission to approve a proposed First Amendment ("Amendment") to the Janitorial Services Agreement ("Agreement") with C&W Facility Services Inc. ("C&W") for a monthly service fee increase of \$29,298.75. The proposed increase in cost of the Agreement is the result of a replacement master collective bargaining agreement between the Southern California Maintenance Contractors, which C&W is a member of, and the Service Employees International Union, United Service Workers West ("SEIU USWW"), which represents C&W's employees.

BACKGROUND

On August 19, 2024, the Commission approved the Agreement with C&W for janitorial services in the publicly accessible areas of the terminal and other specified areas in the Airport. The Agreement is for a 23-month period, from November 1, 2024, through October 12, 2026. The Agreement has a monthly service fee of \$188,747.15, plus an estimated \$26,999 per month for supplies and consumables.

The Southern California Maintenance Contractors Agreement ("SCMCA") is the collective bargaining agreement between SEIU USWW and participating entities that employ workers in all classifications under the jurisdiction of SEIU USWW within Southern California counties. The SCMCA defines the wage scales and economic benefits in each county, which are further divided into Areas or Zones.

The monthly service cost of the janitorial services under the Agreement with C&W were based on the wage rates applicable to the zone identified as Los Angeles Area 3. A result of the SCMCA recent negotiations was the reclassification of geographic areas to applicable zones. Under the 2024–2028 SCMCA, the City of Burbank was reclassified into Area 2 from Area 3. Area 2's wage classification is approximately 20% greater than Area 3 rates. Area 2 also requires pension benefits to employees after ninety calendar days of employment.

The applicable rates for the classification of Cleaner, and Certified Green Cleaner, between Area 2 and Area 3 are listed in Table 1 below. Other classifications in the SCMCA are either at the same rate or up to \$0.25/hour higher.

Table 1. Rate Comparisons for Cleaner, Certified Green Cleaner

Area 3	Effective Date	7/1/2024	1/1/2025	1/1/2026	1/1/2027	1/1/2028
	Rates (\$/hr.)	17	17.5	18	18.5	19
Area 2	Effective Date	5/1/2024	5/1/2025	5/1/2026	5/1/2027	-
	Rates (\$/hr.)	20.95	21.95	22.95	23.95	-
Difference		3.95	4.45	4.95	5.45	-
% Increase		23%	25%	28%	29%	-

Table 2 below represents the cost differential between the Agreement and C&W's request for an increase to cover the cost of the new SCMCA for its employees.

Table 2. Proposed Monthly Increase

Current Monthly Rate	\$ 188,747.15
Proposed New Monthly Rate	\$ 218,045.90
Difference	\$ 29,298.75
% Increase	15.5%

At the time the Agreement was approved, the applicable collective bargaining agreement classified C&W's employees under Area 3 wage rates. Under the replacement SCMCA, C&W employees are now under the Area 2 category, which requires increases to the hourly rates per worker classification. The wage differential is an approximate 25% increase which results in a 15.5% increase in the monthly fee for wage differential and benefit adjustments that C&W is seeking. C&W is not seeking any additional overhead, profit or markup with the proposed increase to its monthly service fee. The request is limited to addressing the cost of the new labor agreement with SEIU USWW.

The effective date of the SCMCA is May 2024, but C&W did not immediately request an adjustment to the monthly fee and has been working in good faith with SEIU USWW and Staff to minimize the impact of the Area classification change and subsequent wage levels. C&W is requesting the monthly service fee increase for janitorial services beginning November 1, 2025, for the remainder of FY 2026. Subsequent changes in wage rates will be presented in future annual budget requests.

Under the previous wage rates, C&W began to experience a higher turnover rate of its workforce at the Airport. Under the reclassified Area 2 wage level and benefits C&W has advised Staff that it anticipates that turnover rates will be significantly lower. Staff believes that a lower turnover rate of the janitorial workers is important to the Replacement Passenger Terminal Operational Readiness Activation and Transfer process.

BUDGET

Subject to Commission approval, the change will increase the monthly service cost by \$29,298.75 effective November 1, resulting in an additional \$234,390 in costs for FY 2026. It is anticipated that this additional cost can be accommodated within overall FY 2026 Operations and Maintenance budget appropriations.

RECOMMENDATION

Staff requests that the Committee recommend to the Commission approval of the proposed Amendment with C&W and authorization for the President to execute.

Attachments:

Attachment No. 1: Proposed Amendment

Attachment No. 2: Southern California Maintenance Contractors Agreement
Appendix F – Geographical Areas

**BURBANK-GLENDALE-PASADENA AIRPORT AUTHORITY
OPERATIONS AND DEVELOPMENT COMMITTEE
SEPTEMBER 15, 2025**

COMMITTEE PENDING ITEMS

Future

Tentative Presentation

- | | |
|--|-------------|
| 1. Award of Contract Extension - On Call Engineering Services (HNTB) | Oct 6, 2025 |
| 2. Approval of Amendment, Allied Universal Services | Oct 6, 2025 |
| 3. Award of Contract - Pavement Management System | Oct 6, 2025 |
| 4. Award of Contract - Private Network | TBD |

Attachment No. 2

Southern California Maintenance Contractors Agreement

2024-28

APPENDIX F - GEOGRAPHICAL AREAS

MINIMUM WAGE DIFFERENTIAL DEFINITION – ALL AREAS AND ZONES:

The term "Minimum Wage Differential" shall mean a fixed hourly amount above the applicable government determined minimum wage ("Government Wage Determination") for employees working in that government jurisdiction. For example, if City "X" were to determine the minimum wage for employees within city limits will be \$17.00/hour and this Agreement were to establish a Minimum Wage Differential of \$1.00 within "X" city limits, then employees under this Agreement working within "X" city limits would, in all cases, earn the greater of either \$18.00 per hour, or the applicable wage for their Area or Zone, classification and seniority.

Minimum Wage Differential

Effective 5/1/24, the Minimum Wage Differential shall be as indicated in the chart below for each Area and/or Zone in this Appendix F.

In no case shall employees in the Zones and Areas contained in this Appendix F be paid less than either the Master Minimum Wage Rate or the sum of the applicable Government Wage Determination and the Minimum Wage Differential, whichever is higher.

County	Area/Zone	Employee Description	Minimum Wage Differential
Los Angeles	Area 1	All Employees	\$1.00
	Area 2		
	Area 3		
Orange County	n/a	All Employees	\$1.00
San Diego	Zone 1	All Employees	\$1.00
	Zone 2		
	Zone 3	All Employees	\$0.50
	Zone 4	Employees with less than 15 years seniority	\$2.50
		Employees with 15 or more years seniority	\$2.75

The parties understand that the following local governments within the counties named above each have their own Government Wage Determinations, covering worksites within their respective jurisdictions, all of which, at the time of ratification of this Agreement, are significantly higher than California minimum wage:

Local Government
City of Los Angeles
County of Los Angeles
City of Malibu
City of Pasadena
City of San Diego
City of Santa Monica
City of West Hollywood

LOS ANGELES COUNTY - AREA 1

Downtown Los Angeles, Century City

A. This area applies to the following geographical areas:

1. Downtown Los Angeles defined as follows: That area bounded on the north by a line extending along the Golden State Freeway to North Broadway Street; on the east by Alameda Street; on the south by the Santa Monica Freeway and on the west by a line extending along Hoover Street to Alvarado, then along Alvarado to Glendale Boulevard, and then along Glendale Boulevard to the Golden State Freeway; it shall also include the area bounded on the south by the north side of the 101 Freeway; on the East by the Los Angeles River; on the north by the south side of Cesar Chavez Blvd.; and on the West by Alameda Street.
 - 1.1 The Parties met during the course of negotiations for the 2016-2020 CBA to revise the above boundaries based on typographical errors in several previous Agreements. The revisions are intended to correct longstanding errors and not to effect any economic change on an existing work site.
2. Century City area of the City of Los Angeles defined as follows: That area bounded on the north by Santa Monica Boulevard; on the east by Century Park East (including even numbers); on the south by Pico Boulevard and on the west by Beverly Glen.
3. Those buildings outside Area 1 which were designated "Tier 1" or Area 1 buildings on April 30, 2012 shall continue to be designated Area 1 buildings.
4. The Union and the Employer agree to re-open negotiations on May 1, 2023 for the limited purpose of addressing the Union's proposal to expand Area 1 to include the Arts District by moving the current demarcation east to the LA River, from I-10 on the south to Cesar Chavez Ave on the north.

AREA 1 CONTINUED

Southern California Maintenance Contractors Agreement

2024-28

B. Wage Rates

Effective May 1, 2024, through April 30, 2028, except for employees scheduled for Small Building work as provided in Section C.3 of Article XIV, the minimum hourly wage rates for employees with one (1) or more years of seniority and for New Hires shall be as set forth below.

1. Master Minimum Wage Rates – Employees at or over 1 year

Classifications	5/1/24	5/1/25	5/1/26	5/1/27
Cleaner, Certified Green Cleaner	\$20.95	\$21.95	\$22.95	\$23.95
Maintenance/Utility	\$0.22 above Cleaner rate			
Restroom cleaner, Floor Tech, Mopper, Vacuum Operator	\$0.17 above Cleaner rate			
Cleaning Foreperson	\$0.25 above Cleaner rate			
Warehouse Person	\$0.22 above Cleaner Rate			
Power Sweeper Operator	\$0.08 above Cleaner rate			

2. Across the Board Increases

All employees with one (1) or more years of seniority shall receive no less than the specified Across-the-Board increases on the dates specified below, or the wage rate listed above, whichever results in the higher increase. Notwithstanding, the Employer shall receive credit toward the Across-the-Board Increase for any increase granted for the purpose of compliance with a Government Wage Determination during the 12-month period immediately preceding the effective date of the Across-the-Board Increase.

Date	5/1/24	5/1/25	5/1/26	5/1/27
Across the Board increase	\$1.25	\$1.00	\$1.00	\$1.00

3. Minimum Wage Differential

Effective 5/1/24, the Minimum Wage Differential for Area 2 shall be \$1.00.

In no case shall employees be paid less than either the Master Minimum Wage Rate or the sum of the applicable Government Wage Determination and the Minimum Wage Differential, whichever is higher.

LOS ANGELES COUNTY - AREA 2

Wilshire Corridor, Beverly Hills, LAX, Westwood, Westside Area, Pasadena, Hollywood, Long Beach, Glendale/Burbank, South Bay, City of Commerce, Studio City/Sherman Oaks, Woodland Hills/West Valley

Southern California Maintenance Contractors Agreement**2024-28****B. Wage Rates**

Effective May 1, 2024, through April 30, 2028, except for employees scheduled for Small Building work as provided in Section C.3 of Article XIV, the minimum hourly wage rates for employees with one (1) or more years of seniority and for New Hires shall be as set forth below.

1. Master Minimum Wage Rates – Employees at or over 1 year

Classifications	5/1/24	5/1/25	5/1/26	5/1/27
Cleaner, Certified Green Cleaner	\$20.95	\$21.95	\$22.95	\$23.95
Maintenance/Utility	\$0.22 above Cleaner rate			
Restroom cleaner, Floor Tech, Mopper, Vacuum Operator	\$0.17 above Cleaner rate			
Cleaning Foreperson	\$0.25 above Cleaner rate			
Warehouse Person	\$0.22 above Cleaner Rate			
Power Sweeper Operator	\$0.08 above Cleaner rate			

2. Across the Board Increases

All employees with one (1) or more years of seniority shall receive no less than the specified Across-the-Board increases on the dates specified below, or the wage rate listed above, whichever results in the higher increase. Notwithstanding, the Employer shall receive credit toward the Across-the-Board Increase for any increase granted for the purpose of compliance with a Government Wage Determination during the 12-month period immediately preceding the effective date of the Across-the-Board Increase.

Date	5/1/24	5/1/25	5/1/26	5/1/27
Across the Board increase	\$1.25	\$1.00	\$1.00	\$1.00

3. Minimum Wage Differential

Effective 5/1/24, the Minimum Wage Differential for Area 2 shall be \$1.00.

In no case shall employees be paid less than either the Master Minimum Wage Rate or the sum of the applicable Government Wage Determination and the Minimum Wage Differential, whichever is higher.

LOS ANGELES COUNTY - AREA 3**Greater Los Angeles County**

- A. This Area constitutes the former (pre-April 1, 2000) Area 5 and applies to the geographic area defined as follows:** that area of Los Angeles County, not specifically defined in any other geographical area of Appendix F of this Agreement.

B. Wage Rates

The parties understand that the following local governments within LA Area 3 each have their own Government Wage Determinations, covering worksites within their respective jurisdictions, all of which, at the time of ratification of this Agreement, are significantly higher than California minimum wage:

City of Los Angeles
County of Los Angeles
City of Malibu
City of Pasadena
City of Santa Monica
City of West Hollywood

Effective May 1, 2024 through April 30, 2028, the minimum hourly wage rates and wage rates for employees shall be as follows:

1. Master Minimum Wage Rates – Employees at or over 1 year

Classifications	7/1/24	1/1/25	1/1/26	1/1/27	1/1/28
Cleaner, Certified Green Cleaner	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00
Maintenance/Utility	Same as Cleaner rates above				
Restroom cleaner, Floor Tech, Mopper, Vacuum Operator					
Cleaning Foreperson					
Warehouse Person					
Power Sweeper Operator					

New Hires

Employees hired after May 1, 2024 will receive the sum of the applicable Government Wage Determination and the Minimum Wage Differential.

Employees working in the City of Los Angeles or unincorporated parts of LA County whose wages exceed the scale indicated above will receive only the applicable CPI index increases, if any, to the minimum wage scale for the geography in which they are working at the time of said CPI indexed increases.

AREA 3 CONTINUED

Southern California Maintenance Contractors Agreement

2024-28

2. Across the Board Increases

All employees with one (1) or more years of seniority shall receive no less than the specified Across-the-Board increases on the dates specified below, or the wage rate listed above, whichever results in the higher increase. Notwithstanding, the Employer shall receive credit toward the Across-the-Board Increase for any increase granted for the purpose of compliance with a Government Wage Determination during the 12-month period immediately preceding the effective date of the Across-the-Board Increase

Date	1/1/25	1/1/26	1/1/27	1/1/28
Across the Board increase	\$0.50	\$0.50	\$0.50	\$0.50

3. Minimum Wage Differential

Effective 5/1/24, the Minimum Wage Differential for Area 3 shall be \$1.00.

In no case shall employees be paid less than the sum of the applicable Government Wage Determination and the Minimum Wage Differential.

C. Holidays

Any job location providing more holidays than listed in Article X as of April 30, 2016, will continue to provide those additional holidays for the life of this Agreement.

D. Moving Worksites to Area 2 Standards

If the owner of an Area 3 building agrees to support the costs of moving the building to Area 2 standards, the Employer will work with the Union to accomplish that transition within the owner's expectations.

Attachment No. 1

**AMENDMENT NO. 1 TO
JANITORIAL SERVICES AGREEMENT**

(Burbank-Glendale-Pasadena Airport Authority / C&W Facility Services Inc.)

This Amendment No. 1 ("First Amendment") to the August 19, 2024 Janitorial Services Agreement ("Agreement") executed by the Burbank-Glendale-Pasadena Airport Authority ("Authority"), a California joint powers agency, and C&W Facility Services Inc. ("Contractor"), a Massachusetts corporation, is dated September 15, 2025 for reference purposes.

RECITALS

A. The parties executed the Agreement to provide for the Authority's retention of Contractor as an independent contractor to provide janitorial services.

B. The parties desire to amend the Agreement to: (i) increase the fee schedule; and (ii) update the federal requirements exhibit to conform to new directives from the federal government.

NOW, THEREFORE, the parties agree as follows:

1. Amendment of Section 4. Paragraph (A) (Monthly Fee) of Section 4 (Fees) of the Agreement is amended to read as follows:

"A. Monthly Fee. The Authority shall compensate Contractor for performance of the Services, and Contractor agrees to accept as full satisfaction for such work, payment of a monthly fee in the amount of One Hundred Eight-Eight Thousand, Seven Hundred Forty-Seven Dollars and Fifteen cents (\$188,747.15) ("Monthly Fee") subject to deductions authorized by this Section. Effective November 1, 2025, the Monthly Fee shall be Two Hundred Eighteen Thousand, Forty-Five Dollars and Ninety cents (\$218,045.90) subject to deductions authorized by this Section."

2. Substitution of Exhibit G-1. The attached Exhibit G-1 is substituted for Exhibit G of the Agreement. Effective November 1, 2025, all references in the Agreement to Exhibit G shall be deemed to refer to the attached Exhibit G-1.

3. Substitution of Exhibit I-1. The attached Exhibit I-1 is substituted for Exhibit I of the Agreement. Effective immediately, all references in the Agreement to Exhibit I shall be deemed to refer to the attached Exhibit I-1.

4. Counterparts. This First Amendment may be executed in any number of counterparts, each of which shall be deemed an original and all of which taken together shall constitute one and the same document.

5. Preservation of Agreement. Except as expressly modified by this First Amendment, all of the provisions of the Agreement shall remain unaltered and in full force and effect. In the event of a conflict between the provisions of this First Amendment and the provisions of the Agreement, the provisions of this First Amendment shall control.

TO EXECUTE THIS FIRST AMENDMENT, the parties have caused their duly authorized representatives to sign below.

C&W Facility Services Inc.

By: 
Charlotte Jensen (Sep 10, 2025 09:57:45 PDT)

By: 
Kayla Davis (Sep 10, 2025 13:58:59 ADT)

Print Name: Charlotte Jensen, Vice President

Print Name: Kayla Davis, CFO

☐ Chairperson ☐ President ☒ Vice President

☐ Secretary ☐ Asst. Secretary
☒ Chief Finance Officer ☐ Asst. Treasurer

[Pursuant to California Corporations Code Section 313, both signature lines must be executed unless the signatory holds at least one of the offices designated on each line.]

Burbank-Glendale-Pasadena Airport Authority

President

Approved as to form:

Richards, Watson & Gershon
A Professional Corporation

EXHIBIT G-1
Wage Increase Fee Schedule

(attached)



June 16, 2025

Burbank-Glendale-Pasadena Airport Authority
2627 Hollywood Way
Burbank, CA 91505
Attn: Director of Maintenance and Engineering

Re: Request to Amend to Janitorial Services Agreement dated August 19, 2024 (the "Agreement") by and between Burbank-Glendale-Pasadena Airport Authority ("Authority") and C&W Facility Services Inc (Contractor)

Dear Director & Manager,

C&W Facility Services Inc. ("Contractor") truly values our ongoing partnership with the Burbank-Glendale-Pasadena Airport Authority ("Authority") and appreciates the opportunity to continue providing janitorial services under the Janitorial Services Agreement dated August 19, 2024 ("Agreement") by and between Authority and Contractor.

I write to request an amendment to the Agreement to reflect an increase in union employee costs effective November, 1, 2025. Under the applicable union collective bargaining agreement ("CBA"), the Authority's property is arguably located within CBA Area 2, rather than Area 3 as previously understood.

CBA Area 2 prescribes higher wage rates than those applicable to Area 3. In light of this, and in the interest of maintaining compliance with union requirements, we propose aligning the wage structure under the Agreement with the rates set forth for Area 2.

In addition to ensuring compliance, this adjustment will support improved employee retention and morale which will ultimately lead to an increased passenger experience. All of these are critical to maintaining the high standards of cleanliness and service that the Authority expects and deserves.

We are happy to provide any additional documentation or meet to discuss the proposed amendment in further detail. Additionally, we can provide a proposed draft amendment upon your request. We look forward to working collaboratively with the Authority to implement this change in a timely and mutually beneficial manner.

Thank you for your attention to this matter and for your continued trust in C&W Facility Services Inc.

Respectfully,

A handwritten signature in black ink, appearing to read 'Charlotte', with a long, sweeping horizontal line extending to the right.

Charlotte Jensen
Senior Vice President, West Region
C&W Facility Services Inc.

WORKSHEET V MONTHLY EXPENSE SUMMARY

SERVICE AREA	HOURS(Worksheet II)	WAGES(Worksheet II)	ESTIMATED COST OF SUPPLIES(Wo
Terminal A	1104	\$ 46,324.18	\$ 5,730
Terminal A – East Concourse	1104	\$ 46,319.37	\$ 5,729
Terminal B	1702	\$ 71,386.41	\$ 8,835
Terminal B – EDS Building	70	\$ 2,936.29	\$ 363
Building 9 – L1, L2	128	\$ 5,347.20	\$ 664
Building 10	128	\$ 5,347.20	\$ 664
North Tower & Elevated Walkway	200	\$ 8,357.10	\$ 1,038
Parking Structure Elevator	16	\$ 675.52	\$ 84
Ground Transport Islands and Sidewalk	280	\$ 11,690.29	\$ 1,451
Valet Service Center	128	\$ 5,351.06	\$ 664
Building 36 (Lv 2)	65	\$ 2,702.07	\$ 335
Hangar 34 Office Areas	65	\$ 2,702.07	\$ 335
Parking Cashier Booths	65	\$ 2,702.07	\$ 335
North & West SIDA Booths	65	\$ 2,702.07	\$ 335
Maintenance Dept Building	65	\$ 2,702.07	\$ 335
Building 3 - Lv 1 & 2	19	\$ 800.97	\$ 99
TOTAL:	5201	\$ 218,045.90	\$ 26,999

WORKSHEET II CLASSIFICATION AND WAGES

Job Classification	Hours Per	Standard Wage	Monthly Cost
Terminal A	1103.72		46324.18
Site Manager	36.79	\$ 61.26	\$ 2,253.78
Supervisor	110.37	\$ 41.81	\$ 4,614.96
Custodian Lead 1st & 2nd Shift	115.55	\$ 41.61	\$ 4,808.71
Custodian Lead 3rd Shift	57.78	\$ 41.64	\$ 2,406.04
Custodian 1st & 2nd Shift	391.62	\$ 41.07	\$ 16,083.82
Custodian 3rd Shift	195.81	\$ 41.11	\$ 8,050.09
Custodian Special Projects	195.81	\$ 41.40	\$ 8,106.77
Terminal A – East Concourse	1103.62		46319.37
Site Manager	36.77	\$ 61.26	\$ 2,252.20
Supervisor	110.30	\$ 41.81	\$ 4,611.73
Custodian Lead 1st & 2nd Shift	115.55	\$ 41.61	\$ 4,808.71
Custodian Lead 3rd Shift	57.78	\$ 41.64	\$ 2,406.04
Custodian 1st & 2nd Shift	391.62	\$ 41.07	\$ 16,083.82
Custodian 3rd Shift	195.81	\$ 41.11	\$ 8,050.09
Custodian Special Projects	195.81	\$ 41.40	\$ 8,106.77
Terminal B	1701.89		71386.41
Site Manager	56.73	\$ 61.26	\$ 3,475.23
Supervisor	170.19	\$ 41.81	\$ 7,116.06
Custodian Lead 1st & 2nd Shift	115.55	\$ 41.61	\$ 4,808.71
Custodian Lead 3rd Shift	57.78	\$ 41.64	\$ 2,406.04
Custodian 1st & 2nd Shift	650.82	\$ 41.07	\$ 26,729.50
Custodian 3rd Shift	325.41	\$ 41.11	\$ 13,378.34
Custodian Special Projects	325.41	\$ 41.40	\$ 13,472.54
Terminal B – EDS Building	69.95		2936.29
Site Manager	2.33	\$ 61.26	\$ 142.83
Supervisor	6.99	\$ 41.81	\$ 292.46
Custodian 3rd Shift	30.31	\$ 41.11	\$ 1,246.11
Custodian Special Projects	30.31	\$ 41.40	\$ 1,254.89
Building 9 – L1, L2	127.87		5347.20
Site Manager	4.26	\$ 61.26	\$ 261.11
Supervisor	12.79	\$ 41.81	\$ 534.66
Custodian 1st & 2nd Shift	110.82	\$ 41.07	\$ 4,551.43
Building 10	127.87		5347.20
Site Manager	4.26	\$ 61.26	\$ 261.11
Supervisor	12.79	\$ 41.81	\$ 534.66
Custodian 1st & 2nd Shift	110.82	\$ 41.07	\$ 4,551.43
North Tower & Elevated Walkway	199.85		8357.10
Site Manager	6.66	\$ 61.26	\$ 408.08
Supervisor	19.98	\$ 41.81	\$ 835.61
Custodian 1st & 2nd Shift	173.20	\$ 41.07	\$ 7,113.41

Parking Structure Elevator	16.15			675.52
Site Manager	0.54	\$	61.26	\$ 32.99
Supervisor	1.62	\$	41.81	\$ 67.54
Custodian 1st & 2nd Shift	14.00	\$	41.07	\$ 574.99
Ground Transport Islands and Sidewalk	279.55			11690.29
Site Manager	9.32	\$	61.26	\$ 570.84
Supervisor	27.96	\$	41.81	\$ 1,168.89
Custodian 1st & 2nd Shift	242.28	\$	41.07	\$ 9,950.56
Valet Service Center	127.96			5351.06
Site Manager	4.27	\$	61.26	\$ 261.30
Supervisor	12.80	\$	41.81	\$ 535.04
Custodian 1st & 2nd Shift	110.90	\$	41.07	\$ 4,554.72
Building 36 (Lv 2)	64.62			2702.07
Site Manager	2.15	\$	61.26	\$ 131.94
Supervisor	6.46	\$	41.81	\$ 270.17
Custodian 1st & 2nd Shift	56.00	\$	41.07	\$ 2,299.95
Hangar 34 Office Areas	64.62			2702.07
Site Manager	2.15	\$	61.26	\$ 131.94
Supervisor	6.46	\$	41.81	\$ 270.17
Custodian 1st & 2nd Shift	56.00	\$	41.07	\$ 2,299.95
Parking Cashier Booths (4 booths, 2 restrooms)	64.62			2702.07
Site Manager	2.15	\$	61.26	\$ 131.94
Supervisor	6.46	\$	41.81	\$ 270.17
Custodian 1st & 2nd Shift	56.00	\$	41.07	\$ 2,299.95
North & West SIDA Booths (2 booths, each with res)	64.62			2702.07
Site Manager	2.15	\$	61.26	\$ 131.94
Supervisor	6.46	\$	41.81	\$ 270.17
Custodian 1st & 2nd Shift	56.00	\$	41.07	\$ 2,299.95
Maintenance Dept Building	64.62			2702.07
Site Manager	2.15	\$	61.26	\$ 131.94
Supervisor	6.46	\$	41.81	\$ 270.17
Custodian 1st & 2nd Shift	56.00	\$	41.07	\$ 2,299.95
Building 3 – First Floor (Once a month)	9.23			386.01
Site Manager	0.31	\$	61.26	\$ 18.85
Supervisor	0.92	\$	41.81	\$ 38.60
Custodian 1st & 2nd Shift	8.00	\$	41.07	\$ 328.56
Building 3 – Second Floor (Once a week)	9.92			414.96
Site Manager	0.33	\$	61.26	\$ 20.26
Supervisor	0.99	\$	41.81	\$ 41.49
Custodian 1st & 2nd Shift	8.60	\$	41.07	\$ 353.21
TOTAL:	5,201			\$ 218,045.90

ATTACHMENT C FEE SCHEDULE

WORKSHEET I

HOURLY RATES STANDARD WAGE RATES

Job Classification	Wage Rate Per Hour	Sick Leave	Taxes	Other ¹ Deductions	Admin, O & P, Insurance, Other	Total Standard Wage Rate Per Hour	Employee Count	Wage Increase from Original Disclosure
Site Manager	\$ 42.72	\$ -	\$ 7,793.85		\$ 30,762.57	\$ 61.26	1.00	\$ -
Supervisor 1st Shift	\$ 28.50	\$ 2,280.00	\$ 5,486.72		\$ 19,923.71	\$ 41.81	1.00	\$ 0.27
Supervisor 2nd Shift	\$ 28.50	\$ 2,280.00	\$ 5,486.72		\$ 19,923.71	\$ 41.81	1.00	\$ 0.27
Supervisor 3rd Shift	\$ 28.50	\$ 2,280.00	\$ 5,486.72		\$ 19,923.71	\$ 41.81	1.00	\$ 0.27
Custodian Lead 1st Shift	\$ 22.20	\$ 5,328.00	\$ 4,662.89		\$ 30,391.51	\$ 41.61	1.00	\$ 3.38
Custodian Lead 2nd Shift	\$ 22.20	\$ 5,328.00	\$ 4,662.89		\$ 30,391.51	\$ 41.61	1.00	\$ 3.38
Custodian Lead 3rd Shift	\$ 22.20	\$ 5,328.00	\$ 4,662.89		\$ 30,452.32	\$ 41.64	1.00	\$ 3.13
Custodian 1st & 2nd Shift	\$ 21.95	\$ 5,268.00	\$ 4,613.88		\$ 29,888.76	\$ 41.07	15.00	\$ 4.28
Custodian 3rd Shift	\$ 21.95	\$ 5,268.00	\$ 4,613.88		\$ 29,975.62	\$ 41.11	4.00	\$ 4.03
Custodian Special Projects	\$ 22.12	\$ 5,308.80	\$ 4,647.20		\$ 30,149.99	\$ 41.40	4.00	\$ 3.70

(Please attach additional sheets, if necessary).

¹Vacation will be paid at time of vacation and not accrued - please supply vacation policy.

Pricing Notes

- > Pricing is based on billing full time employees at 2080 annual hours.
- > Sales tax is not included in the pricing
- > Sick Leave: Holiday, Sick, and Vacation Replacement
- > Taxes: FICA, FUTA, SUTA
- > Admin, O&P, Insurances, Other: General Liability Insurance, Workers Compensation Insurance, Health & Welfare Benefits, Uniforms, PPE, Quality Inspection Technology, Communication Devices, Equipment, Vehicles, Parking

VARIANCES OVER CURRENT (Admin, O & P, Insurance, Other)

Original Disclosure	Billing Increase (Amendment	WC & GL Increase	H&W Assumption	Pension Increase	O&P Increase	Original + Increases	Variance
"Admin, O & P, Insurance, Other"	1)		(NO CHANGE)				
\$ 30,762.57		\$ -	\$ -	\$ -	\$ 0.00	\$30,762.57	\$ -
\$ 19,884.71		\$ 39.00	\$ -	\$ -	\$ (0.00)	\$19,923.71	\$ -
\$ 19,884.71		\$ 39.00	\$ -	\$ -	\$ (0.00)	\$19,923.71	\$ -
\$ 19,884.71		\$ 39.00	\$ -	\$ -	\$ (0.00)	\$19,923.71	\$ -
\$ 29,125.19	\$ 276.64	\$ 943.51	\$ -	\$46.18	\$ 0.00	\$30,391.51	\$ -
\$ 29,125.19	\$ 276.64	\$ 943.51	\$ -	\$46.18	\$ 0.00	\$30,391.51	\$ -
\$ 29,266.85	\$ 276.64	\$ 862.66	\$ -	\$46.18	\$ (0.00)	\$30,452.32	\$ -
\$ 28,145.68	\$ 276.64	\$1,420.27	\$ -	\$46.18	\$ (0.00)	\$29,888.76	\$ -
\$ 28,348.01	\$ 276.64	\$1,304.79	\$ -	\$46.18	\$ (0.00)	\$29,975.62	\$ -
\$ 28,623.89	\$ 276.64	\$1,203.29	\$ -	\$46.18	\$ 0.00	\$30,149.99	\$ -

Changes effective November 1st, 2025

20% turnover for hourly employees

100% of employees make Area 2 wage as minimum on Day 1

Area 2 Work Classification Differentials included

Area 2 Health & Welfare, Pension, Sick Time, Holiday, Vacation, and Taft Hartley contributions for 100% of the hourly staff

Salaried Supervisors Wage Increase to \$28.50

ATTACHMENT C FEE SCHEDULE

WORKSHEET I

HOURLY RATES STANDARD WAGE RATES

Job Classification	Wage Rate Per Hour	Sick Leave	Taxes	Other ¹ Deductions	Admin, O & P, Insurance, Other	Total Standard Wage Rate Per Hour
Site Manager	\$ 42.72	\$ -	\$ 7,793.85		\$ 30,762.57	\$ 61.26
Supervisor 1st Shift	\$ 28.50	\$ 2,280.00	\$ 5,486.72		\$ 19,923.71	\$ 41.81
Supervisor 2nd Shift	\$ 28.50	\$ 2,280.00	\$ 5,486.72		\$ 19,923.71	\$ 41.81
Supervisor 3rd Shift	\$ 28.50	\$ 2,280.00	\$ 5,486.72		\$ 19,923.71	\$ 41.81
Custodian Lead 1st Shift	\$ 22.20	\$ 5,328.00	\$ 4,662.89		\$ 30,391.51	\$ 41.61
Custodian Lead 2nd Shift	\$ 22.20	\$ 5,328.00	\$ 4,662.89		\$ 30,391.51	\$ 41.61
Custodian Lead 3rd Shift	\$ 22.20	\$ 5,328.00	\$ 4,662.89		\$ 30,452.32	\$ 41.64
Custodian 1st & 2nd Shift	\$ 21.95	\$ 5,268.00	\$ 4,613.88		\$ 29,888.76	\$ 41.07
Custodian 3rd Shift	\$ 21.95	\$ 5,268.00	\$ 4,613.88		\$ 29,975.62	\$ 41.11
Custodian Special Projects	\$ 22.12	\$ 5,308.80	\$ 4,647.20		\$ 30,149.99	\$ 41.40

Employee Count Wage Increase from Original Disclosure

1.00	\$	-
1.00	\$	0.27
1.00	\$	0.27
1.00	\$	0.27
1.00	\$	3.38
1.00	\$	3.38
1.00	\$	3.13
15.00	\$	4.28
4.00	\$	4.03
4.00	\$	3.70

(Please attach additional sheets, if necessary).

¹ Vacation will be paid at time of vacation and not accrued - please supply vacation policy.

Pricing Notes

- > Pricing is based on billing full time employees at 2080 annual hours.
- > Sales tax is not included in the pricing
- > Sick Leave: Holiday, Sick, and Vacation Replacement
- > Taxes: FICA, FUTA, SUTA
- > Admin, O&P, Insurances, Other: General Liability Insurance, Workers Compensation Insurance, Health & Welfare Benefits, Uniforms, PPE, Quality Inspection Technology, Communication Devices, Equipment, Vehicles, Parking

VARIANCES OVER CURRENT (Admin, O & P, Insurance, Other)								
Original Disclosure "Admin, O & P, Insurance, Other"	Billing Increase (Amendment 1)	WC & GL Increase	H&W Assumption (NO CHANGE)	Pension Increase	O&P Increase	Original + Increases	Variance	
\$ 30,762.57		\$ -	\$ -	\$ -	\$ 0.00	\$30,762.57	\$ -	
\$ 19,884.71		\$ 39.00	\$ -	\$ -	\$ (0.00)	\$19,923.71	\$ -	
\$ 19,884.71		\$ 39.00	\$ -	\$ -	\$ (0.00)	\$19,923.71	\$ -	
\$ 19,884.71		\$ 39.00	\$ -	\$ -	\$ (0.00)	\$19,923.71	\$ -	
\$ 29,125.19	\$ 276.64	\$ 943.51	\$ -	\$46.18	\$ 0.00	\$30,391.51	\$ -	
\$ 29,125.19	\$ 276.64	\$ 943.51	\$ -	\$46.18	\$ 0.00	\$30,391.51	\$ -	
\$ 29,266.85	\$ 276.64	\$ 862.66	\$ -	\$46.18	\$ (0.00)	\$30,452.32	\$ -	
\$ 28,145.68	\$ 276.64	\$1,420.27	\$ -	\$46.18	\$ (0.00)	\$29,888.76	\$ -	
\$ 28,348.01	\$ 276.64	\$1,304.79	\$ -	\$46.18	\$ (0.00)	\$29,975.62	\$ -	
\$ 28,623.89	\$ 276.64	\$1,203.29	\$ -	\$46.18	\$ 0.00	\$30,149.99	\$ -	

Changes effective November 1st, 2025

20% turnover for hourly employees

100% of employees make Area 2 wage as minimum on Day 1

Area 2 Work Classification Differentials included

Area 2 Health & Welfare, Pension, Sick Time, Holiday, Vacation, and Taft Hartley contributions for 100% of the hou

Salaried Supervisors Wage Increase to \$28.50

WORKSHEET II CLASSIFICATION AND WAGES

Job Classification	Hours Per Month	Standard Wage Rate	Monthly Cost
Terminal A	1103.72		46324.18
Site Manager	36.79	\$ 61.26	\$ 2,253.78
Supervisor	110.37	\$ 41.81	\$ 4,614.96
Custodian Lead 1st & 2nd Shift	115.55	\$ 41.61	\$ 4,808.71
Custodian Lead 3rd Shift	57.78	\$ 41.64	\$ 2,406.04
Custodian 1st & 2nd Shift	391.62	\$ 41.07	\$ 16,083.82
Custodian 3rd Shift	195.81	\$ 41.11	\$ 8,050.09
Custodian Special Projects	195.81	\$ 41.40	\$ 8,106.77
Terminal A – East Concourse	1103.62		46319.37
Site Manager	36.77	\$ 61.26	\$ 2,252.20
Supervisor	110.30	\$ 41.81	\$ 4,611.73
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Custodian 3rd Shift	195.81	\$ 41.11	\$ 8,050.09
Custodian Special Projects	195.81	\$ 41.40	\$ 8,106.77
Terminal B	1701.89		71386.41
Site Manager	56.73	\$ 61.26	\$ 3,475.23
Supervisor	170.19	\$ 41.81	\$ 7,116.06
Custodian Lead 1st & 2nd Shift	115.55	\$ 41.61	\$ 4,808.71
Custodian Lead 3rd Shift	57.78	\$ 41.64	\$ 2,406.04
Custodian 1st & 2nd Shift	650.82	\$ 41.07	\$ 26,729.50
Custodian 3rd Shift	325.41	\$ 41.11	\$ 13,378.34
Custodian Special Projects	325.41	\$ 41.40	\$ 13,472.54
Terminal B – EDS Building	69.95		2936.29
Site Manager	2.33	\$ 61.26	\$ 142.83
Supervisor	6.99	\$ 41.81	\$ 292.46
Custodian 3rd Shift	30.31	\$ 41.11	\$ 1,246.11
Custodian Special Projects	30.31	\$ 41.40	\$ 1,254.89
Building 9 – L1, L2	127.87		5347.20
Site Manager	4.26	\$ 61.26	\$ 261.11
Supervisor	12.79	\$ 41.81	\$ 534.66
Custodian 1st & 2nd Shift	110.82	\$ 41.07	\$ 4,551.43
Building 10	127.87		5347.20
Site Manager	4.26	\$ 61.26	\$ 261.11
Supervisor	12.79	\$ 41.81	\$ 534.66
Custodian 1st & 2nd Shift	110.82	\$ 41.07	\$ 4,551.43
North Tower & Elevated Walkway	199.85		8357.10
Site Manager	6.66	\$ 61.26	\$ 408.08
Supervisor	19.98	\$ 41.81	\$ 835.61
Custodian 1st & 2nd Shift	173.20	\$ 41.07	\$ 7,113.41
Parking Structure Elevator	16.15		675.52
Site Manager	0.54	\$ 61.26	\$ 32.99
Supervisor	1.62	\$ 41.81	\$ 67.54
Custodian 1st & 2nd Shift	14.00	\$ 41.07	\$ 574.99
Ground Transport Islands and Sidewalk	279.55		11690.29
Site Manager	9.32	\$ 61.26	\$ 570.84
Supervisor	27.96	\$ 41.81	\$ 1,168.89
Custodian 1st & 2nd Shift	242.28	\$ 41.07	\$ 9,950.56
Valet Service Center	127.96		5351.06
Site Manager	4.27	\$ 61.26	\$ 261.30
Supervisor	12.80	\$ 41.81	\$ 535.04
Custodian 1st & 2nd Shift	110.90	\$ 41.07	\$ 4,554.72
Building 36 (Lv 2)	64.62		2702.07
Site Manager	2.15	\$ 61.26	\$ 131.94
Supervisor	6.46	\$ 41.81	\$ 270.17
Custodian 1st & 2nd Shift	56.00	\$ 41.07	\$ 2,299.95
Hangar 34 Office Areas	64.62		2702.07
Site Manager	2.15	\$ 61.26	\$ 131.94
Supervisor	6.46	\$ 41.81	\$ 270.17
Custodian 1st & 2nd Shift	56.00	\$ 41.07	\$ 2,299.95
Parking Cashier Booths (4 booths, 2 restrooms)	64.62		2702.07
Site Manager	2.15	\$ 61.26	\$ 131.94
Supervisor	6.46	\$ 41.81	\$ 270.17
Custodian 1st & 2nd Shift	56.00	\$ 41.07	\$ 2,299.95
North & West SIDA Booths (2 booths, each with restrooms)	64.62		2702.07
Site Manager	2.15	\$ 61.26	\$ 131.94
Supervisor	6.46	\$ 41.81	\$ 270.17
Custodian 1st & 2nd Shift	56.00	\$ 41.07	\$ 2,299.95
Maintenance Dept Building	64.62		2702.07

Site Manager	2.15	\$	61.26	\$	131.94
Supervisor	6.46	\$	41.81	\$	270.17
Custodian 1st & 2nd Shift	56.00	\$	41.07	\$	2,299.95
Building 3 – First Floor (Once a month)	9.23				386.01
Site Manager	0.31	\$	61.26	\$	18.85
Supervisor	0.92	\$	41.81	\$	38.60
Custodian 1st & 2nd Shift	8.00	\$	41.07	\$	328.56
Building 3 – Second Floor (Once a week)	9.92				414.96
Site Manager	0.33	\$	61.26	\$	20.26
Supervisor	0.99	\$	41.81	\$	41.49
Custodian 1st & 2nd Shift	8.60	\$	41.07	\$	353.21
TOTAL:	5,201				\$ 218,045.90

WORKSHEET V MONTHLY EXPENSE SUMMARY

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Terminal B – EDS Building	70	\$ 2,936.29	\$ 363
Building 9 – L1, L2	128	\$ 5,347.20	\$ 664
Building 10	128	\$ 5,347.20	\$ 664
North Tower & Elevated Walkway	200	\$ 8,357.10	\$ 1,038
Parking Structure Elevator	16	\$ 675.52	\$ 84
Ground Transport Islands and Sidewalk	280	\$ 11,690.29	\$ 1,451
Valet Service Center	128	\$ 5,351.06	\$ 664
Building 36 (Lv 2)	65	\$ 2,702.07	\$ 335
Hangar 34 Office Areas	65	\$ 2,702.07	\$ 335
Parking Cashier Booths	65	\$ 2,702.07	\$ 335
North & West SIDA Booths	65	\$ 2,702.07	\$ 335
Maintenance Dept Building	65	\$ 2,702.07	\$ 335
Building 3 - Lv 1 & 2	19	\$ 800.97	\$ 99
TOTAL:	5201	\$ 218,045.90	\$ 26,999

EXHIBIT I-1
Non-AIP Project Federal Requirements

1. General Civil Rights Provisions

A. In all its activities within the scope of its airport program, the Contractor agrees to comply with pertinent statutes, Executive Orders, and such rules as identified in Title VI List of Pertinent Nondiscrimination Acts and Authorities to ensure that no person shall, on the grounds of race, color, national origin (including limited English proficiency), creed, sex, age, or disability be excluded from participating in any activity conducted with or benefiting from Federal assistance.

B. This provision is in addition to that required by Title VI of the Civil Rights Act of 1964.

C. The above provision binds the Contractor and subcontractors from the bid solicitation period through the completion of the contract.

2. Civil Rights – Title VI Assurance

A. During the performance of this contract, the Contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the “Contractor”) agrees to comply with the following non-discrimination statutes and authorities; including but not limited to:

1. Title VI of the Civil Rights Act of 1964 (42 USC § 2000d et seq., 78 stat. 252) (prohibits discrimination on the basis of race, color, national origin);

2. 49 CFR part 21 (Non-discrimination in Federally-Assisted programs of the Department of Transportation—Effectuation of Title VI of the Civil Rights Act of 1964);

3. The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 USC § 4601) (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);

4. Section 504 of the Rehabilitation Act of 1973 (29 USC § 794 et seq.), as amended (prohibits discrimination on the basis of disability); and 49 CFR part 27 (Nondiscrimination on the Basis of Disability in Programs or Activities Receiving Federal Financial Assistance);

5. The Age Discrimination Act of 1975, as amended (42 USC § 6101 et seq.) (prohibits discrimination on the basis of age);

6. Airport and Airway Improvement Act of 1982 (49 USC § 47123), as amended (prohibits discrimination based on race, creed, color, national origin, or sex);

7. The Civil Rights Restoration Act of 1987 (PL 100-259) (broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, the Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the

definition of the terms “programs or activities” to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);

8. Titles II and III of the Americans with Disabilities Act of 1990 (42 USC § 12101, et seq) (prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities) as implemented by U.S. Department of Transportation regulations at 49 CFR parts 37 and 38;

9. The Federal Aviation Administration’s Nondiscrimination statute (49 USC § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);

10. Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs [70 Fed. Reg. 74087 (2005)];

11. Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 USC § 1681, et seq).

B. During the performance of this contract, the Contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the “Contractor”), agrees as follows:

1. Compliance with Regulations: The Contractor (hereinafter includes consultants) will comply with the Title VI List of Pertinent Nondiscrimination Acts and Authorities, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.

2. Nondiscrimination: The Contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, national origin (including limited English proficiency), creed, sex, age, or disability in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The Contractor will not participate directly or indirectly in the discrimination prohibited by the Nondiscrimination Acts and Authorities, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR part 21.

3. Solicitations for Subcontracts, including Procurements of Materials and Equipment: In all solicitations, either by competitive bidding or negotiation made by the Contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the Contractor of the contractor’s obligations under this contract and the Nondiscrimination Acts and Authorities on the grounds of race, color, or national origin.

4. Information and Reports: The Contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit

access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Sponsor or the Federal Aviation Administration to be pertinent to ascertain compliance with such Nondiscrimination Acts and Authorities and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the Contractor will so certify to the Sponsor or the Federal Aviation Administration, as appropriate, and will set forth what efforts it has made to obtain the information.

5. Sanctions for Noncompliance: In the event of a Contractor's noncompliance with the non-discrimination provisions of this contract, the Sponsor will impose such contract sanctions as it or the Federal Aviation Administration may determine to be appropriate, including, but not limited to:

a. Withholding payments to the Contractor under the contract until the Contractor complies; and/or

b. Cancelling, terminating, or suspending a contract, in whole or in part.

6. Incorporation of Provisions: The Contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations, and directives issued pursuant thereto. The Contractor will take action with respect to any subcontract or procurement as the Sponsor or the Federal Aviation Administration may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the Contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the Contractor may request the Sponsor to enter into any litigation to protect the interests of the Sponsor. In addition, the Contractor may request the United States to enter into the litigation to protect the interests of the United States.