

# NORTH DOMINGO BACA AQUATIC CENTER DESIGN

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Project No: 7139.99

APRIL 1, 2020



HUITT-ZOLIARS



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NORTH DOMINGO BACA  
MULTIGENERATIONAL CENTER

April 1, 2020

Josh Herbert  
City of Albuquerque  
CIP Division Office  
One Civic Plaza, 7th Floor, Room 7057  
Albuquerque, NM 87102

RE: RFP No. 7139.99 North Domingo Baca Aquatic Center Design

Dear Mr. Herbert and Members of the Selection Committee:

The City of Albuquerque (COA) is seeking a qualified and experienced A/E firm to assist in the design of an Aquatic Center completing Phase IV for the North Domingo Baca Master Plan. Huitt-Zollars is that firm! Our team understands the COA's objective of realizing the design of a vibrant and accommodating aquatic environment that is sustainable for both present and future needs. Our design approach is based on building a collaborative environment that ensures all stakeholders' interests and concerns are heard, discussed, and resolved. Huitt-Zollars is eager to demonstrate our commitment and design capabilities to the COA. Our qualifications are presented in the following proposal and are summarized below:

## RECENT AND RELEVANT AQUATIC DESIGN EXPERIENCE

The Huitt-Zollars' design team has considerable experience and knowledge in the planning and design of aquatic facilities of all scales, for both public and private entities. Nationwide, Huitt Zollars has designed swimming pools ranging from YMCA's to Water Parks; and most notably, the Marriott Marquis State of Texas-shaped lazy river, located on the 4th floor deck of this extraordinary Urban Resort. In 2019, our Albuquerque office completed the Aquatic Centers in Artesia and Roswell, NM. Currently, we are designing a Swimming Pool Center for the Pueblo of Laguna. This recent experience offers the COA a team with pertinent understanding in user trends, current aquatic design trends, constructability resources as well as model aquatic health code requirements and innovative strategies for both cost control, performance and long-term maintainability.

## NATIONWIDE EXPERTISE

Counsilman-Hunsaker (C-H), the nation's most renowned pool consultant is a valuable addition to our highly skilled team. C-H was an essential part of our team for the Aquatic Centers in Artesia and Roswell and the strong working relationship developed continues in the planning, programming and design for the Pueblo of Laguna. Our combined efforts on collaborative design and quality document production and coordination resulted in two extremely successful and popular projects for southeastern NM. Having completed aquatic design projects in all 50 states, C-H has a true appreciation for the diverse requirements that may occur during the design of aquatic centers. Our team's ultimate goal is to maximize the recreation value of your facility while meeting the required design considerations. Together our team brings unparalleled aquatic center design skills and expertise.

## SUSTAINABILITY LEADERSHIP

Inherent to Huitt-Zollars' design philosophy is a commitment to sustainable design principles. We believe that good design is inseparable from sustainable design. Huitt-Zollars is one of the firms that signed the Architecture 2030 Challenge. Our Sustainability Committee, comprised of architects, engineers, landscape architects is constantly engaged in all aspects of the industry, researching and providing solutions to the company and to our clients.

Huitt-Zollars is the only team equipped to provide COA not only with an exceptional and efficient design but also provides the tools for successful management and operations for the future North Domingo Baca Aquatic Center. Huitt-Zollars and our team appreciates your time in reviewing this proposal and looks forward to working with the City of Albuquerque on this project. If you have any questions or need any additional information please contact us at 505.883.8114.

Sincerely,  
Huitt-Zollars, Inc.



Kim R. Kemper, PE | Senior Vice President

# SECTION I

## GENERAL INFORMATION

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*“Roswell needed a dedicated and client oriented design firm to ensure the success of this much-needed project. Huitt-Zollars delivered on point and exceeded the City’s expectations. The level of knowledge and expertise provided for the design of the Aquatic Center was bar none plus the personal attention given to our needs was more than evident in the outcome of the facility. The quality of life for the citizens of Roswell has improved because of this Center”*

*- Kevin Dillon, Former Director - CIP and Facilities  
CITY OF ROSWELL*

# I. GENERAL INFORMATION

## FIRM INFORMATION

Huitt-Zollars understands that performance is the key to success and our clients find that our adherence to high standards of performance and responsiveness sets us apart from the competition. Our performance and success are measurable – more than 80 percent of our annual fees come from repeat clientele, proof that our philosophy is working. Huitt-Zollars offers you our mission statement that guides our interactions with clients:

*“Our commitment is to understand the needs of our clients and to meet those needs by delivering professional services with the highest level of quality and integrity.”*

Huitt-Zollars, is a full-service architectural and engineering firm providing design services to public and private clients throughout New Mexico and the southwest. The company was founded in Dallas, TX in 1975 and has been in business locally in Albuquerque and Rio Rancho since March 1997. Huitt-Zollars has a staff of 34 New Mexico personnel, and more than 550+ professional, technical, and support personnel corporate-wide, with diversified skills capable of handling highly complex multi-discipline assignments. Huitt-Zollars is ranked among the nation’s top design firms by Architectural Record and Engineering News-Record.

The strength of Huitt-Zollars lies in its people, and their ability to provide expertise in all disciplines required for a project. We have developed an innovative approach to planning and design that ensures a detailed integration and coordination of all disciplines. Known as **ADVANCEDDESIGN**, Huitt-Zollars’ strength springs from our commitment and ability to execute this program. **ADVANCEDDESIGN** is a company-wide philosophy, and the City of Albuquerque can count on Huitt-Zollars’ commitment to design excellence that provides value to your future North Domingo Baca Aquatic Center. This program provides a single focus for the project, resulting in smoother progression, efficient designs that balance function, economics, sustainability, and aesthetics.



### Albuquerque Office Contact

6501 Americas Pkwy NE, Suite 830  
Albuquerque, NM 87110  
P: 505.883.8114  
F: 505.883.5022

### John Jarrard, Project Manager (PM)

jjarrard@huitt-zollars.com  
www.huitt-zollars.com

### Joseph Gallegos, Deputy PM & QA/QC

jgallegos@huitt-zollars.com  
www.huitt-zollars.com

### New Mexico Employees by Discipline

4	Architects
3	Architect Interns
7	Civil Engineers
9	Designers, BIM / CADD Techs
4	Surveyors
2	Construction Managers
1	I.T. Computer Support
4	Administrative

**34 Total New Mexico Personnel**

### Huitt-Zollars Team Members

#### Discipline & Registration

John Jarrard	RA- NM #1658
Joseph Gallegos	RA- NM #3977
José Zelaya	RA- NM #4370
Kemper, Kim	PE- NM #10542
Larry McDonald	RA- NM #4238
Robert Demeule	PE- NM #16014

Huitt-Zollars can take a project from start to finish, from initial master planning through the design process to construction administration. The public sector percentage of the Huitt-Zollars offices in Albuquerque and Rio Rancho is approximately 80 percent with 50 percent being educational institutions. Huitt-Zollars’ Quality Management system earned the Piñon Recognition Award by Quality New Mexico for excellence in customer service and understanding. Dedication to these quality objectives has been documented by our adoption of ISO 9001-2015 quality management principles and proven by our active participation in a year-long state-administered program that led to ISO 9001-2015 (Quality Management Systems).

## STAFF DISCIPLINES / REGISTRATION

Huitt-Zollars offers services in architecture, civil engineering, construction management, and surveying.

- Kim Kemper, PE will serve as our Principal-in-Charge. Kim is a Senior Vice President of the firm and the Managing Principal of the Rio Rancho office. Kim is authorized to sign agreements with the City of Albuquerque for this contract.
- John Jarrard, AIA, LEED AP, Vice President will serve as our Project Manager.
- Joe Gallegos, AIA, LEED AP BD+C, Vice President and Managing Principal of the Albuquerque office will serve as Deputy Project Manager and QA/QC.

Our Federal Tax ID Number is 75-1500178 and our New Mexico CRS Number is 02-279106-000.

## LOCATION OF SERVICES TO BE PERFORMED

All work performed on this contract will be provided by local personnel. Services will be performed in the Huitt-Zollars office at 6501 Americas Parkway NE, Suite 830, Albuquerque, NM and work performed by our sub-consultants will be performed in their respective local offices. Our engineers will perform field reconnaissance, attend meetings, and perform site visits and inspections on this project. The exception is our aquatic consultant, Counsilman-Hunsaker, who will provide their services from Denver, CO.



# SECTION II

## PROJECT TEAM MEMBERS

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*“We felt complete confidence in the quality of their work every step of the way. Their in-depth knowledge of aquatic facilities gave us peace of mind as we embarked on the planning of our \$20 million Aquatic Center. Huitt-Zollars coordinated all disciplines without any difficulty, it was a seamless and transparent process “*

*- Sandra Borges, President  
ARTESIA AQUATIC CENTER FOUNDATION*

# II. PROJECT TEAM

## ORGANIZATION PLAN

The Huitt-Zollars team has the personnel and experience to provide the City of Albuquerque with a quality project. We have provided design services for numerous public agencies that require compliance with owner standards, master plans, and building committees. The Design Team will be organized around our Project Manager, John Jarrard who has experience working with the City, and our Deputy Project Manager, Joe Gallegos who has relative aquatic design experience similar to the North Domingo Baca Aquatic Center project.

John and Joe will be supported by our in-house architecture and civil engineering. Other consultants on our team are: aquatics, landscape architecture, structural mechanical, electrical, fire protection and geotechnical engineering. John will serve as the point of contact for all team members.



**JOSH HERBERT**  
City Project Manager

## LEGEND

- Huitt-Zollars, Inc
- Bridgers & Paxton
- Counsilman-Hunsaker
- Consensus Planning, Inc.
- Desert Eagle Engineering, LLC
- Western Technologies Inc.

**\*JOHN JARRARD**  
AIA, LEED AP  
Project Manager

*\*Resume included in the following pages.*

**\*JOSEPH GALLEGOS**  
AIA, LEED AP BD+C  
Deputy Project Manager

**\*KIM KEMPER - PE**  
Principal-in-Charge

**\*JOSE ZELAYA**  
AIA, NCARB  
Project Architect & Urban Designer

**\*ILIR MESITI**  
PE, CGD, LEED AP  
Principal Mechanical Engineer

**\*JEFF HANKS, PE**  
Structural Engineering

**\*DOUG COOK**  
PE, LEED AP  
Aquatic Consultant

**\*LARRY McDONALD**  
AIA, LEED AP BD+C  
Project Architect & BIM Manager

**\*JOHN HECK**  
IV, PE, LEED AP  
Principal Electrical Engineer

**STEVE OTERO**  
RCDD, DCES, DCIE, DCIS  
Technnology and Special Sytems

**\*MIKLOS VALDEZ**  
Aquatic Planner

**CARLOS DE ANDA**  
Model Aquatic Health Code

**OSCAR URIAS, PE**  
Electrical Engineer

**JEFF BOYD, PE**  
Geotechnical Engineer

**CONNOR RILEY, PE**  
Aquatic Engineer

**KIM STELZER, PLS**  
Survey

**\*ROB DEMEULE, PE**  
Civil Engineering

**\*CHRIS GREEN**  
PLA, ASLA, LEED AP  
Landscape Architect  
Community Engagement







*The complexity of the Artesia Aquatic Center required constant attention, information, accessibility, and flexibility. Jose Zelaya and Carlos DeAnda were readily accessible by telephone, email, and unannounced office visits. Jose Zelaya and his team were always willing to listen to Contractor concerns and ideas and made decisions based on all information presented. The Artesia Aquatic Center was my first experience with Huitt-Zollars and I look forward to working together again on future projects.*

*- Brad Treseder, Senior Project Manager  
JAYNES CORPORATION*



# SECTION III

## RESPONDENT EXPERIENCE

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# PUEBLO OF LAGUNA SWIMMING POOL COMPLEX



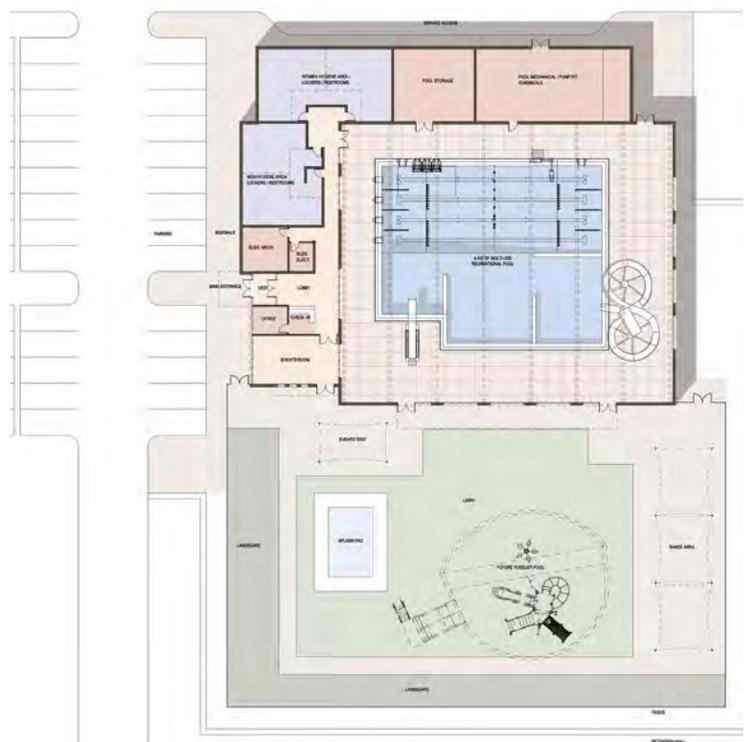
## Pueblo of Laguna Swimming Pool | Laguna, NM

The Pueblo of Laguna selected Huitt-Zollars to provide planning, programming and design services for their future Swimming Pool. The new Swimming Pool will be part the K'awaika Campus; a Recreational, Community and Wellness complex situated at the heart of the Pueblo. The project will be planned and designed to accommodate a future Recreational/Community Center which will be connected to the Pool building.

In collaboration with the Pueblo, Huitt Zollars created and deployed an advertising campaign to raise awareness and an on-line survey to engage the community. In less than 2 weeks, we received an encouraging 190 responses. The input from the Pueblo of Laguna community members helped us determine their wants and needs for the facility. One of the results is a 4,400 SF multi-use indoor recreational pool that can be programmed for playing, lap swimming, lessons and water fitness classes. The pool features a 1-meter diving area and a water slide. The new facility will be modest in materials and size but will open up to the breathtaking views of the region.

Conceptual Design Phase work completed to date:

- Conceptual Site Plan Options and Phasing
- Conceptual Floor Plan Layouts
- Conceptual Images



**Projected Cost:** \$6.2 million  
**Completion Date:** TBD  
**Relevance:** Municipal Facility; Aquatic/Swimming Pool  
**Contact:** Brandon Herrera, Pueblo of Laguna, 505.522.1200

### Staff Assigned/Roles:

José Zelaya - Project Manager  
 Kim R. Kemper - Principal-in-Charge  
 Joe Gallegos - Project Architect  
 Carlos DeAnda - Aquatic Designer  
 Counsilman-Hunsaker - Aquatic Consultants  
 Desert Eagle Engineering - Structural Eng.







*“Huitt-Zollars’ attention to our needs was outstanding. We requested a bulldog shaped pool, and that is no easy feat. Huitt-Zollars designed a one of a kind Bulldog pool. Huitt-Zollars is not just an architectural firm, they are wonderful people that truly care about the client and their needs.”*

*- Sandra Borges, President  
ARTESIA AQUATIC CENTER FOUNDATION*

# SECTION IV

## TECHNICAL APPROACH

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### Locker Room

Well-designed locker rooms will not only attract users to a facility, but will definitely keep them coming back. To ensure this happening, our Team will design locker and dressing room spaces that are inviting and comfortable and safe for users of all ages. As this will be a competition venue, consideration will be made for visiting teams and swimmers, and USA Swimming Safe Sport guidelines, to create a comfortable and safe environment for swimmers and spectators.

### Lifeguards

The lifeguard area is a break and meeting area for lifeguards to view critical information like schedules, safety instructions, and other general communication. Lockers and changing areas/bathrooms are common in lifeguard areas. The lifeguard area typically also serves as the first aid station and will store necessary first aid supplies. Our design team will work with the COA to meet the needs of their lifeguard staff and create an area that will be both inviting to staff members and a safe space for the community.

### Building Security

The public's security is of utmost importance in today's world. The Roswell Recreation and Aquatic Center main lobby was designed as a secured and controlled area. No unauthorized entry is allowed to the rest of the facility unless the staff remotely opens the doors. This layer of protection provides a piece of mind to the users of this facility. The same care will be given to the COA by our team regarding the issue of building safety.

### Mechanical Room

A well thought out mechanical space will help make maintenance and operations easier and safer for staff members. The design team will work with COA staff to provide a well designed mechanical room for ease of operation which means a safer aquatic facility for the COA. Considerations like service access, separate chemical rooms, mechanical access, storage and future flexibility area all things the design team will discuss and work into the mechanical room design.

### OUTDOOR FAMILY AQUATIC

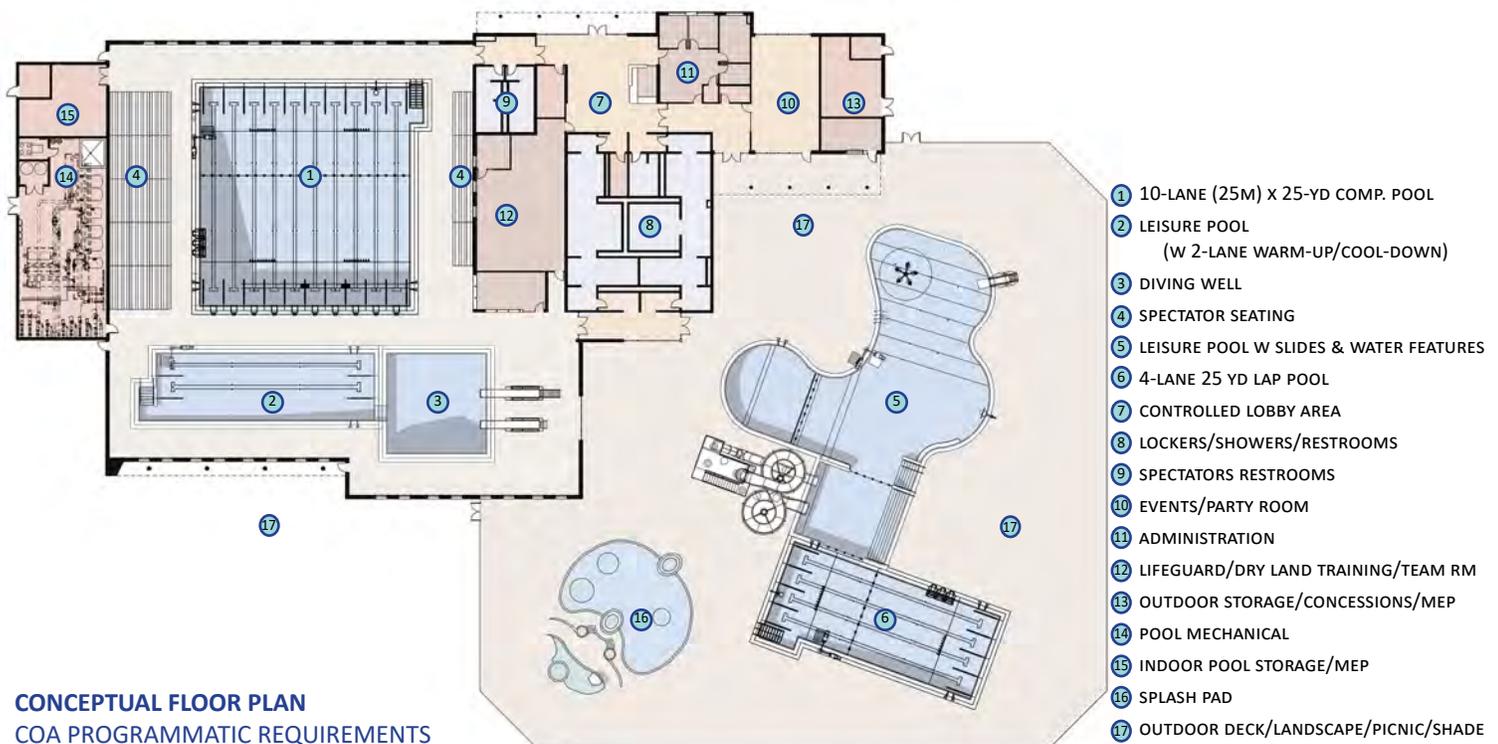
The design team will create a design that meets the needs and desires of the community for an outdoor aquatic space. Per the COA initial requirements we know the following amenities are required:

- four (4) lane lap pool and recreation pool
- zero entry tot pool area
- splash pad and outdoor pool amenities

In our Team's past three projects, we have introduced other potential outdoor amenities and would love to discuss new opportunities with the COA. Each pool will be designed with the community needs and desires in mind and could include any number of recreation features. Our Team will work with the COA to determine which features would be most attractive and beneficial to the community and would meet budget goals.

### AQUATIC FEATURES AND COMPONENTS

Our Team is unique in the experience they bring to your project in that they aren't just architects and engineers that specialize in pool engineering and design. They come from backgrounds as competitive athletes from neighborhood recreational leagues to world record holders, coaches, former facility owners, lifeguards, and aquatic facility managers. During the design process, we look at the project through these different points-of-view and experiences. From a risk management and operational perspective, our team will assist with lifeguard placement and sightlines, O&M manuals, CPO and AFO instruction, developing written and comprehensive standard operating procedures, and perform launch operations training. **CH has been exclusively in the aquatics design and consulting business for over 45 years and is viewed as the industry leader, and have continued to work with hundreds of different local, state, provincial, and national codes; helped develop standards such as the Model Aquatic Health Code (currently adopted in New Mexico);** and are members of NSF, NSPF, and countless other bodies. This perspective and experience has allowed our team to become intimately aware of the best and most responsible design practices. It is this insight into the world of aquatics that separates our team from any other.



**CONCEPTUAL FLOOR PLAN**  
COA PROGRAMMATIC REQUIREMENTS



operating costs via water conservation and energy efficiency through the following examples:

- SPCS (Smart Pump Control System): Load matching the pump to the recirculation system can lower electrical costs by 30% to 40%.
- Regenerative Filtration: Reduces water consumption up to 97% for the filtration process while reducing pool mechanical space.
- Pool Heaters: Has a boiler efficiency of 95% to 97% utilizing state-of-the-art combustion and heat transfer technology.
- Underwater Pool Lights: LED 70-watt lights are equivalent to 500-watt incandescent lights with 10 times the life span compared to traditional incandescent underwater lights.
- Pool Blankets: Blankets reduce evaporation losses and evaporative cooling from the pool thus reducing the heating load required for the pool.
- Solar Heating Panels: A thermal solar heating system used as a supplemental heat source to heat pool water which can provide 20-25% annual return on investment and a payback time of 4-5 years.

These and many other opportunities will be discussed with the client and stakeholders once the project program has been finalized.

## PROJECT MANAGEMENT APPROACH

Our first step is to conduct a Project Kick Off meeting. This meeting confirms primary points of contacts; clarifies roles and responsibilities of the Design Team, Owner, and all applicable stakeholders. Most importantly, we listen to the Stakeholders and the COA staff's Vision for the project. This vision outlines the desires for the facility but may also include budget, sources of funding. We will help develop and augment this Vision by discussing the goals, facts, needs, sustainable features, renewable energy sources and will also share and discuss preliminary concepts/images from the data we have collected through the years.

As the project develops we identify any obstacles and or unknowns that may prevent the success of the project goals. It is at this time that our aquatics expertise become invaluable to the conversation and the decisions ahead. We discuss the existing conditions versus projected needs, design strategies to identify possible future expansion or phasing and any budget constraints for the future facility. Finally, we develop a "Project Vision Statement" that will be our guide throughout the design and planning process.

These processes continue during the design phases and culminate when the Construction documents for the new facility are ready for Advertisement to Bid.



**NORTH DOMINGO BACA MASTER PLAN**  
NOVEMBER 2011

*“Huitt-Zollars  
was contracted to  
design and ensure our project  
met the Owner’s requirements  
for the Artesia Aquatic Center.  
Huitt Zollars, did an outstanding job  
and communication was excellent.*

*- John Anguiano, FM/PM Supervisor  
CITY OF ARTESIA*

# SECTION V

## COST CONTROL

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# V. COST CONTROL

## COST CONTROL AND COST ESTIMATING TECHNIQUES

### DESIGN COST CONTROL

Our team offers proven abilities to meet time schedules and accommodate cost considerations. In order to promote the timely achievement of budget and schedule objectives, the City of Albuquerque and our Team will meet to establish a mutually agreed upon and attainable parameters. During initial stages of the A/E Services a detailed schedule will be formulated and the budget will be confirmed.

We manage design costs with our in-house accounting system. Each project is initiated with a Project Entry Form including budgeted hours and costs for each phase and task. Timesheets, expense reports, and consultant invoices are submitted and approved by the project and managing principals weekly. On the Tuesday following the Saturday closeout of a monthly billing cycle, the Project Manager receives a detailed work-in-progress report with actual hours and costs to date for each phase and task. Within two to three weeks of the monthly closeout, the Parks and Recreation Department will receive a detailed invoice and progress report. The Huitt-Zollars' accounting system requires the Project Manager to enter a percent actual complete monthly and this is compared to the percent spent. This allows the PM to accurately track the monthly labor effort spent in comparison with the remaining budget. This monthly tracking adds value to by assuring the City that no cost surprises will negatively affect the project during the design process.

### APPROACH TO BUDGET/VALUE ENGINEERING

We understand the importance of designing within budget. Our team will provide design solutions and value engineering options that are functionally and aesthetically pleasing, while constantly monitoring our assessment of related costs.

- Some specific strategies we use to maintain budget adherence include:
- Continual review of the project's program requirements relative to the budget.
  - Evaluate health codes and other regulatory requirements governing aquatic features.
  - As the aquatic features are defined, an assessment is done to verify that the design is proceeding within budget and discussed at regularly scheduled meetings.

### CONSTRUCTION COST CONTROL

At the beginning of a project, we will make a preliminary estimate and compare it with the budgeted or funded cost. If there is a discrepancy, we will work with the City to develop a plan of action before proceeding with a project that may have been under budgeted. As the project progresses, the estimate will be reviewed and analyzed as necessary. Formal estimates based on plan quantities and anticipated unit prices, using the COA City Engineer's Estimated Unit Prices among other standard published data, will be prepared upon each milestone deliverable. At the end of Construction Documents, a final estimate will be prepared for advertisement of construction services.

We propose that for each project a basic solution is identified that can be used as a baseline to compare the cost effects of proposed changes and enhancements. This is an effective way to control scope growth or scope creep, which leads to cost overruns.

### COST ESTIMATING TECHNIQUES

Understanding construction cost is critical to the success of each project. Our team is cognizant of these parameters with multiple tools in place to help ensure the project is in line with the budget and can meet the owner's schedule. Our consultants, a nationwide practice and industry leading firm, Counsilman-Hunsaker issues on average over 100 commercial swimming pool projects for construction each year. By tracking the bidding process for each project type, we have collected large volumes of annual data on lump-sum competitive bid aquatic center projects across the country. Using the data collected, we can generate accurate cost estimates. Our internal opinion of cost estimating procedures utilizes a proprietary database and calculation technique that allows a preliminary cost projection to be developed very early in the design phase of the project. This estimate can then be refined with greater detail as the design progresses and specific decisions and selections are made. This process is critical due to the ever-changing construction industry and bidding climate. The design/construction industry accepted standard is this: a project with below 3% A/E change orders is considered to be (almost) without flaw. Designing a one-of-a-kind building is a vastly complex undertaking, even under the most ideal conditions. Huitt-Zollars record of Non-Owner change orders is less than 1%.

Name of Project	Month/Year of Bid	No. of Bids	Final Cost Estimate	Low Bid Amount
Artesia Aquatics Center	June 2018	CMAR	\$19,100,000	CMAR \$18,300,00
Central & Unser Transit Center	May 2018	2	\$2,171,900	\$2,483,250
Roswell Recreation & Aquatic Center	June 2017	2	\$19,650,000	\$19,800,000

### COMPARISON CHART: BID AWARD AMOUNT TO FINAL COST ESTIMATE DURING PAST TWO YEARS

The chart above demonstrates Huitt-Zollars' ability to design projects within the owners' budgets and to accurately estimate the project construction costs.

Huitt-Zollars is chosen by clients because of its long-standing reputation for quality. Consistently listed in the top ranks of Architectural Record and Engineering News-Record's list of high-performing firms, our team has outstanding client retention rates and references from satisfied cities, counties, and public agencies. Huitt-Zollars is an employee-owned firm. Therefore, each employee has a vested interest in the quality of their work and in how their work is accepted or perceived. As stated in the firm mission statement-

*"Our commitment is to understand the needs of our clients and to meet those needs by delivering professional services with the highest level of quality and integrity."*

NORTH DOMINGO BACA  
MULTIGENERATIONAL CENTER

APPENDIX  
SUPPORTING MATERIALS

**Pay Equity Reporting Form PE10-249, Version 03-2018**

<b>Company name:</b>	Huitt-Zollars, Inc.
<b>Mailing address line 1:</b>	6501 Americas Parkway NE
<b>Mailing address line 2:</b>	Suite 830
<b>City, state, zip code:</b>	Albuquerque, NM 87110
<b>Phone:</b>	505.883.8114
<b>E-mail address:</b>	krkemper@huitt-zollars.com
<b>FEIN number:</b>	75-1500178
<b>EAN number:</b>	02-279106-000
<b>SUPPLIER ID:</b>	0

Job Category	No. Females	No. Males	Gap (Absolute %)
1.1 Exec/Senior Level Officials/Mgrs	0	4	N/A
1.2 First/Mid Level Officials/Mgrs	0	0	N/A
2 - Professionals	4	13	18.71%
3 - Technicians	3	6	9.48%
4 - Sales Workers	0	0	N/A
5 - Office and Admin. Support	4	0	N/A
6 - Craft Workers (Skilled)	0	0	N/A
7 - Operatives (Semi-Skilled)	0	0	N/A
8 - Laborers (Unskilled)	0	0	N/A
9 - Service Workers	0	0	N/A

Total # Job Categories With No Employees	6
Total # Female Only Job Categories	1
Total # Male Only Job Categories	1
Total # Females (all categories)	11
Total # Full Time Females	11
Total # Part Time Females	0
Total # Males (all categories)	23
Total # Full Time Males	23
Total # Part Time Males	0
Total # Employees	34
Female % Workforce	32.35%
Male % Workforce	67.65%
<b>Calculated Weighted Average Gap</b>	<b>15.52%</b>

**Submit only this form**

**Must be signed by the principal executive of the company:**

RFP#: 7139.99

**Signature certifies that all employees working in New Mexico are included, the data is for the current calendar year, and any challenges to your information may require you to get third-party verification at your own expense.**

Kim R. Kemper, PE, Senior Vice President Name and title, printed	 Signature	April 1, 2020 Date submitted
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City of Albuquerque Capital Implementation Program

# Agreement and Insurance Certification

We have reviewed the standard agreement for Engineering or Architectural or Landscape Architectural Services that are required for the project listed below, and hereby certify that we will, if selected for the project, enter into this standard agreement for this project and meet all insurance requirements listed therein.

This Certification is intended for the use of the City of Albuquerque only, in conjunction with the award of the Engineering or Architectural or Landscape Architectural Services Agreement for Project:

Project Name North Domingo Baca Aquatic Center Design

Project Number 7139.99

Date April 1, 2020 Firm Name Huitt-Zollars, Inc.

Signature 

Title Senior Vice President

STATE OF NEW MEXICO )

) ss

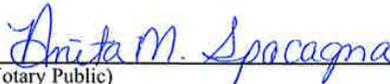
COUNTY OF BERNALILLO )

The above Certification was subscribed before me, the undersigned authority, by:

Kim R. Kemper, PE, Senior Vice President

who swore upon oath that this Certification was signed of free act and deed, on this

1st day of April, 20 20

  
(Notary Public)

My commission expires: October 28, 2023

