PRACTICAL | ACHIEVEABLE | MEASUREABLE

Proposal for a Solid Waste Collection Study

The City of Hyattsville 4310 Gallatin Street Hyattsville, Maryland 20781

Attention: Laura Reams, City Clerk

SCS ENGINEERS

90000003.02 | January 30, 2020

11260 Roger Bacon Drive Suite 300 Reston, VA 20190 703.471.6150

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Appendices

- A Draft Scope of ServicesB Staffing PlanC Budget Detail

1 EXECUTIVE SUMMARY

The City of Hyattsville would like a review of their existing solid waste collections and management services to assess ways to improve efficiency and cost effectiveness. In addition, the City would like to explore expansion of their current waste services to include multi-family properties. The analysis should include costs for expansion of services, legal considerations, required equipment, appropriate scope of service, public/private access, and use of external or internal resources.

SCS is well-matched for this assignment having recently completed several solid waste collection evaluations for other jurisdictions (most recently for the City of College Park, MD), local proximity to the City of Hyattsville, and assigning staff that have worked on these types of projects and have the experience. We will sit down at a face-to-face meeting to discuss the City's concerns, gather information, observe solid waste collection operations, and compare policies and practices to other communities.

Our team provides national expertise with a local knowledge. Not all solid waste collection practices have the ability to transfer to other jurisdictions. SCS will help the City decide on the practices that best suit their operations and have the most likely capacity for success.

Our proposal is organized according to the forms provided in the RFP. We have included our approach as Appendix A and a description of the staff that will be assigned to this project in Appendix B.

2 CONTRACTOR INFORMATION

Firm Name	SCS Engineers
Address	11260 Roger Bacon Dr, Suite 300,
Audress	Reston, VA 20190
	Stacey Demers, Project Director
Contact Person	703-471-6150 office
Contact Person	703-929-2986 cell
	sdemers@scsengineers.com

3 PROPOSAL RATE SHEET

Item	Approx. Quantity	Unit	Position	Hourly Rate	Proposal Amount
1	See Appendix C	LS	See Appendix C	See Appendix C	\$32,398

A detailed cost estimate is provided in Appendix C.

PROPOSAL FORM PRICE AUTHORIZATION

By signing this Proposal form, such action certifies that the Contractor has personal knowledge of the following:

That said Contractor has examined the RFP and specifications, carefully prepared the Proposal form, and has checked the same in detail before submitting said Proposal; and that said Contractor, or the agents, officers, or employees thereof, have not, either directly or indirectly, entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free competitive Proposing in connection with this Proposal.

That all said work will be performed at the Contractor's own proper cost and expense. The Contractor will furnish all necessary materials, labor, tools, machinery, apparatus and other means of construction in the manner provided in the applicable specifications, and at the time stated in the contract.

The undersigned, being a reputable Contractor and having submitted the necessary pre-qualification forms, hereby submits in good faith and in full accordance with all specifications, attached or integral, his/her Proposal:

Name of Contractor	SCS Engineers
Authorized Signature	Stacey J. Demens
Name and Title of Signatory	Stacey Demers, Project Director
Date	January 29, 2020
Type of Organization	Corporation
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4 INSURANCE REQUIREMENT

Exhibit 1 presents our certificate of insurance. SCS maintains insurance coverage that exceeds the limits required in the RFP.

Exhibit 1: SCS Certificate of Insurance

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Exhibit 1 (continued): SCS Certificate of Insurance (page 2)

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5 COMPANY BACKGROUND

Company Name	SCS Engineers
Main Office Location	Headquarters: 3900 Kilroy Airport Way, #100, Long Beach, CA 90806 Office for this project for the City of Hyattsville: 11260 Roger Bacon Dr, Suite 300, Reston, VA 20190
Year Founded	1970
Project Manager Name	Stacey Demers
Project Manager Phone	703-471-6150 x2466
Project Manager Email	sdemers@scsengineers.com
Years of Experience	29
Has the company every operated under another name? If yes, what name?	No
Do you have the equipment and staff available to start within 10 days of notice to proceed?	Yes
If no to the previous question, how long would it take to have the equipment and staff available?	NA
Has the company ever done work with the City of Hyattsville? If yes, when and what type of work.	No

Founded in 1970, we are one of the oldest and most experienced environmental engineering firms in the U.S. We divide our professional practice into two broad divisions: Solid Waste and Environmental Services. Sustainable Materials Management is one of the professional practice areas associated with SCS' Solid Waste Division. Our sustainable materials management practice includes:

- Waste, recycling, and organics collection and efficiency assessments.
- Solid waste and materials management /zero waste plans and implementation, waste characterization studies, public outreach and education programs.
- Financial analysis and rate studies, privatization evaluations, and organizational assessments.

- Organics diversion, including collection programs, and composting and anaerobic digestion facility design, permitting, and engineering.
- Convenience drop-off center, Materials Recovery Facility (MRF), and transfer station design, permitting, engineering, and compliance.

Our solid waste and materials management planning practice services are summarized below.

Exhibit 2: Solid Waste and Materials Management Planning Services

Plans and Studies	 Solid Waste Management Plans Zero Waste Strategic Plans Regulation Review and Recommendations Policy Development and Implementation Program Planning Benchmarking of Services and Fees Diversion Analysis and Planning Waste Generation and Characterization Studies Feasibility Studies Greenhouse Gas Inventories Sustainability Plans
Program Design and Implementation	 Collection Assessments and Program Development Waste Assessments Business Technical Assistance Diversion Program Development Facility Feasibility Studies Implementation Schedules Monitoring and Evaluation Diversion Assessments Program Effectiveness and Improvements Special Events and Public Venue Programs Construction and Demolition Debris Diversion Programs LEED Certification
Financial and Economic Analysis	 Rate Analysis Hauler Audits Cost of Service Studies Cost, Financial, and Economic Analysis Alternative Rate Structures and Fee Schedules Evaluation of Public-Private Partnerships Development of RFQ/RFP/Bid Documents Procurement Assistance Grant funding applications and management Customer Billing and Service Reviews
Public Outreach and Education	 Development of Public Education Programs Facilitation of Public Meetings Workshops and Seminars Public Opinion Surveys Flyers, Posters, Newsletters, Social Media School Assemblies Contests, Promotions, Public Events

6 REFERENCES

Reference 1					
Name of Project	2018 Solid Waste Collection Study				
Owner of Project	City of College Park, MD Department of Public Works				
Address of Project	9217 51st Ave, College Park, MD 20740				
Contact Person	Robert Marsili, Director of Public Works				
Phone Number	240-487-3590 x3601				
Email Address	rmarsili@collegeparkmd.gov				
	The City of College Park contracted with SCS Engineers to evaluate their waste collection program and compare it to programs offered by other municipalities. SCS observed waste collection operations and interviewed staff to develop recommendations that would help the City improve efficiency, control costs, and reduce abuses.				
Description of Work	While the main concern for the City was how to control the escalating quantities of special trash (bulky waste, white goods, and electronics) set out for collection, SCS also observed collection operations for garbage, recycling, and yard waste. We worked with the City to develop practical and implementable solutions for continued high service to all residents and presented these recommendations to City Council.				
Comments	SCS provided the contracted services within budget and on time.				

Reference 2					
Name of Project	2019 Solid Waste Collection System Evaluation				
Owner of Project	City of Lynchburg, VA, Department of Public Works				
Address of Project	1700 Memorial Avenue, Lynchburg, VA 24501				
Contact Person	Gaynelle Hart, Director of Public Works				
Phone Number	434-455-4450				
Email Address	gaynelle.hart@lynchburgva.gov				
Description of Work	 The City of Lynchburg utilized an annual decal system to pay for its waste collection program. Because residents did not renew their decal consistently, revenues often fell short to cover operational expenses. Coupled with financial issues was pressure from City council to keep the City clean and to implement a curbside recycling collection program. SCS was contracted by the City to evaluate two major components of the City's waste collection program: Material Collections: SCS evaluated the efficiency of the City's existing solid waste collection system and assessed potential for implementing a curbside recycling program. Financial Assessment: SCS projected the sufficiency of Refuse Rate revenues to fund annual operating expenses and capital program, while maintaining adequate working capital reserves over a multi-year projection period (FY 2020 - FY 2029). SCS also evaluated the impact of modifications to the City's billing and collection methods. 				
	SCS observed collection operations and interviewed personnel to identify methods to increase efficiency and evaluate feasibility of implementing curbside recycling collection. Recommendations were presented in a Final Report and presented to the City Council.				
Comments	SCS provided the contracted services within budget and on time.				

Reference 3					
Name of Project	Methods to Increase Multi-Family Recycling				
Owner of Project	Montgomery County, MD, Division of Solid Waste Services				
Address of Project	101 Monroe St., 6th Floor, Rockville, MD 20850				
Contact Person	Alan Pultyniewicz, Recycling Coordinator				
Phone Number	240-777-6480				
Email Address	Alan.Pultyniewicz@montgomerycountymd.gov				
	Of the approximately 1,000,000 tons of waste generated annually in Montgomery County, MD, about 9% is generated by the multi-family sector. SCS conducted several studies that guided pathways to increase recycling within this population:				
Description of Work	Location of Communal Recycling Collection Containers - The County ordinance requires that communal recycling containers be "convenient", however, "convenient" means different things to different users. SCS documented recycling quantities at various multi-family units and correlated the quantity of recycling with the distance from dwelling units to the nearest communal recycling container. We recommended the County Ordinance be revised to require recycling containers be located no more than 300 feet from each dwelling unit.				
Description of Work	Number of Communal Recycling Locations - Similar to the recommendation above to define convenience, SCS recommended that the number of communal recycling locations be at least one for every 100 dwelling units.				
	Capacity of Communal Recycling Containers - The quantity of waste materials placed in recycling collection containers instead of refuse collection containers is related to the proportion of waste capacity devoted to recycling. As such, increased recycling requires a proper balance of refuse and recycling capacity. The recycling rate increases significantly when the proportion of waste disposal capacity devoted to recycling is greater than 40 percent.				
Comments	SCS has a lot of experience assessing waste and recycling collection at multi-family properties which will help us assess the feasibility of implementing City-provided waste collection services to this sector.				

The table below lists other relevant contracts that were awarded to SCS by other jurisdictions for work similar to that requested by the City.

Name of Jurisdiction and Client/Contact	Title of Contract or Work Order	Strength of Services Provided	SCS Organizational Structure (Key Personnel & SCS Office Location)						
Oklahoma City Environmental Assistance Trust (OCEAT), OK James Linn Superintendent (405) 297-2464 james.linn@okc.go V	Evaluation of Solid Waste Collection Services	SCS' review of both City and private collection practices enabled contract negotiations for the new solid waste collection contract, which serviced over 196,000 households beginning in September 2016.	Reston, VA Stacey Demers, Project Director Norfolk, VA Robert Gardner, Reviewing Principal						
Town of Chapel Hill, NC Wendy Simmons Solid Waste Services Manager (919) 969-5123 wsimmons@towno fchapelhill.org	Waste Collections and Technology Study; Comprehensive Review of Solid Waste Collections, Transportation, and Disposal Options	SCS' RFP resulted in the Town entering into an Interlocal Agreement to participate in the County's recycling program; SCS is assisting the Town with implementing our recommendations	Reston, VA Stacey Demers, Collections and Recycling Advisor Josh DeGayner, Field Assessment Norfolk, VA Robert Gardner, Reviewing Principal						
Rockbridge County, VA Jeremy Garrett Solid Waste Director (540) 460-1490 jeremy_garrett@co_rockbridge.va.us	Provide Assistance Related to Issuance of a RFP to Solicit Proposals/Bids - Implementation of Solid Waste and Recyclable Material Hauling Services; Development of a Comprehensive Solid Waste Management Plan	SCS' RFP resulted in the County executing a contract that yielded substantial cost savings; SCS' Strategic Plan was adopted by the Board of Supervisors and SCS is assisting the County with implementing our recommendations	Reston, VA Stacey Demers, Project Director Josh DeGayner, Field Assessment Richmond, VA Robert Dick, Project Manager Ryan Duckett, Staff Professional						
City of Virginia Beach, VA John Barnes Solid Waste Administrator (757) 385-4628 jcbarnes@vbgov.c om	Solid Waste Rate Study; Update Residential Collection Routing Maps; Pay as You Throw Analysis; Zero Waste Policy Analysis; Evaluate Residential Routing, Route Optimization, and Implement a New Routing Program	SCS' studies helped the City realize, among other issues, the limiting factor in maximizing productivity is not the available time in the day, but the capacity of the vehicles, the availability of spare trucks, and the concentration of customers that are serviced by single axle trucks	Reston, VA Stacey Demers, Project Director Norfolk, VA Robert Gardner, Reviewing Principal						

Name of Jurisdiction and Client/Contact	Title of Contract or Work Order	Strength of Services Provided	SCS Organizational Structure (Key Personnel & SCS Office Location)
Orange County, NC Gayle Wilson Solid Waste Director (919) 968-2885 gwilson@orangeco untync.gov	Development of a Solid Waste Financial Plan; Waste Characterization Studies	SCS' Financial Plan resulted in the County modifying the funding structure for their Solid Waste Enterprise Fund; SCS' waste characterizations studies have provided data for over 20 years that guide he County's program policies	Reston, VA Stacey Demers, Waste Composition Richmond, VA Robert Dick, Project Manager Ryan Duckett, Financial Analyst

APPENDIX A – DRAFT SCOPE OF WORK

TASK 1: KICK-OFF MEETING

Goal

The objective of this task is to verify a mutual understanding of the project goals and tasks, communication protocols, available information and data, and timeline of fieldwork and project submittals.

Description

Upon the Notice of Award, SCS will arrange for a kick-off meeting within the first ten days of the project with City staff and with other interested representatives to clarify mutual expectations and objectives. At this time, we will review our proposed method and discuss ways that SCS can cooperate with each party so that the solid waste study proceeds successfully while causing a minimum amount of disruption in normal operations.

Information that can be discussed and provided to SCS at this meeting (if available) include the following:

- Operating and capital budgets
- Copy of City Code related to solid waste collection, recycling, and special/bulk trash
- Scalehouse records for refuse, bulky trash, yard waste and recycling on a weekly or monthly basis for the past two years
- Equipment List
- Collection staffing and salaries
- Employee absenteeism and on-the-job injury rates
- Customer complaint records
- Map of collection routes for refuse, recycling, yard waste and bulky trash
- Listing, description (number of dwelling units) and map (if available) of multi-family properties in the City.

Deliverables

Within one week of the Kick-Off Meeting, SCS will summarize the topics discussed at the meeting, list the information and data provide at the meeting, and provide an updated schedule of fieldwork and deliverables.

TASK 2: FIELD ASSESSMENT

Goal

The objective of this task is to evaluate the current operations for the collection of refuse, recycling, yard waste, and bulk trash to identify opportunities to enhance the program's efficiency and effectiveness.

Description

Under this task, we will observe the current waste collection, transport, and disposal system over a one-week period. We will conduct in-person interviews during the field reconnaissance with various City staff performing tasks related to waste and recycling collection operations. The field effort will consist of the following:

Field Reconnaissance and Data Gathering on Existing Operations

- Meet with City's solid waste collection personnel to review current refuse, recycling, yard waste, and bulky waste collection routing and practices.
- Conduct a field reconnaissance of City collections operations and associated facilities. The visit will enable the observation of program assets, protocols, and routine practices first-hand. We can either follow the collection vehicles in our own vehicle (ride-behind) or ride in the collection vehicle (ride-along). Operational aspects to focus on may involve:
 - Equipment Performance and Maintenance;
 - Truck Timing and Traffic Control;
 - Number of Personnel Per Route;
 - Tons Collected Per Vehicle and Vehicle Type;
 - Number of Customers Served per Route (households, public receptacles, small businesses)
 - Route Duration;
 - Number of Disposal Runs Per Route;
 - Regulatory Compliance;
 - Safety Policies and Protocols;
 - Staff Communications;
 - Training Programs;
 - Personnel Management;
 - Service Order Technologies and Procedures; and
 - Unauthorized Waste Handling Procedures.
- Conduct interviews with key solid waste collection personnel to summarize recommendations that staff have considered to improve solid waste collection operations.

Interviews and Observations at Potential Multi-Family Properties

- Meet with several multi-family properties to discuss waste collection needs and observe infrastructure for trash and recycling collection operations.
- Estimate average weekly trash quantities generated by multi-family properties.
- Assess options for City-provided services to multi-family properties, e.g., City service to smaller properties with six or less dwelling units versus larger properties, serving multi-family properties with carts versus dumpsters, etc.

Analysis and Development of Findings

- Evaluate the existing collections program, manpower resources, operations, equipment, containers/bins, and facilities to identify potential areas of improvement.
- Evaluate the overall collection efficiency using summary statistics of collection times, waste quantities collected, and other information available. Compare these summary statistics to similar statistics of other communities (Task 3).
- Identify areas where routing efficiencies can be achieved based on deployment of equipment and personnel resources, geographical density of collection routes, and other factors that may be unique to the City's collection system. Note this subtask does not include a full-scale route optimization study.
- Assess additional resources required (manpower and equipment), legal considerations, and estimated costs related to providing trash collection services to multi-family properties.

Deliverables

SCS will prepare a narrative presenting the analysis, findings, conclusions, and recommendations of the evaluation of the City's existing collection program and describe potential methods to provide service to multi-family properties.

TASK 3: BENCHMARKING

Goal

Conduct research of other municipal solid waste programs that provide service to multi-family properties.

Description

SCS will utilize internet research and in-house data to summarize municipal programs that collect waste materials from multi-family properties, both locally and nationally. We will include key-lessons and graphics (when appropriate).

Deliverables

SCS will prepare a narrative presenting the analysis, findings, conclusions, and recommendations for the City's multi-family collection program in a section in the final report and will include a description

of options for providing service to multi-family properties (manpower, equipment, legal considerations, and costs).

TASK 4: FINAL REPORT AND PRESENTATION

Goal

Prepare a Final Report and presentation that:

- 1. Summarizes recommended modifications to the existing solid waste collection program to improve efficiency and cost effectiveness.
- 2. Describes options for providing solid waste services to multi-family properties.

The assessment will include observations and recommendations as appropriate.

Description

SCS will compile a preliminary list of findings and recommendations to review with the City prior to development of the Final Report. It is expected that the findings and recommendations will focus largely on the expansion of operations to include multi-family properties but include other solid waste collection operations as appropriate. After meeting with City staff, we will revise our findings and recommendations accordingly. The final report will address the following:

- Summary of existing collection performance including metrics,
- Modifications recommended to existing collections practices to improve efficiency based on equipment use, personnel resources, geographical density of collection routes, and other factors.
- Recommended changes to collection policies and City codes and ordinances to expand services to multi-family properties.

Supporting documentation from other jurisdictions, program metrics, and observations made during the one-week field activity will be provided to support recommendations.

SCS will submit the draft report to the City and allow two weeks for review and comment. The final report will be submitted back to the City within one week of receipt of comments.

Deliverables

SCS will prepare a draft report and incorporate City comments into a Final Report that summarizes recommended changes to the existing solid waste program and presents options and associated costs related to providing service to multi-family properties.

APPENDIX B - STAFFING PLAN

Our Project Team is comprised of individuals qualified to help City of Hyattsville evaluate their solid waste collection program. Capsule biographies are presented below.

Stacey Tyler Demers, LEED® AP, Program Manager



Ms. Demers is a Leadership in Energy and Environmental Design Accredited Professional (LEED AP) with diverse experience in environmental program design and implementation. She has 24 years of experience in the solid waste industry and has worked on most of SCS's solid waste management planning projects performed in the eastern half of the U.S. With a BS in Statistics, she brings strong analytical skills as well as field program design experience to projects. Ms. Demers is currently assessing the collection program in College Park, MD. Other recent experience includes assessments of solid waste collection programs for Oklahoma City, OK; Chapel Hill, NC; and Rockbridge County, VA. She recently

assessed solid waste collection for the City of Long Beach, CA as they strive to implement collection of separated organics from both residences and businesses.

She works with municipalities and private industry in a variety of solid waste management planning elements, including on-site waste assessments, coordination of community events, recycling program support, and preparation of solid waste management plans.

Vita Quinn, MBA



Ms. Quinn has 12 years of experience as a financial analyst and management consultant. She has extensive experience working for local government and has developed financial sustainability solutions for various general governments, special revenue funds, and utility enterprise funds. Her utility experience includes cost apportionment and rate design for solid waste, recycling, stormwater, water, and sewer. She is also skilled in non-ad valorem assessment development and other taxing/fee programs. Other areas of expertise include fiscal impact analysis and bond feasibility analysis. Her financial, business, and analytical skills coupled with

her capability in financial modeling, data analysis, and public engagement serve to provide our clients with the highest level of service in all aspects of consulting.

Brent Dieleman, S.C.



Mr. Dieleman is a Senior Project Professional with SCS Engineer's Sustainable Materials Management Division in Reston, Virginia. Project activities include consensus building, partnership advancement, field sampling, technical assistance, program and data analysis, industry research, plan development, and database management. Mr. Dieleman recently assessed the waste collection program for College Park, MD. He has 15 years of experience in the solid waste and energy field. Brent has been the Project Manager for waste characterization studies to assess recycling and waste diversion opportunities, evaluate the feasibility of waste-to-energy facilities, and assist in solid waste management

planning activities.

Josh DeGayner



Mr. DeGayner has over 10 years of experience completing waste characterization studies and led the field effort for several recent solid waste collection studies, including City of College Park, MD; Oklahoma City, OK; Chapel Hill, NC; and Rockbridge County, VA.

As a Field Manager for solid waste studies, Mr. DeGayner assesses collection programs, recycling and waste diversion opportunities, evaluates waste diversion programs, and assists in solid waste management planning activities. Josh also assists in developing the sampling plan; planning and coordinating the logistics

with the client or host facility contacts; conducting health and safety training; providing onsite oversight and management of field activities, quality assurance review of data, and data analysis, report writing, and presentations.

Ryan Duckett, EIT



Mr. Duckett provides a wide variety of planning services ranging from business consulting to sustainability. He also provides design services ranging from the development of concept drawings and site evaluations to full design packages for construction and permitting and construction inspections. Key components of his work include Facility Design, Rate Studies, Financial/Economic Analysis, Sustainable Materials Management (SMM), Strategic Waste Planning, Collections Optimization, and Waste Characterization as well as Solid Waste Permitting, Compliance, Regulatory Reporting, LFG Modeling, and Landfill and LFG-to-energy Construction CQA.

Quinn Albertson, EIT



Ms. Albertson is responsible for working on sustainable materials management (SMM) and solid waste planning projects, including facility engineering/design and financial analysis. Since 2017, Ms. Albertson's specific task assignments in SMM include developing the South Wake Landfill Life Extension Study, focusing on increased material diversion and waste reduction options. She has evaluated the overall efficiency of the Rappahannock Regional Solid Waste Management Board's recycling programs, including development of a pro forma model and benchmarking analyses for tip fees and Waste-to-Energy Plant Contracts. She has also participated in a Solid Waste Collections Routing and Technology Study for the

Town of Chapel Hill, evaluating potential technologies and routing strategies for the Town's collections fleet.

APPENDIX C - BUDGET

A budgetary estimate to complete the services described in Section 3 of this proposal is \$32,398. An itemization of estimated labor and expenses is presented below.

DESCRIPTION		TASK 1 Kick Off Meeting	TASK 2 Field Assessment	TASK 3 Bench- marking	TASK 5 Final Report & Presentation	PROJECT TOTAL		
<u>Title</u>	<u>Name</u>	Rate <u>\$/Hour</u>	<u>Hours</u>	<u>Hours</u>	<u>Hours</u>	<u>Hours</u>	<u>Hours</u>	Cost
Project Director	Demers	\$220.00	4	4	4	8	20	\$4,400
Project Advisor	Quinn	\$220.00	0	0	4	4	8	\$1,760
Sr. Project Professional	Dieleman	\$150.00	4	8	32	32	76	\$11,400
Project Professional	DeGayner	\$150.00	4	40	8	40	92	\$13,800
Clerical	Varies	\$60.00	0	0	0	8	8	\$480
Total Labor Hours			12	52	48	92	204	\$31,840
Total Labor Cost			\$2,080	\$8,080	\$7,760	\$13,920		
		Cost <u>\$/Unit</u>	<u>Units</u>	<u>Units</u>	<u>Units</u>	<u>Units</u>	<u>Units</u>	Cost
Mileage Truck Rental (per day)		\$0.40 \$65.00	60 1	300 4	0 0	60 1	420 6	\$168 \$390
Total ODCs			\$89	\$380	\$0	\$89		\$558
TOTAL BUDGETARY ESTIMATE (Labor, ODCs)			\$2,169	\$8,460	\$7,760	\$14,009		\$32,398

Solving Your Environmental Challenges is SCS's Primary Mission. Our values are absolute; we believe in:

- Providing superior client service that meets or exceeds your expectations.
- Practical, value-added solutions. Technical excellence and quality work.
- Holding paramount the safety and health of our clients, the public, and our employees.
- Professionalism and integrity. Being honest, fair, and ethical.
- Supporting our profession and related industries for the greater good of our communities.

Stacey T. Demers, Project Manager

Stacey J. Demeis