

VILLAGE OF LOMBARD
REQUEST FOR BOARD OF TRUSTEES ACTION
For Inclusion on Board Agenda


Resolution or Ordinance (Blue) Waiver of First Requested
 Recommendations of Boards, Commissions & Committees (Green)
 Other Business (Pink)

TO : PRESIDENT AND BOARD OF TRUSTEES

FROM: Scott R. Niehaus, Village Manager

DATE : December 10, 2024 **(BOT) Date:** January 9, 2025

SUBJECT: Community Development Private Engineering Services Consultant Agreement – Thomas Engineering Group

SUBMITTED BY: William J. Heniff, AICP, Director of Community Development 

BACKGROUND/POLICY IMPLICATIONS:

The Community Development Department Private Engineering Services (PES) Division utilizes a blend of in-house staff and third-party services to cover engineering plan review and inspection activities as part of the plan approval process. Staff also engages with the public on stormwater management, drainage requests and the like.

In 2023, the Department re-established the Development Services Inspector position which resulted in lower third-party costs. This effort was continued in 2024. The attached Agreement accommodates additional engineering services if needed. The 2025 Agreement will be capped at \$40,000. Based upon projected projects in the development pipeline, the actual costs may actually be lower, as the contract is for as-needed services. However, having such an agreement is critical to meet fluctuations in construction activity or increased demand periods for public drainage engagements.

Staff recommends that the Village Board of Trustees authorize the signature of the Village Manager on the attach agreement with Thomas Engineering Group to perform engineering inspection activities for the 2025 calendar year.

Fiscal Impact/Funding Source:

Review (as necessary):

Finance Director _____ Date _____
Village Manager _____ Date _____

December 6, 2024

Mr. William J. Heniff, AICP, Director of Community Development
Village of Lombard
255 E. Wilson Avenue
Lombard, IL 60148

Re: Proposal for 2025 Community Development Assistance

Dear Mr. Heniff:

Thomas Engineering Group, LLC (TEG) is pleased to submit the enclosed proposal to the Village of Lombard to assist the Department of Community Development with its 2025 community development projects. We greatly value our continued partnership with the Village and appreciate the opportunity to contribute to its growth and success.

TEG remains committed to providing a professional and responsive team dedicated to meeting the Village's needs and expectations. Leveraging our nearby Oak Brook office, we will offer efficient and cost-effective staffing resources. This proposal outlines our plan to provide on-call community development inspection and plan review services on a part-time basis throughout 2024. Should the need arise, our team is fully prepared to scale up to deliver full-time services when needed.

Having served the Village in this capacity since 2017, we bring a depth of experience and expertise in code enforcement, commercial and residential developments, economic development, and field inspections. Our due diligence and qualifications ensure we deliver excellent service to the Village. The personnel identified for this project are highly skilled and committed to creating long-term value for the Village of Lombard.

We look forward to continuing our successful collaboration.

If you have any questions or require additional information, please call me at (847) 815-9500 or by e-mail at kevinv@thomas-engineering.com.

Sincerely,
thomas engineering group, llc



Kevin C. VanDeWoestyne, P.E., ENV SP
Municipal Department Head

cc: Mr. Jeff Tomasek, P.E., Private Development Engineer, Village of Lombard

Enclosure: Proposal for 2025 Community Development Assistance



Village of Lombard 2025 Community Development Assistance Development Services Inspections and Reviews

Proposal

The Village of Lombard is seeking on-call professional engineering services for 2025 to perform inspections and conduct engineering plans and permit reviews for private improvements as needed. These services will be carried out under the direction of the Community Development Director, with internal engineering consultation and coordination managed by Jeff Tomasek, P.E., Assistant Director of Public Works and Private Development Engineer.

Thomas Engineering Group, LLC (TEG) understands that the required services are anticipated to be part-time, with the scope and schedule determined at the discretion of the Village. Service levels may vary throughout the year depending on Village staffing levels and fluctuations in demand. TEG is fully prepared to adapt to these needs, ensuring timely and high-quality professional engineering support as required.

Based on our extensive experience serving in this capacity, we anticipate providing the following scope of services:

SCOPE OF SERVICES

Since late 2017, Thomas Engineering Group, LLC (TEG) has been providing staffing assistance to the Village of Lombard's Department of Community Development. Under this contract, TEG serves as an extension of the Department's staff, performing construction site inspections and conducting plan and permit reviews for privately initiated improvements. The primary objective is to ensure that all public and private improvements comply with applicable Village requirements.

The list below is not to be construed as exclusive or all-inclusive. Other duties may be required and assigned as it pertains to engineering activities.

Inspections – TEG will provide comprehensive inspection services for all public infrastructure, including but not limited to roadways, pavements, driveways, water mains, sanitary sewers, force mains, storm sewers, street lighting, sidewalks, and parkway restoration. These inspections will be performed in accordance with the essential functions of a Development Services Inspector.

Scope of Services for Site-Specific Inspections:

- TEG will ensure that all public and private improvements adhere to standard construction procedures, approved review plans, and applicable municipal codes and ordinances.
- Conduct site inspections for privately initiated improvement projects and prepare detailed daily inspection reports documenting site conditions, actions taken, work performed, and recommendations. Prepare deficiency lists for project closeouts.
- Ensure compliance of public and private improvements with standard construction procedures, approved review plans, and applicable municipal codes and ordinances.
- Coordinate proposed and ongoing site construction activities with supervisors, contractors, other departments, and government agencies to ensure seamless execution.
- Survey sites for drainage issues and promptly bring them to the attention of the Village for resolution.

Engineering Plan Reviews – TEG Understands the Village's need to be able to evaluate site, access and development plans quickly and accurately. TEG staff will familiarize themselves with local stormwater codes. Upon notice to proceed, TEG will meet with the Community Development Director to thoroughly discuss the current means and methods of the Village. TEG understands the importance



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of quick and accurate reviews to protect the Village from poorly planned developments without discouraging economic development.

General Consultation and Meetings – The Village requires periodic consulting engineering services to address general municipal engineering inquiries, review plans, and generate reports related to municipal engineering, drainage, and site development improvement issues.

TEG will meet and correspond with developers, realtors, other agencies, residents, Village staff, and elected officials as directed regarding engineering projects and issues. Additionally, TEG will provide effective solutions to challenges that arise during construction, ensuring smooth project progress and adherence to standards.

CAD Assistance – TEG understands that the Village may require CAD assistance to update engineering standard details from time to time. TEG has a full CAD drafting department that can assist the Village with creating new and updating existing construction details in CAD.

NPDES Requirements – TEG is well versed with all the requirements of the National Pollutant Discharge Elimination System (NPDES). This includes all necessary annual outfall and detention inspections and reporting, as well as following the six minimum control measures required for Municipal Separate Storm Sewer Systems (MS4).

Technical Guidance – TEG will collaborate with the Village to provide guidance to residents in mitigating localized flooding issues and offer consultation services related to the Village's backyard drainage grant program.

Our team will assist Village staff and/or the Village Attorney with code enforcement for public improvements and drainage issues. We will also support staff in developing engineering policies, including the creation of ordinances and resolutions. Additional responsibilities include inspecting construction activities, administering fees, bonds, and letters of credit, performing survey and design functions, and approving certificates of occupancy.

TEG will provide technical engineering assistance to the Village Board and Commissions as needed. This includes conducting site inspections of privately initiated improvement projects, preparing inspection reports, utilizing the Village's software programs for data collection and retrieval, documenting actions taken and work performed, and issuing recommendations. TEG will also prepare deficiency lists for project closeouts and generate correspondence as required.

Construction Coordination – When directed by the Village, TEG will coordinate proposed and ongoing site construction with developers, contractors, the Village and, and other government agencies. TEG will coordinate the project closeout with other departments and divisions, review and verify as-builts, track letters of credit, reductions, payment draws and releases.

TEG will collaborate with the Village to identify deficiencies and recommend updates to municipal codes and ordinances related to engineering matters within the defined scope and purview. Additionally, the Village may request TEG to undertake special projects as assigned. Project assignments will be tailored to align with the skillsets and qualifications of TEG employees, ensuring cost efficiency for the Village while maintaining the highest quality of service.



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PERSONNEL

The individuals assigned to this project are highly qualified professionals dedicated to delivering long-term value to the Village of Lombard. Below are brief descriptions of the team members and their roles in this project:

Doug Masters, Municipal Operations Supervisor

TEG will provide a single point of contact, Doug Masters, our proposed Client Manager, who will be responsive to any Village staffing need within 24 hours. Mr. Masters has 25 years of design and construction management experience in municipal, county, and private projects. Doug's role for 2025 services will be to organize our proposed staff to perform all reviews and inspections within the timeframes needed by the Village. Doug will partner with the Village's Private Development Engineer to ensure that all needs are covered.

Mr. Masters will be assisted by qualified Thomas Engineering Group support inspectors and reviewers, as necessary. TEG additional support staff will be under the direct supervision of the Village. Doug will schedule and communicate each inspection task, within 24 hours from the time of notification, to the appropriate construction inspector or plan reviewer. TEG understands the importance of being responsive during fast moving construction activities and we are committed to responding promptly. TEG wants to be an active part of the development process and therefore will strive to not be the reason that construction doesn't start on time. We will diligently work with the developer and the developer's engineer to keep projects from being delayed.

Additional TEG personnel are available as workload dictates. TEG will share resumes and seek Village approval prior to assignment of additional resources and personnel. Additional resumes for support staff are available on request.

CONSTRUCTION INSPECTION SUPPORT STAFF

Kent Williams, Technical Manager

Mr. Williams is a Senior Technician, who has over 16 years of experience involving bridge, municipal, and highway/roadway construction management. He has compiled a wide range of construction knowledge and experience while working for IDOT, ISTHA, CDOT, various counties, and municipalities. Kent's professional experiences range from bridge construction and rehabilitation, bridge painting, bituminous and concrete paving, earth excavation, drainage, water main, structural construction, lighting, and signalization. Kent recently served as the resident engineer for an 11 block residential street and utility reconstruction project in Elgin and a \$785K water main rehabilitation project in the City of Wheaton.

Matthew Champine, P.E., Project Engineer IV

Mr. Champine is a registered professional engineer with over 12 years of experience. Along with construction management services, Mr. Champine has knowledge and experience pertaining to earth excavation, drainage systems, water main installation, landscaping, and PCC and bituminous paving. Specific responsibilities include documentation of construction activities and contract quantities, site surveying, plan review and quantity verification on roadway and utility projects such as the Village's own Roosevelt Road Water Main Lining Rehabilitation Project, the Westmore-Meyers Resurfacing Project, and the most recent St. Charles Streetscape Project.



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Jacob Cross, Project Engineer II

Mr. Cross is a construction engineer with over 6 years of experience involving roles in construction inspection and contract administration. He has gained field knowledge working on projects administered through IDOT, Illinois Tollway, local agencies, and private developments. His field experience pertains to HMA and PCC pavement reconstruction, earth excavation, storm sewer and water main construction, sanitary sewer replacement, concrete flatwork including ADA ramps, street lighting and traffic signal modernization. Specific responsibilities include documentation of construction activities, quantity verification, and utility and agency coordination. In the most recent assignment, Jacob worked directly with the Village of Lombard Community Development Department as a field inspector/engineer on a privately developed subdivision project.

Greg Ivanauski, Project Engineer II

Mr. Ivanauski has 3 years of experience in Phase II and Phase III engineering. He has assisted with planning, design, and construction activities for roadway rehabilitation and water main replacement projects. He also has planning and construction experience with roadway maintenance programs including pavement preservation, pavement marking, and sidewalk and curb maintenance. He is knowledgeable about DuPage County CDBG program documentation and requirements.

PLAN REVIEW SUPPORT STAFF

Tomasz Tretowicz, Project Manager

Mr. Tretowicz has over 18 years of civil engineering experience performing a wide range of tasks associated with community development and capital improvement projects. He has largely fulfilled this role and supported the Village since 2018.

Donald Kinzler, P.E., CFM, Senior Project Manager

Mr. Kinzler has over 20 years of engineering experience with 15 years' experience serving as the Engineering Project Manager for the Village of Channahon. His experience includes managing both development and Village infrastructure projects from concept to closeout. Specific tasks included managing contractors and consultants, overseeing review and construction of public infrastructure projects, authoring bidding documents, and managing Community Development projects and the Village's Road Management Program.

COMMITMENT

TEG proposes the appointment of our Client Manager, Doug Masters, to coordinate with TEG inspection staff and ensure the timely completion of inspections requested by the Village. For budgeting purposes, TEG is prepared to provide on-demand inspection services aligned with the not to exceed contract budget.

Please note that services provided by the Department of Community Development for larger, specific developments, as determined by the Village of Lombard, will be billed according to the attached billing rate table. These services are not included in the estimated cost for this proposal. They are expected to be assigned to Thomas Engineering Group, with the Village of Lombard responsible for controlling the calculation of fees charged to any developer.




**Village of Lombard
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PROPOSED FEE

TEG proposes to fulfill the Village's needs for community development assistance on an as needed basis within a \$40,000.00 not to exceed contract. While the Village's technical demands may vary from task to task, we believe that this estimate accurately reflects our best effort at understanding the scope of work as described in our proposal, we understand that the Village may interpret the scope differently and may seek to add, subtract, or modify the scope or level of effort contained herein. We look forward to being selected by the Village of Lombard and can negotiate the scope and effort to meet the exact expectation of the Village. Any additional fee will need to be approved in a separate contract by the Village of Lombard.

Exhibit A: 1-Year Cost Proposal Cost Estimate of Consultant Services			 <p style="font-size: small; margin: 0;">service at the highest grade</p>			
TEG 1-YEAR SERVICE PROPOSAL						
			DIRECT LABOR		MULTIPLIER 2.7	
EMPLOYEE CLASSIFICATION	DIRECT LABOR	HOURS	TOTAL HOURS	PAYROLL	PAYROLL X MULTIPLIER	
2025						
PROJECT PRINCIPAL	\$ 86.00	4	4	\$ 344.00	\$ 928.80	
OPERATIONS SUPERVISOR	\$ 78.00	4	4	\$ 312.00	\$ 842.40	
PROJECT MANAGER	\$ 60.00	16	16	\$ 960.00	\$ 2,592.00	
CHIEF SURVEYOR	\$ 72.00	0	0	\$ -	\$ -	
TECHNICAL MANAGER	\$ 60.00	40	40	\$ 2,400.00	\$ 6,480.00	
PROJECT ENGINEER V	\$ 70.00	0	0	\$ -	\$ -	
PROJECT ENGINEER IV	\$ 70.00	0	0	\$ -	\$ -	
PROJECT ENGINEER III	\$ 50.00	0	0	\$ -	\$ -	
PROJECT ENGINEER II	\$ 45.00	100	100	\$ 4,500.00	\$ 12,150.00	
PROJECT ENGINEER I	\$ 35.00	180	180	\$ 6,300.00	\$ 17,010.00	
2025 SUMMARY		Total Hours	344	TOTAL LABOR	\$ 40,003.20	
					TOTAL 1-YEAR PROPOSED COST	\$ 40,003.20
					<i>NOT-TO-EXCEED CONTRACT =</i>	\$ 40,000.00




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BILLING RATE TABLE

Any additional services requested by the Village will be performed in accordance with the hourly billing rate ranges outlined in Exhibit B. We propose to use an hourly Direct Labor Multiplier (DLM) method of compensation. While the allowable IDOT direct labor multiplier is 2.80 times the cost of direct labor, we are offering a discounted, fixed multiplier of 2.7 for 2025. This results in the billing rates listed below.

<p>Exhibit B Thomas Engineering Group, LLC Hourly Rate Schedule 2025</p> <p>DLM = 2.70</p>	 <p>thomas engineering group service at the highest grade.</p>
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Classification	Cost Rate Range		Billing Rate Range	
Project Principal	\$80.00	\$ 86.00	\$ 216.00	\$ 232.20
Operations Supervisor	\$78.00	\$ 86.00	\$ 210.60	\$ 232.20
Project Manager / Senior Project Manager	\$60.00	\$ 86.00	\$ 162.00	\$ 232.20
Chief Surveyor	\$60.00	\$ 86.00	\$ 162.00	\$ 232.20
Technical Manager	\$55.00	\$ 78.00	\$ 148.50	\$ 210.60
Project/ Resident Engineer/ Technician V	\$55.00	\$ 70.00	\$ 148.50	\$ 189.00
Project/ Resident Engineer/ Technician IV	\$50.00	\$ 70.00	\$ 135.00	\$ 189.00
Project/ Resident Engineer/ Technician III	\$40.00	\$ 60.00	\$ 108.00	\$ 162.00
Project/ Resident Engineer/ Technician II	\$30.00	\$ 50.00	\$ 81.00	\$ 135.00
Project/ Resident Engineer/ Technician I	\$25.00	\$ 40.00	\$ 67.50	\$ 108.00
Administrative/Marketing Assistant	\$25.00	\$ 50.00	\$ 67.50	\$ 135.00
Design/Construction Intern	\$15.00	\$ 20.00	\$ 40.50	\$ 54.00

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AGREEMENT

This Proposal, together with the General Contract Terms and Conditions attached hereto and made a part hereof, including any Amendments issued hereunder, constitutes the sole and only agreement of the parties hereto and supersedes any prior understandings or written or oral agreements between the parties. In the event of any conflict between the Proposal and the General Contract Terms and Conditions, the provisions of the General Contract Terms and Conditions shall apply. This Agreement may be amended only by written authorization. By signing below, the Village agrees to the terms of this Proposal. Please sign the bottom of this letter and return two (2) original copies to the following address:

Thomas Engineering Group, LLC
2625 Butterfield Road
Suite 209W
Oak Brook, Illinois 60523

TEG will begin services upon receipt of an original executed copy of this Agreement. Additional services beyond the Scope of Services described herein will be performed by TEG only after receipt of a signed authorization form.

ACCEPTED AND AGREED TO:
Thomas Engineering Group, LLC

ACCEPTED AND AGREED TO:
Village of Lombard

By:  _____
Authorized Signature

By: _____
Authorized Signature

December 6, 2024
Date

Date

Kevin VanDeWoestyne
Printed Name

Printed Name

Principal, Thomas Engineering Group, LLC
Title & Organization

Title & Organization



GENERAL CONTRACT TERMS AND CONDITIONS

SUSPENSION OF SERVICES

The VILLAGE may, at any time, by written order to Thomas Engineering Group, LLC (“TEG”) require TEG to stop all, or any part, of the services required by this Agreement. Upon receipt of such an order TEG shall immediately comply with its terms and take all steps to minimize the occurrence of costs allocable to the services covered by the order. The VILLAGE will pay for costs associated with suspension provided they are deemed reasonable by the VILLAGE.

AGREEMENT TERM AND TERMINATION

This Agreement shall be effective on the date that the last signatory executes this Agreement, and shall terminate one year from the effective date, unless this Agreement is terminated earlier by the Village or TEG, or by mutual agreement, or the parties agree, in writing, to extend the Term. At least 30 days written notice shall be given in the event of early termination. However, the Village reserves the right to terminate the whole or any part of this Agreement, upon ten (10) calendar days written notice to TEG if TEG fails to perform any of the provisions in the Agreement or fails to make delivery within the time stated. TEG will not be liable to perform if situations arise by reason of strikes, acts of God or the public enemy, acts of the VILLAGE, fires or floods.

Upon such termination, TEG shall cause to be delivered to the VILLAGE all surveys, reports, permits, agreements, calculations, drawings, specifications, partially and completed estimates and data, as well as products of computer aided drafting, design and writing that have been paid for by the VILLAGE. Costs of termination incurred by TEG before the termination date will be reimbursed by the VILLAGE only, if prior to the effective termination date, the VILLAGE receives from TEG a list of actions necessary to accomplish termination and the VILLAGE agrees in writing that those actions be taken.

RELATIONSHIP BETWEEN TEG AND VILLAGE

TEG and its authorized representatives (collectively “TEG”) are retained by the VILLAGE only for the purposes and to the extent set forth in this Agreement, and TEG’s relationship to the VILLAGE shall, during the term of this Agreement and period of its services hereunder, be that of an independent contractor. TEG shall be free to dispose of such portion of its entire time, energy and skill during regular business hours when they are not obligated to devote time and services hereunder to the VILLAGE, in such manner as TEG sees fit and to such persons, firms or corporations as TEG deems advisable. It is acknowledged that at all times the TEG is separate and independent from the VILLAGE and that TEG will utilize a high level of skill necessary to perform the services under this Agreement.

Not Employees. TEG and its authorized representatives (collectively “TEG”) shall not be considered as having an employee status, nor shall the VILLAGE withhold any sums for the payment of income taxes or FICA taxes, nor shall TEG be entitled to participate in any plans, arrangements or distributions by the VILLAGE pertaining to or in connection with any pension or retirement plans, or any other benefits for the regular full-time or part-time employees of the VILLAGE. As an independent contractor, it is the responsibility of the TEG to file all necessary

tax returns (federal, state, county and local) and to pay all income tax, social security, and any and all other taxes due as an independent contractor in its profession. As an independent contractor, the TEG agrees that it is ineligible to file a claim for unemployment compensation benefits or for workers compensation benefits against the VILLAGE and agrees not to file such claims in the event this Agreement is terminated. TEG agrees to assume all risk of death, illness and injury relative to performing all services under this Agreement. TEG understands and agrees that, as an independent contractor, it is not an employee of the VILLAGE for any purposes of any kind and all state, federal and county laws or regulations that apply to or provide benefits or protections to employees do not apply to it, including, but not limited to, the application of the Fair Labors Standards Act minimum wage and overtime payments, Federal Insurance Contribution Act, the Social Security Act, the Federal Unemployment Tax Act and the Worker's Compensation Act (820 ILCS 305/1, *et seq.*).

INVOICING AND PAYMENT

This Agreement is for the delivery of the services outlined in the Agreement. TEG shall submit invoices in duplicate not more than once each month, such statements shall be inclusive of a detailed breakdown of all charges incurred. The invoice shall detail personnel name, title, rate of pay, hours charged and task worked. All direct costs shall be itemized consistent with the various categories itemized in the proposal. Invoices shall be based on actual hours of performance. The VILLAGE agrees to make payments and to pay interest on unpaid balances under the provisions of the Local Government Prompt Payment Act.

CHANGES

The VILLAGE reserves the right by written amendment to make changes in the requirements, amounts of work and work schedule to be performed under the Agreement. TEG and the VILLAGE shall negotiate appropriate adjustments acceptable to both parties to accommodate any changes.

INSURANCE

- (A) During the term of the Agreement, TEG shall provide the following types of insurance in not less than the specified amounts:
1. Comprehensive General Liability - \$1,000,000.00 per occurrence;
 2. Auto Liability - Combined Single Limit Amount of \$1,000,000.00 on any TEG owned, and/or hired, and/or non-owned motor vehicles engaged in operations within the scope of this Agreement;
 3. Workers Compensation - Statutory; Employers Liability \$1,000,000.00 (the policy shall include a 'waiver of subrogation');
 4. Umbrella Coverage - \$3,000,000.00 (this shall apply to General Liability, Auto Liability and Professional Liability, except if the amount for Professional Liability

exceeds these combined limits, then Umbrella Coverage does not need to apply to Professional Liability); and

5. Professional Liability - \$2,000,000.00.

- (B) TEG shall furnish to the VILLAGE satisfactory proof of coverage of the above insurance requirements, by a reliable company or companies, before commencing any work. Such proof shall consist of certificates executed by the respective insurance companies and filed with the VILLAGE. Said certificates shall contain a clause to the effect that, for the duration of the Agreement, the insurance policy shall be canceled, expire or changed so as to the amount of coverage only after written notification 30 days in advance to the VILLAGE. In addition, said certificates shall list the VILLAGE and its officers, agents and employees as additional insureds on all required insurance policies except the policy for professional liability.
- (C) TEG shall require sub-consultants, if any, not protected under TEG'S policies, to take out and maintain insurance of the same nature in amounts, and under the same terms, as required of TEG.

INDEMNIFICATION

TEG shall indemnify, defend and save harmless the Village of Lombard, its officers, agents, employees, representatives and assigns, from lawsuits, actions, costs (including attorneys' fees), claims or liabilities of any character brought because of any injuries or damages received or sustained by any person, persons, or property on account of negligent act or omission or any willful misconduct of said TEG, its officers, agents and/or employees arising out of, or in performance of any of the provisions of the Agreement, including, without limitation, any claims or amounts recovered for any infringements of patent, trademark or copyright; or from any claims or amounts arising or recovered under the "Worker's Compensation Act" or any other law, ordinance, order or decree. In connection with any such claims, lawsuits, actions or liabilities, the Village of Lombard, its officers, agents, employees, representatives and their assigns shall have the right to defense counsel of their choice. TEG shall be solely liable for all costs of such defense and for all expenses, fees, judgments, settlements and all other costs arising out of such claims, lawsuits, actions or liabilities.

Kotecki Waiver. TEG agrees to assume the entire liability for all personal injury claims suffered by its own employees and waives any limitation of liability defense based upon the Worker's Compensation Act and cases decided thereunder. TEG agrees to indemnify and defend Village and its employees, officers, agents and insurers from and against all such loss, expense, damage or injury, including reasonable attorney fees, which they may sustain as a result of personal injury claims by the COMPANY'S employees.

COMPLIANCE WITH LAWS

TEG shall, at all times, observe and comply with all laws, ordinances and regulations of the Federal, State, local and VILLAGE governments, which may in any manner affect the preparation of proposals or the performance of the Agreement.

COMPLIANCE WITH OSHA STANDARDS

TEG shall comply with all applicable requirements and standards as specified by the Occupational Safety and Health Act for duration of the Agreement.

STANDARD OF CARE

Services provided by TEG under this Agreement will be performed in a manner consistent with that degree of care and skill ordinarily exercised by members of the same profession currently practicing at the same time and in the same or similar locality.

NON-DISCRIMINATION

- a. TEG shall, as a party to a public contract:
 - 1. Refrain from unlawful discrimination in employment and undertake affirmative action to assure equality of employment opportunity and eliminate the effects of past discrimination;
 - 2. By submission of this Proposal, the CONSULTANT certifies that it is an "equal opportunity employer" as defined by Section 2000(e) of Chapter 21, Title 42, U.S. Code Annotated and Executive Orders #11246 and #11375 (42 U.S.C., Section 2000 (e)); Exec. Order No. 11246, 30 F.R. 12319 (1965); Exec. Order No. 11375, 32 F.R. 14303 (1967) which are incorporated herein by reference. The Equal Opportunity Clause, Section 6.1 of the Rules and Regulations of the Department of Human Rights of the State of Illinois, is a material part of any contract awarded on the basis of this Proposal.
- b. It is unlawful to discriminate on the basis of race, color, sex, national origin, ancestry, age, marital status, physical or mental handicap or unfavorable discharge for military service. CONSULTANT shall comply with standards set forth in Title VII of the Civil Rights Act of 1964, 42 U.S.C. S2000 et seq. and The Human Rights Act of the State of Illinois (775 ILCS 5/1 - 101).

FORCE MAJEURE

The VILLAGE shall not be liable for any fault or delay caused by any contingency beyond their control including but not limited to acts of God, wars, strikes, walkouts, fires, natural calamities, or demands or requirements of other governmental agencies.

VENUE

The parties hereto agree that for purposes of any lawsuit(s) between them concerning the Agreement, its enforcement, or the subject matter thereof, venue shall be in DuPage County, Illinois, and the laws of the State of Illinois shall govern the cause of action.