CONTRACT FACE SHEET

Document Type: ☐ Claim ☐ Collective Bargaining Agmt ☒ Interlocal Agmt
☐ Collective Bargaining Agmt ☐ Contract Charge Agmt ☐ Lease
☐ Contract ☐ Franchise Agreement ☐ ROW Use Agmt
☐ Grant Agmt ☐ MOU ☐ Settlement Agmt

Relationship to Original: ☐ Amendment ☐ MOU
☐ Cancellation ☐ New
☐ Change Order ☐ Release
☐ Correspondence ☐ Renewal
☐ Initial ☐ Retainage
☐ Lien ☐ Working

*Vendor Name: NCRCOM

*JDE PO Number:

*Original’s Effective Date: 11/23/2009

*Amendment’s Effective Date

*Termination Date: 12/31/2010

*Clerk’s Receiving Number: 45294 (City Clerk’s Office will enter)

Related Receiving Number:

Bid/RFP/RFQ/ITQ Number:

Ordinance Number:

Resolution Number:

CIP Number:

Project Description: Electronic Communication Facilities and Equipment Maintenance by CBS for NCRCOM

KC Recording Number:

Vendor or Parcel Number: 104754

File Location:

File Location: 09-76Q

*Denotes Mandatory Fields. If referring to Retainage, please indicate the Termination Date same as the Contract Termination Date.

DEPT: CNS

Face Sheet Date: 11/25/2009

Scan/Index Date: 11/25/2009

JDE: N/A

ECM:
ELECTRONIC COMMUNICATION SERVICES
SERVICE & MAINTENANCE AGREEMENT

THIS AGREEMENT is effective the last date a party signs below through December 31, 2010 between the City of Bellevue (Bellevue) and the North East King County Regional Public Safety Communications Agency (NORCOM), a consolidated public safety communications agency organized as a non-profit corporation under the laws of the State of Washington. This Agreement is intended to govern the terms and conditions for Bellevue maintaining and repairing NORCOM facilities and equipment as more fully described below.

A. Annual Maintenance Service Agreement

1. Services Provided: Bellevue through its Electronic Communications Services (ECS) shall provide dispatch center and ancillary equipment repair, preventative and restorative maintenance service to the equipment and systems at NORCOM's facility located at 450 110th Avenue NE, Bellevue, Washington and described in Attachment A. ECS shall also provide to NORCOM equipment repair, preventative and restorative maintenance service to equipment and systems located at other locations and described in Attachment B.

2. Billing Rates for services under the ECS Service & Maintenance Agreement.

   a. Normal Business Hourly Rate. The billing rate for 2009 shall be $122.00 per hour for services provided during normal business hours. Normal business hours are 7:00 am to 3:30 pm on Bellevue Business Days. Bellevue Business Days are defined as every day except Saturdays, Sundays, and Bellevue Holidays when Bellevue City Hall is not open for the regular conduct of business. See Attachment D for Bellevue Holidays. The billing rate for 2010 services shall be increased using the annual percentage increase in the Consumer Price Index (CPI) for all Urban Consumers in the Seattle Everett Area as of the immediately previous February of each year or 2%, whichever is greater.

   Charges for services shall begin when ECS staff is dispatched after being notified by NORCOM and shall end when ECS staff returns to the Bellevue ECS facility.

   b. Outside of Normal Business Hourly Rate. A minimum of two (2) hours for support provided by telephone and a minimum of three (3) hours for support provided at NORCOM, or at any location specified by NORCOM, shall be charged for services outside of normal business hours and/or on non Bellevue Business Day except holidays. The billing rate shall be the normal business hourly rate times a factor of 1.5. The amount billed shall be the billing rate times the number of hours actually incurred, or the 2 or 3 hour minimum, whichever is greater.
Charges for services shall begin when ECS staff is dispatched after being notified by NORCOM and shall end when ESC staff returns to the Bellevue ECS facility or to the residence that they were dispatched from.

c. Holiday Rate.

A minimum of two (2) hours for support provided by telephone and a minimum of three (3) hours for support provided at NORCOM, or at any location specified by NORCOM shall be charged for services provided on Bellevue holidays. See Attachment D. The billing rate shall be the normal business hourly rate times a factor of 2.0. The amount billed shall be the billing rate times the number of hours actually incurred, or the 2 or 3 hour minimum, whichever is greater.

Charges for services shall begin when ECS staff is dispatched after being notified by NORCOM and shall end when ECS staff returns to the Bellevue ECS facility or to the residence that they were dispatched from.

d. Standby Time. Bellevue shall have one technician on call for all hours outside of Bellevue normal business hours. The fee shall be $2,500.00 per month and shall be in addition to any technician call out time.

e. There will be no additional charge for incidental parts and shop supplies. Costs associated with repairing and/or replacing assemblies, major parts and other items not included within incidental parts or shop supplies shall be borne by NORCOM. NORCOM shall be responsible for the cost and time ECS expends in returning defective parts/supplies to the manufacturer for repair (whether under warranty or not), and/or for repairing locally, discarding or replacing on a per item basis per NORCOM's directions. The cost of any repair work or parts provided by ECS, or procured by ECS at NORCOM's request, for which NORCOM shall incur a charge shall be approved by NORCOM in writing prior to ECS incurring any cost. ECS shall apply its standard administrative fees of 15% to the parts or costs of repair done by others. Any work for which NORCOM shall pay for services or parts shall be authorized in writing by NORCOM prior to ECS incurring the cost or providing the service unless an emergency situation exists necessitating incurring said cost or providing said service and the circumstances make it impractical to obtain said authorization. Authorization shall be obtained as soon thereafter as reasonably practical and NORCOM shall not unreasonably deny said authorization.

f. Additional Costs/Charges: - Part(s) costs shall be directly billed to NORCOM or if purchased through ECS, shall be invoiced to NORCOM on a monthly basis plus 15%. Bellevue may add a fuel surcharge at any time during the term of this Agreement based on fuel costs per Attachment C. Bellevue shall notify NORCOM prior to changing the surcharge rate.

g. Applicable sales tax shall be assessed and collected as required.

3. Payment Terms: Monthly payment for Standby Time shall be due within thirty (30) days of the date of receipt of invoice by NORCOM. Payment for Time and Materials Services shall be due within thirty (30) days of the date of receipt of an
undisputed invoice by NORCOM. If any sum due from NORCOM shall not be received by Bellevue within five (5) days after such amount shall be due, NORCOM shall pay Bellevue a late charge equal to the Wall Street Journal Prime Rate plus three percent (3%) of such overdue amount. If the Wall Street Journal is no longer in publication, the prime rate shall mean the average prime lending rate charged by national banks quoted on a periodic basis by a national business journal or newspaper providing such information. Any invoice for work done on time and material basis shall include date of work, location, problem description, corrective actions, and requestor of service and shall include a list of parts replaced and time spent on maintenance and repair. NORCOM shall notify Bellevue of any disputed amount within ten (10) days of receipt of the applicable invoice. Bellevue shall delay imposition of the interest penalties until the parties have resolved the disputed invoice. Unless otherwise agreed to by the parties, if the parties are unable to resolve a dispute within sixty (60) days of provision of notice, the dispute shall be submitted to mediation, in accordance with this Agreement as to the disputed invoice only. Bellevue shall not delay or suspend performance pending resolution of any disputed amount.

4. Equipment Maintenance, Repair and Restorative Services:

a. ECS Responsibilities:

1) ECS shall provide to NORCOM, and keep current, a list of technician telephone, e-mail, radio pager and other information that NORCOM shall use to request service from ECS.

2) ECS will provide services as described in this agreement and will assign trained and qualified resources needed to complete the job in a timely, efficient and safe manner.

3) Normal maintenance and repair services shall be performed during ECS business hours described in Section A.2.a. Repairs shall be made as soon as practical based on existing work priorities and NORCOM's requirement to provide continuous service to people calling 9-1-1 and to fire, emergency medical and police service providers. In all cases, repair work shall take priority over routine maintenance activities. ECS shall notify NORCOM of the estimated time to repair after the nature of the problem being reported is identified.

4) Services after normal business hours are understood to be either scheduled services or an emergency and not normal maintenance, and shall be specifically requested by a NORCOM authorized representative. An emergency shall be defined as an equipment or system failure that directly impacts NORCOM's ability to effectively provide service. When an ECS technician is required due to an Emergency, the ECS technician, after being notified via radio pager, telephone, or any other method mutually agreed to between NORCOM and Bellevue, shall contact the
NORCOM representative as soon as possible and discuss the request for service with the NORCOM representative. If needed to resolve the problem, the ECS technician shall be at the designated location of the fault agreed to between NORCOM and Bellevue within two hours, or as soon thereafter as is safely practical. NORCOM will provide a written list of authorized representatives that can approve a Callout.

5) ECS shall maintain the equipment to the manufacturer’s specifications or industry standard specification. Reimbursement of eligible warranty parts or service shall be the responsibility of NORCOM.

6) NORCOM shall have the right to request an immediate suspension of maintenance activities during times when an emergency public safety response condition exists. ECS shall have the right to immediately suspend maintenance activities during any public safety response condition that may exist within a service area.

7) ECS shall provide NORCOM with a Preventative Maintenance (PM) Schedule for a designated period based on manufacturer and industry standards. After written consensus has been reached on the PM Schedule between ECS and NORCOM, ECS shall complete the PM work without additional authorization from NORCOM. ECS may periodically revise the PM schedule after notice to and written approval by NORCOM.

8) ECS shall provide to NORCOM a single invoice each month for all of the work done by ECS during the immediately preceding month.

b. NORCOM Responsibilities

1) NORCOM shall provide to ECS, and keep current, a contact list of people authorized to request service and expenditures on NORCOM’s behalf.

2) NORCOM shall notify ECS as soon as practical of any conditions requiring a maintenance response from ECS and shall cooperate in effecting repairs.

3) NORCOM shall provide timely technical support for any interfaces or equipment it is responsible for if needed to assist ECS in its maintenance activities.

4) NORCOM shall provide the computers used by the Motorola Centracom Gold Elite consoles. The computers shall meet or exceed the current minimum hardware and Operating System requirements as specified by Motorola.
5) NORCOM shall provide training and any specialty tools and equipment to ECS for maintenance of the NORCOM equipment and systems. NORCOM shall approve in advance and pay upon completion for ECS Technician’s time spent training at the normal business hourly rate. Tools and equipment provided by NORCOM to ECS shall remain the property of NORCOM.

6) NORCOM and Bellevue Fleet and Communications Manager shall meet at least once each year to update the asset management replacement program, to review the service provided by Bellevue to NORCOM, and to discuss any additions or changes to the capital equipment. The asset management of the equipment including replacement reserves will be NORCOM’s responsibility. NORCOM will provide an equipment list with asset numbers to ECS no later than July 1 of each year. This list will be used in the yearly asset management replacement program.

7) NORCOM shall provide access to ECS Technicians and provide access codes and keys to any facilities that are covered under this agreement.

B. General Contract Provisions

1. Termination:

a. At Bellevue’s election and upon 30 days written notice to NORCOM, after NORCOM’S failure to pay any undisputed fee or charge within 30 days of the receipt of an undisputed invoice by NORCOM; or

b. Either party shall have the right to terminate this Agreement where:

1) A party is in material breach of any term of this Agreement;

2) The terminating party has sent the breaching party written notice of its intent to terminate this Agreement under this section by certified US Mail return receipt requested, describing with reasonable specificity the basis for the termination; and

3) The breaching party has failed to cure the breach within ninety (90) days after receiving notification from the other party, unless the parties agree in writing to a longer cure period; provided that where the existence of a breach is in dispute, such dispute shall be subject to Paragraph 6 below, and the Agreement may not be terminated pursuant to this section until conclusion of the dispute resolution process as described in Paragraph 5. Upon conclusion of the dispute resolution process, this Agreement may be terminated without any additional notice or opportunity to cure. This section does not apply to B.1.a.

c. Rights Upon Termination. Upon termination, Bellevue shall be entitled to just and equitable compensation at the applicable rate set forth in this Agreement.
for any satisfactory work completed prior to the date of termination, and not disputed by NORCOM.

2. Contract Renewal: Each party shall give the other party six months notice of its intent not to renew the contract. The parties may renew for two additional annual periods under the terms and conditions set forth in an amendment executed by the parties at least 60 days prior to the termination date of this Agreement.

3. Contract Modification: No change, alteration, modification or addition to this Agreement will be effective unless it is in writing and properly signed by the parties hereto. Periodic adjustments to the cost of service shall be considered a modification or addition to this Agreement and must be in writing, properly signed by the parties and shall become part of this Agreement. If the parties cannot agree to the cost of services in successive years, the contract shall be terminated at the end of the current service year.

4. Indemnity:

   a. NORCOM shall protect, defend, indemnify and save harmless Bellevue, its officers, employees and agents from any and all costs, claims, judgments or awards of damages, arising out of or in any way resulting from the negligent acts or omissions of NORCOM. NORCOM agrees that its obligations under this subparagraph extend to any claim, demand, and/or cause of action brought by, or on behalf of, any of its employees or agents. For this purpose, NORCOM, by mutual negotiation, hereby waives, as respects Bellevue only, any immunity that would otherwise be available against such claims under the Industrial Insurance provisions of Title 51 RCW. In the event Bellevue incurs any judgment, award, and/or cost arising therefrom including attorneys' fees to enforce the provisions of this article, all such fees, expenses and costs shall be recoverable from NORCOM.

   b. Bellevue shall protect, defend, indemnify and save harmless NORCOM, its officers, employees and agents from any and all costs, claims, judgments or awards of damages, arising out of or in any way resulting from the negligent acts or omissions of Bellevue. Bellevue agrees that its obligations under this subparagraph extend to any claim, demand, and/or cause of action brought by, or on behalf of, any of its employees or agents. For this purpose, Bellevue, by mutual negotiation, hereby waives, as respects NORCOM only, any immunity that would otherwise be available against such claims under the Industrial Insurance provisions of Title 51 RCW. In the event NORCOM incurs any judgment, award, and/or cost arising therefrom including attorneys' fees to enforce the provisions of this article, all such fees, expenses and costs shall be recoverable from Bellevue.
5. Dispute Resolution:

The parties desire, if possible, to resolve disputes, controversies and claims ("Disputes") arising out of this Agreement without litigation. To that end at the written request of a party, each party shall appoint a knowledgeable, responsible management representative to meet and negotiate in good faith to resolve any Dispute arising under this Agreement. The parties intend that these negotiations be conducted by non-lawyer, business representatives. The discussions shall be left to the discretion of the representatives. If negotiations do not resolve the Dispute within sixty (60) days, the Dispute shall be submitted to the parties' respective legal departments for non-binding mediation by a mediator mutually acceptable to the parties, or in the absence of such agreement within five (5) days following a party indicating that it wishes to have a Dispute mediated, then with Judicial Dispute Resolution, LLC or a similar type of group. Such mediation shall be conducted pursuant to the rules and procedures of mediation promulgated by the American Arbitration Association. Each party shall bear its own cost of these dispute resolution procedures. The parties shall equally share the fees of the mediation and the mediator. Notwithstanding the foregoing, either party shall be entitled to commence legal proceedings seeking such preliminary, interim or conservatory measures, including mandatory, declaratory or injunctive relief as may be necessary to define or protect the rights and enforce the obligations contained herein pending the final settlement or adjudication of a Dispute. In the event any form of litigation is instituted, the substantially prevailing party shall be entitled to attorneys' fees.

6. Force Majeure/Excusable Delay:

Neither party shall be responsible for failure to fulfill its obligations hereunder or liable for damages resulting from unforeseen circumstances or occurrences beyond the non-performing party's reasonable control, including but not limited to delay of carriers, complete or partial shutdown of plant, unavailability of equipment or software from suppliers, acts of God, war, riot or insurrection, embargoes, acts of government, civil or military authorities, catastrophe, fire, floods, strikes, shortages of transportation, facilities, fuel, energy, labor or material acts of a public enemy. In the event of such delay, delivery or performance shall be extended for a period of time as may be reasonably necessary to compensate for such delay. Bellevue shall notify NORCOM of the occurrence of an event or circumstance described in this provision promptly upon receiving actual notice of such event or circumstance.

7. Governing Law; Forum. The Agreement will be governed by the laws of Washington and its choice of law rules. The Parties irrevocably consent to the exclusive personal jurisdiction and venue of the federal and state courts located in King County, Washington, with respect to any dispute arising out of or in connection with the Agreement, and agrees not to commence or prosecute any
action or proceeding arising out of or in connection with the Agreement other than in the aforementioned courts.

8. Severability. If any provision of the Agreement is held to be invalid or unenforceable for any reason, the remaining provisions will continue in full force without being impaired or invalidated in any way. Bellevue and NORCOM agree to replace any invalid provision with a valid provision that most closely approximates the intent and economic effect of the invalid provision.

9. Nonwaiver. Any failure by either party to enforce strict performance of any provision of the Agreement will not constitute a waiver of that party's right to subsequently enforce such provision or any other provision of the Agreement.

10. Notices. All notices and other communications under the Agreement must be in writing, and must be given by registered or certified mail, postage prepaid, or delivered by hand to the party to whom the communication is to be given, at its address set forth below.

11. Legal Fees. In any lawsuit between the parties with respect to the matters covered by the Agreement, the prevailing party will be entitled to receive its reasonable attorney's fees and costs incurred in the lawsuit, in addition to any other relief it may be awarded.

12. Counterparts. The Agreement may be signed in counterparts, each of which shall be deemed an original, and all of which, taken together, shall be deemed one and the same document.

IN WITNESS WHEREOF, the parties hereto cause this Agreement to be executed on the last day and year hereinafter written.

City of Bellevue:

By: Nora Johnson

Its: Civic Services Director

Dated: 11/24/09

NORCOM:

By: Marcus Kragnet

Its: Board Chair

Dated: 11/13/2009

APPROVED AS TO FORM:

Dated: 11/23/08

APPROVED AS TO FORM:

Dated: 11/19/09
ATTACHMENT A
City of Bellevue and NORCOM
Electronic Communications Services
Service & Maintenance Agreement

This attachment describes the equipment and systems at NORCOM's emergency communications center that will be serviced and maintained by Bellevue for NORCOM. All directly connected ancillary equipment and associated cabling not explicitly described below shall also be serviced and maintained by Bellevue for NORCOM.

DISPATCH CENTER:
Call Receiver and Radio Dispatch Positions
1) Motorola Centracom Gold Elite Console CIE
2) Computer settings and software installation and configuration for Centracom Gold Elite Consoles
3) Motorola Speakers
4) Headset Jacks
5) Motorola XTL2500 Control Station
6) Zetron 3022 Instant Recall Recorder
7) Clipper Twin Switch Foot Pedal
8) Sage Emergency Alerting System Encoder / Decoder
9) Interfaces to
   a. Telephone system
   b. Audio logging recorder
   c. Audio entertainment system

EQUIPMENT ROOM (MEC02):
1. Audio Logging System
   a. Motorola Spectra Radios
   b. RX Audio Panel
   c. RX Audio Monitor Panel
   d. RX Radio Power Supply
   e. Transtector Surge Suppressor
   f. RX Radio Breaker Panel
   g. RF amplifier
   h. RF MUX Celwave
   i. RF MUX dbSpectra

2. Central Electronics Banks CEB's 6,7,8,13 & 19:
   a. Card Cages
   b. Power supplies
   c. AMI Cards
   d. BIM Cards
   e. COIM Cards
   f. ROCI Cards
g. 16 I/O Cards
h. Aux I/O Cards
i. RS232 Data Cards
j. Remote Console Port Manager
k. Programming Card Cage

3. Fire Paging – Tone and Voice Alerting System
   a. Three Zetron Model 25 Encoders
   b. Vega Base Station Interface Controls. Two systems
   c. Tellabs 9001 Relay Cards and Shelf
   d. Spectratac Comparator for 154.190
   e. Spectratac Comparator Spare
   f. Power Supplies 12VDC

4. Emergency Alerting System
   a. Sage EAS ENDC
   b. Two Bogan receivers.
   c. Three Midland radios
   d. Astron Power supply

5. Other Miscellaneous Equipment
   a. HP Procurve Switch
   b. Remote Console Port Manager
   c. Two Premisys IMACS/800 Channel Banks providing connectivity to:
      i. Horizon Radio Site
      ii. Norway Radio Site
      iii. NORCOM Back-up Center at Redmond Police
      iv. Harborview Hospital
   e. Three Astro Spectra control stations

6. Location CADVoice Fire Station Alerting System
ATTACHMENT B
City of Bellevue and NORCOM
Electronic Communications Services
Service & Maintenance Agreement

This attachment describes the equipment and systems at locations required to support NORCOM's operation, or at locations that NORCOM may require that the City of Bellevue service and maintain.

All directly connected ancillary equipment and associated cabling not explicitly described below shall also be serviced and maintained by Bellevue.

**Location CAD-Voice Fire Station Alerting System Located at:**

King County Zone One Fire and Emergency Medical Service Stations

**Digital Alpha-Numeric Paging System**

Site Equipment located at:
1. Horizon Heights
2. Norway Hill
3. Bellevue City Hall
4. Harborview Hospital
5. Squak Mountain
6. Rattlesnake
7. Ring Hill
8. Crista

**Tone and Voice Alerting System Transmitters/Receivers Located at:**

1. Horizon Heights
2. Woodridge
3. Norway Hill
4. Pine Lake
5. Squak Mountain
6. Rattlesnake
7. Snoqualmie Pass
8. Sobieski Mountain
9. Duvall

**NORCOM Backup 911 Center**

1. City of Redmond Police Department
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<th>Address</th>
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<td>Station 68-</td>
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<td>39.0</td>
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</tr>
<tr>
<td>Station 69-</td>
<td>10801 313th Ave NE, Carnation</td>
<td>32.0</td>
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</tr>
<tr>
<td>Station 71-</td>
<td>190 East Sunset Way, Issaquah</td>
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</tr>
<tr>
<td>Station 72-</td>
<td>1770 NW Maple St, Issaquah</td>
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</tr>
<tr>
<td>Station 73-</td>
<td>1280 Park Dr NE, Issaquah</td>
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</table>
## ATTACHMENT C (Continued)

### FUEL SURCHARGE BY SITE

<table>
<thead>
<tr>
<th>Location</th>
<th>Address</th>
<th>Round Trip</th>
<th>Fuel Cost per Gallon:</th>
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<tr>
<td></td>
<td>In Miles</td>
<td>&lt;$2.00</td>
<td>&gt;$2.00</td>
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<tr>
<td>Station 74</td>
<td>8641 Preston-Fall City Rd SE, Preston</td>
<td>30.5</td>
<td>NC</td>
</tr>
<tr>
<td>Station 75</td>
<td>4225 180th Ave SE, Bellevue</td>
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<tr>
<td>Station 76</td>
<td>15132 Tiger Mountain Rd SE, Issaquah</td>
<td>32.5</td>
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</tr>
<tr>
<td>Station 78</td>
<td>16135 SE 113th Pl, Renton</td>
<td>22.5</td>
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<tr>
<td>Station 79</td>
<td>20505 SE 153rd St, Renton</td>
<td>31.5</td>
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<tr>
<td>Station 81</td>
<td>2030 212th SE, Sammamish</td>
<td>21.0</td>
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<tr>
<td>Station 82</td>
<td>1851 228th Ave NE, Sammamish</td>
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<tr>
<td>Station 83</td>
<td>3425 Issaquah - Pine Lake Rd SE, Sammamish</td>
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<tr>
<td>Station 84</td>
<td>3600 Tolt Ave NE, Carnation</td>
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<td>Station 86</td>
<td>10640 East Lake Joy Dr NE, Carnation</td>
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<td>Station 87</td>
<td>112 West 2nd NE, North Bend</td>
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<td>Station 88</td>
<td>43204 SE 172nd St, North Bend</td>
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<tr>
<td>Station 91</td>
<td>3030 76th Ave SE, Mercer Island</td>
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<td>Station 92</td>
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<td>Station 271</td>
<td>4301 334th Pl SE, Fall City</td>
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<td>Station 281</td>
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<td>Station 291</td>
<td>69802 SE Snoqualmie Pkwy, Summum Dr,</td>
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<td>Station 295</td>
<td>107 Old Cascade Hwy, Skykomish</td>
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<td>Issaquah Disp</td>
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<tr>
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<td>Crista</td>
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</tr>
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<td>Duvall</td>
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<tr>
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<tr>
<td>Norway</td>
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</tr>
<tr>
<td>Pine Lake</td>
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<tr>
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<tr>
<td>Sno Pass</td>
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<td>Sobeski</td>
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<td>Squak</td>
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</tr>
<tr>
<td>Woodridge</td>
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### RADIO SITES

- Crista
- Duvall
- Harborview
- Horizon
- Norway
- Pine Lake
- Rattlesnake
- Ring Hill
- Sno Pass
- Sobeski
- Squak
- Woodridge
Attachment D
City of Bellevue Holidays

New Years Day (January 1)*
Martin Luther King Day (Third Monday of January)
Presidents Day (Third Monday of February)
Memorial Day (Last Monday of May)
Independence Day (July 4th)*
Labor Day (First Monday of September)
Veterans Day (November 11)*
Thanksgiving Day (Third Thursday of November)
Day after Thanksgiving Day
Christmas Day (December 25)*

*Holidays that occur on Saturday are observed on the previous Friday
*Holidays that occur on Sunday are observed on the following Monday