

THE MARYLAND ZOOLOGICAL SOCIETY, INC.
1876 Mansion House Drive
Baltimore, MD 21217

Request for Proposals
CHESAPEAKE FLYWAY: EAGLE AND OWL EXHIBIT

September 8, 2026

Bidders:

You are hereby invited to submit a general contractor proposal to the Maryland Zoological Society, Inc. ("MZS" or "Zoo") for the Chesapeake Flyway Project.

This project entails the construction of a new exhibit consisting of two woven mesh enclosed avian flyways and corresponding small holding structures. The new flyways will be located in the Zoo's Maryland Wilderness area.

<u>Bidding / Permitting/ Contracting Schedule:</u>	<u>Date/Time</u>
RFP Issued	9/8/26
Required Site Walk-Thru (Meet at Mansion House)	9/15/26
Last Day for Questions from Contractors	9/21/26
Final Design Team Answers issued	9/24/26
Bids Due to Zoo (via email to gavin.phillips@marylandzoo.org) and in person at the Mansion House Reception Area	10/1/26 12PM (noon)
Target Date for Zoo's Announcement of Award	10/12/26
Successful Bidder to provide AIA contract draft to Zoo	10/15/26
Target Date for Zoo to execute AIA contract	10/22/26
Construction Schedule*	12/1/26-6/1/26

The bidding General Contractor ("GC") must have completed a minimum of \$5,000,000.00 worth of construction in each of the last 5 years to be eligible to bid on this project.

Please be advised, due to the funding sources for this project, payment terms will likely be closer to 45 days +/- instead of 30.

This project does not require a permit under MZS's sublease with the State of Maryland. (See Relevant Lease Language, attached hereto as Exhibit E).

The prices and terms set forth in the successful bidder's proposal shall remain binding and firm throughout the Bid Term and, if awarded, during the duration of the GC contract. As employed in this bid solicitation, the "Bid Term" shall mean the period that commences when the Bid is due and that expires when the Zoo issues a Notice to Proceed to the successful bidder.

Please see the attached General Conditions Form (Exhibit D) in reference to your bid response.

Upon Notice to Proceed, the GC will award subcontractors within three (3) weeks.

All contract documents (change orders, applications for payments, etc.) are to be in AIA format.

I. **Certain Contractual Provisions:**

- A. MZS reserves the right to reject any or all bids and to make an award or awards in the best interest of the Zoo.
See also Document 002113 – Instructions to Bidders (with AIA Document A701 attached) and Document 002213 – Supplementary Instructions to Bidders.
Where any one of these documents is in conflict with provisions below, provisions below shall govern.
- B. By submitting a bid proposal in response to this Request, the bidder hereby acknowledges and agrees that the underlying contract for services shall contain terms and conditions including but not limited to the following:
 - 1. A provision allowing MZS to terminate the contract without advance notice to the GC in the event that the State of Maryland fails or refuses to appropriate sufficient funds for MZS to meet its obligations. MZS shall compensate GC for approved services performed by GC prior to the date of termination, provided that there is no breach or other default of GC.
 - 2. The GC's representation and warranty that it has full right, power, and authority to enter into the contract.
 - 3. A provision granting to MZS the right to written notice of any alleged default and opportunity to cure any such default within a period of 30 days after MZS's receipt of such notice.
 - 4. Required Operating Procedures for Contractors and Subcontractors, attached hereto as Exhibit F.
- C. MZS shall not accept or agree to any clause limiting the liability of the GC for the services provided by the GC under this contract.
- D. MZS shall not agree to indemnify or hold harmless the successful GC from or against any loss, cost, damage or expense of any nature whatsoever.

II. **Request for Interpretation, Issuance of Addenda.** No interpretation of the meaning of the Request for Proposal Documents will be made to any bidder orally. **Any request for**

an interpretation of bid documents must be set forth in an e-mail sent to: Gavin Phillips gavin.phillips@marylandzoo.org. To be given consideration, such requests **must be received no later than the date identified in the above bidding schedule.** Any and all such interpretations will be returned in writing to all prospective bidders, at the respective email addressees furnished for such purposes, in accordance with the above bidding schedule. Failure of any bidder to receive any such addenda or interpretations shall not relieve such bidder from any obligation under his Bid Proposal as submitted. All addenda as issued shall become part of the Contract Documents.

- III. **Discrimination Prohibited.** In the solicitation or awarding of contract, MZS shall not discriminate because of race, religion, color, sex, sexual orientation, or national origin of the bidder.
- IV. **Minority Businesses.** The project has a goal of 25% Minority or Women Owned Certified Contractors or Subcontractors. MZS encourages participation by Minority Business Enterprises and Women Business Enterprises in soliciting and hiring all of its contracts. It is mandatory that all bidders indicate in their proposals whether their firm is or is not a certified MBE and/or WBE, as defined by the State of Maryland and/or the City of Baltimore. Any and all sub-contractors who work on this proposal will also have to provide documentation on their status to both the successful bidder and MZS. Each monetary draw will include information on the payment status of any and all minority vendors pertinent to that draw.

For a list of Baltimore City certified MBE & WBE firms, see: [Baltimore City Directory](#).

- V. **Prevailing Wage Requirements.** The payment of Prevailing Wage will be required for this project (See Prevailing Wage Rates, attached hereto as Exhibit G). Bidders may learn more about prevailing wage by visiting the following website:
<http://www.dllr.state.md.us/labor/prev/>
- VI. **Providing Our Workers Training Program (Power Program) Requirements:**
Bidders must confirm that they will satisfy the requirements of the Providing our Workers Education and Readiness (POWER) Apprenticeship Act (codified at Section 17-6A-01, et. seq. of the State Finance and Procurement Article). Please visit the Maryland Department of Labor (labor.maryland.gov) for full details.
- VII. **Debarred Businesses.** The successful bidder must not use any individual or firm that is suspended or debarred from entering into contracts with the State and must check the

debarment list for all prospective subcontractors at www.bpw.state.md.us.

- VIII. **Rejection of Bids: Waiver of Informalities.** MZS reserves the right to reject: (i) all bid proposals in the event it determines such action to be in its best interests, and (ii) any bid proposal in the event that MZS's investigation of the bidder fails to satisfy MZS that such bidder is properly qualified to perform the work in strict accordance with the requirements of the Request for Proposals. Any or all bid proposals will be rejected by MZS in the event that MZS determines that collusion exists among the bidders. MZS further reserves the right to waive any informality in a bid proposal which does not affect the price, quality, quantity, or delivery schedule for the goods, services or construction being procured in one or all of the bid proposals received.
- IX. **Comparison of Bids.** Proposal prices will be evaluated on the basis of the following factors, including: (i) the project cost, (ii) the firm's history with related projects, (iii) scheduled start and completion date of the project in accordance with MZS's overall operating needs, (iv) percent participation by Maryland-certified MBE/WBE firms, and (v) the quality and experience of the proposed team.
- X. **No Further Obligation.** In the event that a GC contract is awarded pursuant to this Request for Proposals, MZS shall in no event be obligated to award additional contract work to the successful bidder and may, in its discretion, solicit bids for different projects under new Requests for Proposals in order to meet the MZS's future requirements.
- XI. **Contract Terms.** Upon award, the successful bidder will submit an executable *AIA Document A101- 2017: Standard Form of Agreement Between Owner and Contractor* and A201 General Conditions for execution by MZS, with draft copies of both distributed with the bid documents. Such document shall incorporate the terms and information identified in Required Contract Terms for Capital Projects, attached hereto as Exhibit D.
- XII. **Prices.** Bidder's proposal will be inclusive of all labor, material, equipment, permits, fees, and excise or use taxes required to complete the work in its entirety. MZS is **sales tax exempt** in the State of Maryland. This extends to subcontractors and the purchase of materials.
- XIII. **Required Site Visit, Bid Proposals.** After receiving this RFP, prospective bidders are required to attend a site visit per the date identified in the schedule above to inspect the job site and working conditions. Bidders will meet at the Mansion House lobby.
- XIV. **Insurance Requirements.** Without limiting Contractor's duty to indemnify MZS as set forth in the GC contract, during the Construction Term, GC shall maintain at its sole expense all insurance and/or bonds required by Law, in addition to the following:

- a. Worker's compensation insurance as prescribed by the State of Maryland.
- b. Employer's liability insurance with limits of at least \$100,000/\$500,000/\$100,000 for each occurrence.
- c. Commercial general liability insurance (including, but not limited to, contractual liability insurance) with a general aggregate limit of \$2,000,000 and limits of \$1,000,000 on account of any one occurrence, including Products/Completed Operations Liability with a \$1,000,000 limit.
- d. Automobile liability insurance (covering all owned, hired, and non-owned automobiles) with limits of at least \$ 1,000,000 each occurrence.
- e. Umbrella insurance policy providing excess coverage in the amount of \$5,000,000 and providing such additional coverage for all of the risks and obligations of GC described in this Section; and
- f. Such other insurance as is required by applicable law, rule, or regulation.
- g. Builder's Risk to be priced as an alternate (see bid form).

XV. Submit your Bid to:

Maryland Zoological Society, Inc.
1876 Mansion House Drive
Baltimore, MD 21217

In addition to a printed Bid Form submitted with the rest of the bid, please email the completed Bid Form in Microsoft Excel format to **gavin.phillips@marylandzoo.org**.

ALL BIDS MUST BE RECEIVED IN THE MANSION HOUSE RECEPTION AREA AT THE ABOVE ADDRESS NO LATER THAN THE DATE PROVIDED IN SCHEDULE ABOVE. Bids received after the time stated will not be accepted. MZS reserves the privilege to change any aspect of this time frame.

Bidders must submit their Bid Documents in the following order:

1. Contractors Qualification Form
2. Bid Form
3. Labor rates to be used for additional services
4. Insurance Certificate
5. Bid Bond
6. Current audited Financial Statement
7. Logistics plan

Indicate on the envelope that this is a sealed bid for: **Maryland Zoo Chesapeake Flyway: Eagle and Owl Exhibit**

INCLEMENT WEATHER - If inclement weather makes it impossible for the bids to be delivered to the Maryland Zoo's Mansion House on the scheduled bid due date, the bid deadline will be pushed back to 12:00 P.M. the next business day.

- XVI.** Construction Documents (Drawings and Specifications) are available for download via the following link:

<https://www.marylandzoo.org/about-us/construction/>

Bidders are responsible for all costs associated with reproduction and delivery of Construction Documents.

Exhibit A

CONTRACTOR'S QUALIFICATION FORM

The undersigned certifies under oath the truth and correctness of all statements and all answers to questions made hereinafter.

Project: Chesapeake Flyway	
Name of Contractor:	Phone:
Company Name:	Email:
Address:	FEIN:
Signature:	Date:

- A. How many years has your organization been in business under your present name?
- B. Is your organization licensed to do business in the State of Maryland? YES / NO (Circle One)
License # _____
- C. Within the last five years, have you failed to complete any work awarded to you? If so, please note when, where, and why. (If more space is needed, please answer on an additional sheet of paper).
- D. Has the company been involved, within the last five years, in any lawsuits or unsettled claims? If so, please provide a detailed list and status.
- E. Will you self-perform any part of the work? If yes, which parts(s)?
- F. Please attach a list containing the name and addresses of all subcontractors.
- G. If you have State of Maryland and/or Baltimore City MBE/WBE certification for you or any subcontractors, provide Certification Numbers, Expiration Dates, and Disciplines/SAIC numbers for which you or they are certified.

- H. Please provide information about the projects you are currently working on, the most recent projects you have completed, and any projects within the past three years. Additional projects may be listed on a separate sheet.

1. Project Name: _____

Location: _____

Start & Completion Dates: _____

Project Cost: _____

Owner Name and Phone Number: _____

2. Project Name: _____

Location: _____

Start & Completion Dates: _____

Project Cost: _____

Owner Name and Phone Number: _____

3. Project Name: _____

Location: _____

Start & Completion Dates: _____

Project Cost: _____

Owner Name and Phone Number: _____

If you wish, attach photographic documentation of projects listed above that illustrate work that you have completed that is most comparable in style, technique, and workmanship to the project.

- I. Provide names of key personnel to be employed on this project. Indicate the projects listed above with which they were involved.

	Name	Years Experience	Years w/ Firm	Projects listed	Project Role
1					
2					
3					
4					

Exhibit B

BID FORM

Chesapeake Flyway Project

Deliver To: Gavin.phillips@marylandzoo.org

In submitting this bid, the Undersigned declares that they are the only person, or persons, interested in said bid; that it is made without any connection with any person making another bid for the same contract; that the bid is in all respects fair and without collusion, fraud or mental reservation; and that no employee of MZS is directly or indirectly interested in said bid, or in the supplies or work in which it relates, or in any portion of the profits thereof.

The Undersigned also declares that they have examined the Request for Proposals, including the drawings and specifications contained therein, and that, by signing this proposal, they waive all right to plead a misunderstanding regarding the same.

The Undersigned agrees to submit a bid bond, payable to the Maryland Zoological Society, Inc., in the amount of five percent (5%) of the total bid amount, along with the bid.

The Undersigned further understands and agrees that they are to furnish all material, equipment, and supervision to complete entire work for the indicated project and to accept in full compensation therefore the stipulated sum or sums as stated herein.

On acceptance of this proposal for said work, the Undersigned does hereby agree to provide the Maryland Zoological Society within ten (10) days Payment and Performance bonds in the amount of one hundred percent (100%) of the total bid price to provide construction services for the consideration named herein.

The Undersigned agrees to hold open this Bid Proposal for a period of ninety (90) days following the submission of this Bid Proposal.

The Undersigned agrees to provide evidence of insurance coverage along with their bid submission, including areas and amounts such as umbrella insurance, general liability, automobile liability, garage liability, excess liability, and workers compensations and employers' liability. On acceptance of this proposal for said work, the Undersigned agrees to provide the Maryland Zoological Society, Inc. with a Certificate of Insurance adding (1) the Maryland Zoological Society, Inc.; (2) the State of Maryland; and (3) the Mayor & City Council of Baltimore City as Additional Insureds.

1. BIDS

Provide all labor, material, equipment, and supervision necessary to complete all work as required in the Construction Documents for the Chesapeake Flyway Project.

Please fill out and include the attached bid form in Microsoft Excel format and fill in the following:

Total Cost of Work	\$ _____
Insurance	\$ _____
Payment & Performance Bond	\$ _____
TOTAL LUMP SUM BID	\$ _____

2. Please fill out the Add Alternate Cost portion of the Excel Bid Form

3. Please fill out the Unit Cost portion of the Excel Bid Form

4. Please attach a list of Labor Rates to be used.

5. General Conditions should be based on the attached General Conditions form.

6. LIQUIDATED DAMAGES:

NONE

7. ADDENDA: The Bidder acknowledges receipt of the following addenda:

Addendum No.	Date

8. PREVAILING WAGE

Please indicate if Prevailing Wage Rates are incorporated in your bid YES / NO

9. BID BOND:

Bidders must include a Bid Bond in the amount of 5% of the total bid.

10. Signature of person, firm, or corporation making bid:

Date: _____

Firm Name: _____

Contact Name: _____

Title: _____

Mailing Address: _____

Phone #: _____

Email: _____

Maryland Registration Number: _____

Confirm organization is currently in good standing

YES / NO

Signature: _____

Complete below if Bidder is a Partnership:

Name of All Partners:

Residence of All Partners:

Exhibit C

General Conditions Form

General Conditions Description: The not-to-exceed costs for the necessary general requirements / general conditions expenses to support the project from the beginning of the project through 100% completion of the punch-list and close-out shall include the following:

Description	Incl. in OH&P	General Conditions	Excluded	Cost-of-Work (incl.)
Administrative Staff including Information Systems and timekeepers		X		
Architect's Office, Furniture, Utility Bills			X	
BIM Clash Coordination and Detection			X	
Building Permit, Plan Check Fees, Etc.			X	
Canteen Area for Staff Meals		X		
Computer & Printers Rentals/Purchase		X		
Copier Paper		X		
Copiers & Fax Machines		X		
Information Systems/Data Processing/Record Retention		X		
Designer Fees			X	
Drinking Water, Coffee, and Snacks		X		
Field Office and Field Office Expenses		X		
GC Vans / Trucks for Storage & Tools		X		
Dumpster Service				X
Final Cleanup				X
Lab Super clean			X	
Temporary Fire Extinguishers/Protection		X		
Liability & Casualty Insurance	X			
Builders Risk Insurance – alternate see bid form				X
Main Office Overhead	X			
Main Office Profit	X			
Monthly Cell Phone & Pager Bills		X		
Monthly Telephone Bills		X		
Natural Gas Bills			X	
Office Furniture		X		
Office Supplies		X		
Office Trailer Setup & Rental		X		
Owner's Interior Designer Fees			X	
Owner's Office, Furniture, Utility Bills			X	
Performance & Payment Bond – See Bid Form				X

Description	Incl. in OH&P	General Conditions	Excluded	Cost-of-Work (incl.)
Perimeter Fencing				X
Personal Protective Equipment - Craft Workers		X		
Personal Protective Equipment - Staff		X		
First Aid and Safety Equipment and Safety Testing (inc. Substance)		X		
Quality Control		X		
Transportation (Trucks, cars, etc.) & Maintenance, Insurance and Fueling Costs		X		
Postage & Courier Services		X		
Utility Bills (By Owner)			X	
Preconstruction Services			X	
Printing & Blueprinting		X		
Progress Cleanup (Daily)		X		
Progress Photographs		X		
GC/CM's Owners, Project Executives, Managers & Engineers		X		
Project Signage		X		
Property Survey			X	
Safety Officers, Personnel & Inspections		X		
Daily workers sign-in and badging			X	
Safety Railings & Opening Protection				X
Salvage Material				X
Continuous scheduling updates		X		
Soils Report			X	
Security Guards (while site is unmanned by CM/nights/off hours)			X	
Staging/Laydown Area				X
Superintendents and system coordinators		X		
Safety Supervisor/Officers		X		
Telephone System & Handsets		X		
Temporary Electrical Service & Distribution: Utility				X
Temporary Heating Equipment				X
Temporary Lighting				X
Temporary Protection / Signage				X
Temporary Toilets & Wash carts				X

Description	Incl. in OH&P	General Conditions	Excluded	Cost-of-Work (incl.)
Temporary Water & Sewer Services				X
Testing & Inspection (QA/QC)				X
Water & Sewer Bills				X
Winter Protection				X
Layout Services				X
Job Site Communications Systems		X		
Incentive Bonuses or Profit Sharing	X			
Travel/Moving Expenses		X		
Site Mobilization and De-Mobilization		X		
Background checked workers			X	
Onsite Dry Shacks, Storage and Warehousing				X
Parking Fees		X		
Mail services inc. overnight		X		
Reproduction/Copying Costs		X		
Professional Dues		X		
Small Tools		X		
Gross Receipt Taxes				X
Warranties	X			
Material Bonds				X
Sub-Contractor Bonds				X
Rental Sales Tax				X
GC Storage Trailers		X		
Material Lifts				X
Licenses		X		
Trash Chutes				X
Construction Management team will include dedicated personnel from project award through closeout. (Team does not change over project time)		X		
LEED Administration / Green Building Requirements			X	
Costs to prepare change orders /estimates (inc. due-diligence, field personnel, estimates, schedule/analysis, etc.)		X		
Sales Tax Exemption		X		
Labor requirements/administration inc. certified payrolls		X		
All fees for project management & billing software		X		
GC/CM to coordinate all special inspections and track and close all applicable issues		X		

Exhibit D

Required Contract Terms for Capital Projects

Contract Form: AIA Document A101-2017 Standard Form of Agreement Between Owner and Contractor where the basis of payment is a STIPULATED SUM

The Owner: The Maryland Zoo in Baltimore
1876 Mansion House Drive
Baltimore, MD 21217

§3.1 Please select: “The date of this Agreement.”

§3.3 Fill this out per the RFP

§5.1.3 Provided that an Application for Payment is received by the Architect/Owner no later than the last day of a month, the Owner shall make payment of the amount certified to the Contractor not later than the last day of the following month.

If an Application for Payment is received by the Architect after the application date fixed above, payment of the amount certified shall be made by the Owner not later than forty-five (45) days after the Architect receives the Application for Payment.

§ 5.1.7.1 Ten percent (10%)

§ 5.1.7.2 Reduction to five percent (5%) at 50% completion

§ 6.2 Select “Litigation . . .”

§ 7.1 No termination fee. Contractor will be paid for work completed.

§ 8.3 **The Owner’s representative is:**

Shannon Brown, Chief Operating Officer

§ 9.1.9 Include the RFP and your Bid Response as exhibits

The signatory on the contract is Kirby Fowler, President & CEO

— Complete all other sections as appropriate based on specifics of the project —

Exhibit E

SUBLEASE LANGUAGE RE PERMITTING

Definition of Minor Improvement:

"A Minor Improvement shall mean any improvement for the betterment of the Zoo and the Animal Collection that:

- (a) will not involve a change to any **significant monument or work of art** at the Zoo;
- (b) will not **materially affect** the **external** appearance of any **significant** building or structure or landscaping; and
- (c) will not **adversely affect** in a **significant** way the efficient or economic operation of any **plumbing, heating, electrical, mechanical, or ventilating** system."

Process:

Minor Improvements may proceed "without receiving the prior consent of the State and City." Specifically, the Lease provides that the **Zoo is not required to receive "approval by the State and the City of final architectural and engineering plans and building plans and specifications" in the case of Minor Improvements.**

MZS shall not commence construction of any Minor Improvements until MZS has:

- received **satisfactory evidence** of compliance with **all applicable local and state building codes** and delivered copies of all necessary permits, licenses and approvals to the City and State for the improvements;
- received **certificates of insurance** required to be maintained by MZS under Section 14 of this Sublease and the certificates of insurance evidencing that any and all insurance required by MZS under separate agreements with its contractors, subcontractors, engineers or architects **name the State and the City as additional insureds**; and
- **required its engineers and architects to certify** any and all plans and specifications to the State and the City as well as to MZS.

(Relevant Pages of Sublease Attached)

Pages of Sublease

SUBLEASE

THE BALTIMORE ZOO

by and between

THE STATE OF MARYLAND and

THE MARYLAND STATE DEPARTMENT OF EDUCATION

and

THE MARYLAND ZOOLOGICAL SOCIETY, INC.

Section 15. Indemnification. As required in Section 4.2.4 of the Lease, MZS shall be responsible for, and shall defend, indemnify and hold harmless the City, the State and the Managing Agency, and their members, officers, agents and employees against and from any and all liability (including reasonable attorneys' fees) arising out of (i) MZS's use, occupancy, conduct, operation or management of the Zoo, or (ii) any breach or default by MZS in performing any of its obligations under the Management Agreement or applicable law, or (iii) any negligent, intentionally tortious or other act or omission by MZS or any of its agents, contractors, servants, employees, subtenants, licensees or invitees occurring at the Zoo or the Property during the Term. MZS's agreement to indemnify the City, the State and the Managing Agency, shall be expressly incorporated by endorsement into MZS's General Liability Insurance policy.

Section 16. Immunity. Nothing in this Sublease shall constitute a waiver of any immunity which the City, the State, and the Managing Agency may be entitled to under the laws of the State of Maryland, as may be amended from time to time.

Section 17. Public Financing.

17.1 MZS acknowledges and consents to Section 5.1, 5.2, 5.3 and 5.4 of the Lease.

17.2 State Funding. Each year during the Term of this Sublease, MZS may apply for grant money administered through the Maryland Department of Education. The proceeds of such grants shall be used by MZS to operate, maintain and improve the Zoo. Application and administration of such grant money shall be performed in accordance with the policies, procedures and guidelines established by the Maryland Department of Education in accordance with all applicable grant agreements. For State Fiscal Year 1993, at least \$500,000 of the grant money provided to MZS by the State shall be used by MZS solely for the purpose of critical maintenance projects at the Zoo.

Section 18. Construction Improvements to the Zoo.

18.1 The rights of the City and the State to review and comment as set forth in Section 5.4 of the Lease are incorporated into this Sublease and shall be obligations on the part of MZS. The obligations under Section 5.4 of the Lease on the part of the State (in connection with its right to review

and comment) are incorporated into this Sublease as obligations on the part of the State.

18.2 MZS shall cause the construction of Capital Improvements in compliance with the requirements set forth in Section 5.4 of the Lease.

18.3 MZS acknowledges and consents to Section 5.4 of the Lease. The State assigns to MZS any and all rights obligations on the part of the State under Section 5.5 of the Lease.

18.4 A "Minor Improvement" shall mean, any improvement for the betterment of the Zoo and the Animal Collection that: (a) will not involve a change to any significant monument or work of art at the Zoo; (b) will not materially affect the external appearance of any significant building or structure or landscaping and (c) will not adversely affect in a significant way the efficient or economic operation of any plumbing, heating, electrical, mechanical or ventilating system. MZS may undertake any Minor Improvements without the prior approval of the State. Unless otherwise agreed to, MZS shall be responsible for all costs incurred in connection with Minor Improvements made to the Zoo.

18.5 With the exception of Minor Improvements made by MZS under Section 18.4, MZS shall not make any other alteration, improvement or addition to the Zoo ("MZS Improvements"), without receiving the prior consent of the State and the City. Unless otherwise agreed to, MZS shall be responsible for all costs incurred in connection with the construction of the MZS Improvements.

18.6 MZS shall not commence construction of any: (i) Minor Improvements until MZS has satisfied subsections (c), (d) and (e) below; (ii) MZS Improvements until MZS has satisfied subsections (a), (c), (d) and (e) below; or (iii) publicly funded MZS Improvements until MZS has satisfied all of the subsections set forth below:

(a) received approval by the State and the City of final architectural and engineering plans and building plans and specifications for the proposed improvements, which approval shall not be unreasonably withheld;

(b) received from MZS' contractors and subcontractors and delivered to the State payment and performance bonds in amounts not less than one hundred percent (100%) of the estimated costs for labor, material and construction of all proposed improvements valued at or above Fifty Thousand Dollars and 00/100 (\$50,000), naming the State

of Maryland Board of Public Works, the City and/or MZS as obligees, in proportion to the amount of funding provided by those parties conditioned on completion of the proposed improvements in accordance with the approved plans and specifications (or such other assurances as may be satisfactory to the Board of Public Works);

(c) received satisfactory evidence of compliance with all applicable local and state building codes and delivered copies of all necessary permits, licenses and approvals to the City and State for the improvements; and

(d) received certificates of insurance required to be maintained by MZS under Section 14 of this Sublease and the certificates of insurance evidencing that any and all insurance required by MZS under separate agreements with its contractors, subcontractors, engineers or architects name the State and the City as additional insureds; and

(e) MZS has required its engineers and architects to certify any and all plans and specifications to the State and the City as well as to MZS.

Section 19. Mechanics Liens. MZS shall (i) immediately after it is filed or claimed, have released by bonding or otherwise, any mechanics', materialmen's or other liens filed or claimed against any or all of the Zoo, by reason of labor or materials provided for or about any or all of the Zoo during the Term or otherwise arising out of MZS's use or occupancy of any or all of the Zoo, and (ii) defend, indemnify, and hold harmless the State and the City against and from any and all liability, claim of liability or expense (including, by way of example rather than of limitation, that of reasonable attorney's fees) incurred by the State or the City on account of any such lien or claim.

Nothing in the provisions of this Sublease shall be deemed in any way to give MZS any right, power or authority to contract for or permit to be furnished any service or materials, if doing so would give rise to the filing of any mechanics' or materialsmen's lien against any or all of the Premises or the Zoo, without the State's or City's consent that the Premises or Zoo be subjected to any such lien. Nothing in this Section shall be deemed to constitute a waiver of any governmental immunity which the State or City may have under applicable law.

Section 20. Fixtures. MZS acknowledges that its rights under this Section 20 are subject to Section 5.6 of the

Exhibit F

REQUIRED OPERATING PROCEDURES FOR CONTRACTORS AND SUBCONTRACTORS

Construction areas within the Zoo's perimeter fence shall be closed to guest access using portable concrete footer construction fence. The construction fence shall be standard 9 gauge chain-link, 8'-0" high, 12'-0" long with portable concrete footers and removable posts.

Contractor will be responsible for properly barricading and protecting all work areas as necessary. Contractor shall be responsible for protecting the work site from visitor access and maintaining a safe work environment. All temporary protection will be the contractor's responsibility.

The selected Contractor shall mobilize no later than one (1) week of Notice to Proceed and will coordinate final construction fence, trailer and lay down locations with Owner. Construction must begin no later than two (2) weeks of Notice to Proceed.

Due to the sensitivity of the animals around the project site, it is critical for all of Contractor's crews and subcontractors to abide by jobsite rules governing site access, deliveries, noise control, designated smoking areas, hours of operation, and site cleanup.

Site Access

There are several access and parking locations available. Some access points and parking locations may need to be shut down to accommodate work phasing and Zoo Events. Contractor shall coordinate access to the work site with the Zoo's designated representative. Workers are encouraged to carpool.

Contractor is required to have either a superintendent or project manager on site while Contractor's crews or subcontractors are on site. Contractor's crews and subcontractors are not permitted beyond the confines of the construction site without Owner's permission. Limited areas of access will include restrooms and vending areas.

Deliveries

Deliveries by third party suppliers are discouraged except for equipment rentals and certain materials which cannot be delivered to an offsite address. Owner will not accept deliveries on behalf of the Contractor. In the event site access is limited to an area of guest access because of work phasing, all deliveries must be completed prior to Zoo opening or after Zoo closing to limit the impact on guests unless authorized by Owner.

Noise Control

Contractor to give at least 48 hours' notice (weekends excluded) to Owner's representative prior to start of major noise activities. These activities may require special preparations by the Zoo's animal staff.

Hours of Operation

Available hours of operation are 7:00 a.m. to 4:00 p.m. Evening hours can be made available; however, site lighting is not available.

Site Cleanup

Contractor is to provide trash receptacles for its employees and subcontractors. Site grounds shall remain free of trash and debris. Roll-off container access and location must be coordinated with Owner. Contractor must walk the site to determine the method of debris collection. Contractor is to be aware that areas around and inside the construction area are being used by animals and the GC is to DAILY clean and remove debris and materials. Daily protection is required to guarantee no debris of any kind is left behind.

Permits

Contractor and its subcontractors shall be responsible for paying for and securing permits and inspections for individual trades.

Contractor Responsibilities:

1. Agree that, where specified standards are in conflict, the more stringent of the two shall apply.
2. Make site verifications of specifications during the bid process and post-award period.
3. Visit the site to determine the extent of work, which may or may not be shown in the plans.
4. Restore, at Contractor's expense, any Owner property that is damaged by Contractor or its subcontractors. Contractor is responsible for documenting existing conditions.
5. Mark any underground utility lines, which are within the proposed limits of construction. The Owner will assist with record documents when available.
6. Ensure that the site is kept clean at all times. Contractor shall keep the project site clean from worker-related debris, including surrounding lay-down areas, parking areas, walkways and lawn areas. All debris shall be constantly picked up and properly disposed to reduce impact on guest experience and so that winds do not carry the debris to other areas of the grounds.
7. Comply with the Zoo's limited smoking policy, restricting smoking to designated areas. All individuals working for or retained by Contractor, including subcontractors, must dispose of cigarette butts in identified containers.

Other Rules and Requirements

1. SHIRTS WITH SLEEVES AND LONG PANTS WILL BE WORN AT ALL TIMES (SHORTS ARE NOT PERMITTED).
2. PERSONAL PROTECTIVE EQUIPMENT WILL BE WORN WHEN NECESSARY (I.E., GOGGLES, HARD HATS, GLOVES, WELDING HOOD, EAR PLUGS, ETC.).
3. NO RADIOS, CASSETTE OR CD PLAYERS ARE ALLOWED.

4. NO PETS, ALCOHOL, ILLICIT DRUGS, GAMBLING, FIREARMS, OR WEAPONS PERMITTED.
5. CONTRACTORS ARE NOT PERMITTED TO BRING FRIENDS OR FAMILY MEMBERS WITH THEM ON TO THE JOB SITE.
6. SMOKING OR CHEWING OF TOBACCO ARE PERMITTED ONLY IN AREAS DESIGNATED BY THE OWNER'S REPRESENTATIVE.
7. CONTRACTORS ARE NOT PERMITTED TO USE TOBACCO PRODUCTS NEAR ANIMAL ENCLOSURES OR IN THE VIEW OF THE PUBLIC.
8. CONTRACTORS MUST CLEAN EATING AREAS AND WORK AREAS EVERY DAY AND STACK/STORE MATERIALS SECURELY.
9. CONTRACTORS ARE REQUIRED TO SECURE AND REMOVE ALL TRASH AND LOOSE CONSTRUCTION DEBRIS DAILY. CONTRACTORS ARE TO PROVIDE THEIR OWN CONTAINERS FOR TRASH REMOVAL.
10. CONTRACTORS ARE NOT PERMITTED TO VERBALLY OR PHYSICALLY INTERFERE WITH ZOO EMPLOYEES AND/OR GUESTS.
11. CONTRACTORS ARE NOT PERMITTED TO ACCESS AREAS OF THE ZOO THAT ARE BEYOND THEIR SCOPE OF WORK.
12. CONTRACTORS ARE NOT PERMITTED TO FEED THE ANIMALS OR LOITER AROUND ANIMAL ENCLOSURES.
13. ALL AREAS NEAR ANIMALS OR INSIDE OF THE EXHIBIT ARE CONSIDERED SENSITIVE AREAS. IN ORDER FOR CONTRACTORS TO WORK IN THESE AREAS, THE OWNER'S REPRESENTATIVE MUST PROVIDE PERMISSION IN ADVANCE OF SUCH WORK.
14. CONTRACTORS ARE TO PARK IN AREAS THAT ARE DESIGNATED FOR CONTRACTOR PARKING.
15. CONTRACTORS ARE TO USE THE RESTROOMS (PORTALETTS, PORTABLE POTTIES, ETC.) THAT ARE DESIGNATED FOR CONTRACTOR USE.
16. CONTRACTORS ARE TO BE AWARE THAT THE PLANTS ARE A PART OF THE ZOO'S COLLECTION AND THAT ALL PLANT MATERIAL SHOULD BE RESPECTED.
17. IN THE EVENT OF AN ANIMAL ESCAPE OR OTHER EMERGENCY, CONTRACTORS WILL IMMEDIATELY STOP WORK AND MOVE TO A SAFE LOCATION AS DIRECTED BY ZOO STAFF. ON OCCASION, THE ZOO MAY CONDUCT AN ANIMAL ESCAPE DRILL. CONTRACTORS ON SITE ARE RESPONSIBLE FOR COMPLYING WITH ALL INSTRUCTIONS/DIRECTIONS FROM ZOO STAFF ABOUT HOW TO CONDUCT THEMSELVES DURING THE DRILL, INCLUDING STOPPING WORK AND/OR LEAVING THE

JOB SITE. DRILLS USUALLY LAST NO LONGER THAN 30 MINUTES.

18. CONTRACTORS MAY NOT TAKE PICTURES OF ANY ANIMALS, GUESTS, OR STAFF.
19. THE CONTRACTOR SHOULD BE AWARE THAT, ALTHOUGH THE ZOO WILL ENDEAVOR TO PROVIDE ACCESS TO ALL AREAS AS REQUIRED, ANIMAL AREAS MAY BE LIMITED TO SHORTER PERIODS OF TIME BASED ON ANIMAL SCHEDULES.
20. NO MISCELLANEOUS CONSTRUCTION DEBRIS (WIRE ENDS, TIES, ETC.) SHALL BE LEFT IN ANIMAL AREAS. CONTRACTORS MUST STOP WORK EARLY EACH DAY AND FULLY CANVAS THE AREA PRIOR TO TURNING IT BACK TO THE ZOO FOR USE.
21. ALL DRIVERS MUST TURN OFF THE ENGINES OF THEIR VEHICLES WHEN THE VEHICLES WILL BE STOPPED FOR MORE THAN 10 SECONDS, EXCEPT WHEN STOPPED IN TRAFFIC.

Safety, Health & Fire Protection Provisions

1. Job Site Safety
 - a. Safety Coordinator. The Contractor shall designate a person responsible for safety at the project site for the duration of the project.
 - b. Job Site Safety Plan: The Contractor shall submit a Job Site Safety Plan within 30 calendar days of the Contract Award and at least 10 calendar days prior to arrival at the work site. At a minimum, the plan shall detail the procedures, designated persons, instructions, and report to be used to assure job site safety for all contractors, sub-contractors, Zoo personnel, the public and animals.
 - c. Occupational Safety and Health: These safety provisions are subject to Maryland Occupational Safety and Health Act (MOSHA), and the Federal Occupational Safety and Health Standards contained in Title 29 Code of Federal Regulations, Part 1910 for General Industry, Part 1926 for Construction.
 - d. Emergency Assistance: The contractor shall post at the site: telephone numbers for reporting emergencies, including the Zoo Security Department and Zoo Safety Manager, ambulance, police, fire department, gas utility, electric utility, water/sewer utility, poison prevention aid and hazardous waste handling. This information shall be posted in a conspicuous location within the project area prior to the start of any work at the site. Prior to calling outside emergency services, Contractor shall **first** call the Zoo's Security Department, and it will coordinate emergency service protocol.
 - e. Safety Signs: The Contractor shall post legible accident prevention signs in accordance with MOSHA standards. Safety signs shall conform to all legal requirements.
 - f. Report of Accident or Illness: In the event of any accident or illness for which

medical assistance is required, any criminal action or any fire, the Contractor shall **first** notify Zoo Security Department which will coordinate with outside emergency services. Contractor must also notify the Zoo's Owner's Representative.

- g. Emergency Evacuation: The Contractor shall post evacuation routes and facility emergency/ self-protection plans at the site, train its site workers in emergency procedures, and document such training. In the event of a fire, the Contractor shall immediately activate the alarm at the nearest fire alarm pull station and notify the Zoo Security Department. Upon activation of the alarm, the building and work site shall be completely evacuated. Neither personnel nor animals may reenter the facility until the Zoo's Security Department has signaled that the building is safe.
- h. Contractor Personnel to be Contacted: The Contractor shall submit a copy of a written list of emergency telephone numbers and names of persons to contact not only for the site superintendent but also for each major sub-contractor working on the project site. A copy of the list shall be submitted to the Zoo's Owner's Representative before work begins on the project site. The list shall be updated and resubmitted to the Zoo's Owner's Representative as needed.

2. TOXIC AND HAZARDOUS SUBSTANCES

- a. The Contractor shall submit to the Zoo's Owner's Representative, at least ten (10) working days prior to their intended use, a written list of toxic and hazardous substances that will be used on the project. The Contractor shall submit a "Material Safety Data Sheet" (MSDS) for these substances to identify the following information:

- Product identification
- Hazardous ingredients
- Physical data
- Fire and explosion hazard data
- Health hazard data
- Emergency and first aid procedures
- Reactivity data
- Spill or leak procedures
- Special protection information
- Special precautions

- b. The Contractor shall monitor the use of all toxic and hazardous substances to ensure that exposure to workers from airborne concentration of, or physical contact with, these substances does not exceed applicable regulatory worker health and safety exposure limits.
- c. The Contractor shall monitor the use of all toxic and hazardous substances to ensure that exposure to Zoo employees, visitors, and animals from airborne concentrations of, or physical contact with, these substances is maintained as low as reasonably achievable. Under no circumstances shall exposure exceed the established Threshold Limit Values or Permissible Exposure Limits (whichever is

less) as specified in either:

- Threshold Limit Values and Biological Exposure Indices of the American Conference of Governmental Industrial Hygienists, latest revision and
- Title 29 CFR Part 1910, Subpart Z-Toxic and Hazardous Substances of the Occupational Safety and Health Standards, latest revision.

- d. The Contractor shall provide methods, means and facilities to prevent contamination of soil, water, and atmosphere from discharge of noxious, toxic substances and pollutants produced by construction operations. The removal of contaminated waste shall be in compliance with applicable laws and regulations. When prevention is not feasible to achieve full compliance, protective equipment or other protective measures shall be used to keep exposure of all persons and animals within the prescribed limits. Descriptions of equipment or technical measures to be used for this purpose must be submitted to the Zoo's Owner's Representative for approval. The Contractor's requirements for compliance with all applicable local, federal, and state regulations remain in force.
- e. The Zoo's Owner's Representative may reject any product that poses too high a risk of fire or health hazard to staff, visitors, animals, or a building, based on flammability criteria (low flashpoint) or established toxicity data (designation as a carcinogen to animals or humans).
- f. The Contractor shall submit to the Zoo's Owner's Representative a list of the hazardous materials to be stored on site, and the manner in which they will be stored. All containers and storage cabinets must be compliant and must be labeled as to hazard and content.
- g. The Zoo will make every effort to identify and notify the Contractor of hazardous materials that may be encountered during the work. However, if suspected asbestos containing material, lead-based paint or other suspected hazardous materials are encountered during demolition or other phases of the work, the work involving the suspected material shall cease and the Contractor shall notify the Zoo's Owner's Representative immediately. A plan will then be developed to handle the hazardous material.

3. PERSONAL PROTECTIVE EQUIPMENT

- a. Personal protective equipment shall be provided, used, and properly maintained by the Contractor whenever necessary due to exposure to hazards capable of causing illness, injury, or impairment in the function of any part of the body.
- b. Persons required to use personal protective equipment shall be thoroughly trained. Training programs shall, as a minimum, meet MOSHA and/or EPA requirements where applicable. The Contractor shall submit proof and criteria for employee training if requested.

4. BARRICADES, BARRIERS AND WALKWAYS

- a. The Contractor shall provide safety barricades in accordance with the City of Baltimore Building Codes and applicable MOSHA regulations. The Contractor shall also provide barricades to deter passage of persons and vehicles into construction areas as specified or necessary.
- b. The Contractor shall install temporary barriers, in a manner satisfactory to the Zoo's Owner's Representative, to contain and secure the site from unauthorized entry and to minimize the adverse effects of noise, dust, and vapors generated by construction activities on surrounding areas.
- c. If the work interferes with public or employee access to the facility or parts of the facility as determined by the Zoo's Owner's Representative, the Contractor shall provide personnel barriers and signage to create easily identifiable, accessible (to people with physical challenges) walkways around the work site. Signs shall be posted at decided points to prevent unnecessary travel along changed routes and dead ends. The barriers shall be erected and dismantled in phases so that a clear route is always available. Authorized Zoo personnel and Contractor may use hardware on the barrier doors to prevent entry by unauthorized persons.
 - Interior barriers shall be of standard dry wall partition construction, painted, and terminated at the underside of the existing ceiling. All requirements for fire protection shall be maintained.
 - Exterior barriers shall be of dimensional lumber and plywood, painted on both sides, and supported to prevent overturning. Barriers shall be repainted and maintained as necessary to remain in good condition as long as they are required.
- d. Unless specifically indicated otherwise, barricades, barriers and associated signs shall be removed upon completion of the work. The Contractor shall coordinate the dismantling and removal with the Zoo's Owner's Representative.

5. EXISTING FIRE PROTECTION SYSTEMS

- a. During the course of the Work, all existing smoke and heat detectors and sprinkler heads are to remain operable to the maximum extent possible. Where specific work will or may adversely affect these devices, coverings shall be applied to protect them from dust, paint overspray or other hazardous conditions for the duration of each task. Coverings must be removed immediately after the operations have concluded for that day. Damaged detectors and sprinkler heads shall be replaced immediately by the Contractor at no additional cost to the Zoo. The Contractor shall use accepted procedures to test replaced detectors and sprinklers after installation to the satisfaction of the Zoo's Owner's Representative.
- b. If a fire protection or life safety system must be impaired for modifications or adjustments during the project, the Contractor shall notify the Zoo's Owner's Representative prior to working at the job site. Once the systems are no longer impaired, Contractor shall immediately notify the Owner's Representative.

Exhibit G

PREVAILING WAGE RATES

See Next Pages

STATE OF MARYLAND
DEPARTMENT OF LABOR
DIVISION OF LABOR AND INDUSTRY
PREVAILING WAGE SECTION
10946 Golden West Drive, Suite 160
Hunt Valley, MD 21031
(410) 767-2342

09/04/2026

REQUEST FOR ADVERTISEMENT AND NOTICE TO PROCEED

Adam Wyatt - Procurement Officer
The Maryland Zoo in Baltimore
1876 Mansion House Drive
Baltimore, MD 21217

Re: The Maryland Zoo in Baltimore Eagle and Owl Exhibits
Project No: 008

Enclosed please find the Prevailing Wage Determination and Instructions for Contractors for the project referenced above.

Upon advertisement for bid or proposal of this project, you are requested to submit to this office the date and name of publication in which such advertisement appeared.

Once awarded, you are further directed to submit to this office, the NOTICE TO PROCEED for the project, complete with the date of notice, the name of the general contractor, and the dollar amount of the project. In addition, we ask that a representative of the prevailing wage Unit be invited to attend the Pre-Construction Conference.

Any questions concerning this matter may be referred to PrevailingWage@dllr.state.md.us

Sincerely,

Enclosures
Wage Determination
Instruction for the Contractor

Prevailing Wage Unit

PREVAILING WAGE INSTRUCTIONS FOR THE CONTRACTOR & SUBCONTRACTOR

The contractor shall electronically submit completed copies of certified payroll records to the Commissioner of Labor & Industry, Prevailing Wage Unit by going on-line to <https://www.dllr.state.md.us/prevwage> and following the instructions for submitting payroll information (NOTE: A contractor must register prior to submitting on-line certified payroll information).

If you have technical questions regarding electronic submittal, contact the Department at dldlprevailingwage-dllr@maryland.gov.

All certified payroll records shall have an accurate week beginning and ending date. The contractor shall be responsible for certifying and submitting to the Commissioner of Labor and Industry, Prevailing Wage Unit all of their subcontractors' payroll records covering work performed directly at the work site. By certifying the payroll records, the contractor is attesting to the fact that the wage rates contained in the payroll records are not less than those established by the Commissioner as set forth in the contract, the classification set forth for each worker or apprentice conforms with the work performed, and the contractor or subcontractor has complied with the provisions of the law.

A contractor or subcontractor may make deductions that are (1) required by law; (2) required by a collective bargaining agreement between a bona fide labor organization and the contractor or subcontractor; or (3) contained in a written agreement between an employee and an employer undertaken at the beginning of employment, if the agreement is submitted by the employer to the public body awarding the public work and is approved by the public body as fair and reasonable.

A contractor or subcontractor is required to submit information on-line on their fringe benefit packages including a list of fringe benefits for each craft employed by the contractor or subcontractor, by benefit and hourly amount. Where fringe benefits are paid in cash to the employee or to an approved plan, fund, or program, the contribution is required to be indicated.

Payroll records must be electronically submitted and received within 14 calendar days after the end of each payroll period. If the contractor is delinquent in submitting payroll records, processing of partial payment estimates may be held in abeyance pending receipt of the records. In addition, if the contractor is delinquent in submitting the payroll records, the contractor shall be liable to the contracting public body for liquidated damages. The liquidated damages are \$10.00 for each calendar day the records are late.

Only apprentices registered with the Maryland Apprenticeship and Training Council shall be employed on prevailing wage projects. Apprentices shall be paid a percentage of the determined journey person's wage for the specific craft.

Overtime rates shall be paid by the contractor and any subcontractors under its contracts and agreements with their employees which in no event shall be less than time and one-half the prevailing hourly rate of wages for all hours worked in excess of ten (10) hours in any one calendar day; in excess of forty (40) hours per workweek; and work performed on Sundays and legal holidays.

Contractors and subcontractors employing a classification of worker for which a wage rate was not issued SHALL notify the Commissioner of Labor & Industry, Prevailing Wage Unit, for the purpose of obtaining the wage rate for said classification PRIOR TO BEING EMPLOYED on the project. To obtain a prevailing wage rate which was NOT listed on the Wage Determination, a contractor or subcontractor can look on the LABOR webpage under prevailing wage.

Contractors and subcontractors shall maintain a valid copy of proper State and county licenses that permit the contractor and a subcontractor to perform construction work in the State of Maryland. These licenses must be retained at the worksite and available for review upon request by the Commissioner of Labor and Industry's designee.

****Each contractor under a public work contract subject to Section 17-219 shall:**

1. Post a clearly legible statement of each prevailing wage rate to be paid under the public work contract; and
2. Keep the statement posted during the full time that any employee is employed on the public work contract.
3. The statement of prevailing wage rates shall be posted in a prominent and easily accessible place at the site of the public work.

****Penalty - Subject to Section 10-1001 of the State Government Article, the Commissioner may impose on a person that violates this section a civil penalty of up to \$50.00 per violation.**

Under the Maryland Apprenticeship and Training Council requirements, consistent with proper supervision, training and continuity of employment and applicable provisions in collective bargaining agreements, a ratio of one journey person regularly employed to one apprentice shall be allowed. No deviation from this ratio shall be permitted without prior written approval from the Maryland Apprenticeship and Training Council.

Laborers may NOT assist mechanics in the performance of the mechanic's work, NOR USE TOOLS peculiar to established trades.

ALL contractors and subcontractors shall employ only competent workers and apprentices and may NOT employ any individual classified as a HELPER or TRAINEE on a prevailing wage project.

The State Apprenticeship and Training Fund (Fund) law provides that contractors and certain subcontractors performing work on certain public work contracts are required to make contributions toward apprenticeship. See §17-601 through 17-606, State Finance and Procurement, Annotated Code of Maryland. Contractors and subcontractors have three options where they can choose to make their contributions: (1) participate in a registered apprenticeship training program; (2) contribute to an organization that has a registered apprenticeship training program; or (3) contribute to the State Apprenticeship and Training Fund.

The Department of Labor (LABOR) is moving forward with final adoption of regulations. The regulations were published in the December 14, 2012 edition of the Maryland Register.

IMPORTANT: Please note that the obligations under this law will become effective on JULY 1, 2013. This law will require that contractors and certain subcontractors make contributions toward apprenticeship and report those contributions on their certified payroll records that they submit pursuant to the prevailing wage law.

The Department is offering outreach seminars to any interested parties including contractors, trade associations, and any other stakeholders. Please contact the Department at dldlprevailingwage-dllr@maryland.gov or (410) 767-2968 for seminar times and locations. In addition, information regarding this law will be provided at pre-construction meetings for projects covered by the Prevailing Wage law.

For additional information, contact:
Division of Labor and Industry
Maryland Apprenticeship and Training
1100 North Eutaw Street, Room 606
Baltimore, Maryland 21201
(410) 767-2246
E-Mail Address: matp@dllr.state.md.us.

STATE OF MARYLAND
DEPARTMENT OF LABOR
DIVISION OF LABOR AND INDUSTRY
PREVAILING WAGE SECTION
1100 N. Eutaw Street, Room 607
Baltimore, MD 21201
(410) 767-2342

The wage rates to be paid laborers and mechanics for the locality described below is announced by order of Commissioner of Labor and Industry.

It is mandatory upon the successful bidder and any subcontractor under him, to pay not less than the specific rates to all workers employed by them in executing contracts in this locality. Reference: Annotated Code of Maryland State Finance and Procurement, Section 17-201 thru 17-226.

These wage rates were taken from the locality survey of 2025 for Baltimore City, issued pursuant to the Commissioner's authority under State Finance and Procurement Article Section 17-209, Annotated Code of Maryland or subsequent modification.

****Note:** If additional Prevailing Wage Rates are needed for this project beyond those listed below, contact the Prevailing Wage Unit. Phone: (410) 767-2342, email: prevailingwage@dllr.state.md.us.

Name and Title of Requesting Officer: Adam Wyatt - Procurement Officer
Department, Agency or Bureau: The Maryland Zoo in Baltimore
1876 Mansion House Drive Baltimore, MD 21217

Project Number 008

Location and Description of work:

Baltimore City: Construction of two bird netted flight aviarys a small bird holding building and associated site work, utilities, and sidewalks.

Determination Number <table border="1" style="margin:auto; width:100px; text-align:center"><tr><td>67619</td></tr></table>	67619
67619	

Date of Issue: Sep 04, 2026

BUILDING CONSTRUCTION

CLASSIFICATION	MODIFICATION REASON	BASIC HOURLY RATE	BORROWED FROM	FRINGE BENEFIT PAYMENT
BALANCING TECHNICIAN	AD	\$25.95		\$7.07
BOILERMAKER	CR	\$48.36	003	\$17.29
BRICKLAYER	AD	\$38.80		\$15.57
CARPENTER	AD	\$35.89		\$14.60
CARPENTER - SHORING SCAFFOLD BUILDER	AD	\$35.89		\$14.60
CARPET LAYER	AD	\$35.10		\$15.33
CEMENT MASON	CR	\$27.76	003	\$11.09
COMMUNICATION INSTALLER TECHNICIAN	AD	\$32.83		\$16.79
DRYWALL - SPACKLING, TAPING, & FINISHING	AD	\$35.89		\$14.60
ELECTRICIAN	AD	\$48.95		\$20.56
ELEVATOR MECHANIC	AD	\$58.81		\$46.61

FIREPROOFER - BY HAND	AD	\$17.00		\$2.24
FIREPROOFER - SPRAYER	AD	\$27.00		\$5.22
FIRESTOPPER	AD	\$30.21		\$10.68
GLAZIER	AD	\$36.65		\$14.61
INSULATION WORKER	AD	\$40.77		\$20.42
IRONWORKER - FENCE ERECTOR	CR	\$48.25	003	\$21.11
IRONWORKER - ORNAMENTAL	AD	\$27.99		\$4.58
IRONWORKER - REINFORCING	CR	\$30.18		\$24.09
IRONWORKER - STRUCTURAL	AD	\$37.86		\$26.22
MARINE - DECKHAND	CR	\$37.40	005	\$9.22
MARINE - DIVER	CR	\$42.21	005	\$9.39
MARINE - DIVER TENDER	CR	\$39.70	005	\$9.39
MARINE - LEVERMAN	CR	\$48.48	003	\$15.34
MARINE - WELDER	CR	\$37.38		\$11.85
MILLWRIGHT	AD	\$39.50		\$17.52
PAINTER	AD	\$29.16		\$12.01
PAINTER-INDUSTRIAL	AD	\$36.37		\$16.21
PILEDRIIVER	AD	\$37.74		\$17.64
PLASTERER - MIXER	AD	\$20.00		\$2.24
PLUMBER	AD	\$47.78		\$25.93
POWER EQUIPMENT OPERATOR - BACKHOE	AD	\$35.18		\$15.12
POWER EQUIPMENT OPERATOR - BELT PRESS	CR	\$32.92	003	\$14.85
POWER EQUIPMENT OPERATOR - BROOM / SWEEPER	AD	\$33.23		\$15.12
POWER EQUIPMENT OPERATOR - BULLDOZER	CR	\$35.18	005	\$15.12
POWER EQUIPMENT OPERATOR - CONCRETE PUMP	AD	\$35.18		\$15.12
POWER EQUIPMENT OPERATOR - CRANE	AD	\$42.00		\$19.10
POWER EQUIPMENT OPERATOR - CRANE - TOWER	AD	\$42.00		\$19.10
POWER EQUIPMENT OPERATOR - DRILL - RIG	AD	\$35.18		\$0.00
POWER EQUIPMENT OPERATOR - EXCAVATOR	AD	\$35.18		\$15.12
POWER EQUIPMENT OPERATOR - FORKLIFT	AD	\$35.18		\$15.12
POWER EQUIPMENT OPERATOR - GRADALL	CR	\$35.18		\$15.12
POWER EQUIPMENT OPERATOR - GRADER	CR	\$34.15	005	\$14.15
POWER EQUIPMENT OPERATOR - HOIST	CR	\$35.15		\$15.12
POWER EQUIPMENT OPERATOR - LOADER	AD	\$35.18		\$15.12
POWER EQUIPMENT OPERATOR - MECHANIC	AD	\$37.24		\$15.12
POWER EQUIPMENT OPERATOR - MILLING MACHINE	CR	\$35.00		\$14.05
POWER EQUIPMENT OPERATOR - PAVER	CR	\$33.10		\$14.05
POWER EQUIPMENT OPERATOR - ROLLER - ASPHALT	CR	\$33.10		\$14.05
POWER EQUIPMENT OPERATOR - ROLLER - EARTH	AD	\$29.60		\$15.12
POWER EQUIPMENT OPERATOR - SCREED	CR	\$35.37	003	\$9.96
POWER EQUIPMENT OPERATOR - SKID STEER (BOBCAT)	AD	\$33.23		\$15.12
POWER EQUIPMENT OPERATOR-VACUUM TRUCK	AD	\$38.60		\$15.75
RESILIENT FLOOR	AD	\$35.10		\$15.33
ROOFER/WATERPROOFER	AD	\$34.76		\$14.91
SHEETMETAL WORKER (INCLUDING METAL ROOFING)	AD	\$50.92		\$24.61
SPRINKLERFITTER	AD	\$46.50		\$26.29

STEAMFITTER/PIPEFITTER	AD	\$47.78		\$25.93
STONE MASON	AD	\$45.65		\$21.51
TILE & TERRAZZO FINISHER	AD	\$28.85		\$12.85
TILE & TERRAZZO MECHANIC	AD	\$34.34		\$14.50
TRUCK DRIVER - DUMP	CR	\$26.73	005	\$7.65
TRUCK DRIVER - DUMP - ARTICULATING	CR	\$30.97	027	\$5.76
TRUCK DRIVER - FLATBED	CR	\$26.25	025	\$7.60
TRUCK DRIVER - LOWBOY	CR	\$31.50	027	\$9.19
TRUCK DRIVER - TACK/TAR TRUCK	CR	\$29.06		\$10.44
TRUCK DRIVER - TANDEM	CR	\$27.33	005	\$12.07
TRUCK DRIVER - TRACTOR TRAILER	CR	\$26.95	005	\$11.15
TRUCK DRIVER - WATER	CR	\$29.19	005	\$4.93

LABORER GROUP II

LABORER - ASPHALT RAKER	AD	\$24.46		\$5.92
LABORER - COMMON	AD	\$24.46		\$5.92
LABORER - CONCRETE PUDDLER	AD	\$24.46		\$5.92
LABORER - CONCRETE TENDER	AD	\$24.46		\$5.92
LABORER - CONCRETE VIBRATOR	AD	\$24.46		\$5.92
LABORER - DENSITY GAUGE	AD	\$24.46		\$5.92
LABORER - FIREPROOFER - MIXER	AD	\$24.46		\$5.92
LABORER - FLAGGER	AD	\$24.46		\$5.92
LABORER - GRADE CHECKER	AD	\$24.46		\$5.92
LABORER - HAND ROLLER	AD	\$24.46		\$5.92
LABORER - JACKHAMMER	AD	\$24.46		\$5.92
LABORER - LANDSCAPING	AD	\$24.46		\$5.92
LABORER - LAYOUT	AD	\$24.46		\$5.92
LABORER - LUTEMAN	AD	\$24.46		\$5.92
LABORER - MORTAR MIXER	AD	\$24.46		\$5.92
LABORER - PLASTERER - HANDLER	AD	\$24.46		\$5.92
LABORER - TAMPER	AD	\$24.46		\$5.92

LABORERS GROUP I

LABORER - AIR TOOL OPERATOR	AD	\$24.46		\$10.48
LABORER - ASPHALT PAVER	AD	\$24.46		\$10.48
LABORER - BLASTER - DYNAMITE	AD	\$24.46		\$10.48
LABORER - BURNER	AD	\$24.46		\$10.48
LABORER - CONCRETE SURFACER	AD	\$24.46		\$10.48
LABORER - HAZARDOUS MATERIAL HANDLER	AD	\$24.46		\$10.48
LABORER - MASON TENDER	AD	\$24.46		\$10.48
LABORER - PIPELAYER	AD	\$24.46		\$10.48
LABORER - SCAFFOLD BUILDER	AD	\$24.46		\$10.48

Incidental Craft Data: Caulker, Man Lift Operator, Rigger, Scaffold Builder, and Welder receive the wage and fringe rates prescribed for the craft performing the operation to which welding, scaffold building, rigging, operating a Man Lift, or caulking is incidental.

These **Informational Prevailing Wage Rates** may not be substituted for the requirements of pre-advertisement or onsite job posting for a public work contract that exceeds \$250,000 in value and either of the following criteria are met: (1) the contracting body is a unit of State government or an instrumentality of the State and there is any State funding for the project; or (2) the contracting body is a political subdivision, agency, person or entity (such as a county) and the State funds 25% or more of the project.

Modification Codes:

- (AD) 17-209 Annual Determination from Survey Wage Data Received
- (CH) 17-211 Commissioners' Hearing
- (CR) 17-208 Commissioners' Review
- (SR) 17-208 Survey Review by Staff

Each "Borrowed From" county is identified with the FIPS 3-digit county code unique for the specific jurisdiction in Maryland.

For additional information on the FIPS (Federal Information Processing Standard) code, see <http://www.census.gov/datamap/fipslist/AllSt.txt>

The Prevailing Wage rates appearing on this form were originally derived from Maryland's annual Wage Survey. The Commissioner of Labor & Industry encourages all contractors and interested groups to participate in the voluntary Wage Survey, detailing wage rates paid to workers on various types of construction throughout Maryland.

A mail list of both street and email addresses is maintained by the Prevailing Wage Unit to enable up-to-date prevailing wage information, including Wage Survey notices to be sent to contractors and other interested parties. If you would like to be included in the mailing list, please forward (1) your Name, (2) the name of your company (if applicable), (3) your complete postal mailing address, (4) your email address and (5) your telephone number to PWMAILINGLIST@dllr.state.md.us. Requests for inclusion can also be mailed to: Prevailing Wage, 1100 N. Eutaw Street - Room 607, Baltimore MD 21201-2201.
