

Request for Proposals

General Professional Architectural Services

Procurement No. 24DPW11

# Senior Center Site Selection and Concept Design

Town of Ayer, Massachusetts

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# **Letter of Transmittal**

February 2, 2024

Mr. Dan Van Schalkwyk, P.E. Director, Public Works Department Town of Ayer 25 Brook Street Ayer, MA 01432

Dear Mr. Van Schalkwyk,

It is with great pleasure that Oudens Ello Architecture (OEA) submits its credentials for consideration for General Professional Architectural Services. We acknowledge our receipt and understanding of your Request for Proposals, dated January 12th, 2024. Led by Conrad Ello, AIA, LEED AP, (MA license #10927), and Matthew Oudens, AIA, LEED AP (MA license #10380), we believe our firm's qualifications are particularly well suited to your project. We hope we have the opportunity to meet with you and your colleagues to share our credentials and ideas in person.

We are particularly appreciative of and sensitive to the current charge to find a suitable site for the new Senior Center in the context of an ongoing, multi-year effort during which several sites were assessed, recommended and then dismissed. We've reviewed the October 2020 Feasibility Study, as well as the 2023 Working Group Study in which the Pirone Park site was recommended. We recognize that some or all of these sites may no longer be "in play", however we would plan to begin our site selection efforts by leveraging the good building programming and site assessment work that's been put to paper. Most importantly, we will approach your project as good listeners first and foremost and would hope to take advantage of the knowledge and expertise of those most invested in this process thus far.

To give you a little background about our firm, Oudens Ello Architecture is a Boston-based architecture and planning office focused on cultural, educational, and municipal projects. We proudly and confidently stand behind our collective experience and direct design and management involvement in over \$500-million of construction dating back more than thirty years. Prior to co-founding our firm, we began our collaboration over two decades ago at Machado Silvetti in Boston where we both served as senior leaders of the firm, co-managing office operations and directing award-winning cultural projects. While there, Matt's leadership of the 20,000 square-foot,

Honan-Allston Branch of the Boston Public Library resulted in a building that far exceeded the BPL's expectations for patronage and circulation by creating a warm, welcoming, light-filled environment ideally suited to its intended use. Completed in 2001, the building has won many awards, including a national AIA Honor Award and the Harleston-Parker Medal, an annual award for the most beautiful piece of architecture within the limits of the City of Boston.

Over the past sixteen years, we have honed our skills as designers of public buildings, exemplified by OEA's design leadership and involvement in over twenty municipal projects throughout the Northeast, including fifteen public library projects. During that time, we have witnessed a shift in the way public libraries serve their communities, moving away from transactional repositories of books and increasingly playing an essential role as centers of community life and engagement. In effect, public libraries have become synonymous in many ways with senior centers providing varied programming and activities, flexible, multi-purpose spaces to accommodate those programs and activities, engagement with and access to outdoor space, and even the ability to serve their communities outside of normal business hours. In that sense, we have been designing senior centers for the past decade or so, creating comfortable places for programming where community members come to connect and find enrichment and enjoyment.

Demonstrating our commitment to sustainability, five our projects have received LEED certification from the U.S. Green Building Council (USGBC) and additional state funding through green incentive grants. Our library for the Town of Eastham on Cape Cod has been designated as a Net-Zero Facility, the first net-zero public library in the Commonwealth of Massachusetts, featuring 100% on site renewable energy. In 2018, the project was recognized by the American Institute of Architects and American Library Association with a Library Building Award, one of only six libraries nationwide to receive the honor that year. Our most recently completed library, the LEED Silver certified,

mass timber-framed Norwell Public Library, was recognized with a 2022 U.S. Wood Design Award for Regional Excellence, a 2021 Design Excellence Award from AIA New England, and a 2022 Boston Society of Architects Award.

As relevant as our public project, community-based design experience is to your project, OEA also has extensive design and management experience with museum and cultural projects. Like libraries, museums serve a public audience and the visitor experience is central to their success. We have wideranging experience conducting early planning, programming and feasibility studies as well as site and building assessments for cultural projects including the Boston Public Library Fields Corner Branch, Martha's Vineyard Museum, Williams College Museum of Art, Mystic Seaport Museum, the Stellwagen Bank National Marine Sanctuary Visitor Center for NOAA and the Town of Provincetown, the Pioneer Village Living History Museum and Visitor Center for the City of Salem, and the Visitor Center for Education and Research at Woodlawn Museum, Gardens and Park.

Through our work with a wide range of public and private clients we have come to understand that creativity and success in the design process depends heavily on a productive, intense, and efficient interaction within a collaborative project team, including most importantly the client's representatives. In every project, our goal is to draw from the aspirations, talents, institutional knowledge and mission of our clients in the creation of the project at hand, building consensus around a solution that is sensitive to given goals, and at the same time advocating for smart and thoughtful design: firmness of opinion without inflexibility; honesty and openness with design intention throughout the process. We are comfortable creating and working within a process that is inclusive, collaborative and transparent. We work closely with committee members, staff, town boards and commissions, and community residents to deliver buildings that are comfortable, inviting, functional, and ideally suited to their use and role as important public

Oudens Ello Architecture, LLC 46 Waltham Street, Suite 4A Boston, MA 02118 T: (617) 422-0980 www.oudens-ello.com

Primary Contact: Conrad Ello, AIA, LEED AP Principal conrad@oudens-ello.com

buildings central to the life of their communities.

Most importantly, we pride ourselves on being hard workers and, again, good listeners above all else. As with all of our projects, we would approach this project not as strong-willed designers with an a priori vision of the place, but as collaborators and creative problem solvers who respect the expertise and knowledge base of those most closely intertwined with the building's mission. Along those lines, we urge you to speak with our references listed in this proposal. We truly hope to have an opportunity in person to learn more about goals for the project and to discuss our ability to assist you.

We thank you for this opportunity. Looking forward to your reply, we remain,

Sincerely yours,

Conrad Ello, AIA, LEED AP, Principal

Matthew Oudens, AIA, LEED AP, MCPPO, Principal

# Firm Profile

Oudens Ello Architecture is a Boston-based, full-service architecture and planning office specializing in civic, cultural, academic, and institutional projects.

Oudens Ello Architecture, LLC 46 Waltham Street, Suite 4A Boston, MA 02118 T: (617) 422-0980 www.oudens-ello.com

Established August, 2007

Number of Employees: 12

**Primary Contact:** Conrad Ello, AIA, LEED AP Principal conrad@oudens-ello.com

#### MA LICENSED ARCHITECTS

Conrad Ello, AIA, LEED AP Principal

Matthew Oudens, AIA, LEED AP, MCPPO Principal

Chris Genter, AIA, LEED AP Senior Associate

Noel Murphy, RA Senior Associate Founding principals Matthew Oudens, AIA, LEED AP and Conrad Ello, AIA, LEED AP are LEED Silver certified), Eastham (net-zero experts at creating innovative architectural and site planning solutions that respond England Design Excellence Award; 2018 specifically to their physical and cultural contexts. Matt and Conrad pride themselves on being good listeners who approach each project as thoughtful collaborators and creative problem solvers who respect the Massachusetts Honor Award). OEA's adaptive expertise and knowledge base of those most closely intertwined with the ongoing process and mission, ultimately producing innovative Martha's Vineyard Museum was recognized design solutions that are unique to each client and ideally suited to their needs.

years of experience and direct design and management leadership of more than \$500 million in construction of libraries, museums, located within sensitive historical or urban contexts. Since founding the practice in successfully completed numerous projects, Award; 2021 AIA New England Design



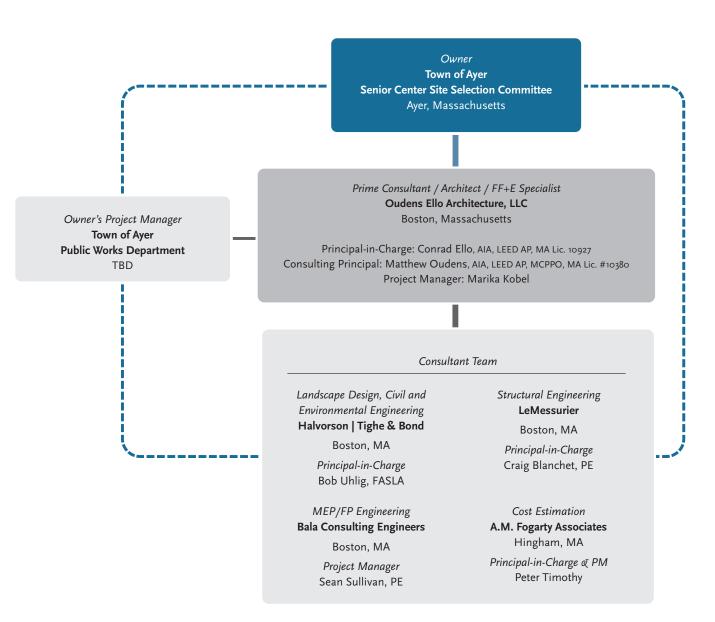
Excellence Award, 2022 BSA Design Citation, energy LEED Gold certified; 2021 AIA New AIA/ALA Library Award - one of only six libraries recognized nationally), Scituate (2017 AIA New England Design Excellence Award) and Webster (2022 AIA Central reuse of a former turn-of-the-century marine hospital building into a new home for the with a 2020 Robert H. Kuehn, Jr. Award by Preservation Massachusetts.

The principals continue to build on their 30 OEA is currently engaged in the design of a branch library facility for the Boston Public Library; a 42,000 GSF new library for the Town of Belmont; a renovation-expansion visitor centers, and cultural facilities, many of the Sawyer Free Library for the City of Gloucester, MA; a new library for the Town of Skaneateles, NY. OEA is also providing site 2007, Oudens Ello Architecture (OEA) have assessment and conceptual design services for municipal projects in Orleans and Hanson, including award-winning libraries in the MA and is currently designing a new Museum Commonwealth of Massachusetts for the of American Bird Art for Mass Audubon, towns of Norwell (2022 U.S. Wood Design a new visitor center for the 1930's Pioneer Village Living History Museum in Salem, MA, and a new net-zero energy Stellwagen Bank National Marine Sanctuary Visitor Center for NOAA and the Town of Provincetown, MA.

> Prior to founding their practice, Matt and Conrad held senior leadership positions at Machado Silvetti, an internationally recognized design firm in Boston. Together, they formed the second-generation leadership of the firm. Throughout their careers, the two principals have been fortunate to collaborate with notable clients - the Boston Public Library, Mystic Seaport, Dartmouth College, Bowdoin College, Harvard University Art Museums, and the J. Paul Getty Trust to name a few - on architectural projects and master plans of varying size and complexity.

# **Project Team**

Oudens Ello Architecture will serve as the prime consultant for the project, working closely with the Senior Center Site Selection Committee and town representatives, as well as coordinating the work of the design consultant team. Our team features Halvorson | Tighe & Bond, an awarded-winning practice offering landscape and site design, as well as civil and environmental engineering capability. Bala (MEP/FP engineering) and LeMessurier (Structural Engineering) are proposed to provide concept-level design input needed to inform conceptual design construction cost estimating. To that end, A.M. Fogarty joins our team as cost estimator. All of our consultants are long-standing collaborators of ours, with extensive municipal project experience. We believe our team is fully qualified to design and manage all aspects of this project from start to finish. If additional consultants are deemed necessary for any reason, however, we maintain relationships with a number of industry leaders across many disciplines



# **Project Staffing**

# Design and Engineering Team



MA LICENSE #10927

Conrad Ello
AIA, LEED AP
PRINCIPAL-IN-CHARGE OUDENS ELLO ARCHITECTURE

Involved in key meetings and decisions throughout the process, as well as contributing to the overall project design and technical development, Conrad Ello will serve as Consulting Design Principal for the project. Conrad is a founding principal at Oudens Ello Architecture, where he has led numerous successful commercial, cultural and academic projects. Among his recent work, the rehabilitation and expansion of a historic US Marine Hospital in Vineyard Haven, MA as the new home of the Martha's Vineyard Museum received two preservation awards from Preservation Massachusetts, and the renovation and expansion of the Scituate Town Library, a 32,000 square foot public library for the Town of Scituate, Massachusetts, received a Merit Award from AIA New England, Demonstrating a commitment to green building, his projects for the West Tisbury Free Public Library in West Tisbury, Massachusetts and the Dartmouth Public Library in Dartmouth, Massachusetts were both awarded LEED Gold ratings by the US Green Building Council. Among Conrad's current and recent responsibilities, he is lead principal for the Belmont Public Library, a new 42,000 SF net-zero energy library facility in Belmont, MA; a new, 10,000 SF net-zero energy Stellwagen Bank National Marine Sanctuary Visitor Center for NOAA and the Town of Provincetown, MA; the renovation and expansion of the Faneuil Branch of the Boston Public Library in the Brighton neighborhood of Boston, MA; and the "Visionary Redesign" study for the renovation of the 40,000 SF Fletcher Free Library, the City of Burlington's main public library.

Prior to co-founding Oudens Ello Architecture in 2007, Conrad was a Senior Associate and Vice President with Machado and Silvetti Associates, co-managing office operations for the firm and directing award-winning cultural projects. During his more than twelve years there, he was project director and lead designer for the Getty Villa, the Bowdoin College Museum of Art, The Addison Gallery of American Art, the Mint Museum of Art and the Mystic Seaport Museum. He has been a registered architect since 1996 and holds active licenses in Alabama, Connecticut, Maine, Massachusetts, New York and Vermont. He is also a LEED Accredited Professional and a member of the American Institute of Architects, the Boston Society of Architects and the National Council of Architectural Registration Boards.

## EDUCATION / CREDENTIALS

- University of Virginia B.S. Architecture, 1989
- Harvard University Graduate School of Design Master in Architecture, 1994
- Registered Architect: MA, ME, CT, NY, AL
- NCARB Certified: LEED Accredited Professional

### RELEVANT EXPERIENCE

- Belmont Public Library, Belmont, MA
- · Boston Public Library, Faneuil Branch, Brighton, MA (historic)
- Fletcher Free Library, Burlington, VT (historic)
- · Scituate Town Library, Scituate, MA
- · Dartmouth Public Library, North Branch, Dartmouth, MA
- · West Tisbury Free Public Library, West Tisbury, MA
- Martha's Vineyard Museum, Vineyard Haven, MA (historic)
- Stellwagen Bank National Marine Sanctuary Visitor Center, Provincetown, MA
- · Old Lighthouse Museum, Stonington, CT (historic)



MA LICENSE #10380

# Matthew T. Oudens AIA, LEED AP, MCPPO CONSULTING PRINCIPAL OUDENS ELLO ARCHITECTURE

Matt Oudens, the proposed Design Principal for the project, is a founding principal of Oudens Ello Architecture with thirty years of experience specializing in cultural, institutional, and educational projects, most notably leading the design and management of numerous public library projects. His past work includes the net-zero energy, LEED Gold certified Eastham Public Library on Cape Cod, recognized with a 2018 AIA/ALA Library Building Award honoring the best library architecture in the country. Among his current responsibilities, Matt is serving as lead principal for the new 15,000 square foot Fields Corner Branch of the Boston Public Library; the new Museum of American Bird Art at Brewster's Woods Wildlife Sanctuary for the Massachusetts Audubon Society; renovation of the 1969 Art Complex Museum in Duxbury, MA; a 32,000 square foot renovation of a turn-of-the-century mill building to create a new Watercraft Exhibit Hall for the Mystic Seaport Museum; and a new visitor center for the 1930's Pioneer Village Living History Museum (the first living history museum in the country) in Salem, MA. Matt also served as the lead principal for the recently completed, LEED Silver, Norwell Public Library, a new mass timber framed 21,000 square foot facility located on a heavily wooded wetland site in Norwell, MA, which was the recipient of a national 2022 U.S. Wood Design Award and a 2021 Design Excellence Award from AIA New England.

Prior to co-founding Oudens Ello Architecture in 2007, Matt spent ten years with Machado Silvetti in Boston where he was a Senior Associate, co-managing office operations for the 40-person firm and directing award-winning cultural projects including the renovation and expansion of the Chazen Museum of Art at the University of Wisconsin, the new Black Family Visual Arts Center at Dartmouth College, the Silver Spring Town Square's new civic building and veterans memorial plaza in Silver Spring, Maryland and the Honan-Allston Branch of the Boston Public Library, winner of numerous awards including a 2003 AIA National Honor Award for Architecture and recipient of the prestigious Harleston Parker Medal. Matt holds a Bachelor of Science degree and a Master of Architecture degree from the University of Virginia and has been a registered architect since 1996. He is a LEED Accredited Professional and a member of the American Institute of Architects, the Boston Society of Architects and the National Council of Architectural Registration Boards.

## EDUCATION / CREDENTIALS

- University of Virginia B.S. of Architecture 1989
- University of Virginia Master of Architecture 1992
- Registered Architect: MA, NH, ME, CT, MD, VA, AL, WI
- NCARB Certified; LEED Accredited Professional; MCPPO certified

### RELEVANT EXPERIENCE

- Boston Public Library, Fields Corner Branch, Boston, MA
- · Sawyer Free Library, Gloucester, MA
- Norwell Public Library, Norwell, MA
- Eastham Public Library, Eastham, MA
- Gladys E. Kelly Public Library, Webster, MA
- · Concord Public Library, Concord, NH (historic)
- · Millis Public Library, Millis, MA
- · Shutesbury Public Library (Feasibility Study), Shutesbury, MA
- Mass Audubon, Brewsters Woods Museum of American Bird Art, Concord, MA
- Art Complex Museum, Duxbury, MA



Marika Kobel
CERTIFIED PASSIVE HOUSE CONSULTANT
PROJECT MANAGER OUDENS ELLO ARCHITECTURE

Marika joined Oudens Ello Architecture with over 10 years of experience. She was born and raised in Massachusetts, but spent several years living, studying and traveling in Europe and Australasia. Prior to joining OEA Marika was a designer at Utile, OPAL Architecture, Perry Dean Rogers and Payette, where she acted in the role of project manager, project architect and designer for a range of commercial, institutional and residential projects. Marika graduated from MIT with a Master of Architecture and holds a Bachelor of Fine Arts degree from Rhode Island School of Design. She has a deep interest in sustainable building and has been a Certified Passive House Consultant since 2021. Prior to engaging in her architecture career, Marika spent several years in the fine and graphic arts world, including gallery, museum, graphic design and furniture design work.

## **EDUCATION / CREDENTIALS**

- Rhode Island School of Design B.S. in Architecture 1999
- University of Technology Sydney Interior Design Studies 2004
- Massachusetts Institute of Technology Master in Architecture 2010
- Passive House Institute US (PHIUS) Certified Passive House Consultant (CPHC)

#### RELEVANT EXPERIENCE

- · Belmont Public Library, Belmont, MA
- Google Data Center, South Carolina
- College of Holy Cross Performing Arts Center, Worcester, MA
- Gustafson Center, Southern New Hampshire University, Manchester, MA



MA LICENSE #981

# Robert Uhlig FASLA, LEED AP BD+C, PLA VICE PRESIDENT/ PRINCIPAL-IN-CHARGE HALVORSON | TIGHE & BOND STUDIO (LANDSCAPE ARCHITECTURE)

Bob Uhlig brings more than 38 years of experience to the craft of listening and designing of vibrant, human-scaled solutions focused on the seamless integration of art, architecture, and natural systems. He has served as Principal-in-Charge for many sophisticated projects involving site design, engineering and multi-disciplinary challenges and opportunities. He has led the public engagement, design and implementation strategies for many award-winning projects, including Quincy's Hancock Adams Common, recipient of the 2019 Preservation Mass and 2018 APA-MA Planning Award; Atlantic Wharf in Boston, 2012 ULI Global Award of Excellence for sustainable development; South Boston Maritime Park, 2006 ASLA Award of Honor. In 2017, he was inducted into the American Society of Landscape Architects(ASLA) Council of Fellows in recognition of his mastery of design in significant works of landscape architectural design.

## **EDUCATION / CREDENTIALS**

- North Carolina State University Bachelor of Environmental Design, Landscape Architecture, 1984
- Registered Professional Landscape Architect: MA, NH, CT, RI, PA, MN, NC
- LEED Accredited Professional
- Certified Construction Specifier

#### RELEVANT EXPERIENCE

- Kittery Community Center Campus Master Plan, Kittery, ME
- · Hargate Community Center, St. Paul's School, Concord, NH
- Boston Parks & Recreation Department Titus Sparrow Park Renovation, Boston, MA
- · Appalachian Mountain Club Baker Camp at Harriman State Park, NY
- MA DCR Ponkapoag Pond Master Plan & Fisherman's Cove Enhancements, Canton/Randolph, MA



**MA LICENSE #52349** 

# Joseph Persechino

P.E., LEED AP

VICE PRESIDENT/ PRINCIPAL-IN-CHARGE TIGHE & BOND (CIVIL ENGINEERING)

Joe Persechino specializes in the development, design, and engineering of site/civil projects for institutions, real estate, commercial, educational, municipal, and renewable energy projects throughout New England. He has more than 18 years of experience from project initiation and site evaluations to comprehensive site/civil design and permitting. His permitting experience includes acquiring the necessary permits for a range of projects at the local, state, and federal level. Joe advocates for sustainability and Low Impact Design (LID) whenever possible.

#### **EDUCATION / CREDENTIALS**

- University of New Hampshire Bachelor of Science in Civil Engineering
- · Registered Professional Engineer (Civil Engineering: MA, NH
- LEED Accredited Professional
- Septic Designer Permit #1620

#### RELEVANT EXPERIENCE

- · Durham Town Hall, Durham, NH
- · Quincy Maritime Center, Quincy, MA
- Stormwater Master Plan, Manchester-By-The-Sea, MA
- The Cottages of Durham Student Housing Development, Durham, NH



**MA LICENSE #50582** 

# Sean Sullivan

P.E.

SR. MECHANICAL ENGINEER BALA (MECHANICAL ENGINEERING)

Sean has over 12 years of experience in the design of HVAC systems and project management. He has been responsible for the design of numerous HVAC systems for public and private buildings which have included both library and public school projects. With Bala, Sean's relevant experience includes Eastham Public Library, Webster Public Library, Deerfield Academy Boyden Library, Billerica Memorial High School, and Lunenburg Middle/High School. Sean's project experience includes renovations and phased construction.

# EDUCATION / CREDENTIALS

- Bachelor of Science in Mechanical Engineering 2008
- Registered Professional Engineer (Mechanical Engineering), 2014: MA

## RELEVANT EXPERIENCE

- Shutesbury Public Library, Shutesbury, MA
- Gladys E. Kelly Public Library, Webster, MA
- Eastham Public Library, Eastham, MA
- North East Metropolitan Regional Vocational High School, Wakefield, MA
- · William Carter School, Boston, MA



**MA LICENSE #45012** 

# Craig D. Blanchet

P.E.

VICE PRESIDENT / PRINCIPAL-IN-CHARGE LEMESSURIER CONSULTANTS (STRUCTURAL ENGINEERING)

Craig Blanchet has complete technical responsibility for the analysis, design, specification writing, construction administration and field supervision of a wide variety of commercial, industrial, research and educational structures. He has experience with all conventional structure materials and systems including: structural steel, reinforced concrete, precast, prestressed, and post tensioned concrete, masonry, and timber.

#### **EDUCATION / CREDENTIALS**

- University of Miami Coral Gables B.S. in Architectural Engineering 1994
- University of Miami Coral Gables B.S. in Civil Engineering 1995
- Georgia Institute of Technology M.S. in Civil Engineering 1997
- Professional Engineer: MA, CO, WA

#### RELEVANT EXPERIENCE

- · Norwell Public Library, Norwell, MA
- Cambridge Public Library, Main Library Expansion, Cambridge, MA (historic)
- Westminster College, McGill Library Renovation, New Wilmington, PA (historic)
- · Dedham Public Safety Facility, Dedham, MA
- · The Woburn Memorial High School, Woburn, MA
- · Melrose Memorial Middle School, Melrose, MA



Peter Timothy
PRESIDENT A.M. FOGARTY ASSOCIATES

Peter Timothy, President of A.M. Fogarty & Associates, Inc. has been a professional construction cost estimator since 1985. Peter's professional capabilities include estimating all civil, structural, architectural, mechanical and electrical trades. It is with this unique combination of abilities that Mr. Timothy has realized great success in predicting construction cost, making him a valuable member of our design team. His experiences include budgeting several large scale restoration projects for the National Park Service in New York and Boston and estimating new commuter rail and light rail stations for the Massachusetts Bay Transit Authority.

## EDUCATION / CREDENTIALS

• University of Wisconsin Bachelor of Science in Construction Management 1985

#### RELEVANT EXPERIENCE

- Faneuil Branch of the Boston Public Library, Brighton, MA (historic)
- Pioneer Village Living History Museum and Visitor Center, Salem, MA (historic)
- · Norwell Public Library, Norwell, MA
- · Scituate Public Library, Scituate, MA
- Dartmouth Public Library, North Branch, Dartmouth, MA
- Webster Public Library, Webster, MA
- · Shrewsbury Public Library, Shrewsbury, MA (historic)
- Reading Public Library, Reading, MA (historic)

# Qualifications

Oudens Ello Architecture is built on the principals' more than 30 years of experience working on significant cultural, educational, and municipal projects.

# Design of over 20 municipal projects, \$200 million in construction:

**Norwell Public Library** Norwell, MA (completed)

North Dartmouth Branch Library Dartmouth, MA (completed)

Boston Public Library, Faneuil Branch, Boston, MA (completed)

Webster Public Library Webster, MA (completed)

**Scituate Town Library** Scituate, MA (completed)

Eastham Public Library Eastham, MA (completed)

West Tisbury Free Public Library West Tisbury, MA (completed)

Millis Public Library Millis, MA (completed)

Stellwagen Bank Visitor Center, Provincetown, MA (in design)

Pioneer Village Visitor Center, Salem, MA (in design)

Public Library, Fields Corner Branch, Boston, MA (in design)

**Belmont Public Library** Belmont, MA (in design)

Sawyer Free Library Gloucester, MA (in construction)

Fletcher Free Library

Burlington, VT (in design)

**Shutesbury Town Library** Shutesbury, MA (in design)

Skaneateles Library Skaneateles, NY (in design)

**Snow Library** Orleans, MA (in design)

# **Relevant Experience**

projects of various types for public and private institutions. Irrespective of building type, the common thread that unites those projects is meaningful community engagement by a public audience; in that sense they are all "public" projects whether they be a public in particular—a focus of ours in recent years needs, moving away from serving simply as repositories for books and in many cases serving as de facto community centers characterized by flexibility and openness and expanded community meeting space with varied programs tailored to specific communities.

Central to our design approach in all projects regardless of type is an interest in understanding a project's unique context, looking beyond the immediate limits of the site to understand its place in the larger historic, community, and social context to help inform a solution that is rooted to a specific place and feels like an inevitable conclusion. Sites are often large enough to consider outdoor spacemaking in the context of building planning and programming, something that has always been a focus of ours but is now becoming even 
In our work, we look for opportunities to more important in a post-pandemic world. In all of our projects we work hard to optimize a given site's potential, carefully considering issues such as how a building and landscape present themselves to neighboring properties and the larger town, vehicular and pedestrian circulation, procession from parking areas to the main entry, service points, events planning and enrichment for all ages. The same can be and flexible use patterns to name but a few. These issues are all central to our thought process from the earliest design stages.

# **Designing for Communities**

Our work over the last twenty-five years Since 2010, we have been involved in 15 public has focused primarily on cultural and civic library projects: eight of which have been built and are currently open to the public. Through this work, we have witnessed a shift in the way libraries address community needs. In the desire to create environments that foster this digital age and in the midst of America's fascination with personal technology, public libraries are transitioning from centers of information to inclusive centers of culture library or a private museum. Public libraries and are increasingly called upon to provide new services: maker spaces, flexible meeting —have increasingly responded to changing and exhibition spaces, community learning venues, cafes, catering kitchens, usable outdoor space, etc. – all similar ingredients to what one finds in a contemporary Senior Center. Challenges that designers of both new libraries and senior centers face today include: how does one create an environment that is equally well suited to a variety of users and programs with very specific needs and is cohesive at the same time; how does a building convey its "civicness" and at the same time exude a warm, inviting image; how does planning allow for distinct areas of specific use and at the same time promote easy visual supervision by staff; how can one build in as much flexibility of use and access as possible, including off-hours programming; and how is technology integrated to best advantage?

> create thoughtful architectural responses that facilitate social interaction, establish a sense of community, and contribute to the identity of the place. American sociologist Ray Oldenburg refers to libraries as a "third place"—neither home nor work—an anchor of communal and civic life; a place of community engagement said about Senior Centers. To be that "third place", Senior Centers must be enjoyable places to be in. We have come to identify



**Eastham Public Library** Aerial view of the first netzero municipal library in the Commonwealth of MA

# Direct design and management of over \$500 million in construction:

The Getty Villa \$275 million construction

The Black Family Visual Arts Center Dartmouth College \$30 million construction

Bowdoin College Museum of Art \$13 million construction

Silver Spring Town Square \$22 million construction

Honan-Allston Branch Library Boston Public Library \$6 million construction

Chazen Museum of Art University of Wisconsin, Madison \$30 million construction

The Mint Museums \$54 million construction six design attributes that define a successful Senior Center: connected-strong connection to community; **grounded**–strong relationship to the landscape both in terms of access and views; visible-ease of supervision and wayfinding; welcoming-civic yet approachable; bright-abundant natural light with reduced dependence on artificial light; flexibleadaptable spaces and use patterns.

# **Project Management**

Prior to starting their own firm, principals Matthew Oudens and Conrad Ello were responsible for the design and construction of numerous public, institutional, and cultural projects, and they bring that wealth of knowledge and project management experience to the practice, including a clear respect for budget fidelity and cost control. We have an excellent track record in establishing and meeting budgets. Our success stems from two key components: our philosophy of designing to budget, rather than budgeting to design, and continual verification of the pricing information. Early cost estimates are critical to confirm that scope and budget are in line from the earliest possible stage of design. Two critical aspects to quality control and schedule control are an experienced staff and a willingness to work collaboratively. Meeting schedules and achieving quality are a

team effort. Our projects for the Scituate and Webster public libraries both had aggressive design schedules and both project bids came in below budget (\$1.2 million below in the case of the Webster Public Library).

# Sustainability

Oudens Ello is committed to incorporating principles of sustainable design and energy efficiency into all of its building projects. Within the context of realistic project goals and budget, we encourage all of our clients to maximize best green building practices and we approach all phases of a project with sustainability as an integral driver of the design decision-making process. We are very familiar with the LEED/USGBC process and the Advanced Buildings Core Performance Guide, with many of our team members LEED Accredited Professionals. Five of our completed library projects have received LEED certification from the US Green Building Council (three of those achieving LEED Gold, and one of them achieving Class A "netzero energy" with 100% on-site renewable energy production) along with the MBLC Green Building Incentive and performancebased rebates from local utility companies. Several additional current projects are LEED registered and/or targeting "net-zero energy" outside of the LEED program.



# **Norwell Public Library**

New vibrant center of community life takes full advantage of beautiful wooded wetland site

Location: Norwell, MA Client: Town of Norwell Completion: 2021 Size: 21,000 SF Project Cost: \$15.4 M Construction Cost: \$12 M LEED: Silver (pending) Building Use: Public Library Services: Full Architectural / Interior Design (incl. FF+E) Project Type: New Construction

Roles and Responsibilities: Matthew Oudens, AIA, LEED AP Principal-in-Charge Chris Genter, AIA, LEED AP Senior Associate/Project Manager

Reference: **Rick Pomroy** Owner's Project Manager (508) 456-4232

Drawing inspiration from the natural qualities rain garden establishes an experiential of the secluded and extensively wooded site, the proposed 21,000 sq. ft. library will function as a new and vibrant community center for isolated from nearby buildings, the natural beauty of the wooded site provided more than architectural response. The single-story building is comprised of three distinct wings organized around a central rain garden that that the library is located within a sensitive wetland ecosystem, the building is strategic in its placement and response to the site. As part of its sustainability effort, the central rain LEED Silver rating garden will act as a filter for rainfall before it is redistributed back to the surrounding wetlands. More broadly speaking, the central

2021 AIA NEW ENGLAND AWARD FOR DESIGN EXCELLENCE





narrative for library visitors, delaying the most expansive views of the natural wooded context until one progresses through the lobby into residents of Norwell. While the library is the main reading and meeting rooms which expand spatially, opening up towards the view with taller volumes and large expanses of glass. enough inspiration to develop an appropriate The exposed heavy timber structure serves to connect the library to its wooded setting and bring a sense of warmth to the interior. With ample light and thoughtful connections to the serves as an entrance courtyard. Recognizing outdoors, including two reading porches, the new Norwell Public Library is a pleasant and productive space for visitors of all ages. The recently completed library is anticipating a





Opposite Page Exterior view from entry drive approach; adult wing in foreground with courtyard, entry porch and meeting room wing beyond **Top** View of library from parking lot Middle View of new library's entry porch and rain garden courtyard **Bottom** Aerial plan view









Top Exterior view from surrounding woods of adult wing and corner reading porch Above View from adult reading porch into adult reading room Left Covered adult reading porch overlooking extensively wooded wetland site

Below Central seating area in adult stacks with study carrels at exterior wall Right Window seating in adult reading room Bottom Interior view of adult collection and reading room





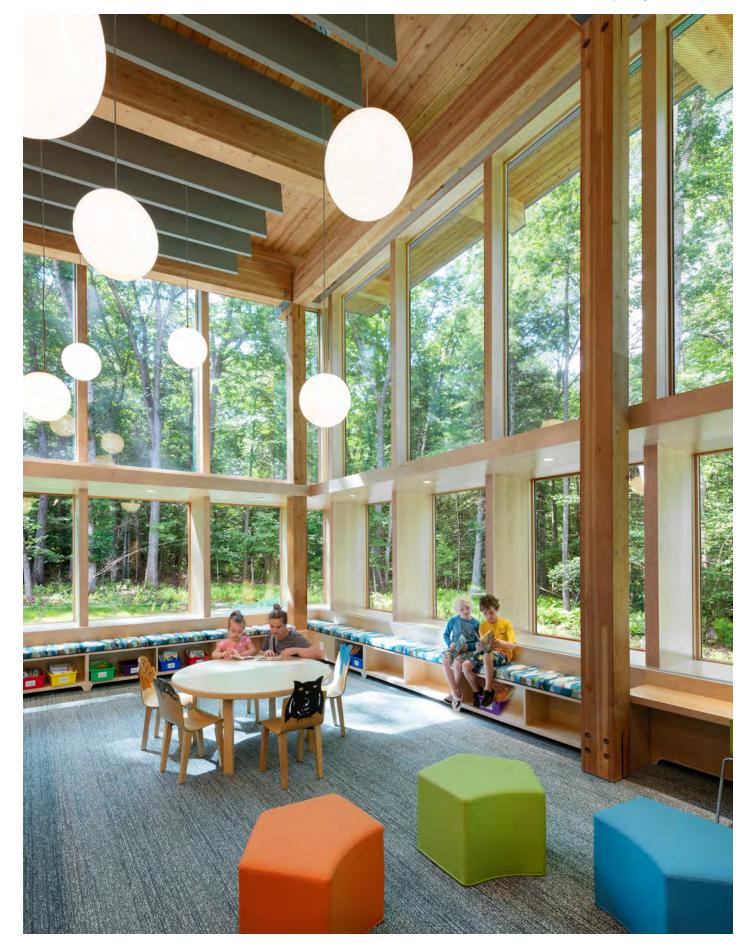






Opposite Page Main lobby with circulation desk (left side) and browsing/new materials (right side) Right Periodicals / quiet reading room with screen porch beyond Below Exterior view of children's reading room with projected corner window seat at storytime area Opposite Page Children's corner bay window seat and storytime area overlooking wooded site







# **Eastham Public Library**

A net-zero energy library addition embraces Cape Cod's history of Modern Architecture

Location: Eastham, MA Client: Town of Eastham, MA Completion: 2016 Size: 17,800 GSF Project Cost: \$10 M Construction Cost: \$7 M LEED: Gold / Net-Zero Energy Building Use: Public Library Services: Full Architectural / Interior Design (incl. FF+E) Project Type: New Construction (plus Renovation of historic library)

Role and Responsibilities: Matthew Oudens, AIA, LEED AP Principal-in-Charge Conrad Ello, AIA, LEED AP Consulting Principal

Reference: Mary Shaw **Board of Trustees** (508) 255-9049

This new Cape Cod library on a hillside site desk, adult reading room and stacks – is located overlooking one of the town's many ponds replaces a 1980's building, one that no longer meets the demands of a growing community during the busy summer months. The project preserves and enhances the original one-room the National Register of Historic Places.

2011 construction grant by the Massachusetts Board of Library Commissioners, respects the small historic structure, which serves as a headpiece to a new library building sensitively minimize its impact on the historic structure. Green Building Council. The majority of building program - lobby, multipurpose community room, circulation

2021 AIA NEW ENGLAND AWARD FOR DESIGN EXCELLENCE

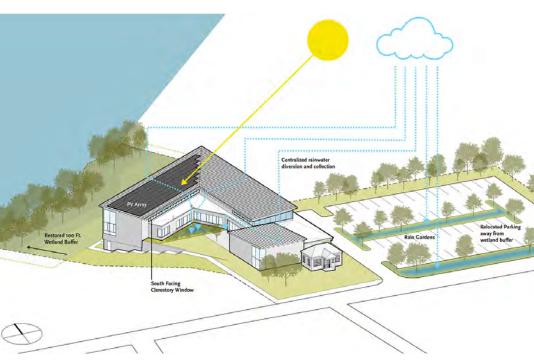




NET-ZERO ENERGY / LEED GOLD

on the upper level, arranged around a central reading garden, and taking full advantage of the dramatic pond views. The lower level and a population which dramatically increases houses the children and young adult areas, with direct access to an outdoor program area. The building maximizes flexibility of use, both library building dating to 1897 and listed on during normal library hours as well as during off-hour community use, and promotes adaptability to future program changes, at The new building, partially funded through a the same time incorporating the latest green building technologies. This net-zero energy (Class A) building, one of the first net-zero energy public libraries in Massachusetts, boasts 100% on site energy production and placed to the rear of the site and scaled to has received a LEED Gold rating from the US



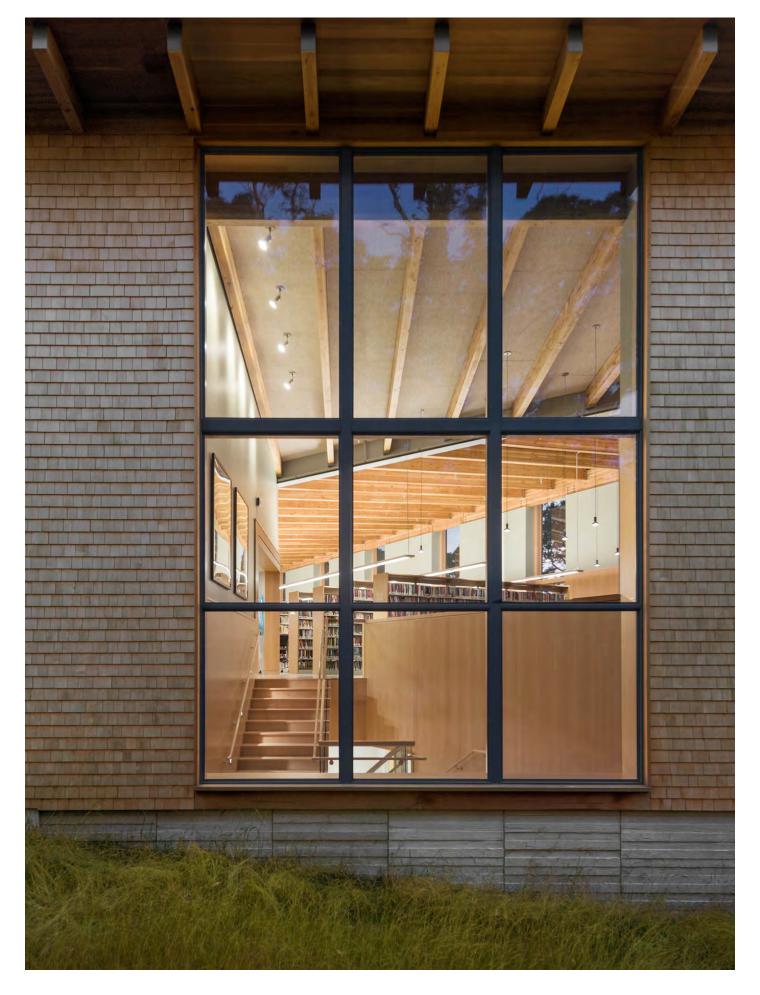


Opposite Page South Elevation with Historic V.I.S. Library Building (ca. 1897) Above Outdoor reading garden Left Sustainability diagram



**Above** Entry Lobby **Right** Meeting Room, historic chapel beyond **Opposite Page** Window at stair to lower level





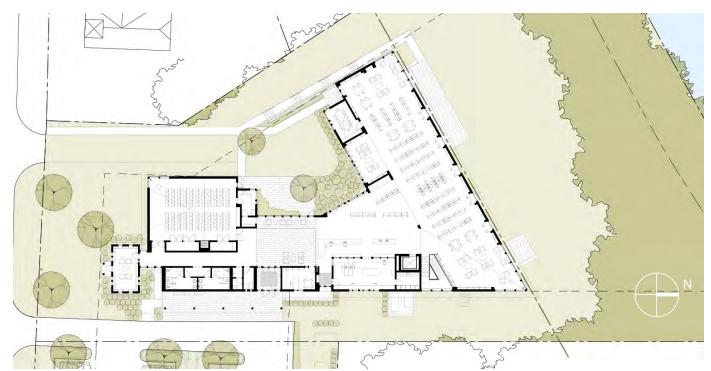


Above North elevation facing Depot Pond Right Interior of Adult Reading Room west end Opposite Page Top Interior of Adult Reading Room East End Opposite Page Bottom Building and site plan

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# Martha's Vineyard Museum

Adaptive re-use of a turn-of-the-century marine hospital into a vibrant new waterfront home for this museum of Martha's Vineyard history

Location: Vineyard Haven, MA Client: Martha's Vineyard Museum Completion: 2019 Size: 17,500 SF Project Cost: \$30 M Construction Cost: \$17 M Building Use: Museum Services: Full Architectural and Interior Design (incl. FF+E) Project Type: Renovation / Expansion

Role and Responsibilities: Conrad Ello, AIA, LEED AP Principal-in-Charge Chris Genter, AIA, LEED AP Senior Associate/Project Manager

Reference: Dale Garth Chair, Building Committee (617) 877-9654

home lies on a small parcel in the center of Edgartown, MA. Its current facilities, are wholly inadequate for the display and longof island art and artifacts. Oudens Ello 10,000 square-foot, c. 1895 marine hospital building in Vineyard Haven as the museum's purchased the property.

After several years of property stabilization Construction was completed in 2019 and the and strategic planning, OEA was reengaged in 2013 as architects for the creation of the Museum's new home on the Marine Hospital property. Collaborating with the Museum's reuse of the Marine Hospital

The Martha's Vineyard Museum's current Planning Committee as well as many island stakeholders over a period of several years, OEA has developed a transformative design that respects the preeminence of the term preservation of its important collection Marine Hospital building, while meeting the Museum's programmatic goals. The Architecture was selected in late 2010 to new project's major elements are: 1) the reevaluate a 5-acre waterfront property and its purposing and rehabilitation of the historic Marine Hospital Building 2) a new Exhibition and Collections wing housing permanent potential new home. Based on the promise and temporary exhibits, as well as state-ofof OEA's study, the institution subsequently the-art collections storage, 3) a new "Vehicles and Vessels" building, primarily housing large objects in the Museum's collection. project was awarded a 2020 Robert H Kuehn Ir. award from Preservation Massachusetts in recognition of the project's innovative adaptive



2020 PRESERVATION MA ROBERT H. KUEHN, JR. AWARD WINNER



**Opposite Page** View of renovated Marine Hospital and Fresnel Pavilion Addition from front Events Lawn Left Interior view of lead-in gallery with Fresnel Pavilion beyond Below Historic aerial photo of Marine Hospital Bottom Site and building plan of new museum complex



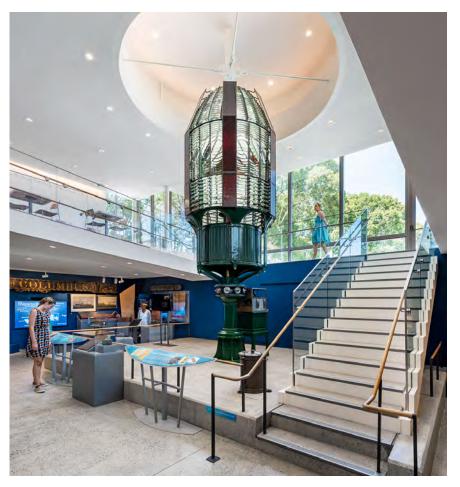




Above View from Vehicles & Vessels barn building across central courtyard to restored marine hospital building Right Exterior view of Vehicles & Vessels barn Bottom Right View from Lagoon Pond







**Left** Interior view of Fresnel Pavilion from lower level **Below** Interior view of Fresnel Pavilion addition









Top View of temporary gallery in Marine Hospital Above Left New collection storage in basement of Marine Hospital building Above Right Upper level gallery Opposite Page Interior view of new research library in former recovery ward



# Similar Projects Summary & References

Stellwagen Bank National Marine Sanctuary Visitor Center Provincetown, MA (2019-2021)

Pete DeCola Superintendent NOAA/Stellwagen Bank National Marine Sanctuary 175 Edward Foster Road Scituate, MA 02066 E. pete.decola@noaa.gov T. 781.546.6011

# Types of Services Performed and Deliverables Provided:

- Test fits and site analysis/assessment of several sites within the politically charged center of Provincetown.
- Concept design for a new, 2-story, 11,000 GSF visitor center including flexible, multi-purpose community space, exhibit hall, public information center and public restrooms
- Provided 2D and 3D visuals for project approval and consensus building (In 2023, the project received \$15M in federal funding)
- Met regularly with a wide range of project stakeholders, including the Building Committee (consisting of NOAA, the Town of Provincetown and the Center for Coastal Studies), the Provincetown Community, local business leaders, Town departments and agencies including the Provincetown Historic Commission, Conservation Commission, Building Department, Planning Board, police and fire.



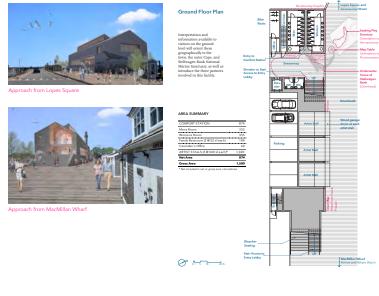
Provincetown Harbor & Site Study Are



Provincetown as Gateway to the Stellwagen Bank National Marine Sanctuary

Site Analysis and Selection





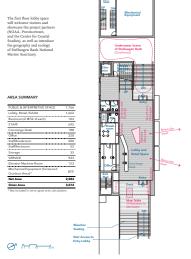






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Above Cross-section through new, 11,000 GSF Stellwagen Bank National Marine Sanctuary Visitor Center. Left Floor plans and conceptual renderings of new visitor center on preferred site.

Right Summary slide from Final
Report showing four potential
building sites that were carefully
assessed in the center of
Provincetown, MA. Environmental
analysis was critical in an area
highly susceptible to flooding and
containing critical underground
utilities infrastructure. Building Site
four was ultimately selected for
further conceptual design study

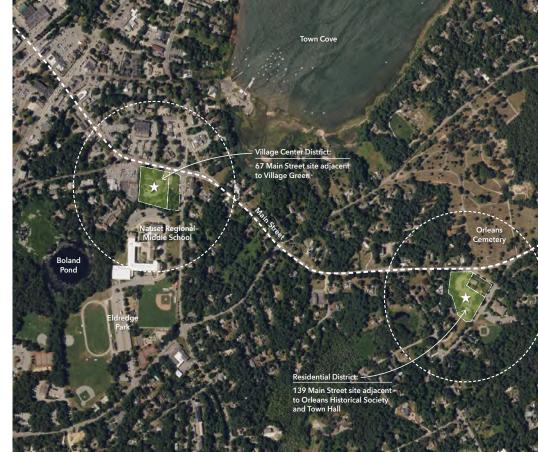
# Similar Projects Summary & References

Snow Library Site Selection and Concept Design Orleans, MA (2023-Present)

Steve Gass Chair Snow Library Task Force 67 Main Street Orleans, MA 02653 E. sxgass@gmail.com T. 617.840.5432

## Types of Services Performed and Deliverables Provided:

- Performing as prime and lead designer for a new 24,000 GSF library in Orleans, MA.
- Site selection developed test fits and technical assessment / analysis of two building sites within town.
- Provided 2D and 3D visuals for project review and approval.
- Led consensus-building meetings with Orleans Community, building committee and various town agencies.



Right Location plan showing two possible sites for a new, 24,000 gross square foot municipal library in Orleans, MA. Site considerations include zoning assessment (particularly related to setbacks and parking), proximity to downtown Orleans and to other municipal assets, building demolition and hazardous abatement, as well as civil/environmental assessment of sites respecting, among other things, a new underground municipal sewer pump station on one of the two sites.





Left Preliminary test fits for the two sites being analyzed. Site 1 (top) abuts an existing Town Green and is proximate to downtown Orleans; Site 2 (bottom) strengthens an existing node of public assets including Town Hall and the Orleans Historical Society

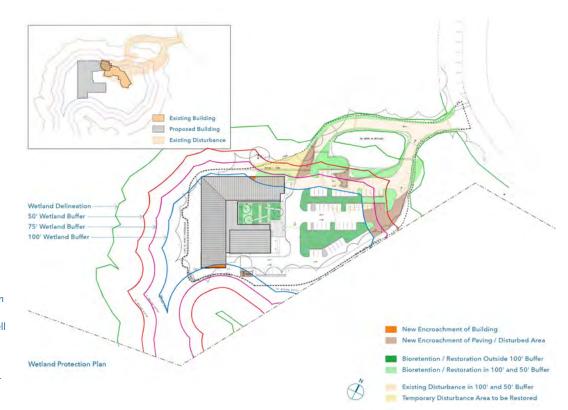
# Similar Projects Summary & References

**Norwell Public Library** Norwell, MA (2018-2021)

Pomroy Associates 49 Bedford Street East Bridgewater, MA 02333 rpomroy@pomroyassociates.com T. 508-456-4232

# Rick Pomroy Owner's Project Manager Types of Services Performed and Deliverables Provided:

- Performed as prime consultant and provided full architectural design services for a new, 21,000 GSF public library (Schematic Design through Construction Administration, 2018 - 2021)
- Performed as prime and lead designer for the Furniture, Fixtures & Equipment (FFE) design, selection and procurement process for the entire library, including steel library shelving.
- Provided 2D and 3D visuals for project approvals during design phases.
- Provided full construction documents and specifications set for project bidding and construction; provided FF+E bid/procurement package including specifications as needed for fabrication and installation.
- Led Design Team's environmental assessment efforts; collaborated closely with Norwell Conservation Commission to address stormwater bioretention concerns on a wetlands-intensive site.



Right Diagrammatic site Plan showing the new building's location relative to sensitive wetland areas (similar to Ayer, the Town of Norwell has extensive wetlands areas). Attention was given to minimizing impacts to wetlands, as well as to stormwater bioretention outside of the 100' wetland buffer.



2 Entry Porch

Lobby

4 Circulation / Service Point

Browsing / New Materials Periodicals / Quiet Reading

Screen Porch

8 Staff Offices

10 Adult Reading Room

11 Exterior Reading Porch 12 Maker Lab

13 Study Rooms

14 Archive Room

15 Conference / Local History

16 Cafe Seating

17 Meeting Room 18 Children's Reading Room

19 Children's Program Room

20 Storage

21 WC

22 Friends / Conference

25 Mechanical / Electrical

Denotes area of off-



Top Floor plan of the new 21,000 SF public library. The building features a 150-person Community Room, a activity/room maker space, several small study rooms, a local history room and two outdoor porches (one of which is screened) to allow for indoor outdoor use. Left The library's arrival courtyard serves as a stormwater bioretention area outside of sensitive wetlands areas surrounding the building.

# **Project Understanding**

# Design Team Scope of Services

#### **OVERVIEW**

Our project understanding is currently limited to our review of the RFP, including the 2020 Feasibility Study and 2023 Senior Center Site Selection Working Group Recommendation and Study Report for the Ayer Select Board, as well as to our limited exchange with Dan Van Schalkwyk to clarify the viability of the Pirone Park site. We understand the Pirone Park site is "off the table" at this time, and that site selection is back to square one. Consequently, our scope of services begins with a site selection process (Task 1), with the ultimate goal to develop community consensus around a preferred site for the new Senior Center. Task 2 would follow, during which a design concept will be developed for a new 12,000-15,000 GSF Senior Center. The design will be developed with enough detail (including 2D and 3D visuals) to garner continued community support for the project. Task 2 activities will also include the development of a conceptual construction cost estimate that can serve to inform a total project budget and future design development.

## **TASK 1: SITE SELECTION**

TASK 1 SCHEDULE: 6 months

## TASK 1 ACTIVITIES:

- Design team walkthrough of potential sites (assuming 5-7 sites)
- Evaluate topographic and other site characteristics, and abutting uses to determine whether the site can accommodate the building program. Assess visibility, accessibility to users, and proximity to other Ayer amenities.
- Review existing publicly available information for each of the potential sites, including Zoning bylaws and Town-provided utility records to determine available utilities to each particular site for the Senior Center.
- Preliminary Test Fits of potential sites for Building Committee / Community review.
- Prepare refined Test Fits and a concept-level environmental evaluation of up to three (3) site alternatives identified by the Town. The evaluation will include a desktop review of potential environmental constraints (e.g., wetlands, rare species, protected open space) using publicly available data, preliminary site reconnaissance, and the Town's wetlands bylaw. A summary of anticipated environmental permitting and limitations for each site will be provided in a technical memorandum.
- Package final Site Selection Report
- Senior Center building program confirmation: review and confirmation of existing Senior Center program assumptions. Make program refinements as required. Produce final Senior Center program (programming will occur simultaneously with preliminary site analysis)

## TASK 1 DELIVERABLES:

- Final Site Selection Report to include preliminary sites investigated as well as "finalist" sites (up to three). Report will include existing conditions information, test fit graphics, civil/environmental technical memorandum, pros and cons matrix for potential sites and final recommendations.
- Senior Center Building Program Document

#### TASK 1 DESIGN CONSULTANTS:

- Oudens Ello Architecture (architecture and site planning)
- Halvorson | Tighe & Bond (landscape architecture, civil and environmental engineering)

TASK 1 MEETINGS (hybrid format; i.e., some in-person meetings and some virtual):

- Kick-off Meeting with Building Committee; full-day site walkthrough of potential sites
- Bi-weekly meetings (or as required) with Building Committee (OEA) only
- Up to three (3) meetings with Town Agencies/Boards to discuss site selection findings.
- One (1) Community Meeting to apprise community of initial site selection findings
- One (1) meeting for final site selection presentation to Town Board(s)

## TASK 2: SENIOR CENTER CONCEPT DESIGN

TASK 2 SCHEDULE: 6 months

## TASK 2 ACTIVITIES:

- Conceptual design development of new 12,000-15,000 GSF Senior Center. Concept Design will be based on refined test fit on preferred site and the confirmed Senior Center Building Program. Assume several iterations before final concept is locked in.
- Preparation and presentation to the Client of preliminary site layout alternatives that address the proposed building program, pedestrian and vehicular circulation (including parking and drop-off), and outdoor spaces.
- Zoning, code/life safety and accessibility review of Concept Design
- Prepare concept level grading and drainage plan as well as conceptual utilities layout.
- Prepare Construction Cost Estimate for final concept design.
- Assist Town of Ayer with development of a total project budget (including required contingencies and escalation) and schedule.

## TASK 2 DELIVERABLES:

- Concept Design deliverables including but not limited to annotated site/landscape plan, floor plan(s), reflected ceiling plan, exterior elevations, building section(s), conceptlevel 3D renderings (assume three (3) exterior renderings and three (3) interior renderings), room finish schedule, program summary document, concept level grading and drainage plans, MEP/FP systems narrative and structural narrative.
- Zoning, life safety and accessibility summary of final Concept Design
- Construction Cost Estimate

## TASK 2 DESIGN CONSULTANTS:

- Oudens Ello Architecture (architecture)
- Halvorson | Tighe & Bond (landscape architecture, civil and environmental engineering)
- Bala (MEP/FP engineering)
- LeMessurier (structural engineering)
- A.M. Fogarty (cost estimation)

TASK 2 MEETINGS (hybrid format; i.e., some in-person meetings and some virtual):

- Bi-weekly meetings (or as required) with Building Committee (OEA with consultant team when required)
- Up to three (3) meetings with Town Agencies/Boards; informal review of Senior Center concept design
- One (1) Community Meeting to apprise community of design progress
- One (1) meeting for final concept design presentation to Town Board(s)

# **Proposed Fees**

# Design Team Fee Proposal

February 2, 2024

		TASK 1- SITE SELECTION	TASK 2- CONCEPT DESIGN
Oudens Ello Architecture ARCHITECTURE	\$81,000	\$30,000	\$51,000
Halvorson   Tighe & Bond LANDSCAPE ARCH., CIVIL & ENVIRONMENTAL ENGINEERING	\$57,000	\$23,000	\$34,000
LeMessurier STRUCTURAL ENGINEERING	\$5,000	\$0	\$5,000
BALA MEP/FP	\$8,500	\$0	\$8,500
A.M Fogarty COST ESTIMATION	\$5,500	\$0	\$5,500
Reimbursable Expenses NOT-TO-EXCEED 5% OF DESIGN FEES	\$7,850	\$2,650	\$1,260
Total Design Team Fee + Expenses	\$164,850	\$55,650	\$109,200

#### Inclusions / Qualifications:

- 1. The fees above assume scope of services broken into two (2) primary tasks. Task 1 encompasses the site selection process including preliminary walkthroughs and assessment of available sites, "test fit" site design and environmental analysis for up to three (3) sites, as well as test fit refinement and final recommendation report for a single preferred site. Task 2 encompasses building programming, conceptual design and cost estimation for a new 12,000-15,000 gross square foot Senior Center (see Project Understanding).
- 2. Our proposal is based on a twelve (12) month schedule, beginning in Spring of 2024. We assume six (6) months for site selection (Task 1) and six (6) months to develop a concept design on the preferred site (Task 2).
- 3. Reimbursable expenses for travel, printing and delivery have been included as a not-to-exceed amount (see above). All reimbursables expenses will be invoiced at cost (no mark-up).

## **Exclusions / Additional Services:**

- 1. Site Survey(s)
- 2. Wetlands delineation flagging
- 3. Geotechnical engineering
- 4. Hazardous materials assessment, testing and abatement design
- 5. Formal agency reviews, including, but not limited to Conservation Commission, MEPA, Mass DOT review.
- 6. Project permitting related services
- 7. Conceptual Basis of Design for building technology systems (e.g., IT, audiovisual and security systems \$6,000)
- 8. Participation in meetings beyond what is described in our scope of services and inclusions above

#### **Hourly Rates**

OUDENS ELLO ARCHITECTURE BA		BALA	BALA		HALVORSON   TIGHE & BOND	
Principal	\$250	Senior Project Mgr	\$250	Senior Consultant	\$260	
Project Manager	\$190	Senior Project Engr	\$220	Principal Engineer	\$245	
Project Designer	\$150	Project Engineer	\$190	Landscape Principal	\$215	
Administrative	\$100	Administrative	\$90	Project Engineer	\$165	
				Project L. Architect	\$160	
A.M. FOGARTY		LEMESSURIER		Staff Engineer \$145		
Principal	\$330	Principal	\$305	Project Planner	\$140	
Senior Estimator	\$185	Consultant	\$220	Administrative	\$90	
Engineering	\$185	Designer	\$195			

