



# CITY OF EL MIRAGE

## THOMPSON RANCH WELL SITE PIPING, VALVE & SAND SEPARATOR REPLACEMENT EM25-TRW01

**Presented by:** KEAR Civil Corporation  
22255 N 20<sup>th</sup> Ave  
Phoenix, AZ 85027

**Bid Date:** November 6<sup>th</sup>, 2025



**Project Title:** Thompson Ranch Well Site- Piping, Valve & Sand Separator Replacement  
**Project #:** EM25-TRW01

**Firm Name:** KEAR Civil Corporation  
**Firm Address:** 22555 N. 20th Ave., Phoenix, AZ 85027  
**Firm Phone:** 623.580.1100  
**Contact Name & Title:** Mike Fossett, President  
**Contact Email:** mike.fossett@kearcorp.com  
**Contact Signature:** 

**Table of Contents**

- Intro & Approach to Scoping & Estimating.....1
- Project Understanding - Quality, Budget, Scheduling.....2
- Project Understanding - Project Management.....3
- Subcontractor Selection Plan.....4
- Similar Projects - Scale & Complexity.....5
- Resource Management.....6
- Scope & Installation.....7
- Project Schedule.....8-9
- Cost Proposal.....10

**KEAR CIVIL CORP**  
By the Numbers

**24+** Years in Arizona  
Since 2001

**300+** Local/AZ Projects

**5+** Years w/o a Recordable

**★ HOW WE RANK**

**Top 10 Civil Contractors**  
*Ranking Arizona 2025*  
**America's Fastest Growing Companies**  
*Inc. 5000*  
**Top Specialty Contractor**  
*ENR Southwest*



# PROJECT UNDERSTANDING- APPROACH TO SCOPING & ESTIMATING

## EXPERIENCE & APPROACH- JOB ORDER CONTRACTING

KEAR Civil Corporation is a general engineering construction company incorporated in Phoenix in 2001. For over 24 years, we have focused on client satisfaction, integrity, and delivering quality in all aspects of construction services.

KEAR provides preconstruction and construction services with a specialization in water and wastewater treatment facilities and related infrastructure. We have extensive JOC experience, managing projects in active operational environments while minimizing service disruptions.

Our team has delivered numerous water reclamation and wastewater treatment projects across Arizona, partnering with municipalities and private developers to bring projects to completion safely and efficiently. KEAR takes pride in our customer-focused approach, responsiveness, and commitment to excellence, and we look forward to bringing that dedication to the City of El Mirage.

### Scoping & Estimating Potential Job Order Projects

KEAR knows JOC and we have budgeted, estimated and executed hundreds of Job Orders. We manage all of these estimates through a centralized estimating department.

### Preconstruction Services Department

KEAR maintains a preconstruction services department led by our Director of Preconstruction Services- Garry Higdem. Garry leads our team of estimators that assist each Job Order contract we hold with various preconstruction activities including:

- Budgeting for CIP or Future Projects
- Full Job Order Estimates
- CPM Schedules
- Jobsite Walks / Site Visits
- Value Engineering
- Constructability Reviews
- Subcontractor, Supplier, Professional Services Prequal & Selection
- Work Planning & Sequencing
- Cashflow Projections

We use HCSS estimating software to create all of our estimates. The quote subsystem within HCSS allows us to efficiently organize subcontractor and supplier quotes for thorough pricing and scope analysis. This platform enables our team to quickly prepare JOC estimates and seamlessly transition them into project budgets, supporting smooth execution in the field.

## The KEAR Thompson Well JOC Team



**Mike Fossett**

President



**Mike Gruey**

Director- Construction



**Garry Higdem, PE**

Director- Preconstruction



**Mike Candelaria**

JOC Program Manager



**Julie Clark**

Project Manager



**Dave Monroe**

Superintendent

Prequalified  
Contractors

Self-Perform  
Trades

Prequalified  
Vendors

### Corporate Support Staff



**Josh Johnson**

Safety Manager



**Candice Decker**

Contracts Manager



**Eddie Antonelli**

Purchasing Manager

# PROJECT UNDERSTANDING- QUALITY, BUDGET & SCHEDULE

## ACHIEVING A QUALITY OUTCOME WITHIN BUDGET AND SCHEDULE LIMITATIONS

KEAR's approach to this section highlights key project management focus areas, each supported by real-world examples that demonstrate our collective expertise and collaborative mindset. While individual contributions are noted, every solution is the product of a team effort—through open brainstorming, critical evaluation, and shared accountability. This culture of partnership drives our commitment to rigorous quality control, efficient scheduling, strict safety standards, and value engineering. Together, these practices will help us balance workloads, reduce change orders, mitigate disputes, and consistently deliver cost-effective, high-value outcomes- all within the budget and schedule constraints established by the City of El Mirage.

The following is our perspective on Exceeding Expectations for the City of El Mirage:

### **Project Approach- Partnering**

Partnering and collaborating with the City of El Mirage is a key success factor to delivering a quality outcome on this project. The JOC model lends itself for upfront communication with determining design options and ideas. This involvement from the beginning helps deliver a successful project and alleviates many issues that could arise without this joint effort.

### **Thompson Ranch Project Keys to Success -**

1. Clear Scope of Work
2. Define Goals- Schedule & Budget
3. Transparent Pricing
4. Constant Communication

*KEAR conducted a pre-bid site visit with The City of El Mirage to evaluate the Thompson Ranch Well Site, discuss the project goals, and to kickoff collaboration and partnering.*



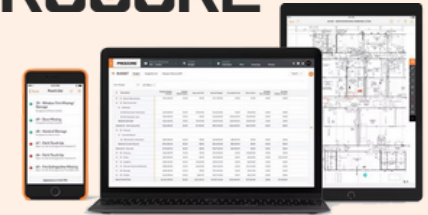
### **Project Approach- Budget & Schedule**

At KEAR we apply a systematic and proactive approach to project management, project budget and project scheduling to help mitigate the limitations that have been determined or established. For project management, the City of El Mirage will have a single point of contact. This helps to eliminate the coordination efforts that could potentially slow and affect the schedule, though in kind it can help with a faster more productive project schedule.

KEAR utilizes scheduling software Primavera P6 to create and manage the project schedule and we utilize 3 week look ahead schedules created by the field management team (Project Manager & Project Superintendent). This provides real time updates, ensuring on-time delivery, and identifying any potential delays. Utilizing these tools helps to also determine and create any value engineering and any project contingencies needed. This is especially beneficial with the project encounters budget and scheduling limitations. By keeping transparent communication and consistent project budgeting, this will help to keep the project within budget and ensure on-time completion.



## **PROCORE**



KEAR will utilize Procore to manage meeting minutes, daily reports, redlines, submittals, and project documentation. The City of El Mirage will be granted full access to KEAR's Procore system for all JOC projects. This provides all project team members with up-to-date information on progress and all project documentation.

### **Mike Candelaria** *JOC Manager*



Based in our North Phoenix office, Mike brings 25+ years of water infrastructure and heavy civil experience, including successful booster pump stations, yard piping, and SCADA/control system integrations across Arizona and Texas. Mike excels at coordinating trades, fostering strong partnerships with engineers and vendors, and ensuring site work and critical path activities are completed efficiently to keep projects on track.

## PROJECT MANAGEMENT APPROACH

### Team Organization During Pre-construction and Construction Phase Services

Our team structure is designed to ensure seamless coordination and effective management throughout the preconstruction and construction phases. Here is how we approach these critical stages:

#### Pre-Construction

##### Team Assignment and Engagement

Our Project Manager Julie Clark will oversee the project from the initial site visit through to the punch list. The PM collaborates with our Estimating and Preconstruction Department to prepare the proposal and select high-quality subcontractors, ensuring alignment with the project's goals. A superintendent is then brought on board and fully briefed to begin preparations for field operations.

##### Site Visit and Project Understanding

We begin with a thorough site visit to understand the project's intent and the specific needs of the end users. As previously mentioned our pre-bid meeting was a great start to this process.



#### Construction Phase

##### Leadership in the Field

The assigned superintendent will take the lead in the field, directing daily activities and coordinating with subs and vendors in accordance with safety and quality requirements for smooth execution.

##### PM Support

While the superintendent handles field operations, the project manager continues to provide oversight, ensuring that progress aligns with the overall project plan and addressing any challenges that arise.

##### Administrative Support

We will provide dedicated support from ancillary team members, including a purchasing manager, contracts manager and director of construction. By combining the expertise of our project manager, preconstruction team, and superintendent, we create a collaborative and efficient structure that ensures the project's success from planning to completion.

#### Quality Control

Once all project requirements have been communicated between KEAR and the City of El Mirage, KEAR will prepare our site specific quality control plan. KEAR utilizes a hybrid version of the USACE 3-phase quality control program. Our team will ensure full conformance through detailed submittal reviews, delivery inspections, pre-task planning, and ensuring all testing and inspections are completed.

#### Thompson Ranch Project Keys to Quality Control Success

1. Execution of Preparatory, Initial and Follow Up QC Meetings
2. Detailed layout planning for welded pipe prefabrication
3. Proper planning of material testing & inspections
4. Adequate notice to City of El Mirage & Engineer for all testing
5. Detailed daily reports & timely submission of test results



Alan Menefee  
Quality Control Manager

#### Perspective Applied

KEAR's Corporate Quality Control Manager, **Alan Menefee**, conducts visits to pipe and equipment manufacturers to inspect and oversee the fabrication processes. By identifying and rectifying any issues at the fabrication site, our proactive approach ensures project specifications are met both at the factory and on the jobsite.



#### Construction Safety

KEAR has a solid and effective health and safety culture. Our goal on every project is Zero Incidents\Accidents. KEAR's Corporate Safety Director works closely with our JOC team to review safety plans, traffic plans, site staging, lift plans, excavations, equipment operation and PPE. The same review process is taken with EVERYONE who enters our work area, including the owner, consultants and subcontractors. This comprehensive approach ensures all project participants, and the public are kept out of harm's way. Every KEAR superintendent is OSHA 30 trained and First Aid & CPR certified. Our superintendents provide daily oversight and responsibility for maintaining site-wide safety, conducting weekly safety meetings, correcting unsafe work areas/ methods and ensuring PPE's use amongst all trades while supporting successful completion of scope within compliance with the design and contract.

#### Perspective Applied

Our Safety Director, Josh Johnson, draws from years of hands-on field management before he transitioned to full-time safety, his application of safety standards and best practices is grounded in practical experience. Our program incorporates a blend of daily protocols, weekly and monthly reporting, quarterly celebrations including spot rewards for good catches.

# PROJECT UNDERSTANDING - SUBCONTRACTOR SELECTION

## A.R.S COMPLIANT SUBCONTRACTOR SELECTION PLAN

KEAR maintains a subcontractor selection plan that fully complies with A.R.S. 34-604, ensuring that subcontractors are selected based on a balanced evaluation of qualifications and price, rather than price alone.

### Self-Performance and Quality Control

KEAR's approach involves competing to self perform the most critical project scopes to maintain control over essential project elements and reduce uncontrollable delays. When subcontracting is necessary, KEAR follows a streamlined process designed for efficiency and quality.

### Subcontractor Selection Process

Led by our estimator, Charles Walker, KEAR's subcontracting and bidding process prioritizes qualified local subcontractors who offer the best value to the project. KEAR actively seeks opportunities to engage Certified Small Businesses, recognizing the benefit to both the project and the surrounding community through local participation. KEAR's presence completing water and wastewater projects in the State of Arizona means our established relationships with suppliers, equipment providers, subcontractors and workforce benefit this JOC. We will aggressively solicit this project to ensure that we are receiving the best value possible from our prequalified subcontractors and sub-consultants.

### Prequalification and Bid Management

KEAR utilizes Building Connected's "Trade Tapp", a web-based prequalification software, to assess and manage subcontractors. This tool allows KEAR to comprehensively review subcontractor qualifications, verifying critical metrics such as:

- Licenses and Certifications
- Health & Safety Standards
- Insurance and Surety
- Financial Stability
- Relevant Work Experience
- Legal and Compliance History

Subcontractors submit their information through the platform, after which KEAR reviews each entry for compliance with both internal and client contract requirements. If any qualification issues arise, KEAR addresses these directly with the subcontractor before issuing an approval.

This rigorous selection process ensures that KEAR brings together a team of qualified, reliable subcontractors who are selected on a combination of qualifications and price - and not price alone.

### Commitment to SBE Program and Veteran-Owned Businesses

KEAR is committed to creating opportunities for Small Business Enterprise (SBE) and Veteran Owned Businesses. Through our Veteran Outreach Program, we actively seek out and engage Veteran-Owned subcontractors and vendors, and we prioritize hiring and retaining Veteran talent at all skill levels.



Hiring veterans not only enhances our talent pool but also supports a broader social mission, fostering community strength and honoring the valuable contributions veterans have made.

**Our outreach efforts include** contacting all firms certified by various SBE programs. We also notify bid services, including AZBEX, Construction Journal, Construct Connect, Bonfire, BidNet Direct and others, to expand awareness and participation.

A screenshot of the "Qualification Questionnaire" form within the Building Connected platform. The interface is clean and professional, with a dark blue sidebar on the left containing navigation options like "Back to Dashboard", "SECTIONS", and "QUESTIONS?". The main content area is white and contains the following sections:

- Company Profile:** A text input field for "Company Name".
- OFFICE LOCATIONS:** A table with columns for "Office Name", "Address", and "Phone". One row is filled with "West Coast HQ", "335 Mission St, San Francisco, CA 94105", and "800 800 0000". There is a "+ add location" button below the table.
- Business Type:** A dropdown menu.
- Labor Type:** A dropdown menu.
- Enterprise Type:** A dropdown menu.
- Work Performed:** A dropdown menu.
- OWNERSHIP/BUSINESS STRUCTURE:** Fields for "Corporation Type" (dropdown), "State of Incorporation" (dropdown), and "Year of Incorporation" (text input).
- Has your company ever done business under a different name?** Radio buttons for "No" and "Yes".

# PROJECT UNDERSTANDING- PROJECT SCALE & COMPLEXITY

## ROUTINE PROJECT SCALE & COMPLEXITY

KEAR's history of successful project completion includes a wide range of project magnitude, complexities and scopes. From simple maintenance projects to full blown new plant construction - our team has experienced a lot in our 24 years! Oftentimes the smaller projects can be just as complex as the large projects and we maintain the resources to work on a wide range of projects. **Here are a few examples of the scale and complexity of projects we typically perform:**



### WILDCAT HILL ODOR CONTROL UPGRADES

**Description of Project:** This job order included removal and replacement of an Odor Control Unit including new ductwork, modifications to the equipment pad and startup assistance for the Owner. The project also included primary power upgrades and control upgrades along with other miscellaneous site improvements.

**Role of the Firm:**  
Prime Contractor

**Project's Construction Cost:**  
\$331,947

**Complexity:**



Existing facility was out of service and upgrades were very straightforward.

*Troy Dagenhart, Water Svc Mgr  
City of Flagstaff  
Phone: 928-213-2432  
tdagenhart@flagstaffaz.gov*



### CONTINENTAL WELL UPGRADES

**Description of Project:** This job order included the installation of a new 20,000-gallon water tank, well upgrades, new drain lines, piping & valve replacement on the existing booster pump station, new filtration, and electrical / I&C improvements.

**Role of the Firm:**  
Prime Contractor

**Projects Construction Cost:**  
\$554,301

**Complexity:**



KEAR planned early procurement for on-time construction. Demand / Season timing with facility operations was required.

*Brian Huntzinger, Manager  
City of Flagstaff  
928-774-0262  
bhuntzinger@flagstaffaz.gov*



### CITY OF PHOENIX LIFT STATION 73 BIOFILTER

**Description of Project:** This job order included the upgrades to the City of Phoenix remote facility lift station 73 including demolition of the shade canopies, chemical odor control scrubber system and concrete foundations. The new installation includes a new bio-filter system for odor control and various site improvements.

**Role of the Firm:**  
Prime Contractor

**Project's Construction Cost:**  
\$1,285,693

**Complexity:**



Existing facility demolition with a few unforeseen condition issues. Required extensive coordination with Wastewater Operations and SCADA integrators.

*Eric Quick, WW Engineering  
City of Phoenix  
602-256-4273  
eric.quick@phoenix.gov*



### HUC2 WASTEWATER TREATMENT PLANT

**Description of Project:** This project included the construction of a new wastewater treatment plant in Buckeye, AZ. The project included over 15 acres of new ponds, new head works, solids handling, sludge basins, equalization basins, odor control system, UV disinfection system, effluent pump station, biological plant with blowers and all site civil elements such as new driveways, fencing and drainage areas.

**Role of the Firm:**  
Prime Contractor

**Project's Construction Cost:**  
\$10,881,012

**Complexity:**



Phased with early startup of certain plant systems to allow owner to operate early. Complex temporary systems to allow for vault/haul operations to meet permit deadlines.

*James Heaton - Wilson (owner rep)  
602-283-2739  
james.heaton@wilsonco.com*

# PROJECT UNDERSTANDING

## RESOURCE MANAGEMENT BETWEEN PROJECTS

Our centralized purchasing department plays a critical role in supporting the success of our projects by streamlining procurement and ensuring timely delivery of materials, equipment, and subcontractor services. By leveraging company-wide buying power, standardized vendor relationships, and a deep understanding of project requirements, our purchasing team secures cost-effective and as-specified resources that align with our construction schedule.

**Our Purchasing Manager, Eddy Antonelli coordinates between field and office teams, and ensures collaboration between all of KEAR's water infrastructure projects to ensure proper utilization of equipment and material resources.**

### PERFORMANCE EXAMPLE- PURCHASING

For the \$10.8M HUC2 WWTP project in Buckeye, AZ, KEAR executed two early GMP's to facilitate on-time delivery of critical equipment. We completed our long lead study which resulted in the immediate submission of GMP1 for switchgear and electrical equipment. The second GMP covered all long-lead process equipment and valves. This project was also largely designed when KEAR was contracted which allowed for swift GMP execution during the preconstruction phase.



All project resources are managed from of our corporate office located at 22555 N. 20<sup>th</sup> Ave in North Phoenix.



**Eddy Antonelli**  
Purchasing Manager  
17+ years with KEAR

### Purchasing & Subcontracting - Advanced Systems for Resource Management

Our accounting and project management systems have been created to swiftly setup, execute and manage multiple JOC's efficiently. Following receipt of a job order request, our managers easily and quickly setup each JOC and are able to engage and contact vendors, subcontractors and professional services quickly. All of KEAR's processes for contracting are fully electronic. KEAR will have over 45 projects running at any given time and these proven systems allow for efficient resource management across a wide range of projects on a nationwide level!

### JOC Resource Allocation Meetings

KEAR's JOC Program Manager Mike Candelaria holds weekly meetings with his JOC staff to review active project progress, project issues, risk registers, and resource needs. These meetings include collaboration with KEAR Purchasing, Safety and Quality Control departments.



## 3.1. General Scope of Work

KEAR's understanding and approach to the project scope of work is as follows:

### **Remove and dispose of the existing well discharge piping, valves, and sand separator.**

KEAR understands the importance of proper removal and disposal of existing equipment and materials. Prior to removal of the existing well discharge piping, valves and sand separator, KEAR will work with the City of El Mirage Water Department to ensure a proper shutdown to include lockout/tagout procedures are followed prior to any removal of piping or valves. Once all safety precautions are in place, the discharge piping, valves and sand separator will commence. All material will be predetermined with the City Staff to ensure any salvageable material is provided back to the City prior to disposal.

### **Supply and Install Approximately 60 feet of new steel discharge piping.**

KEAR will provide the appropriate tools and equipment along with a knowledgeable Superintendent with crews to install the new discharge piping system. The discharge piping will consist of both ductile iron pipe and steel pipe with the existing pipe being replaced in like kind.

### **Supply and install new valves and a new sand separator.**

Prior to installation or any removal of the existing valving, KEAR will submit and provide manufacturer information for replacement of the existing 10" silent check valves, 10" gate valves, 12" silent check valves and the sand separator, for approval. Once the material is approved and delivered, the replacement will take place.

### **Modify or replace existing piping supports as needed.**

KEAR understands there are approximately 5 existing pipe supports at the well site. KEAR will evaluate the pipe supports to determine if they can be reused or will need to be replaced with the input from the City of El Mirage Water Department.

### **Provide necessary connection points for existing instrumentation and gauges, etc.**

Once the piping is in place and supports are installed, KEAR will ensure that all existing instrumentation and gauges are installed in the proper places and connections points on the pipe.

### **Prepare, prime, and paint all new piping and valves (one (1) primer coat, two (2) final paint coats).**

Once the pipe, equipment, instrumentation, and gauges are installed, Pressure testing and disinfection will take place. Then the prepping for the coating will take place, to include masking the instrumentation, gauges, etc. Once the prepping is completed, (1) primer coat will be applied and set for cure. Once the curing is completed, an application of the 1<sup>st</sup> final coat will be completed followed by the 2<sup>nd</sup> coat after cure out.

### **Perform piping and fitting leak tests prior to painting.**

As mention in line item F, this will take place prior to coating and painting.

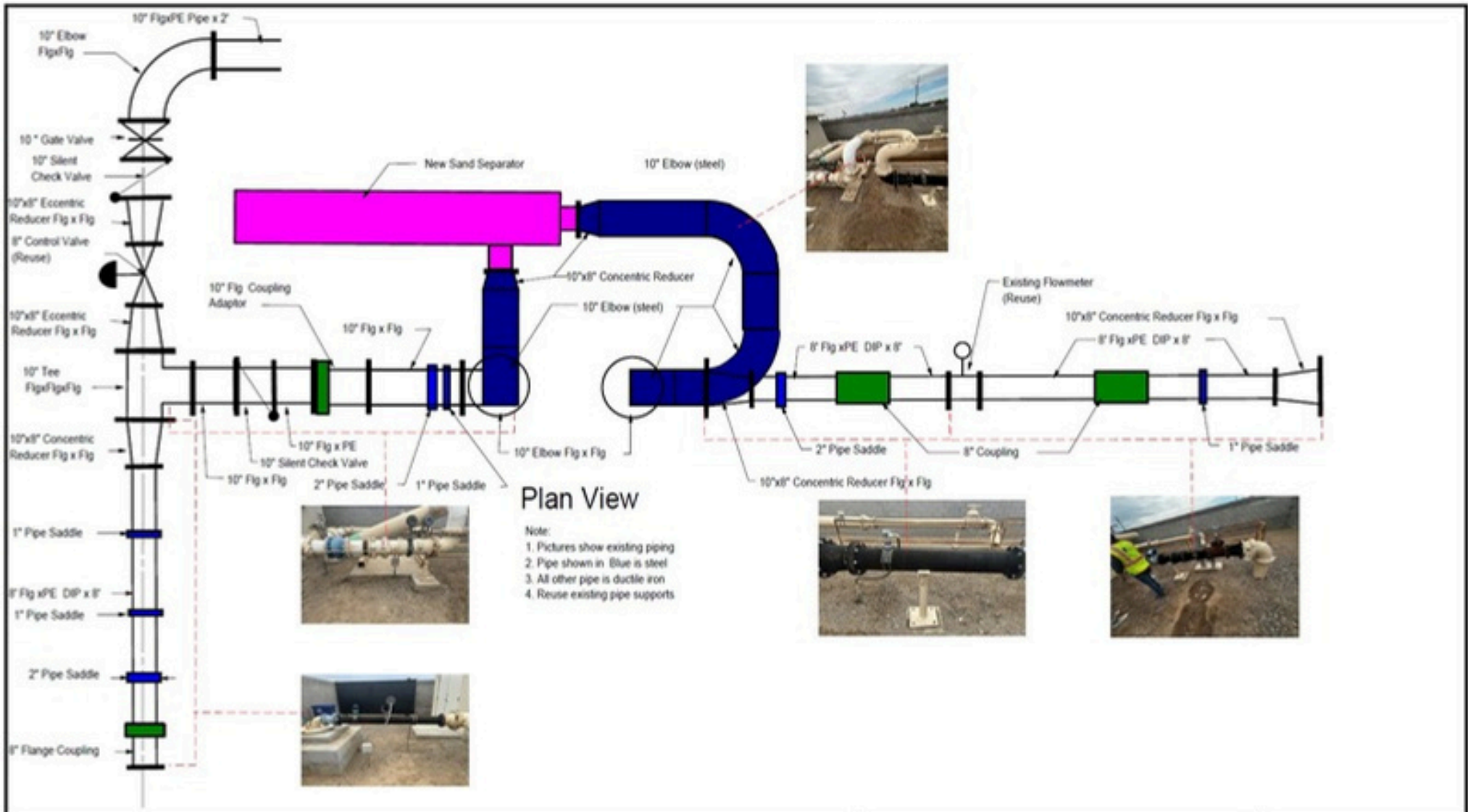
### **Provide and remove scrap dumpster.**

KEAR understand the importance of good housekeeping and will provide a dumpster for all trash and debris. Once the dumpster is full, the dumpster will be removed with an empty in it's place until all work and clean up is completed,

### **Complete site cleanup upon project completion.**

KEAR will ensure that the site is cleaned and put back into place in like or better condition than when the work started. All trash and debris will be removed and disposed of properly per all local, state and federal regulations.

# PROJECT UNDERSTANDING - PIPE INSTALLATION



City of El Mirage  
Thompson Ranch Piping Replacement

New Pipe Layout

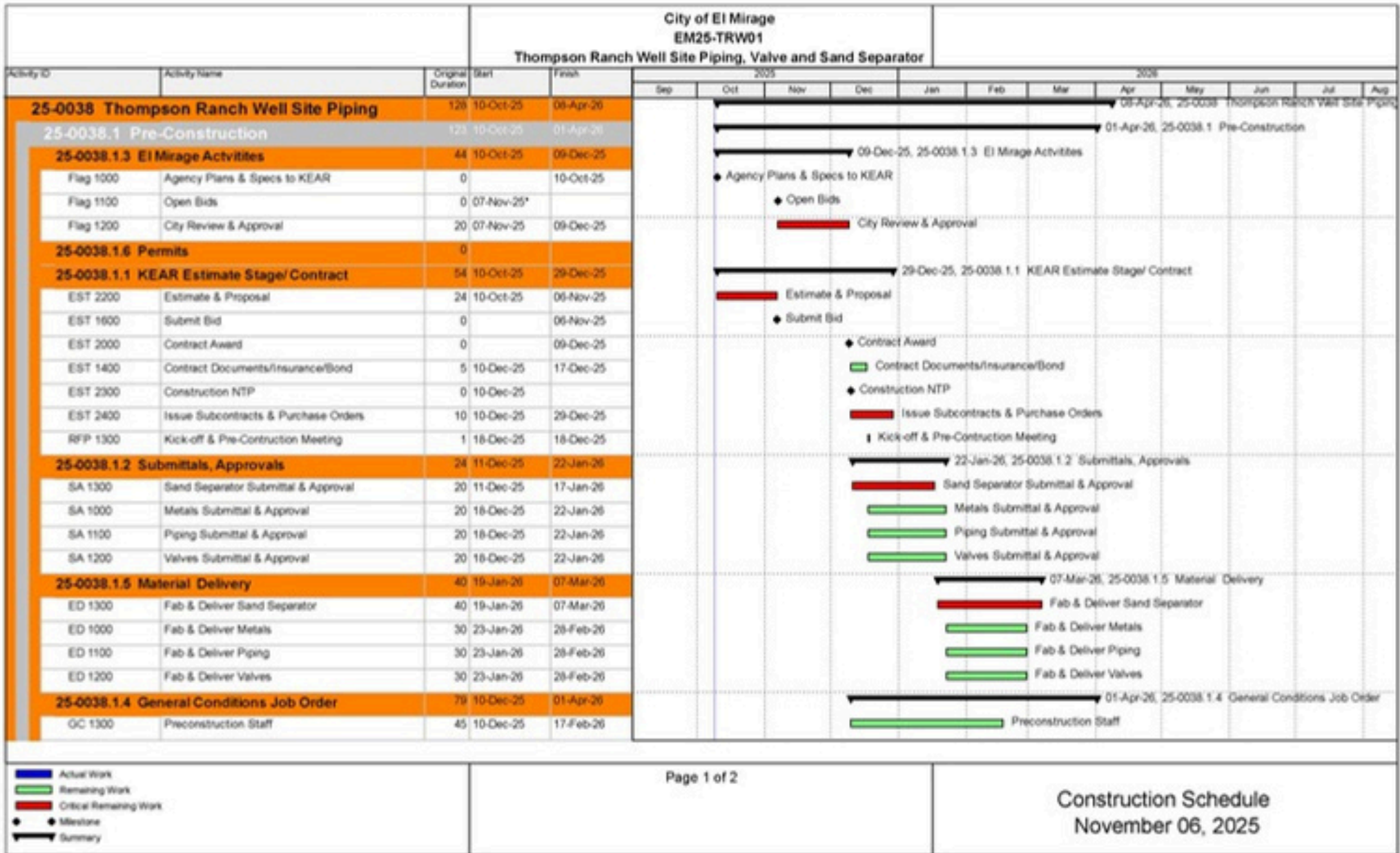
Drawn By: GH

Date: 10/13/2025

Sheet #: 100



# PROJECT UNDERSTANDING - CONSTRUCTION SCHEDULE





## Pricing Proposal

KEAR proposes to provide the construction services as required for the Thompson Ranch Well site for the lump sum of:

**\$140,000.00**

**One Hundred Fourty Thousand Dollars and Zero Cents.**

## Addenda Acknowledgement

- Although no formal addenda were issued KEAR acknowledges we have incorporated all of the Q&A in the procurement portal through the date of this bid proposal.

## Pricing Clarifications

1. We exclude the testing, abatement and disposal of any hazardous materials such as lead based paint and asbestos.
2. Lead times as illustrated on our project schedule are as provided by our vendors at bid time and are subject to change due to market conditions. KEAR will make all efforts to expedite ordering of materials to meet or improve upon the schedule provided.

## Additional Clarifications

Please note that the procurement documents did not outline the questions or format for this bid proposal (the question was asked however a format or actual questions for us to answer were not provided). We followed the previous proposal format issued by El Mirage in this response. Should you have any questions or require any additional information please let us know.

KEAR Civil Corporation



Mike Fossett, President