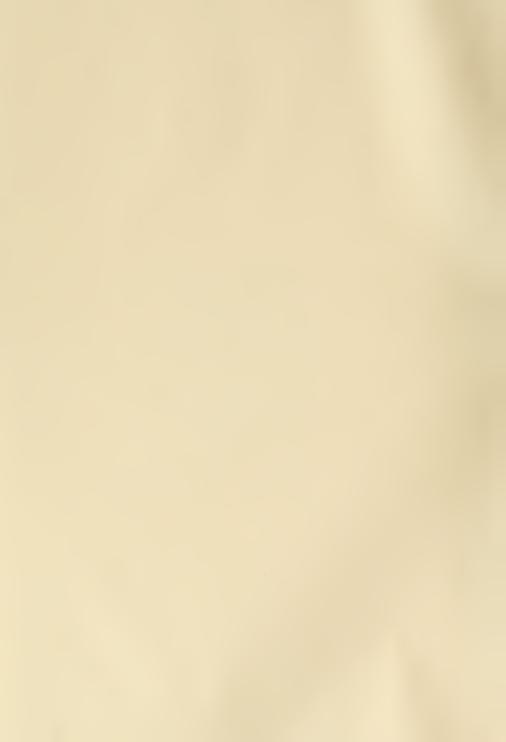


Digitized by the Internet Archive in 2010 with funding from Boston Public Library



# LETTER OF INTEREST STATEMENT OF QUALIFICATIONS

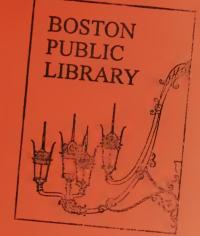
3 A

O THE BOSTON REDEVELOPMENT AUTHORITY

FOR STREETSCAPE IMPROVEMENTS

## ST. BOTOLPH STREET

HARCOURT TO WEST NEWTON STREETS
BOSTON, MASSACHUSETTS



BY PAUL C. K. LU & ASSOCIATES
LANDSCAPE ARCHITECTS, URBAN DESIGNERS, PLANNERS

KEYES ASSOCIATES
CONSULTING ENGINEERS

THE BSC GROUP SURVEY CONSULTANTS



134 Beach Street Boston, Massachusetts 02111 (617) 484-4022

March 24, 1988

Mr. Paul Reavis, Assistant Director Engineering and Design Services Boston Redevelopment Authority Room 943 One City Hall Plaza Boston, Massassachusetts 02201

RE: Request for Qualifications St. Botolph Street, Harcourt to West Newton Streets

Dear Mr. Reavis:

The award-winning minority-owned firm of Paul C. K. Lu and Associates is pleased to submit this Statement of Qualifications to provide design and resident engineering services for the St. Botolph Street Improvements Project.

Paul C. K. Lu and Associates is a small multi-disciplinary design firm practicing Landscape Architecture, Urban Design and Planning. To date we have won 15 national and international awards on a range of projects performed for clients largely in the public sector.

Our proven ability to work with public agencies in the design, construction documentation and construction observation of urban streetscape improvement projects makes us uniquely qualified to undertake this assignment. Municipalities throughout the region have utilized the expertise of our firm not only for our innovative design approach, but also for our commitment to cost-effective and timely project completion.

To strengthen our team we are joined by Keyes Associates of Waltham, Ma, to provide electrical and civil engineering services and by Boston Survey Consultants for survey information.

We thank you for this opportunity and look forward to discussing with you further the revitalization of Boston's urban environment by improvements to St. Botolph Street.

Sincerely yours,

Christian L. Brown Project Manager

Paul C. K. Lu and Associates

Olubni for

CLB/ksb



## INDEX

Cover Letter

Introduction To The Firm with Professional Awards

Key Personnel with Team Approach

Consultants

Firm Qualification Statement

Listing of Urban Planning and Design Projects

Related Projects
Plans and Graphics

Client References

MBE Certification/
Affirmative Action Policy



INTRODUCTION TO THE FIRM WITH PROFESSIONAL AWARDS



134 Beach Street Boston, Massachusetts 02111 (617) 484-4022

#### INTRODUCTION OF THE FIRM

The award winning, minority owned firm of Paul C.K. Lu and Associates practices Landscape Architecture, Planning, Urban Design, and Environmental Analysis.

The office is based on a core of multidisciplinary design and planning professionals, each contributing their unique skills to undertake projects in our environment.

## Our primary goal is to create the highest quality planning and design products.

All the team members have extensive experience within large well-known firms. However, we have found that as a small group we can focus on a quality product and maintain a low overhead. We take personal pride in and responsibility for all our creative efforts.

Our guiding philosophy is to create outstanding work utilizing a 'process oriented method'. This approach to planning, design and implementation includes the following steps:

- Analysis of the project's opportunities and constraints, in the natural environment and the political framework.
- Interpretation and clarification of the user's needs to develop a workable program and timeframe.
- Development of several specific design schemes to explore the project's potential and examine relative costs and phasing.
- Coordination of contract documents from development by our staff and consultants to the final installation and occupancy of the project.

This process oriented framework allows the flexibility for involving the clients and the projects potential users while also allowing an orderly flow through the planning phases.

The extensive professional background of Paul C.K. Lu and Associates and the collective experience of the individual team members makes the firm uniquely qualified to undertake the planning, design, implementation and management of a wide variety of projects.



134 Beach Street Boston, Massachusetts 02111 (617) 484-4022

## PROFESSIONAL AWARDS

Award
-National Honor Award for Urban Environmental Design-Western Canal Beautification, Lowell, Mass., by U.S. Department of Housing and Urban Development, Washington, D.C.

Award -First Prize Winner- The International Medium Density
Low-Rise Housing Design Competition, Tokyo, Japan.
Sponsored by Japan Architects, Inc., Tokyo, Japan.

Award -National Honor Award for Urban Design- Ecumenical Plaza, Lowell, Mass., by U.S. Department of Housing and Urban Development, Washington, D.C.

Award -National Merit Award for West Broadway Housing Renewal Project, for Boston Housing Authority, South Boston, MA. Sponsored by Progressive Architecture, Stamford, Connecticut.

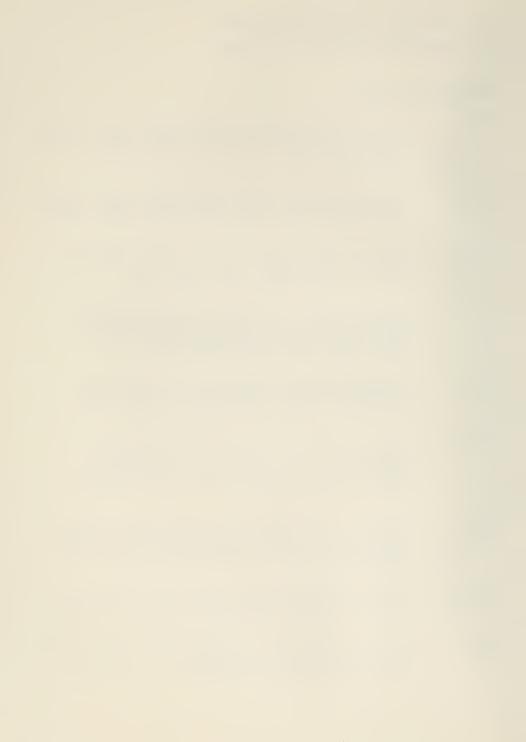
Award -National Honorable Mention for West Palm Beach Waterfront Design Competition, West Palm Beach, FL, sponsored by the City of West Palm Beach, FL.

Award -Vietnam Veterans Memorial Design Competition,
Washington, D.C. Selected as one of 44 Merit
awards from 1,451 submissions. Sponsored by
Vietnam Veterans Memorial Fund, Inc., Washington,
D.C.

Award -Fourth Prize Winner- The National Urban Design and Landscape Architecture Competition for "St. Louis Gateway Mall Design." Sponsored by Downtown St. Louis, Missouri.

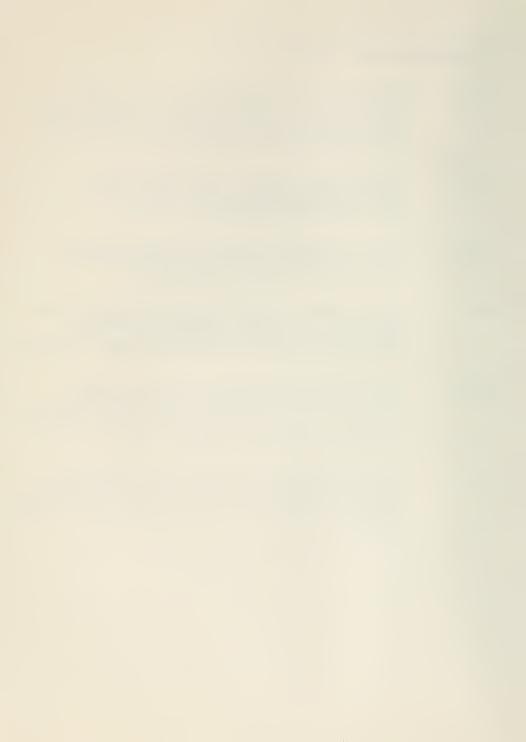
Finalist -Pioneer Courthouse Square Competition, Portland, Oregon. Sponsored by the City of Portland, Oregon.

Award -National Honor Award for Charles River Park Synagogue, Boston, Mass., by U.S. Department of Housing and Urban Development, Washington, D.C.



## PROFESSIONAL AWARDS- Continued

- Award -Honor Award for Landscape Architectural Design-Transportation Facilities Design, Hay Street Transit Mall, Fayetteville, North Carolina. Sponsored by North Carolina Chapter of the American Society of Landscape Architects, Raleigh, NC.
- Award
  -National Merit Award for Park and Recreation
  Planning/Design- Western Canal Park, Lowell,
  Mass., by American Society of Landscape
  Architects, Washington, D.C.
- Award -First Prize Winner- Corliss Landing Redevelopment Project Competition for Marathon Development Corporation, Providence, Rhode Island.
- Award -National Award for Lowell Downtown Development under the National Recognition Program for Community Development Partnerships, Lowell, Mass., by U.S. Department of Housing and Urban Development, Washington, D.C.
- Award -Honor Award for Landscape Architectural Design-Historic Preservation and Restoration, Columbia Riverfront Park, Columbia, South Carolina. Sponsored by the North Carolina Chapter of the American Society of Landscape Architects., Raleigh, NC.
- Award -National Honorable Mention for the State of Maryland.
  Vietnam Veterans Memorial Open Design Competition.
  Sponsored by the Govenor of the State of Maryland and
  Maryland Vietnam Veterans Memorial Commission, Baltimore,
  Maryland.



KEY PROJECT PERSONNEL



134 Beach Street Boston, Massachusetts 02111 (617) 484-4022

#### KEY PROJECT PERSONNEL

Paul C. K. Lu, ASLA, AIA: Principal-In-Charge Chief Project Designer

Christian L. Brown:
Project Manager
Landscape Architect

Katie Burney: Senior Technical Assistant Landscape Architect

## TEAM APPROACH

The strength of our Team Approach lies in the assignment of senior personnel with extensive experience in Urban Design to projects similar in scope to the St. Botolph Street Streetscape Improvement Project. Their technical expertise in streetscape design and design implementation will bring this project to completion efficiently and effectively.

We will make use of the complementary skills of a varied team membership in order to produce a quality design, full design documentation, cost estimates, contract bidding preparation and construction supervision.

This approach has proven effective in the past and will insure the best possible result.



134 Beach Street Boston, Massachusetts 02111 (617) 484-4022

## PAUL C.K. LU, AIA, ASLA

#### EDUCATION

Harvard University, Graduate School of Design, Master of Landscape Architecture, 1967

Kansas State University, School of Architecture and Design Master of Architecture, 1962

Kansas State University, School of Architecture and Design Bachelor of Architecture, 1958

Chung-King University, College of Engineering (Taiwan Formosa), Bachelor of Science in Architectural Engineering, 1954 Massachusetts Institute of Technology, Department of Planning,

Urban Design & Visual Analysis Special Studies, 1966

University of Wisconsin - Extension, Department of Engineering, Extension Courses, Land Reclamation & Land Planning Special Studies Certificate, 1973; 1974

Boston University Metropolitan College, Department of Urban Affairs, Urban Planning & Transportation Special Studies. 1976 & 1977

## PROFESSIONAL EXPERIENCE

Paul C.K. Lu and Associates Professor (part-time) University of Maryland Professor, University of North Carolina Visiting Professor, University of North Carolina at Charlotte Adjunct Professor, Rhode Island School of Design Sasaki Associates, Inc. Watertown, MA Victor Gruen Associates, Architects and Planners, NY Katz, Waisman, Weber, Struss, Architects and Engineers. NY Joseph Bluemenkranz and Associates, Consulting Architects, NY C.B. Mayers, Associates, Architects and Engineers, NY Shaughnessey, Bower, and Grimaldi, Architects, Kansas City, Missouri

Dan Sanford & Sons, Architects, Kansas City, Missouri Manual Morris Associates, Architects, Kansas City, Missouri

## AFFILIATIONS

Member, American Institute of Architects

Member, American Society of Landscape Architects

Member, American Planning Association

Member, Society of College and University Planning Member, American Hospital Association

Member, Institute of Urban Design



134 Beach Street Boston, Massachusetts 02111 (617) 484-4022

## PAUL C.K. LU, AIA, ASLA

## AFFILIATIONS - Continued

Member, Metropolitan Association of Urban Designers and Environmental Planners Member, New England Solar Energy Association

### REGISTRATIONS

Registered Architect, Massachusetts, North Carolina, South Carolina

Certificate - National Council of Architectural Registration Boards (NCARB)

Registered Landscape Architect, Massachusetts, North Carolina Rhode Island, Maryland, Kansas, Connecticut, Delaware, South Carolina

Certificate - National Council of Landscape Architects Registration Boards (CLARB)

## HONORS AND AWARDS

Winner of (14) National and International Planning and
Design Awards (see seperate sheet for Professional Awards)
Entered as Paul C.K. Lu, AIA, ASLA or Paul C.K. Lu & Associates)
Member Tau Sigma Delta, National Honor Society in Architecture
and Allied Arts, Omecron Chapter
Member Delta Phi Delta, National Honor Fraternity of Fine Arts
Harvard University two consecutive Scholastic Awards

Harvard University, two consecutive Scholastic Awards Kansas State University, three consecutive Scholastic Awards. Chung-King University of College Engineering, three consecutive Scholastic Awards for Research of Tropical Architecture

## VISITING CRITIC AND LECTURER

Harvard University, Graduate School of Design and Continuing Education
University of Massachusetts, Boston Architecture Center
Kansas State University, University of Georgia
Tulane University, Lousiana State University, Radcliff College,
Rhode Island School of Design, University of North Carolina,
University of Virginia, University of Maryland

## AREA OF RESPONSIBILITY

Principal owner of the firm with responsibility for administration, project planning, and design.



134 Beach Street Boston, Massachusetts 02111 (617) 484-4022

## PAUL C.K. LU, AIA, ASLA

- Principal-in-charge of master planning and design service for converting abandoned textile mill site to a 75 acre executive office park, Greensboro Executive Park Master Plan for Faison Associates, Charlotte, North Carolina.
- Principal-in-charge of master planning and landscape architecture service of 30 acre site for General Electric plastics business operation, Technology Center, Pittsfield, Mass.
- Project manager and design coordinator for a New Community planning design and re-zoning for a 1,100 acre site 14 miles southwest of Miami. The project includes 9,000 units ranging from single family and townhouse to medium and high-rise apartment units, commercial office and industrial complex.
- Project urban designer for a comprehensive planning and schematic architectural designs for a 43 acre planned unit development project including offices, retail space, a hospital, a hotel and 2,200 residential units at McLean, Virginia.
- Project planner and designer of long-range development plan for a 10,000 acre agricultural research center in the Washington, D.C. metropolitan area. For the United States Department of Agriculture.
- Project manager and planner for the urban community college master planning services including preliminary schematic design for classrooms and other academic spaces, auditorium and other college supporting facilities. For Delta Community College, University Center, Michigan.
- Project manager and planner for urban design services including planning and designing of core area of existing central business district. Land use, circulation, parking, pedestrian and vehicle movement system, and preperation for long-range growth strategies. For Rochester Downtown Development Corporation, Rochester, Minneapolis.
- Project manager for city urban planning and design for an existing common in the CBD. Project includes planning of pedestrian and vehicle movement sysyem, open space and land use. Design of an urban plaza, a reflecting pool and underground parking garage. Worchester, Mu
- Planner and designer for a comprehensive master plan to accomodate the merger of Carnegie Institute and Mellon Institute, analysis land use, circulation phasing and staging to unite the two campuses for Carnegie-Mellon University, Pittsburgh, PA



134 Beach Street Boston, Massachusetts 02111 (617) 484-4022

## PAUL C.K. LU, AIA, ASLA

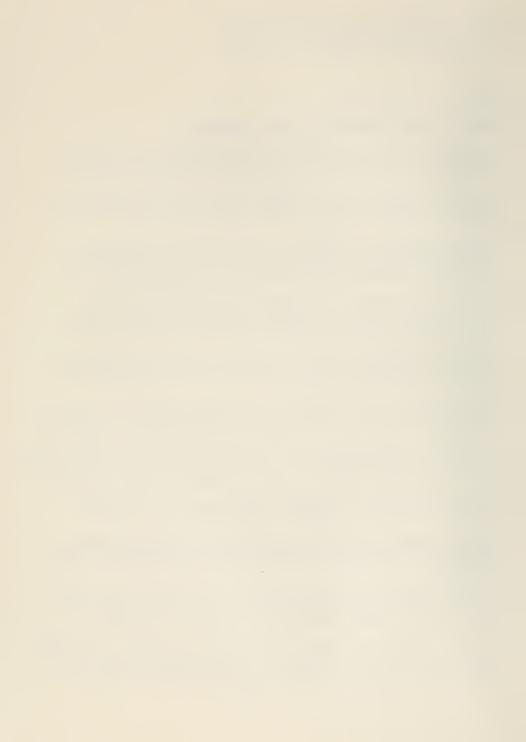
- Team leader, urban designer for Boston Central Business District. Services include land use, traffic, parking, development and redevelopment of sites, pedestrian/vehicular systems, streetscape and landscape improvements for the Boston Redevelopment Authority, Boston, MA.
- Project manager, planner and urban designer for central business district of Rochester, Minn. Services include land use, zoning, pedestrian/vehicular systems, parking, development and redevelopment of sites physically tied to the Mayo Clinic. Also included historic preservation, streetscape and amenity package, building setback and height recommendations. Rochester, Minn.
- Urban designer for Newark New Jersey's central business district. Services include traffic, parking, development and redevelopment of sites, schematic pedestrian design of several buildings, parking structure and pedestrian amenities including open space plaza.
- Principal-in-charge of master plan and urban design for downtown Fayetteville, North Carolina. Services include land use study, signage, zoning, vehicular/pedestrian system, parking, development and redevelopment of sites plus historic preservation of storefronts. Established design review guidelines, advise for funding mechanisms, and inplementation of building setback and heights. Implementation of 3.6 million dollar transit mall with pedestrian amenity package. Established citizen participation program. Complete 1984, Fayetteville, N.C.
- Principal-in-charge of master planning, urban design, architecture and landscape architecture for the redevelopment of central business district of 350 acres riverfront in Columbia, South Carolina. Services include land use planning, zoning, historic preservation, development and redevelopment of sites. Columbia, South Carolina.



134 Beach Street Boston, Massachusetts 02111 (617) 484-4022

### PAUL C.K. LU, AIA, ASLA

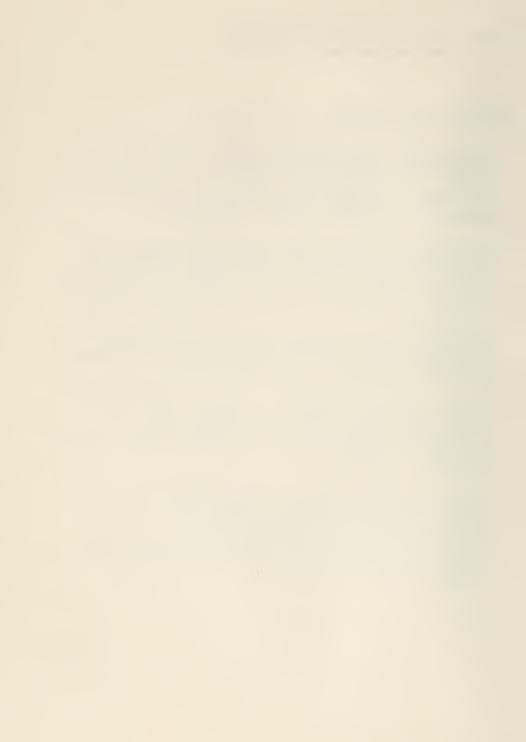
- Project manager for landscape architectural services for a garden and urban plaza for a bank headquaters in the central business district of Buffalo, NY.
- Project designer for an all-season urban garden on the rooftop of a large commercial office, theater and hotel complex in downtown Montreal, Canada.
- Project manager and planner for master plan services for a private preparatory boarding school, Groton, Massachusetts, and project planner for comprehensive long-range development plan for a private school, New Hampton, New Hampshire.
- Planner and designer for landscape architecture and civil engineering services for roadway and parking systems for a new 1,200 acre campus at Amherst, New York, for State University of New York at Buffalo.
- Project manager for site evaluation and long-range development studies for medical student housing on a 500 acre site for a medical school, Worcester, MA.
- Project manager and designer for the improvement of the museum building and garden. Service includes architecture, landscape architecture, and interior design, for Gardner Museum, Boston, MA.
- Planner for master plan and an environmental impact statement for a 150 acre underdeveloped state park with almost one mile of frontage on the Hudson River in Lower Westchester County, New York.
- Project manager for landscape architecture of a \$9 million university physical education complex in Cleveland, Ohio.
- Project manager and planner for Mayo Clinic Medical Center master plan, Rochester, Minnesota, and site selection, feasibility study master planning for Lahey Clinic Medical, Burlington, MA.
- Project manager and planner, prepare a preliminary analysis, master plan, proposed development plan and long-range development plan for Tulane University, New Orleans, Louisiana.
- Project manager and design coordinator for a planned residenial community on a 640 acre site for a project population of 10,000. Dade County, Florida, and master planning services for a 200 acre, 350 condominium unit development, Bedford, New York.



134 Beach Street Boston, Massachusetts 02111 (617) 484-4022

## PAUL C.K. LU, AIA, ASLA

- Project Manager and Planner for a major urban design and transportation project incorporating the reconstruction of mass transit commuter and inter-city rail lines, local streets, linear park system, proposed land use and joint development of adjacent area. The project required coordination with numerous city and state agencies and extensive community, for the MBTA in Boston, Massachusetts.
- Site Planner for the preparation of the Environmental Impact Statement for a a 65,000 seat stadium in the Twin Cities area as mandated by the State Legislature. This EIS will provide a comparative environmental analysis of three alternative sites in Minneapolis, St/ Paul, which will be used as a basis for selection of the final stadium site, Minneapolis, Minnesota.
- Staff Designer for Arlington National Cemetery Master Plan including reorganized and improved circulation system, underground parking facility, new burial areas and remedial planting for old areas. Arlington, Virginia
- Project Director and Manager for a long- range development plan of a new medical center on a 500 acre site. Project includes land use, circulation, re-zoning, open space, traffic impact and architecture massisng studies. Also provide landscape architectural and civil engineering services for Wilmington Medical Center, New Castle County, Delaware.
- Project Manager and Planner for the development of a long, range urban campus master plan including expansion of campus supporting facilities, academic space, university center and auditorium, parking and circulation. Also as a project programmer to preparing appropriate physical education and recreational program and prepare schematic design for the major playfield next to the center of the campus for Wayne State University, Detroit, Michigan



134 Beach Street Boston, Massachusetts 02111 (617) 484-4022

#### CHRISTIAN L. BROWN

### EDUCATION

University of Massachusetts, BS/Environmental Design/LA 1978

## PROFESSIONAL EXPERIENCE

Walter Brain Associates, Concord, Massachusetts

Paul C. K. Lu and Associates, Belmont, Massachusetts

### AFFILIATIONS

American Society of Landscape Architects

#### AREAS OF RESPONSIBILITY

Project Manager - Production Chief

Mr. Brown has been a full-time employee at Paul C. K. Lu and Associates since 1984. Serving as both Project Manager and Construction Documentation Specialist Mr. Brown has developed an extensive project history on a wide variety of firm assignments. As Project Manager specifically Mr. Brown has gained experience in a great number of projects which include the following categories: Downtown/CBD, Revitalization Streetscape Projects, Urban Design Studies, Master Planning Studies, Campus Planning, Public Housing, Transporation Planning and design as well as Passive and Active Open Space Design and Planning. Noteworthy projects include:

## PREVIOUS PROJECT RESPONSIBILITES

- Project Manager

Winchester Center Urban Design Phase I and II, Winchester, MA.

Master planning, design, construction documentation and inspection for downtown street, sidewalk, and parking improvements - involving approximately \$1-6 million in improvements.

- Project Manager

Newton Village Study, Newton, MA. Urban design study of 15 village centers, in support of comprehensive master plan. Study conducted by City of Newton. Visual analysis of existing village character. Production of alternative recommendations and development strategies



### - Project Manager

Fitchburg Hi-Tech Center, Fitchburg, MA. Comprehensive master plan for 350 acre hi-tech office park. Landscape architectural services, planning, and recommendations for phased implementation.

### - Project Manager

Moore Square Area Improvements, Raleigh, NC - Master planning and design for 16 blocks in the heart of Raleigh, NC CBD. Project involved the development of streetscape design vernacular and budgeting for phased construction of \$2.6 million of improvements within Historic District.

### - Project Manager

West Broadway Public Housing Renewal Project, Stage One-Boston, MA. Landscape architectural services for a 26 acre, 350 unit public housing renewal project in South Boston for Boston Housing Authority, Boston, MA.

### - Project Manager

Concord Playfields Improvement Program, Concord, MA. - Planning, design, preparation of construction documents and maintenance manual for 5 playgrounds to serve as prototypes for renovation of other athletic fields in the Town of Concord. Improvements include the refurbishing and regrading of Soccer, Little League and High School Baseball Fields.

### - Project Manager

Spicket River Park, Lawrence, MA. Planning, design and construction documents, and field observation for 9 acre active and passive park. Active park including basket ball court, softball field and multiple use football and soccer fields. Passive park including picnic area, nature trail, and parking for the City of Lawrence, MA.

### - Project Manager

Natick Common, Natick, MA. Urban design and landscape architectural services for a historic town common next to Natick Center. Planning and design for pedestrian path, ampitheater, monument plaza, park furniture, lighting and planting and grading design.

### - Project Manager

Upper Common Rehabilitation, Fitchburg, MA. Landscape architectural services for a downtown common. Rehabilitation items including pedestrian paths, sculpture fountain, plazas, park furniture and bandstand, sprinkler systems, major tree and lawn replacement.



### PAUL C. K. LU AND ASSOCIATES

134 Beach Street Boston, Massachusetts 02111 (617) 484-4022

### KATHLEEN SUE BURNEY, ASLA

### EDUCATION

University of Virginia, School of Architecture, MLA, 1977

Simmons College, Graduate School of Management, MBA, 1985

Harvard University, Seminars Inc: Interior Planting Design. Condominium Development, Computer Aided Design, 1981-1986

Indiana University, School of Arts & Sciences, BSEd, 1959

### AFFILIATIONS

Member, American Society of Landscape Architects

Member, Massachusetts Horticultural Society

Member. American Rhododeudron Society

### REGISTRATIONS

Registered Landscape Architect, Massachusetts, No. 758

### PROFESSIONAL EXPERIENCE

Katie Burney, Landscape Analysis and Design, Shrewsbury, MA Paul C. K. Lu and Associates, Belmont, MA Whitman and Howard, Architects and Engineers, Wellesley, MA Arnold Arboretum, Propogration, Jamaica Plain, MA Kreuger Monacelli Associates, Urban Designers, Cambridge, MA North Carolina Botanical Gardens, Chapel Hill, NC Katie Burney, Landscape Analysis and Design, Chapel Hill, NC Albemarle County Parks Commission, Chrm, Charlottesville, VA

### PROJECTS

Fayetteville, NC, Transit Mall, Plant List General Electric, Technology Center, Pittsfield, MA, Planting Plan,

Site Supervision

Plymouth, MA, Schematic Redevelopment Alternatives for Small. Urban Area

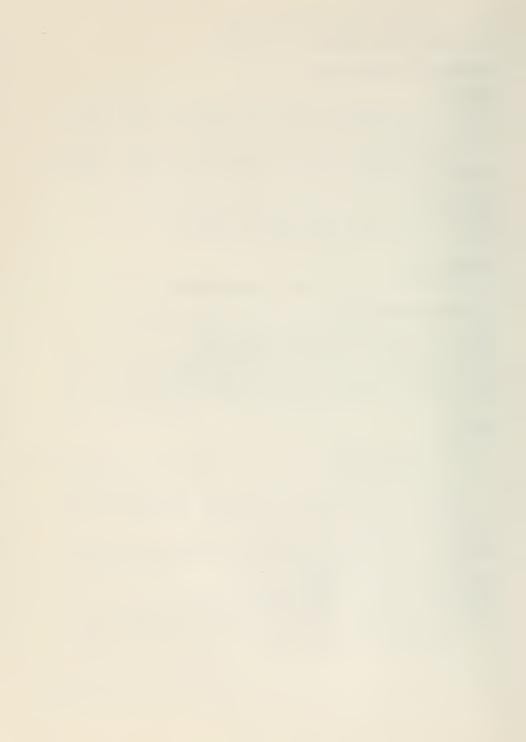
Scarborough, ME, Site Plan for Wastewater Treatment Facility Research on Plant Materials Suitable for Extreme Microclimates

Watertown, CT, High School Track and Field
Rhode Island, Schematics for Hazardous Waste Disposal Area
MA State Archives Bldg, Plant List Researched for Shore and
Old Landfill Plantings

Jubail, Saudi Arabia, Working Drawings Chapel Hill Mall, Planting Redesign Chapel Hill Schools, Planting/Site Consultant

NC Botanical Gardens, Use of Native Plants in Design

Albemarle County Parks Commission, Chrm, County Recreation and Parks Study, Master Plan for Development of School Grounds into Community Parks



**CONSULTANTS** 



### CONSULTANTS

We are joined by Keyes Associates, a firm we have successfully collaborated with on many projects. Tehy will perform site and electrical engineering services as may be required.

Boston Survey Consultants will provide any needed survey information.





eyes Associates International eyes Interiors irwan & Keyes rchitects/Engineers/Planners

11 South Main Street ovidence, Rhode Island 02903 Jephone 401 861-2900 ELEX: 927664

37 Moody Street altham, Massachusetts 02154 elephone 617 893-2110

elephone 603 889-1262 Town Line Road ethersfield. Connecticut 06109 slephone 203 563-2341

ashua, New Hampshire 03060

### ervices Provided

20 Main Street

dvance Planning

regramming aster Planning hace Planning ant Layouts cale Models ost Estimates rchitectural

uilding Design andscape Architecture onstruction Administration

iterior Design & Space Planning pace Analyses urniture & Equipment Selection olor & Material Selection

tructural Engineering uilding Design xisting Euilding Analyses oundation Design Machinery Indular Ruilding Systems

lechanical Engineering eating. Ventilation & Air Conditioning lumbing ire Protection Systems

rocess Fiping lachine Connections laterial Handling Systems nvironmental & Climate Centrolled

Areas pecial Energy Systems Design **Electrical Engineering** 

Sub Station Design Power Distribution Lighting Design Communication Systems Security Systems
Fire Alarm Systems
Motor Controls
Control Wiring Machine Connections

Civil Engineering Site Development Piers Docks Hurricane Barriers Municipal Works Dams Industrial Parks Waterfront Facilities Harbors .

**Environmental Engineering** Environmental Impact Studies Lake Restoration Facilities Flanning Wastewater Collection & Treatment Water Supply & Distribution Solid Waste Management Water Pollution Control Water Recovery Systems Industrial Waste Treatment

Hydraulic Engineering Flood Control Frainage Systems Hydrologic & Hydraulic Studies Dam & Fleed Protection Works Stermwater Retention Design Shorefront Protection Design

**Urban & Regional Planning** Land Use Studies Recreation Campus Planning Office Parks Commerical Centers Industrial Parks

Hospital Planning Transportation Planning & Design

Transit Planning Corridor Studies Transit Facilities Traffic Engineering Highway & Road Design Airport Planning & Design Railroad Design Impact & Operations Analyses Marketing Program Development Bridge Design



Resume

### JAMES E. RYAN - SENIOR ASSOCIATE

POSITION:

Chief Electrical Engineer and Department Head

EDUCATION:

Coyne Electrical and Technical School

General Electric Lighting Institute, Nela Park
Cleveland, Ohio - Advanced Lighting Course
Illuminating Engineering Society - Advanced Lighting

Problems Course

Electrical Institute, Advanced Electrical Problems Course

REGISTRATION:

Massachusetts

ASSOCIATIONS:

MA Society of Professional Engineers

National Society of Professional Engineers

### PROFESSIONAL BACKGROUND:

Mr. Ryan has been with Keyes Associates since 1978 and is currently responsible for the design and management of all Electrical Projects. His experience has been in a widely diverse range of projects including medical, industrial, educational, commercial and housing. Recent project experience includes:

- Waltham Hospital, Waltham, MA 73,000 square foot, three (3) story critical care building.
- Waltham Hospital Multiplex Fire Alarm System, Waltham, MA For approximately 300,000 square foot building complex.
- Winchester Hospital, Winchester, MA A 100,000 square foot addition with a Multiplex Fire Alarm System.
- Raytheon Company Raytheon and Keyes Associates worked together to select a light source for a new 100,000 square foot addition. Color was a very important factor.
- Gerald D. Hines Interests 3 office buildings, Framingham, MA This
  was a recently completed project with exceptional lighting. This
  lighting system was exceptional because of the lower than average first
  cost and one of the lowest watts per square foot. This system has been
  used by a number of large companies after first being introduced by
  Keyes Associates.
- Instrumentation Laboratory, Inc. The electrical design for this new 140,000 square foot building, within a five building site complex, included primary metering and high voltage design for the entire complex. The electrical and mechanical systems were designed with provisions for a future microprocessor and energy management capability.

Keyes Associates\_



# Resume

JAMES L. BELL - ASSOCIATE PARTNER

POSITION: Chief Engineer

EDUCATION: M.S.C.E. - Northeastern University

REGISTRATION: Massachusetts

ASSOCIATION: American Society of Civil Engineers

### PROFESSIONAL BACKGROUND:

Having joined Keyes Associates in 1955. Mr. Bell has served as Project Engineer responsible for civil and structural design and construction management of numerous industrial, commercial, and educational buildings; roads; waterfront facilities; bridges; and community development projects. Typical industrial-type projects in which Mr. Bell has had significant responsibility include:

Kingston-Warren, Newington, NH Polaroid - Waltham, Andover and New Bedford, MA Raytheon - Waltham, MA and Watertown, MA

National Research Corporation, Newton, MA

Northeastern University Engineering Center, Boston, MA

WGBH Public Broadcasting Company, Boston, MA

Century Executive Park, Rocky Hill, CT

Instrumentation Laboratory, Andover, Ma

Point West Office Park, Framingham, MA

Typical Highway/Road projects in which he has contributed significantly include:

Lexington Street. Waltham. MA - 4 miles Lincoln Street, Waltham, MA - 1 mile West Street, Waltham, MA - 1 mile Smith Street, Waltham, MA - 1/2 mile

The Waltham Hospital - Parking areas Plymouth and Newburyport Industrial Parks - 4 miles of roads and utilities

Prospect Street bridge and approaches - Waltham, MA

Site work (access roads and parking areas) for Raytheon Co., Polaroid

Corporation and Instrumentation Laboratory.

He was in responsible charge of the design development of 11 bridges on Interstate Route I-495 for the Massachusetts Department of Public Works, the preparation of final contract documents for the reconstruction of Smith, West, Lincoln and Lexington Streets in Waltham, Massachusetts, and various other access road projects involving planning, design and construction activities. In addition to his other duties Mr. Bell manages all engineering at the Waltham Office.

Keves Associates



WILLIAM T. SULLIVAN

POSITION: Construction Specifier

EDUCATION: University of Massachusetts - Specifications and Contracts - 1955

Boston Architectural Center - Construction Specification Writing

for Public Bids - 1963

Northeastern University, Massachusetts

College Sacre Couer, Canada

Associate Degree, Management and Real Estate - Bunker Hill

Community College - 1984

REGISTRATIONS: Licensed Construction Supervisor - Massachusetts

Licensed Insulative Contractor - Massachusetts

ASSOCIATIONS: Construction Specification Institute

Massachusetts Real Estate Board

### PROFESSIONAL BACKGROUND:

Mr. Sullivan joined Keyes Associates in 1983 as a building design and construction specialist with diverse experience in the commercial and industrial fields. As a project coordinator and architectural specification writer, his principal duties include writing architectural specifications, coordinating the preparation of mechanical, electrical, structural, sanitary and site specifications, analyzing and evaluating new products and updating master specification sections. Projects for which manuals have been prepared include the following:

Leominster Parking Garage, Leominster, MA WGBH Office Building, Boston, MA Northeastern University Energy Conservation Project, Boston, MA Waltham R&D Building, Waltham, MA Kingston Warren Addition, Newfields, NH Continental Can, Bedford, MA



FIRM QUALIFICATIONS STATEMENT



### QUALIFICATION STATEMENT

The firm of Paul C. K. Lu and Associates possesses a long and successful history in the renovation and redesign of urban streetscapes. The wealth of experience we have gained from working with public agencies makes us particularly well-qualified to undertake this assignment for the BOSTON REDEVELOPMENT AUTHORITY

The selection of Paul C. K. Lu and Associates to provide design/ engineering services for the ST. BOTOLPH STREET Streetscape Improvement Program offers the following advantages:

### DESIGN QUALITY

Despite the fact that we are a small firm, we have won 15 national and international awards for our design and planning efforts.

### CONSTRUCTION DRAWINGS AND SPECIFICATIONS

Our comprehensive, detailed Contract Documents communicate clearly to the contractor all requirements for the successful construction of the project.

This insures the implementation of the design intent, Encourages the lowest possible bids by eliminating guesswork, Reduces cost overruns due to field change orders.

We have won a regional award from the Construction Specification Institue for CSI format specification writing.

### COST ESTIMATES

Since we have designed and supervised construction of numerous Urban Streetscape Improvement Projects over more than 15 years, we know what costs are associated with such work as well as variables affecting costs.

We constantly monitor the bidding climate.

Our cost estimates are always current.

We make use of both in-house and consulting cost-estimators using contractors as a final check.

### PRESENTATION SKILLS

A hallmark of Paul C. K. Lu and Associates is professional presentation. Our innovative public participation workshops won an award from the Department of Housing and Urban Development.

### SCHEDULING

We work closely with the client in order to keep the project on schedule and are committed to cost-effective and timely project completion.



LISTING OF URBAN DESIGN PROJECTS



### Lowell Historical Central Business District Streetscape Lowell, Mass. (P)

Master planning, design vocabulary and development guidelines, for mile long Historic Downtown Urban Design Study. Landscape architecture and civil engineering services for Phase I and Phase II implementation. For City of Lowell, Lowell, Mass.

### • Market Square Urban Design Fayetteville, North Carolina (P)

Schematic design of a regional landmark and it's surroundings. Services included Old Market Building Renovation, redesigning of plazas and traffic re-routing. For the City of Fayetteville, North Carolina.

# • Framingham Downtown Revitilization Framingham, Mass. (P)

Master Planning and Urban Design for Downtown Central Business District. Landscape Architectural services for Phase I and Phase II Implementation. For the Town of Framingham, Framingham, Mass.

# • Augusta Water Street Singage Improvement Augusta, Maine (P)

Facade and Signage Improvement Program and Development Guide Lines for a main street at the State Capital. Preparation of case studies for implementation. For City of Augusta, Augusta, Maine.

### • Ecumenical Plaza Lowell, Mass. (P)

Urban Planning Design and Implementation for an Urban Plaza, between two Landmark Churches, in an historic neighborhood. For the City of Lowell, Lowell, Mass.

### • Raleigh Central Business District Streetscape

Urban Design and Landscape Architecture services for 10 blocks of downtown streetscape. Raleigh, North Carolina

### • Boston Central Business District Boston, Mass. (IE)

Urban Planning Study for Boston Centra. Business District. Study included land use, pedestrian/vehicular system land use, parking system development and the redevelopment of various sites.

For The Boston Redevelopment Authority, Boston, Mass.



# • Fayetteville Transit Mall Fayetteville, North Carolina (C)

Urban Design and Implementation for a Bus/Pedestrian Mall at Downtown Fayetteville. Established citizen participation program and secured funding mechanisms for implementation. Fayetteville, North Carolina.

### • Statesville Downtown Urban Design Statesville, North Carolina (C)

Master Planning, Landscape Architectural Services and Facade and Signage Design for Statesville Central Business District.
Statesville, North Carolina

# • Amesbury Downtown Streetscape Amesbury, Mass. (P)

Urban Design and Landscape Architectural Services for Amesbury Central Business District. Services included Grant Application.
Amesbury, Mass.

### • Rochester, Central Business District Rochester, Minnesota (IE)

Urban Design Services for Core Area of Existing Central Business District and preparation for long range growth strategies.
For Rochester Downtown Development Corporation, Rochester, Minnesota.

# • St. Louis Gateway Mall Planning and Design St. Louis, MO (P)

Urban Design and Landscape Architectural Services for 24 blocks at Downtown St. Louis. Design elements including open space systems, vehicular and pedestrian systems, parking systems and general massing of all blocks.

For Downtown St. Louis, Inc. St. Louis, Missouri.

### • Hot Springs, Central Business District Hot Springs, Arkansas (JV)

Urban Design and Landscape Architectural services for Central Business District of a resort town within the Hot Springs National Park. Hot Springs, Arkansas



# • Winchester Urban Design Winchester, Mass. (P)

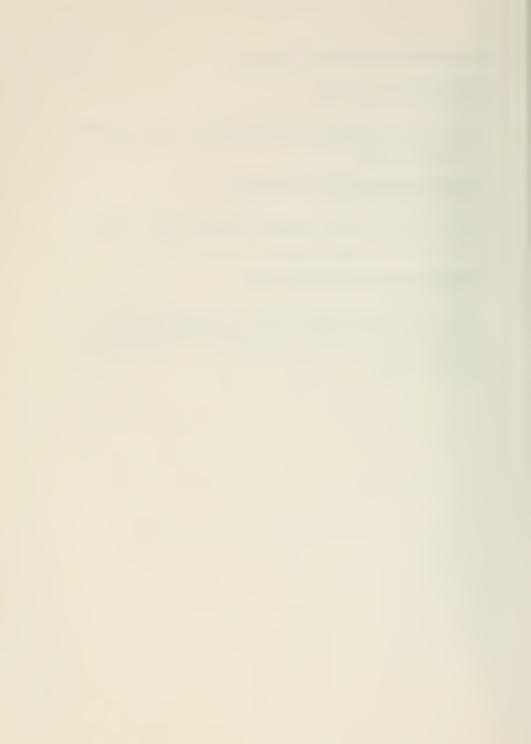
Master Plan for Central Business District. Urban Design and Landscape Architectural Services for Phase I and Phase II Implementation. Winchester, Mass.

# • Greenville Main Street Transit Mall Greenville, SC (C)

Urban Design, Feasibility Study for Main Street Transit Mall, Transit Transfer Facility and Multi-Modal Transit Center.
For Greenville Transit Authority, Greenville, SC.

# • Worcester C.B.D. Open Space Study Worcester, MA

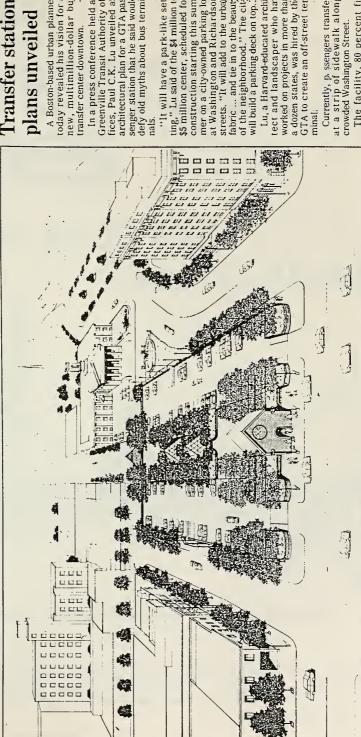
Urban Planning and Design for an Existing Downtown Open Space Project including Planning of Pedestrian and Vehicular Movement Systems, Design and Implementation of an Urban Park, a Plaza, a Reflecting Pool and Underground Parking Garage.
Worcester, MA.



RELATED PROJECTS
PLANS AND GRAPHICS



Copyright 1988 Greenville Piedmont



### new, multimillion-dollar bus A Boston-based urban planner oday revealed his vision for a Greenville Transit Authority of lices. Paul C.K. Lu unveiled an architectural plan for a GTA passenger station that he said would In a press conference held at defy old myths about bus termiplans unveiled ransfer center downtown.

" Lu said of the \$4 million to 55 million center, scheduled for mer on a city-owned parking lot at Washington and Richardson streets. "It will add to the urban of the neighborhood." The city "It will have a park-like set construction starting this sum fabric ... and tie in to the beauty will build a parking deck on top.

a dozen states, was hired by the ect and landscaper who has worked on projects in more than GTA to create an off-street ter-Lu, a Harvard-educated archi minal

Currently, p. ssengers transfer at a strip of sidewalk along crowded Washington Street.

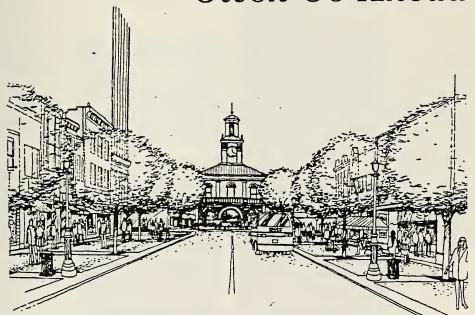
nanced by federal funds, should The facility, 80 percent fi take 11 months to build

Architect's sketch of new GTA bus transfer station, looking from West Washington Street



# Fayetteville, N.C., Tuesday, June 15, 1982

Transit Mall Plan Given Go-Ahead



This Is An Artist's Concept Of Mall Looking Toward Market House

By JOHN MINTER Of The Times Staff

Fayetteville City Council Monday approved with slight modification the design plans for a \$3.2 million Hay Street Transit Mall.

Council voted 5-1, with Councilman Milo McBryde, a Hay Street merchant, abstaining.

Councilman Aaron Johnson, cit-

ing concerns about the availability of parking, voted against Councilwoman Mildred Evans' motion to approve the mall design.

See MALL, Page 5-A



### Fayetteville, N.C., Tuesday, June 15, 1982

# THE FAYETTEVILLE TIMES

## Mall

From Page 1-A

The vote was cheered by downtown revitalization proponents attending Monday's council meeting.

Council accepted City Manager John Smith's recommendation to alter mall plans to allow traffic to cross the mall at Maxwell and Donaldson Streets, adding additional downtown parking spaces and easing access for delivery vehicles.

Smith said he has received agreement from mall designer Paul K. Lu and federal Urban Mass Transit Administration officials that the alteration will not be seriously detrimental to the mall or affect UMTA's 80 percent mall financing grant.

No auto traffic will be allowed on the mall, which turns the first three blocks of Hav Street into two buses-only travel lanes with widened, tree-lined sidewalks.

Current plans call for tearing down a building at 220 Hay Street and renovation of 230 Hay Street to create a transit plaza providing a pedestrian walkway to Old Street.

A transit information center, other shops and offices fronting onto the plaza would be located in the first floor of 230 Hay Street. Offices and apartments would be located on the second floor of the building.

The transit mall, considered the cornerstone of the city's \$30 million downtown revitalization effort, is expected to be completed late next year.

Council also approved a key portion of another revitalization project, the Bow Street extension to Maiden Lane. Council agreed to accept the \$128,440 bid of C.C. Mangum Co., Inc. of Raleigh for construction of a 100-foot bridge on the extension. Bids will be opened July 6 for the remaining portion of the Bow Street project.

The Bow Street extension will complete a traffic plan funneling auto traffic around Hay Street along Bow Street-Maiden Lane on the north and Franklin Street on the south.

The mall project received a boost also from Dorothy Kitchen, who donated brick salvaged when the former county courthouse torn down following a 1956 fire which severely burned the structure. That courthouse was built in 1890 at the northwest corner of Gillespie and Russell Streets.

Mrs. Kitchen has been keeping the brick and other portions of the structure, such as steps, at her Dunn Road residence. She made the donation at the urging of Betty Goodenough, a mall supporter.

The federal Urban Mass Transit Administration is expected to grant \$2.3 million, or 80 percent of cost, for the mall project. The balance of its cost is to be funded equally by state and local governments. City funds will come from the Special Tax District Reserve Fund established to fund revitalization projects.







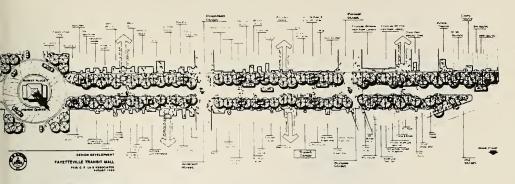
# **FAYETTEVILLE TRANSIT MALL**

**FAYETTEVILLE, NORTH CAROLINA** 

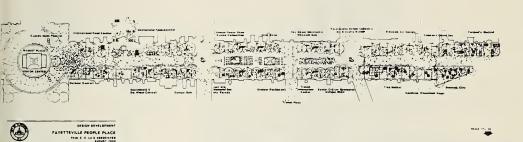
Hay Street, a once narrow-sidewalked, automobile dominated, main street was transformed into a generous people-oriented mail with wide sidewalks creating a pedestrian amenity zone for shade trees, lighting, seating, informational klosks, and historic displays. As an active "people place" the Transit Mall will develop into a vital urban stage for the diverse activities of every day city life.

PAUL C. K. LU & ASSOCIATES

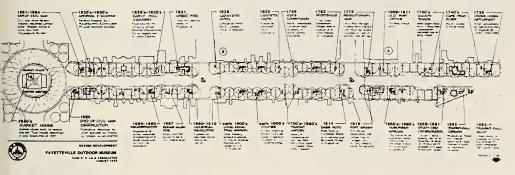




## AS A TRANSIT MALL

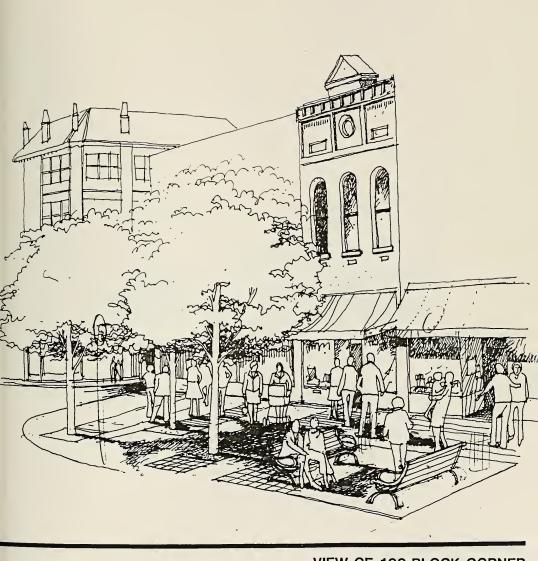


# AS A PEOPLE PLACE



AS AN OUTDOOR MUSEUM

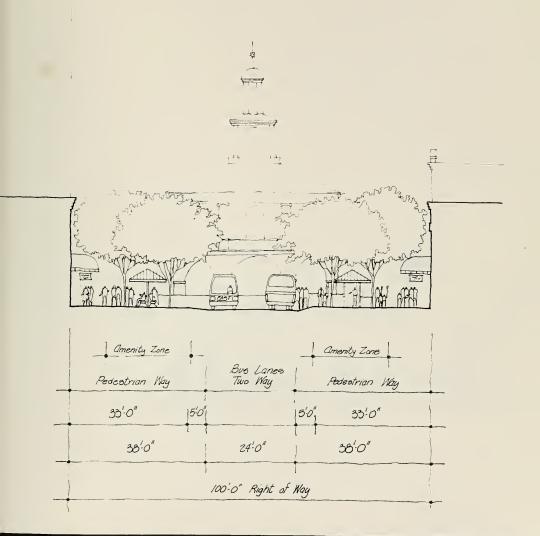




VIEW OF 100 BLOCK CORNER





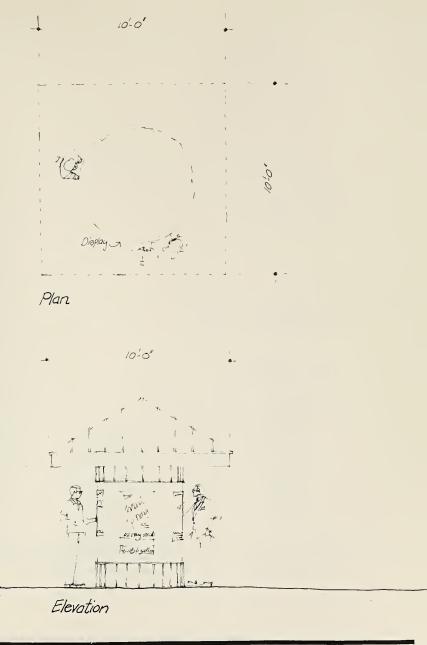




MALL SECTION 100 & 300 BLOCK

PAUL C. K. LU & ASSOCIATES

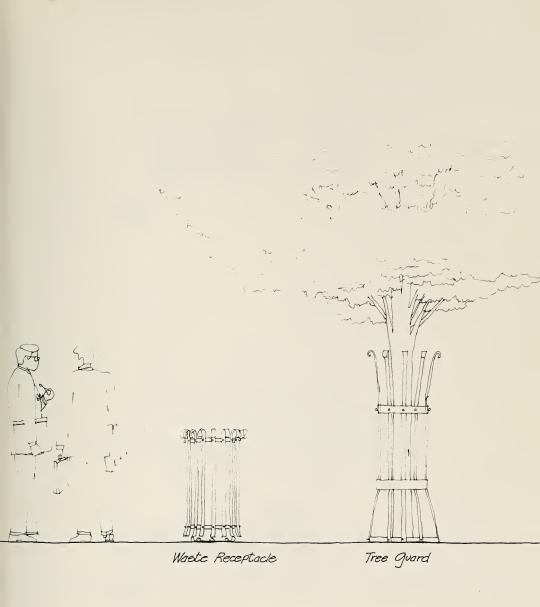






KIOSK

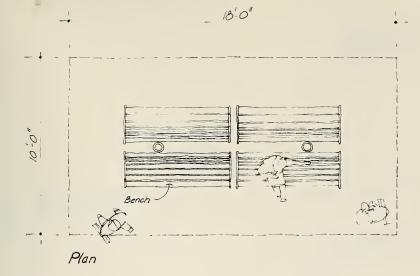


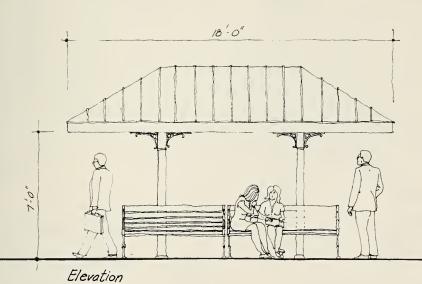




TREE GUARD / WASTE RECEPTACLE



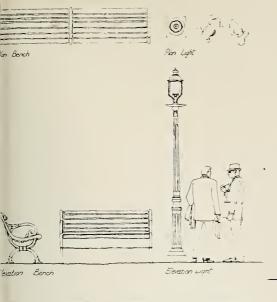


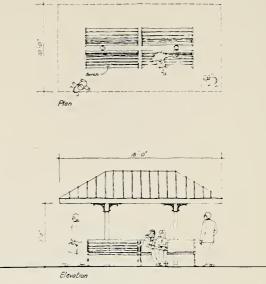




BUS SHELTER







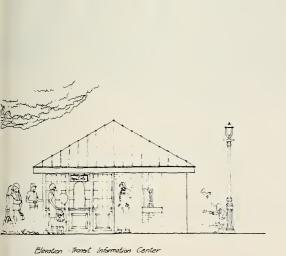
BENCH / LIGHT

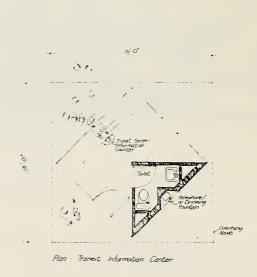
FAYETTEVILLE TRANSIT MALL PAUL C. K. LU & ASSOCIATES



BUS SHELTER

FAYETTEVILLE TRANSIT MALL
PAUL C. K. LU & ASSOCIATES





TRANSIT INFORMATION CENTER

FAYETTEVILLE TRANSIT MALL PAUL C. K. LU & ASSOCIATES



TRANSIT INFORMATION CENTER

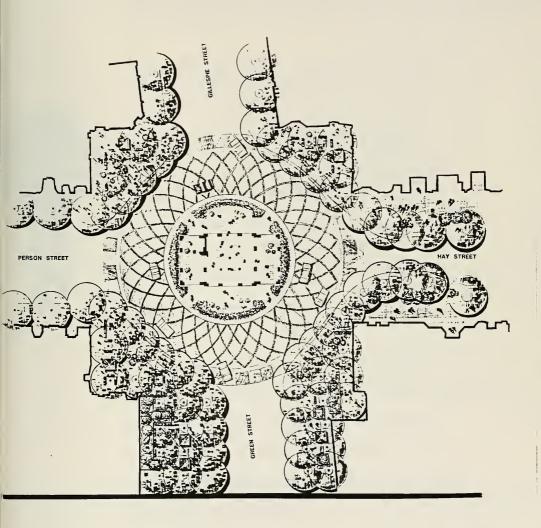




PIEW OF 300 BLOCK, CO







MARKET SQUARE SITE IMPROVEMENTS

PAUL C. K. LU AND ASSOCIATES BELMONT. MASSACHUSETTS







of the

U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

presents this to

Paul C.K.Lu

# CERTIFICATE OF NATIONAL MERIT

to the participants in the City of Lowell

Central Business District Revitalization

For successfully using the Community Development Block Grant (CDBG) Program to generate an exemplary public/private partnership for the greater benefit of their community and serving as a worthy model for other communities.

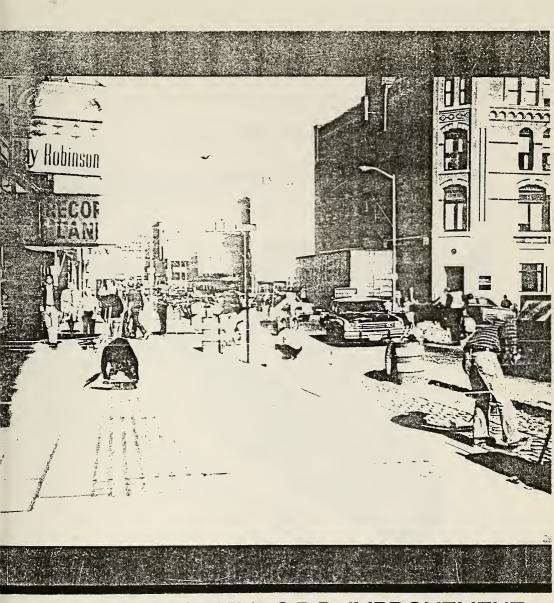
Samuel R. Pierce, Jr.

U.S. Department of Housing and Urban Development

November 1982







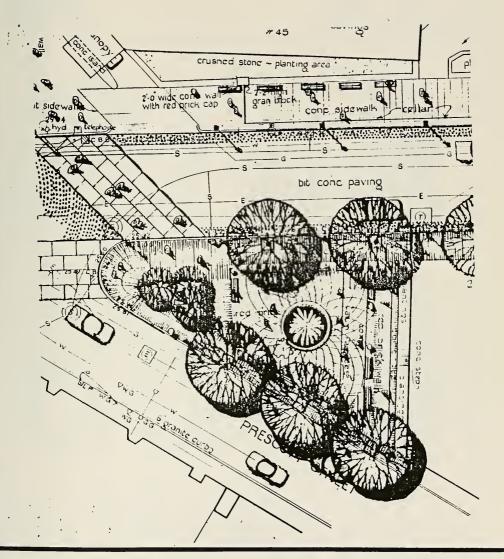
# LOWELL C.B.D. IMPROVEMENT

LOWELL, MASSACHUSETTS

Urban design and landscape improvements for a mile long historic downtown streetscape. The design strategy was to reverse the image of the downtown as a decaying urban center by complementing commercial activity with the design of historic clocks, benches, flag displays, colorful plantings and opening up views to the nearby canals. The result has been a rejuvenated downtown given back to Lowell's citizens; the City's historic character has been reborn.

PAUL C. K. LU & ASSOCIATES

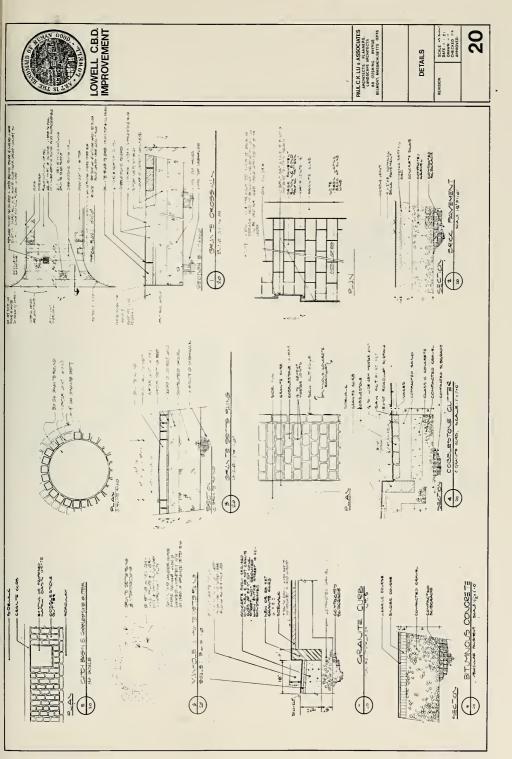




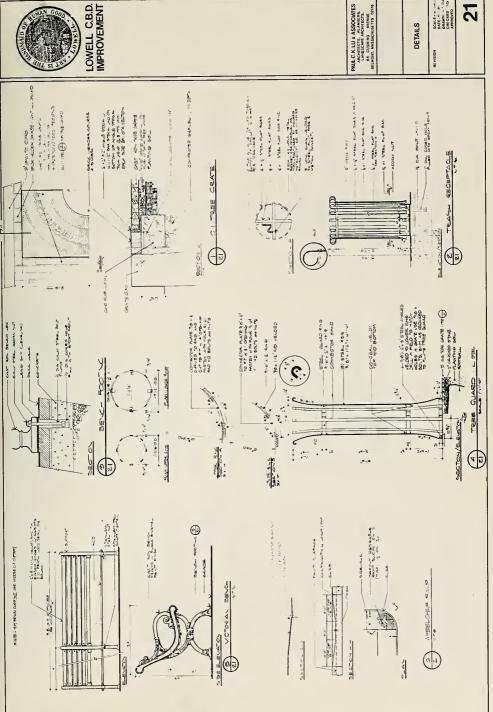
LOWELL C.B.D. IMPROVEMENT

LOWELL, MASSACHUSETTS





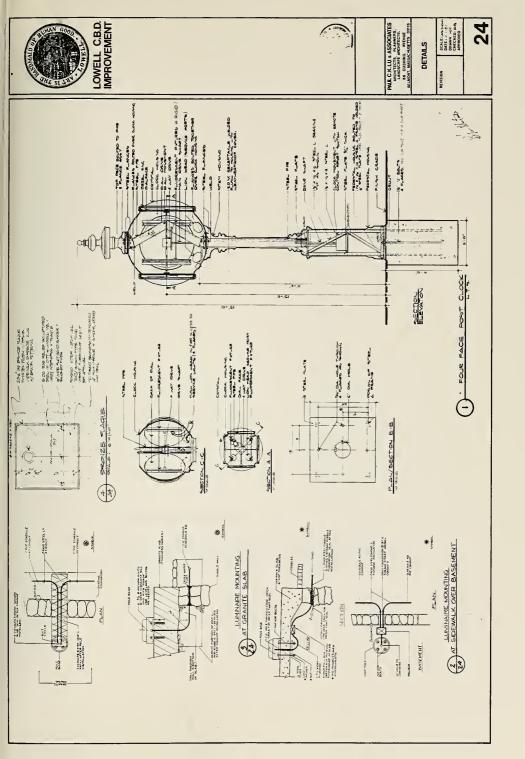




SCALE A SON DATE OF SON DRAWN - SON CHECKED SON

7







### CONSTRUCTION DRAWINGS

Our comprehensive, detailed Contract Documents communicate clearly to the contractor all requirements for the successful construction of the project.





# WESTERN CANAL BEAUTIFICATION

LOWELL MODEL CITIES ACRE MODEL NEIGHBORHOOD LOWELL, MASSACHUSETTS MODEL CITIES PROJECT UBI - MA - 01 - 06 - 1000

GEORGE P. LEGRAND, JR. COMMISSIONER OF PUBLIC WORKS ELLEN A. SAMPSON MAYOR JAMES L. SULLIVAN CITY MANAGER

PAUL C. K. LU & ASSOCIATES LANDSCAPE ARCHITECTS. ARCHITECTS. PLANNERS. 66 CUSHING AVENUE BELMONT, MASSACHUSETTS 02178

FENTON G. KEYES ASSOCIATES CONSULTING ARCHITECT-ENGINEERS

267 MOODY STREET WALTHAM, MASSACHUSETTS 02154



# INDEX OF DRAWINGS

WESTERN CANAL BEAUTIFICATION

LOWELL MODEL CITIES ACRE MODEL NEIGHBORHOOD LOWELL, MASSACHUSETTS MODEL CITIES PROJECT UBI - MA - 01 - 05 - 1000

- 1 TITLE SHEET
- 2 INDEX & KEY PLAN
- EXISTING CONDITIONS BROADWAY TO JEFFERSON
- EXISTING CONDITIONS JEFFERSON TO MARKET
- EXISTING CONDITIONS MARKET TO MODER
- DEMOLITION & RELOCATION PLAN BROADWAY TO JEFFERSON
- DEMOLITION & RELOCATION PLAN JEFFERSON TO MARKET
- DEMOLITION & RELOCATION PLAN MARKET TO WOODY

æ

- LAYOUT & GRADING PLAN BROADWAY TO JEFFERSON

- LAYOUT & GRADING PLAN JEFFERSON TO MARKET ō
  - LAYOUT & GRADING PLAN MARKET TO WOODY
  - 12 UTILITIES PLAN BROADWAY TO JEFFERSON =
    - UTILITIES PLAN JEFFERSON TO MARKET 13
- PLANTING PLAN BROADWAY TO JEFFERSON 15 PLANTING PLAN JEFFERSON TO MARKET 4
- PLANTING PLAN MARKET TO MODDY 16
- OVERLOOK NO.1 PLAN, ELEVATION & SECTIONS 17
  - OVERLOOK NO. 1 SECTIONS & DETAILS 18
- OVERLOOKS 2,3,4 PLAN & SECTIONS 6

15 SOMOSA

- PAVING DETAILS 20
- PLANTING DETAILS 21
- LIGHTING DETAILS 22
- BENCH & TRASH RECEPTACLE DETAILS 23
- FENCE DETAILS 24
- UTILITIES DETAILS 25
- CANAL WALL SECTIONS



LANDSCAPE ARCHTECTS
ARCHTECTS PLANNERS
66 CUSHING AVENUE
BELLIONT LASSACHISETTS 02178

FENTON G KEYES ASSOCIATES
COMSULTING
ARCHITECT - ENGINEERS
357 MODOY STREET
WALTHAM MASSACHUSETTS OZISA

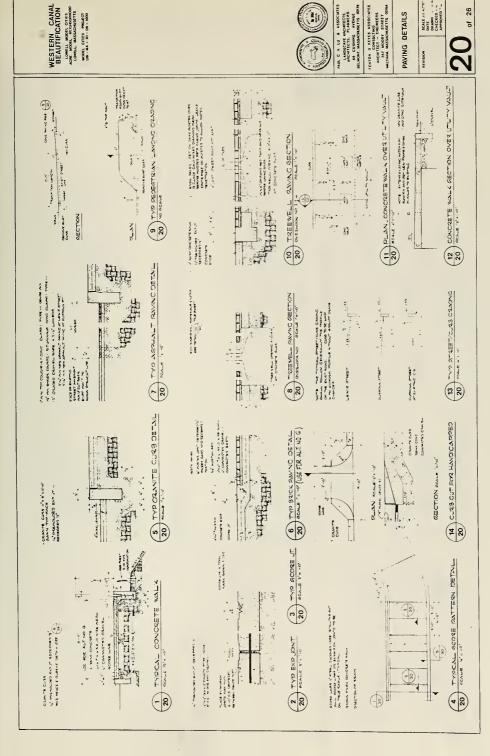
INDEX & KEY PLAN

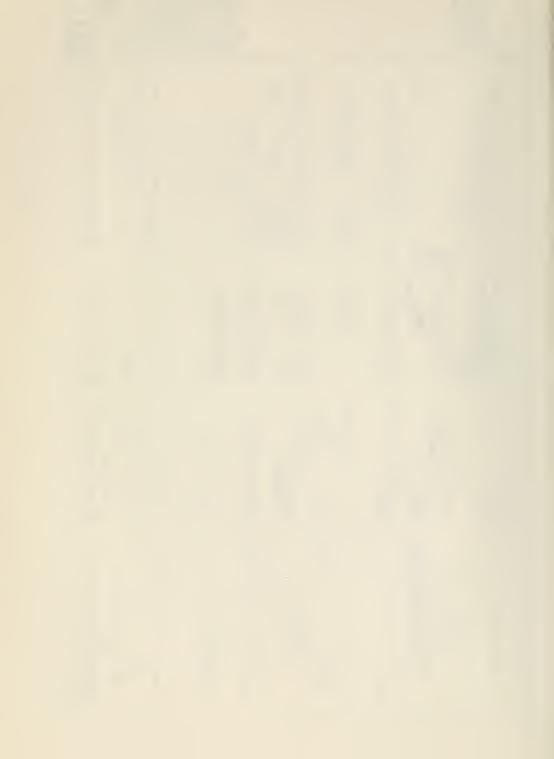
REVISION

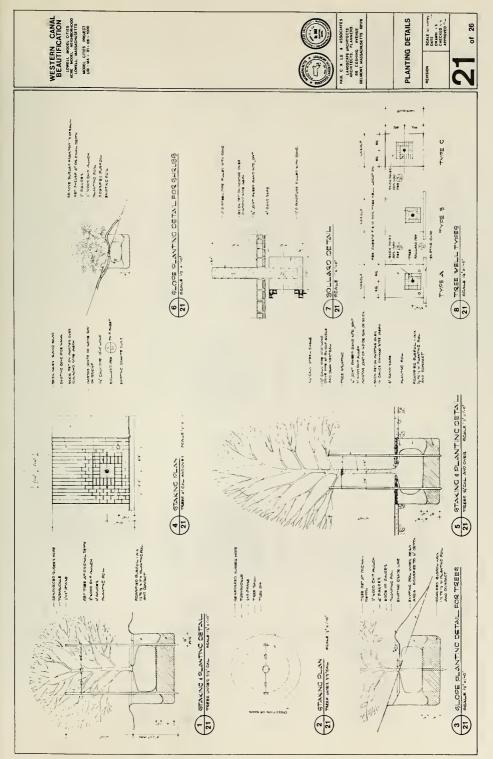
of 26

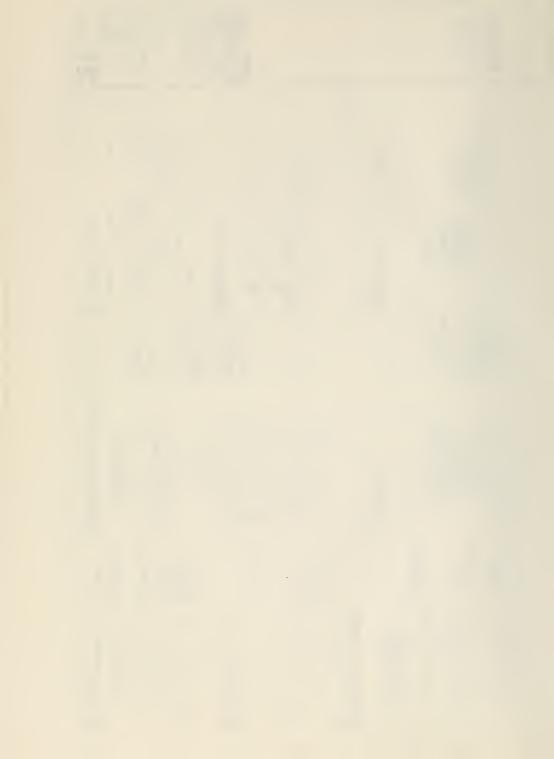
KEY PLAN NO SCALE

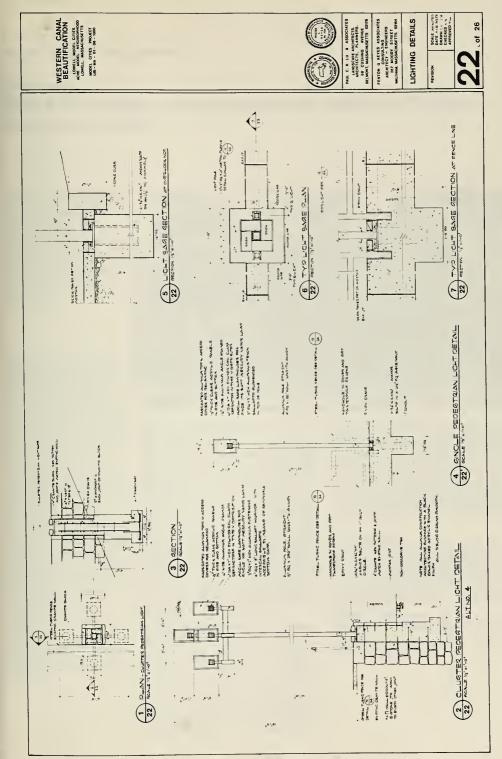














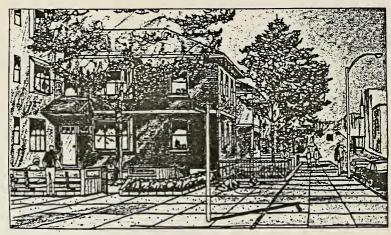
# **Project:** West Broadway Comprehensive Renewal Project, Boston, Massachusetts

A troubled housing project in South Boston will become more livable and will be reintegrated into the neighborhood by the elimination of the existing superblock configuration, the reduction of the scale of buildings and groupings, and the private and shared spaces in the exterior courtyards.

### Credits

Architects: Lane, Frenchman & Associates, Inc.; Goody, Clancy & Associates, Inc.; Jonathan S. Lane, project manager, planning; Dennis Frenchman, urban design director; Joan E. Goody, project manager, architecture; Ralph Tolbert, project architect; Brian D. Sullivan, project urban designer. Staff: Susan Pranger, Jean Lawrence, Jack Berry, William Dennis, Paul Dudek. Heidi Helf, Carol Hsu, William Powell, Carmen Valdes, Sarah Watermulder, David Winner. Consultants: Stockard & Engler, Inc., housing management and relocation; Gordon King, architectural consultant to West Broadway Task Force; Paul C.K. Lu & Associates, landscape architect; Rene Mugnier & Associates, structural engineer; R.G. Vanderweil Engineers/ Environmental Design Engineers/Vincent D'Iorio, mechanical and electrical en-

Client: Boston Housing Authority in cooperation with West Broadway Task Force and Massachusetts Department of Community Affairs.



Project: West Broadway Comprehensive Renewal program, Boston, Ma.

Program: West Broadway, constructed by the State of Massachusetts in 1948 to house 1000 veterans and their families, is now one of New England's largest and most troubled public housing projects. The project consists of 27 identical three-story walk-up buildings arranged on a superblock with no through traffic. Over the years, poor maintenance, racial strife, and deficiencies in the original design led to the abandonment of 325 of the units, which were then badly vandalized. In 1979, the tenant association succeeded in obtaining \$20 million to renew the project, and, in partnership with the Boston Housing Authority and the State, asked the urban design team to make the project livable and secure. and to ensure that all tenants remained on site throughout the renewal process.

Site: 28 acres in South Boston.

Solution: The plan, which will be executed in several stages to prevent tenant disclocation, possesses several key features. The superblock will be destroyed by reestablishing the original street grid and block pattern, reintegrating the project into the neighborhood. A new "Main Street" will link community facilities and courtyards. The project will be decentralized by the creation of seven "villages," one per block, each with its own design identity and management organization. The number of units will be reduced from 1000 to 675 by the enlargement of some of the apartments, many in duplex configuration with their own front and back doors, and by the demolition of sections of existing buildings to create a less institutional scale. The courtyards within the blocks will be given more privacy by locating all apartment entries on the street side and by excluding cars from within the blocks. The courtyards will be used for individual backyards and for shared play and sitting areas.

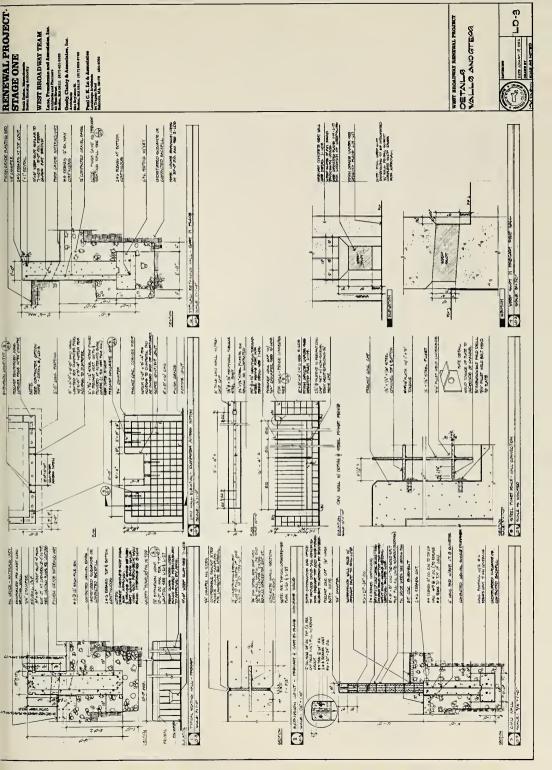
### Jury comments

Woodbridge: This design takes a public housing project, which was a real disaster areathe worst kind of asphalt jungle, really, with a fairly high rate of abandonment-and tries to rescale it, rehabilitate the buildings, change the image, and make it into a pretty decent place to live.

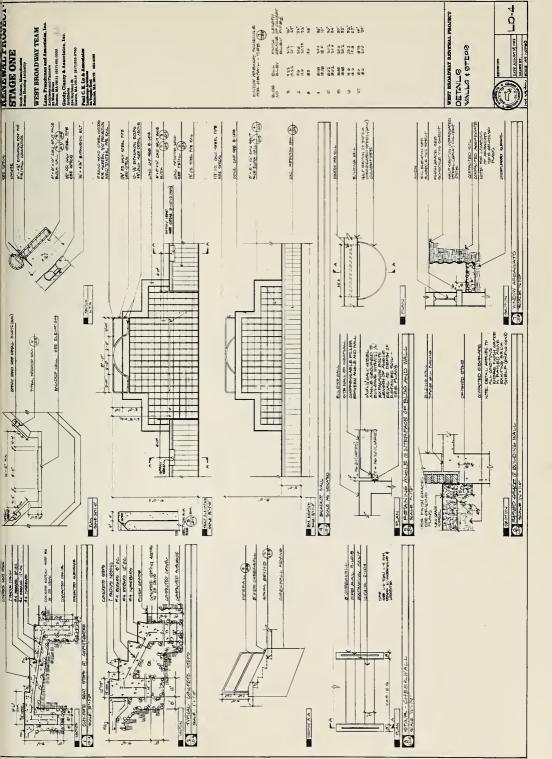
Eckstut: Its architectural statement is unremarkable, but it really explores a hierarchy of

Woodbridge: Its achievements will have tremendous implications.

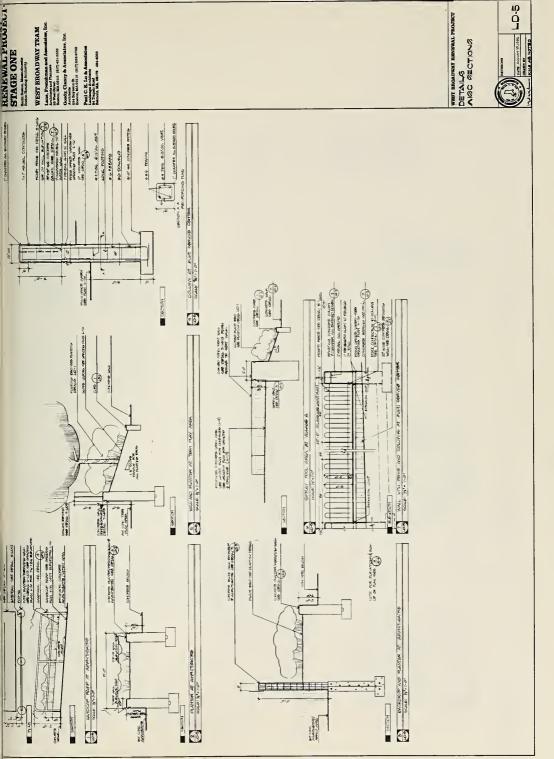




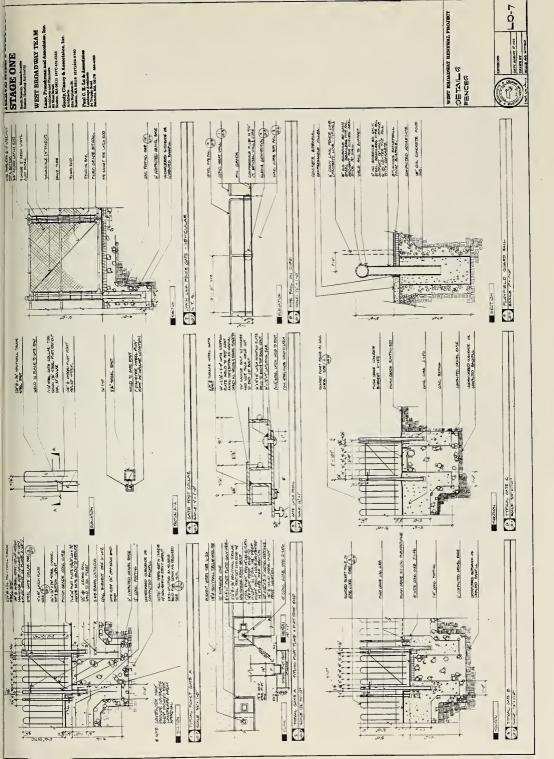


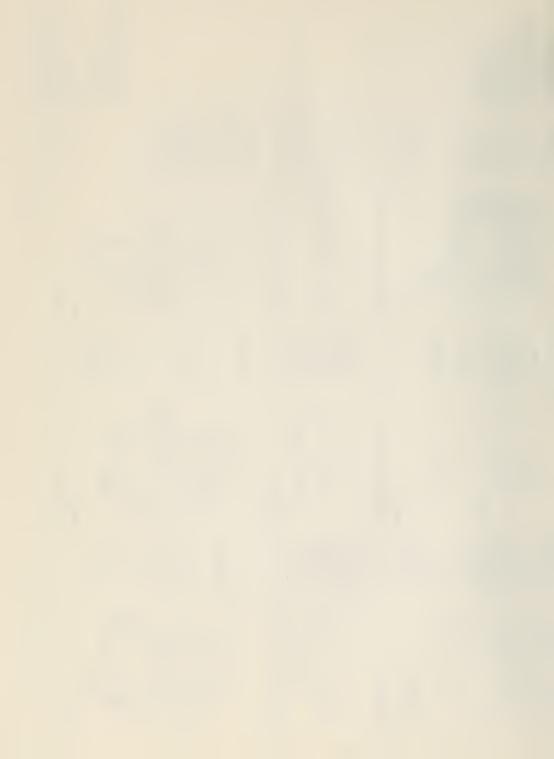


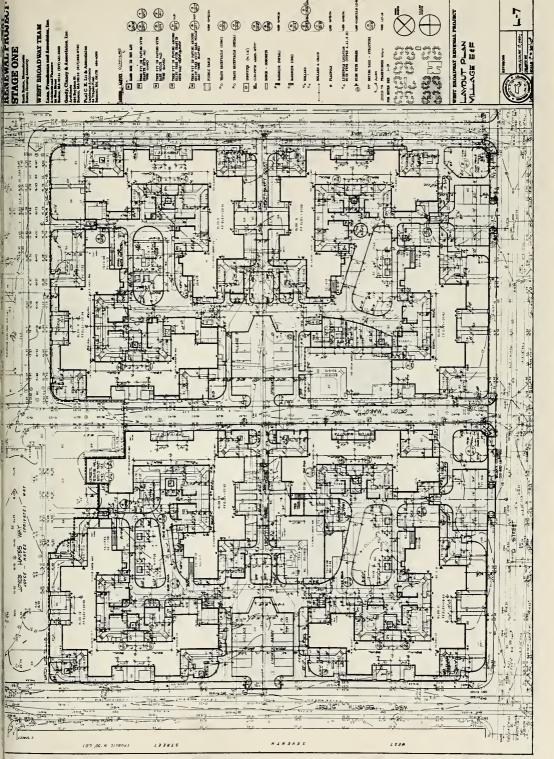




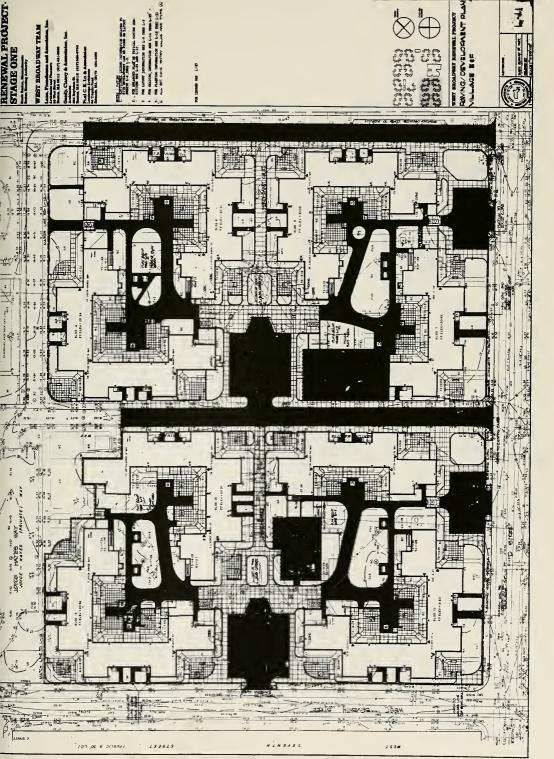




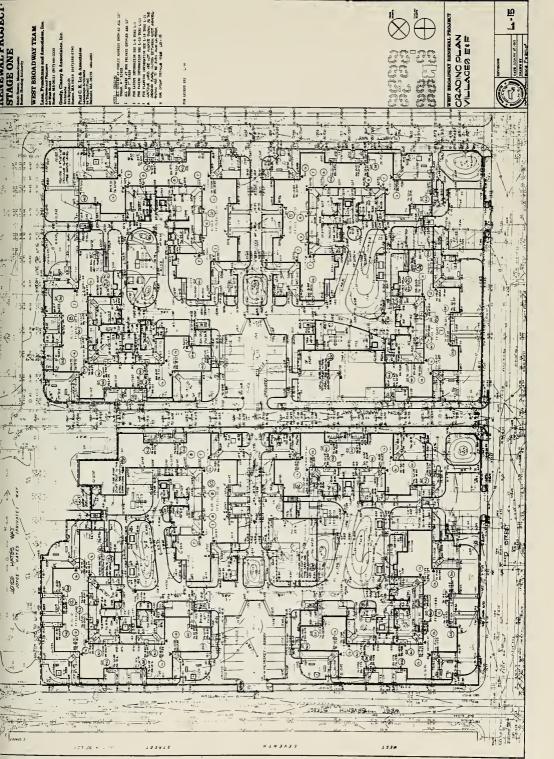




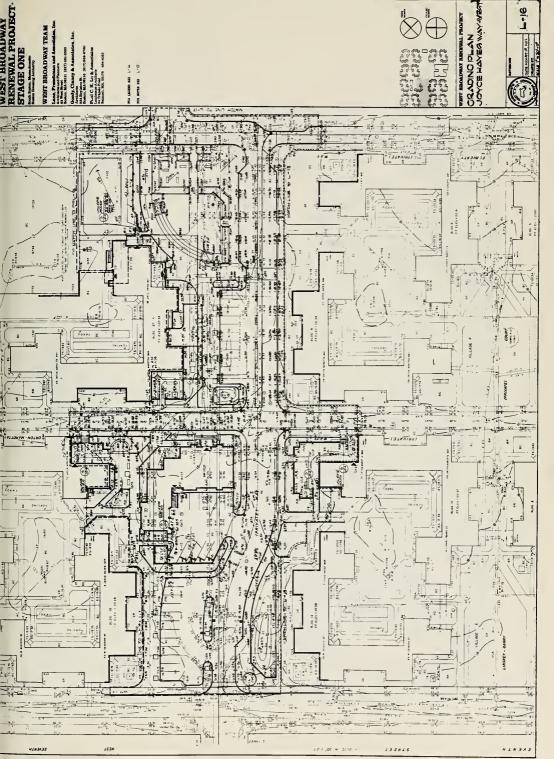




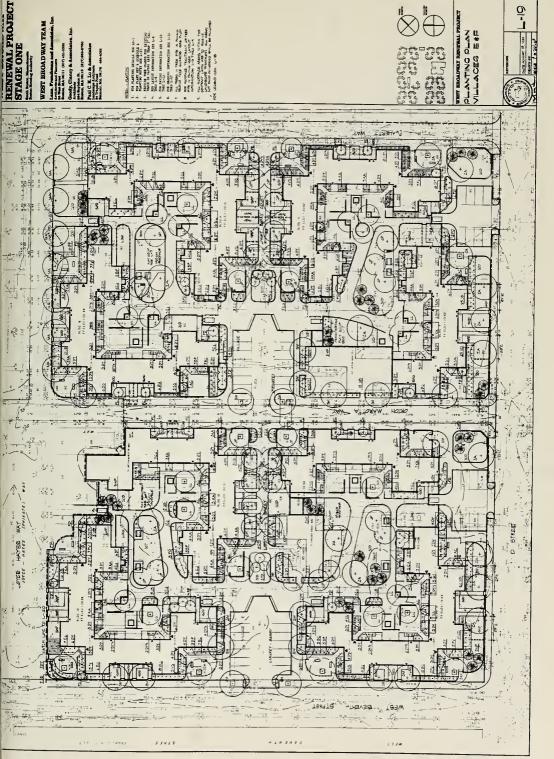




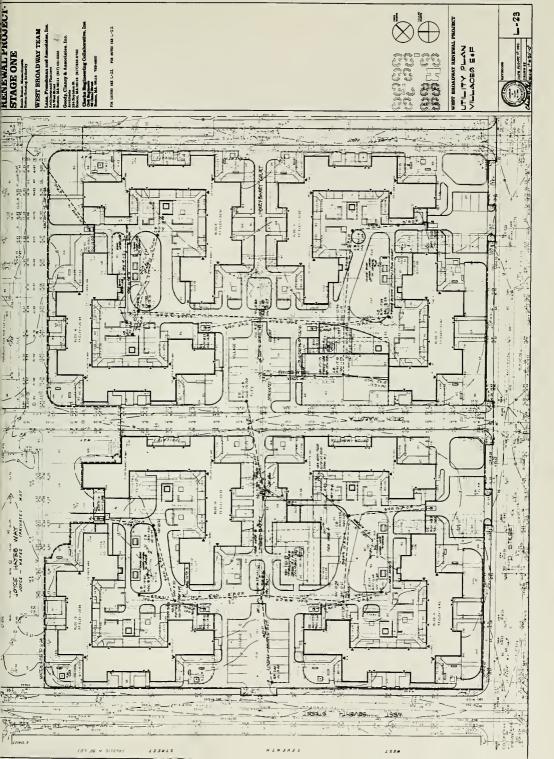














**CLIENT REFERENCES** 



### PAUL C. K. LU AND ASSOCIATES

134 Beach Street Boston, Massachusetts 02111 (617) 484-4022

REFERENCES - Similar Projects

### City of Lowell, MA

Project: Lowell Central Business District Improvements

Total construction cost: 1. Phase One 2. Phase Two Total  $2 \cdot Phase Two$  Total  $2 \cdot Phase Two$ 

1000

Reference: Mr. John F. Tavares Program Development Director

Division of Planning and Development

John F. Kennedy Civic Center

Lowell, MA 01852

Tel: 1-(617)-454-8821 Ext. 308

### Town of Winchester, MA

Project: Winchester Center Urban Design and Improvement Project

Total construction cost: 1. Phase One \$600,000±

Reference: Mr. John Connery

Economic Development Coordinator

Winchester Town Hall Winchester, MA 01890 Tel: 1-(617)-729-6795

# City of Framingham, MA

Project: Framingham Downtown Beautification

Total construction cost: \$70,000±

Reference: Director of Planning

City of Framingham Framingham, MA



# PAUL C. K. LU AND ASSOCIATES

134 Beach Street Boston, Massachusetts 02111 (617) 484-4022

### REFERENCES (continued)

### City of Fayetteville, N.C.

Project: Fayetteville Transit Mall

Total construction cost:

\$3,500,000±

Reference:

Mr. John Monaghan, Jr.

Assistant City Manager & Director of Community

Development

234 Green Street

Fayetteville, N.C. 28301 Tel: 1-(910)-483-1762

NOTE:

For this project the office of Paul C.K. Lu and Associates is in charge of preliminary design, public hearings, working with citizen's groups, the design development phase and the landscape working drawings. Other working drawings are responsi-

bility of local engineers.

## City of Columbia, S.C.

Project: Columbia Riverfront Park and Historic Columbia Canal

Total construction cost:

\$1,750.00

Reference:

Mr. Richard Seamon

Administrator

Department of Economic Development

P.O. Box 147

Columbia, S.C. 29217 Tel: 1-(803)-733-8313



### REFERENCE LIST

### DEPARTMENT OF ENVIRONMENTAL MANAGEMENT

Ms. Willa Kuh
Director, City and Town Common Program
Department of Environmental Management
Division of Planning and Development
225 Friend Street
Boston, MA 02111

Tel: (617) 727-3160

Mr. James Baecker
Contracting Officer
Department of Environmental Management
Division of Planning and Development
225 Friend Street
Boston, MA 02111

Tel: (617) 727-3160

Ms. Polly Melton
Construction Advisor
Department of Environmental Management
Division of Planning and Development
225 Friend Street
Boston, MA 02111

Tel: (617) 727-3160



MBE CERTIFICATION/
AFFIRMATIVE ACTION POLICY





# The Commonwealth of Massachusetts

Department of Commerce and Levelopment

Leverett Saltonstall Building, Government Center 100 Cambridge Street. Boston 02202

7: 7-3221

March 27, 1987

Paul C. K. Lu, Paul C. K. Lu and Associates 69 Trapelo Road Belmont, MA 02178

Dear Mr. Lu

The State Office of Minority and Women Business Assistance (SOMWBA) is pleased to notify you that your firm was reviewed on 3/05/87 and certified as a minority owned business enterprise (MBE) under the category of Landscape Design Architects. The company will be listed in the SOWMRA Directory which is published regularly and in the Massachusetts Central Register which is also published at regular intervals.

Additionally, the SOMWBA Directory is sent to other state agencies and authorities such as the Massachusetts Port Authority, Turnpike Authority, Department of Public Works, cities and towns and many other public and private organization who seek to fulfill MBE utilization requirements.

Certification is not a fixed designation and SCMWBA reserves the right to monitor your company and to conduct periodic reviews of your company's books, contracts, company structure, facilities, job locations, and to withdraw its certification of your firm should this become necessary.

On or before your firm's certification anniversary date of (3/05/88), plan to send to us the following documents:

The latest company financial statement

(2) The latest U.S. Corporate Tax Return or your U.S. 1040 Schedule C

An updated work history

(4) Corporations submit annual certificate of condition. Sole Proprietor and Partnerships submit a notarized statement indicating whether there has been any changes in the firm's legal structure, ownership or control.

Singerely,

Mukiya Baker-Gomez, Deputy Commissioner State Office of Minority and Women Business Assistance

REGIONAL OFFICES

REGION I AVENUE OF STATES WEST SPRINGFIELD, MA 01089 TEL: (413) 739-5600

REGION II

REGION III

D.E.S. BLDG. 51 MYRTLE STREET WORCESTER, MA 01608 TEL: (617) 757-2075 TEL: (617) 454-0303

SALTONSTALL BLDG. 100 CAMBRIDGE STREET

BOSTON, MA 02202 TEL: (617) 727-3210

REGION V

1213 PURCHASE STREET NEW BEDFORD, MA 02740 TEL: (617) 727-5370



## PAUL C. K. LU AND ASSOCIATES

134 Beach Street Boston, Massachusetts 02111 (617) 484-4022

## AFFIRMATIVE ACTION POLICY STATEMENT

PAUL C. K. LU AND ASSOCIATES accepts as their operating affirmative action policy, the following statement in its entirety: (In accordance with the following applicable laws:

- Title VII of the Civil Rights Act of 1964 as amended by the Equal Employment Opportunity Act of 1972.
- 2. Executive Order 11246 as amended by Executive Order 11375.
- 3. The Equal Pay Act of 1963.
- 4. The Age Discrimination in Employment Act of 1967.
- Title 41 Public Contracts and Property Management Chapter 60 Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor.
- 6. Section 503, Rehabilitation Act of 1973.
- Section 402, Vietnam Era Veterans' Readjustment Act of 1974.
- 8. Fair Employment Practices Act.
- 9. Applicable State & Local Laws.

"It is the policy of the firm to assure that no person is discriminated against in any activity or program undertaken by the firm on the grounds of race, color, creed, religious belief, sex, national origin, ancestry, marital status, physical disability or blindness, criminal record, mental disorder, status as a disabled or Vietnam veteran and/or age. These include the following protected classes: Blacks, Spanish-surnamed Americans, Asian Americans, American Indians, Women, and the Handicapped.



In addition, this firm is committed to affirmative action to the extent that the guidelines set out below will be fully executed and implemented in a good faith manner to effectively attempt to provide equal opportunity for all.

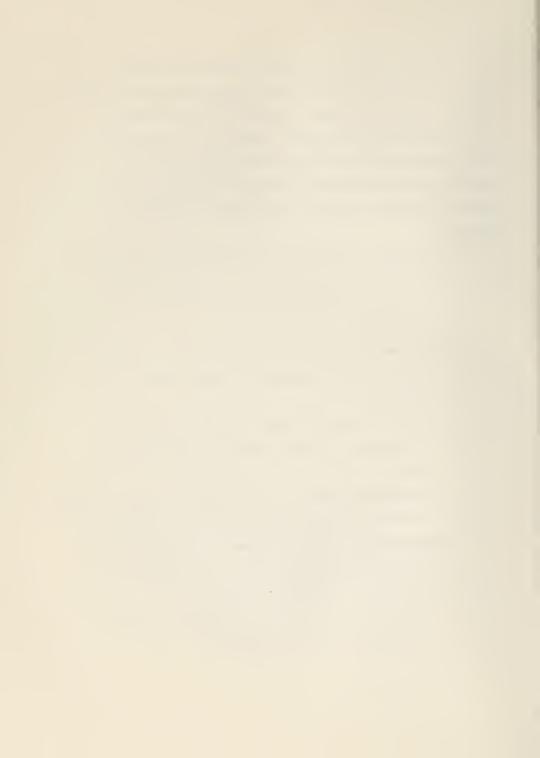
- 1. <u>Objectives</u>. Affirmative action requires positive, aggressive and effective steps to attract job applications from minority groups and women; to hire those who are qualified or who are trainable; to train employees for future advancement; and to advance those who are qualified without regard to the areas listed above. Affirmative action also requires the training and counselling of supervisory and management personnel in the effective supervision and management of all employees with emphasis on the particular problems of minority, handicapped and female employees.
- 2. Requirements. In order to implement an effective Affirmative Action/Equal Opportunity Compliance Program it is necessary that the problems inherent in minority and female employment be identified and analyzed and the opportunities for the utilization of minority group personnel and women be evaluated and emphasized. The Program, therefore, will provide, in detail, for specific steps to ensure equal employment opportunity keyed to the problems and needs of minorities and females in general and to the particular circumstances of each locality. For the long view, Paul C. K. Lu and Associates hereby resolves that we will continue to direct every reasonable effort toward increasing the number of minorities and women at all levels within our profession.



We recognize that it is, at present, impossible to attract qualified minorities in the quantities required to completely satisfy the need of our whole profession, because of the immense shortage of qualified minorities that exists. However, as a genuine effort toward a proper balance for the short term, we will continue to actively search for firms which are owned or controlled by women and minority persons, and set up joint ventures, or subcontract with them.

-en-

- 3. <u>Evaluation</u>. The Affirmative Action/Equal Opportunity Compliance
  Program will provide the following on a continuous basis:
  - a. An analysis of minority and female employees in all job categories.
  - b. An analysis of hiring practices to determine whether the equal employment opportunity is being afforded in all job categories.
  - c. An evaluation of recruitment sources as to their effectiveness in referring qualified minorities and women.
  - d. An analysis of upgrading, transfer and promotion to determine whether equal employment opportunity is being afforded.
- 4. <u>Implementation</u>. In order to implement our Affirmative Action/ Equal Opportunity Compliance Program, Paul C. K. Lu and Associates shall include the following:
  - a. Establish methods to increase the number of minorities and female applicants for employment.



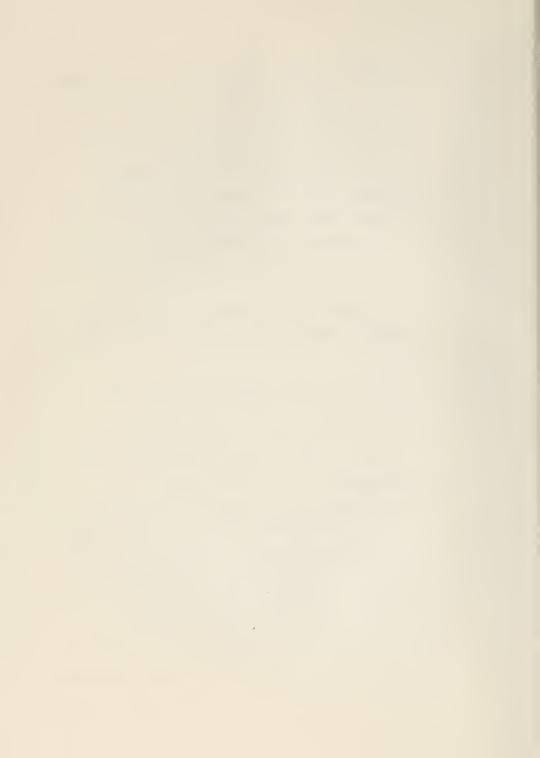
This is to include, but not be limited to:

- Present sources of job candidates will be urged to refer qualified minorities and women
- 2) Employment advertising will continue to include a statement reflecting our office status as "An Equal Opportunity Employer M/F". In addition, we will utilize minority and female oriented media as vehicles for recruitment advertising.
- 3) All open positions will be posted in each office in order to encourage minority and female employees to refer their qualified friends and relatives for job vacancies, where applicable. Promotion from "within" will also be assisted by this publicity.
- Minority and female students will be sought for inclusion in summer employment programs.
- 5) We will work closely with minority organizations as a source of obtaining qualified minority applicants of both sexes.
- b. Recruit, hire, train and promote for all job classifications without regard to the areas listed in the first paragraph of this statement.
- c. Base decisions on employment solely upon the individual's qualifications for the position being filled.
- d. Make promotional decisions only on the individual's qualifications as related to the requirements of the position to be filled.



- e. Insure that all other personnel action, such as compensation, benefits, transfer, layoffs, returns from layoffs, Company-sponsored training, education, tuition assistance, social and recreational programs, are administered without regard to the areas listed in paragraph one of this statement.
- 5. Responsibility. With the full support of line management, the Equal Employment Opportunity Officer, Paul C. K. Lu, AIA, ASLA, APA, will be responsible for the administration of the Program as required by the circumstances of this Office. The EEO officer will:
  - a. Set goals which are to be significant, measurable, and attainable. These goals should be specific as to planned results.
  - Identify problem areas by department, location, job classification, etc., and take remedial action.
  - c. Conduct periodic reviews of the progress made under the Affirmative Action/Equal Opportunity Compliance Program.
- Office Coordination. The Office total Program is to be coordinated through the Equal Employment Opportunity Officer.

Paul C. K. Lu and Associates has used an Advisory Committee on an informal basis for some time. The members of the committee are Mr. Paul C. K. Lu, Ms. Miriam Bone, and Ms. Rosalyn Weinstein. The composition of the committee offers us the advantage of having input from a management person, a female professional, and a member of the clerical unit. The scope of this information is most valuable in terms of E.E.O. to offer feedback and potential alteration of our program.



The intent of our Affirmative Action/Equal Opportunity Compliance Program is to attempt to realize an employee population which is consistent with the general area population in the Landscape Architect-Site Planner field, it is still evident, however, that the percentage of minorities and women in our field has not increased to any appreciable degree. Paul C. K. Lu and Associates realizes that the attainment of this objective is dependent upon a gradual upgrading of the minority and women situation in the available job market. Paul C. K. Lu and Associates has and will continue to commit itself to assisting consciously in this upgrading effort to implement and accelerate equal opportunity for all employees and applicants for employment. This plan and its policies are expected to achieve for Paul C. K. Lu and Associates the elimination of any discriminatory practices that might exist, and the nurturing of an environment within the firm which promotes and supports equal opportunity and treatment at all areas of the Paul C. K. Lu and Associates organization. Our management at all levels, is required to make every good faith effort to achieve this intent.

Paul C. K. Lu, AIA, ASLA, APA, Principal of Paul C. K. Lu and Associates reinterates the Office policy in the following statement:

I am personally committed to the effective implementation of the Office affirmative action policy and program. Further, I direct all supervisory personnel to carry out their affirmative action responsibilities with the same dispatch and expertise normally applied to their regular job duties.

Paul C. K. Lu

EEO Officer

7.

Paul C. K. Lu Principal

March 24, 1988









