



THE SUQUAMISH TRIBE

PO Box 498 Suquamish, WA 98392-0498

REQUEST FOR QUALIFICATIONS (RFQ)

Architectural & Engineering Services

Merle A. Hayes Salmon Hatchery Groundwater Treatment Project

Issue Date: May 12, 2026

SOQ Due Date: **June 9, 2026, 5:00 PM PDT**

The Suquamish Indian Tribe (Tribe) invites qualified Architectural and Engineering (A&E) firms to submit Statements of Qualifications (SOQs) for professional services related to the Merle A. Hayes Salmon Hatchery Groundwater Treatment Project.

The Tribe intends to select the most qualified firm to provide planning, design, bidding support, and construction assistance for a comprehensive groundwater treatment system.

The information contained in this RFQ is provided to give a clear understanding of the project scope, overall objectives, and proposal requirements. Following evaluation, the Tribe will enter into negotiations with the highest-ranked firm to establish scope, schedule, and fee.

PROJECT OVERVIEW

The project will address long-standing water quality challenges at the Merle A. Hayes Salmon Hatchery, located on the Suquamish Reservation.

Persistent biofilm formation within the groundwater-supplied incubation system has caused significant egg mortality—particularly impacting chum salmon—and has proven resistant to operational mitigation efforts.

The selected A&E firm will develop a complete, bid-ready design for a groundwater treatment system that improves water quality and restores reliable hatchery operations.

PROJECT OBJECTIVES

The groundwater treatment system will be designed to:

- Remove iron, manganese, and hydrogen sulfide
- Eliminate iron bacteria and iron-oxidizing structures
- Reduce or eliminate *Thiothrix* and *Bacillus* biofilm formation
- Improve water clarity and quality to enable effective UV disinfection

- Restore reliable incubation conditions for salmonid species
- Support pathogen-free fish rearing capabilities
- Allow for future integration with partial recirculating aquaculture systems (PRAS)

SCOPE OF SERVICES

The selected firm will provide full A&E services, which may include:

Planning & Preliminary Engineering

- Site evaluation and data review
- Alternatives analysis and treatment approach recommendations

Design & Engineering

Preparation of complete construction documents for:

- Raw Water Head Tank & Aeration System
 - Splash-plate aeration columns
 - Gas balancing and oxidation
- Pumping System
 - Booster pumps sized for hatchery demand
- Filtration System
 - Greensand filtration for removal of iron, manganese, hydrogen sulfide, and particulates
- Disinfection System
 - UV system compatible with treated water clarity
- Distribution System Modifications
 - Separation of groundwater and surface water systems
 - New internal hatchery piping
- Backwash & Residuals Handling
 - Backwash storage tank
 - Conversion of existing biofilter to clarifier
 - Continuous operation during backwash
- Future Expansion
 - Design accommodations for PRAS integration

Bidding Support

- Technical specifications
- Answer contractor questions during bidding

Construction Assistance

- Submittal review
- Site visits and inspections
- Record Drawings

SUBMITTAL REQUIREMENTS

Firms will submit a Statement of Qualifications including:

- 1. Firm Information**
 - Firm name, address, and contact information
 - Organizational structure and staffing
- 2. Key Personnel**
 - Resumes of key staff assigned to the project
 - Relevant project experience
- 3. Relevant Experience**
 - Description of similar hatchery, water treatment, or aquaculture projects
 - Identification of two representative “best” projects, including:
 - Project challenges
 - Solutions implemented
 - Outcomes
- 4. References**
 - Minimum of three references for key team members
- 5. Subconsultants**
 - List and qualifications of subconsultants
- 6. Technical Approach**
 - Understanding of the problem
 - Proposed design and engineering approach
 - Strategy for addressing biofilm and water quality issues
- 7. Project Management**
 - Current workload and availability
 - Proposed schedule and ability to meet timelines
- 8. Tribal Experience**
 - Experience working with Native American Tribes
- 9. Fee Information (Optional / For Negotiation Phase)**
 - General billing structure and rate sheet
(Detailed fee proposal will be requested during negotiations with the selected firm.)

SUBMITTAL FORMAT

- Maximum 10 pages (excluding resumes and appendices)
- Page size: 8.5" x 11"
- Include cover letter

EVALUATION CRITERIA

Firms will be evaluated based on:

- Experience and availability of key personnel (5 points)
- Technical understanding and project approach (5 points)
- Ability to meet project requirements and constraints (5 points)
- Relevant project experience (8 points)
- Past performance (5 points)
- References (2 points)

SELECTION PROCESS

The Tribe will:

1. Evaluate submitted SOQs
2. Rank firms based on qualifications
3. Conduct interviews (if needed)
4. Enter negotiations with the top-ranked firm

If an agreement cannot be reached, the Tribe reserves the right to negotiate with the next-ranked firm.

SUBMITTAL INSTRUCTIONS

Submit SOQs electronically to:

Samantha Rae at srae@suquamish.nsn.us

Deadline: June 9, 2026, 5:00 PM PDT

GENERAL CONDITIONS

- American Indian-owned firms are strongly encouraged to apply
- The Tribe reserves the right to reject any or all submissions
- The Tribe may waive informalities or irregularities in submissions

ANTICIPATED SCHEDULE

- RFQ Issued: May 12, 2026
- SOQ Due: June 9, 2026
- Selection: On or before June 30, 2026