

**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



**ITEM  
3.28  
(ID # 9596)**

**MEETING DATE:**  
Tuesday, June 18, 2019

**FROM :** TLMA-TRANSPORTATION:

**SUBJECT:** TRANSPORTATION AND LAND MANAGEMENT AGENCY/ TRANSPORTATION:  
Approval of the Engineering Services Agreement by and between the County of Riverside and DHS Consulting, LLC, for On-Call Construction Management and Inspection Services for FY 19/20-21/22. All Districts. [Annual \$750,000, Total \$2,250,000 - Capital Funds and Deposit Based Fees 100%]

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Approve the Engineering Services Agreement between the County of Riverside and DHS Consulting, LLC, for On-Call Construction Management and Inspection Services for Fiscal Year 19/20-21/22 and authorize the Chairman of the Board to execute the same;
2. Authorize the Director of Transportation to approve future contract extensions, for Fiscal Year 22/23-23/24, as provided for in the agreement; and
3. Authorize the Director of Transportation to approve no-cost time extensions to complete on-going tasks.


**ACTION:Policy**

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Washington, seconded by Supervisor Jeffries and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt  
Nays: None  
Absent: None  
Date: June 18, 2019  
xc: Transp.

Kecia Harper  
Clerk of the Board  
By:   
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
STATE OF CALIFORNIA**

<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$ 750,000	\$ 750,000	\$ 2,250,000	\$ 0
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>SOURCE OF FUNDS:</b> Capital Funds and Deposit Based Fees (100%) There are no General Funds used on this project.			<b>Budget Adjustment:</b> No	
			<b>For Fiscal Year:</b> 19/20 – 21/22	

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

The County of Riverside Transportation Department (Transportation Department) requires outside construction management and support services to deliver many road improvement projects identified and funded in the Transportation Improvement Program (TIP) and to meet the demands of the development community.

The Transportation Department issued a Request for Proposals in compliance with the California Department of Transportation (Caltrans) Local Assistance Procedures Manual. Nineteen (19) firms submitted proposals and the top ten (10) ranked firms, based upon an evaluation of the proposals, were invited to interview. The written proposals and interviews were evaluated by representatives of Caltrans and the Transportation Department.

DHS Consulting, LLC, of San Diego, California was selected as one of the top ranked firms to provide services on an "as-needed" basis, estimated at a not to exceed amount of \$750,000 annually for a period of three years. The terms of the contract provide the County with the option to extend the contract for two (2) additional one (1) year periods following the close of the initial three (3) year period. The contract and rates for services were developed through negotiations between DHS Consulting and the Transportation Department. This on-call contract includes State requirements in order to maximize flexibility for use on State funded projects. Additional contracts with three other engineering firms for on-call services will be on a separate agenda item. Entering into contracts with four different firms allows for the greatest flexibility in managing the Transportation Department's workload.

**Impact on Residents and Businesses**

This On-Call contract provides the flexibility needed to engage consultants in providing additional construction management and support services necessary to deliver critical TIP projects and to meet the demands of the development community.

**Additional Fiscal Information**

All associated contract cost will be funded using Deposit Based Fees, Local or State Funds. No General Funds will be used for this contract.

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
STATE OF CALIFORNIA**

<u>Contract Term</u>	<u>Annual Budget (not to exceed)</u>
FY 19/20	\$750,000
FY 20/21	\$750,000
FY 21/22	\$750,000
FY 22/23	\$750,000 (requires approval by Director of Transportation)
FY 23/24	\$750,000 (requires approval by Director of Transportation)

**Contract History and Price Reasonableness**

The Transportation Department has negotiated billing rates with DHS Consulting, LLC and they are within range of acceptable industry practice for engineering services.

**ATTACHMENT:**

DHS On-Call Construction Management and Inspection Agreement  
DHS Cost Proposal



Patricia Romo, Director of Transportation

5/22/2019



Gregory V. Priarios, Director County Counsel

5/28/2019



Cynthia M. Gurrel, Chief Deputy County Counsel

6/7/2019

## RESOLUTION GRANTING AUTHORITY

WHEREAS, the Corporation desires to grant signing and authority to certain person(s) described hereunder.

RESOLVED, that the Board of Directors is hereby authorized and approved to grant signing and authority to conduct business to any one of the following person(s):.

Sudhir Damle	President
Melanie Estes	Executive Vice President
Gary Cooley	Chief Operating Officer

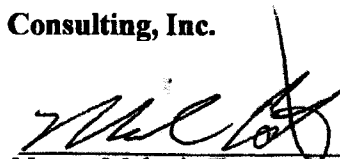
The foregoing signing and authority granted shall include, but shall not be limited to, the contracts, obligations, certificates, and other instruments of whatever nature entered into by this Corporation.

The undersigned hereby certifies that he/she is the duly elected and qualified Secretary and the custodian of the books and records and seal of DHS Consulting, Inc, a corporation duly formed pursuant to the laws of the state of California and that the foregoing is a true record of a resolution duly adopted at a meeting of the Board of Directors and that said meeting was held in accordance with state law and the Bylaws of the above-named Corporation on March 29<sup>th</sup> of 2019 and that said resolution is now in full force and effect without modification or rescission.

IN WITNESS WHEREOF, I have executed my name as Secretary and have hereunto affixed the corporate seal of the above-named Corporation this March 29th of 2019.

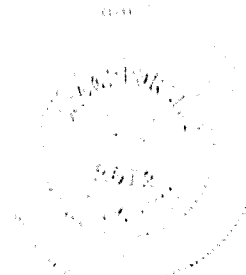
**D.H.S Consulting, Inc.**

By:



Name: Melanie Estes

Title: Secretary



ACTION BY WRITTEN CONSENT  
OF THE SOLE MANAGER OF  
DHS CONSULTING, LLC,  
a California limited liability company

May 22, 2019

The undersigned, being the Sole Manager (the "Manager") of DHS Consulting, LLC, a California limited liability company (the "Company"), in accordance with the authority contained in the Company's Amended and Restated Limited Liability Company Agreement, hereby consents to the adoption of the following recitals and resolutions:

**ELECTION OF OFFICERS**

WHEREAS, the officers of the Company resigned effective as of the date hereof;

WHEREAS, it is deemed to be in the best interest of the Company and the sole member to elect certain officers of the Company and that any existing officers holding any such offices be removed and replaced.

NOW, THEREFORE, BE IT RESOLVED, that the following person be, and hereby is, elected to the offices of the Company set forth opposite his name, to hold such offices until his successor has been elected and qualified, or until his earlier death, resignation or removal:

<u>Name</u>	<u>Offices</u>
Sudhir Damle	President
Edward Imparato	Chief Financial Officer
Christopher Lee	Secretary and Treasurer
Ryan Thorpe	Vice President
Ashley Chang	Vice President
Bryan Carruthers	Vice President
Melanie Estes	Vice President

RESOLVED FURTHER, that the foregoing are the only officers of the Company and all other persons who may be deemed an officer are hereby removed.

**GENERAL RESOLUTIONS**

RESOLVED FURTHER, that every act, action, agreement, document or instrument done, performed, made, executed or delivered by or on behalf of or in the name of the Company in order to effect the purposes and

intentions of the foregoing resolutions hereby is authorized, approved and ratified in all respects; and

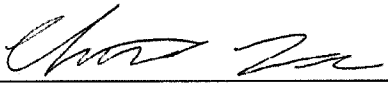
RESOLVED FURTHER, that these resolutions adopted by the Manager may be delivered by electronic transmission, with such delivery deemed to have the same force and effect as an original.

*[Signature Page Follows]*

IN WITNESS WHEREOF, the undersigned, have duly executed this Action by Written Consent as of the date first written above.

**MANAGER:**

ANSER ADVISORY, LLC

By: 

Name: Christopher Lee

Its: Secretary

Contract No.: 19-03-003  
Termination Date: June 30, 2022  
Amount Authorized: \$750,000/year x 3  
State Funding:

## **ON-CALL SERVICES AGREEMENT**

for

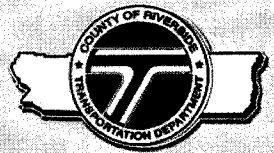
**Construction Management and Inspection**

between

**County of Riverside • Transportation Department**

and

**DHS Consulting, LLC**



JUN 18 2019 3.28



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### ATTACHMENTS

*In the event that the terms in any of the Attachments conflicts with the terms as provided in the Agreement, the terms of the Agreement shall prevail.*

Scope of Services.....	A1
Schedule of Services.....	B1
Compensation Plan.....	C1



1 **ARTICLE I INTRODUCTION**

2 A. This On-Call Services Agreement ("Agreement") is entered into this \_\_\_\_\_ day of \_\_\_\_\_,  
3 20\_\_\_\_\_, by and between COUNTY OF RIVERSIDE, a political subdivision of the State of California,  
4 hereinafter referred to as "COUNTY", and DHS Consulting, LLC, a California limited liability company,  
5 hereinafter referred to as "CONSULTANT".

6 B. Coordination of CONSULTANT and COUNTY activities shall be accomplished through a CONSULTANT  
7 Contract Manager and a COUNTY Contract Administrator.

8 The CONSULTANT's Contract Manager for CONSULTANT shall be:

9 Melanie Estes, PE

10 Located at:

11 2525 Camino Del Rio South, Suite 305, San Diego, CA 92108

12 The COUNTY's Contract Administrator for COUNTY shall be:

13 Cindi Wachi, PE

14 Located at:

15 2950 Washington Street, Riverside, CA 92504

16 C. CONSULTANT shall perform:

17 The covenants set forth in Article III entitled Statement of Work;

18 In accordance with the time frames set forth in Article IV entitled Performance Periods;

19 For the fees set forth in Article V entitled Allowable Costs and Payments.

20 D. CONSULTANT and the agents and employees of CONSULTANT, in the performance of this contract, shall act  
21 in an independent capacity and not as officers or employees or agents of COUNTY.

22 E. Without the written consent of COUNTY, this contract is not assignable by CONSULTANT either in whole or in  
23 part.

24 F. No alteration or variation of the terms of this contract shall be valid, unless made in writing and signed by the  
25 parties hereto; and no oral understanding or agreement not incorporated herein, shall be binding on any of the  
26 parties hereto.

27 G. The consideration to be paid to CONSULTANT as provided herein, shall be in compensation for all of  
28 CONSULTANT's expenses incurred in the performance hereof, including travel and per diem, unless otherwise  
29 expressly so provided.

1 H. COUNTY may be working cooperatively with other agencies (collectively referred to as the "AGENCIES") in  
2 the effort to complete services performed under this contract.

3 **ARTICLE II CONSULTANT'S REPORTS OR MEETINGS**

4 A. To ensure understanding and performance of the contract objectives, meetings between COUNTY,  
5 AGENCIES, and CONSULTANT shall be held in accordance with the terms of each Task Order. All work  
6 objectives, CONSULTANT's work schedule, the terms of the contract and any other related issues may be  
7 discussed and/or resolved. CONSULTANT shall keep minutes of meetings and distribute copies of minutes as  
8 appropriate.

9 B. CONSULTANT's Contract Manager shall meet with COUNTY's Contract Administrator, as needed, to discuss  
10 progress on the contract and/or Task Orders.

11 **ARTICLE III STATEMENT OF WORK**

12 CONSULTANT shall furnish all technical and professional services including labor, material, equipment,  
13 transportation, supervision, and expertise to fully and adequately perform and complete the covenants set forth in  
14 Attachment A, Scope of Services, which is attached hereto and incorporated herein by reference and in any Task  
15 Order executed under the authority of this Contract.

16 **ARTICLE IV PERFORMANCE PERIOD**

17 A. This contract shall go into effect on July 1, 2019 contingent upon approval by COUNTY, and CONSULTANT  
18 shall commence work after notification to proceed by COUNTY'S Contract Administrator. The contract shall  
19 end on June 30, 2022, unless extended by contract amendment. Attachment B, Schedule of Services is  
20 attached hereto and by this reference incorporated herein.

21 B. CONSULTANT is advised that any recommendation for contract award is not binding on COUNTY until the  
22 contract is fully executed and approved by COUNTY.

23 C. The period of performance shall be in accordance with the requirements set forth in each Task Order. If work  
24 on a Task Order is in progress on the expiration date of this contract, the terms of the contract shall be extended  
25 by contract amendment. Contract extensions may be executed by the Director of Transportation if authorized  
26 by the County Board of Supervisors.

27 **ARTICLE V ALLOWABLE COSTS AND PAYMENTS**

28 A. CONSULTANT will be reimbursed for hours worked at the hourly rates specified in CONSULTANTs Cost  
29 Proposal. The specified hourly rates shall include direct salary costs, employee benefits, overhead, and fee.

1 These rates are not adjustable for the performance period set forth in this Contract.

2 B. In addition, CONSULTANT will be reimbursed for incurred (actual) direct costs other than salary costs that are  
3 in the cost proposal and identified in the cost proposal and in the executed Task Order.

4 C. Specific assignments will be authorized to CONSULTANT through issuance of Task Orders.

5 D. Each Task Order will identify the scope of services, expected results, deliverables, period of performance and  
6 will designate a COUNTY Task Coordinator. CONSULTANT shall prepare a Cost Estimate, including a written  
7 estimate of the number of hours and hourly rates per staff person, any anticipated reimbursable expenses,  
8 overhead, fee if any, and total dollar amount. After agreement has been reached on the negotiable items and  
9 total cost; the finalized Task Order shall be prepared in accordance with the format as specified in the County  
10 Consulting Services Manual and shall be signed by both COUNTY and CONSULTANT.

11 E. Reimbursement for transportation and subsistence costs shall not exceed the rates as specified in the approved  
12 Compensation Plan, attached hereto as Attachment C1 and by this reference incorporated herein.

13 F. Progress payments for each Task Order will be made monthly in arrears based on services provided and  
14 allowable costs incurred.

15 G. CONSULTANT shall not commence performance of work or services until this contract has been approved by  
16 COUNTY, and notification to proceed has been issued by COUNTY'S Contract Administrator. No payment will  
17 be made prior to approval or for any work performed prior to approval of this contract.

18 H. A Task Order is of no force or effect until returned to COUNTY and signed by an authorized representative of  
19 COUNTY. No expenditures are authorized on an assignment and work shall not commence until a Task Order  
20 for that assignment has been executed by COUNTY.

21 I. CONSULTANT will be reimbursed, as promptly as fiscal procedures will permit upon receipt by COUNTY'S  
22 Contract Administrator of itemized invoices. Separate invoices itemizing all costs are required for all work  
23 performed under each Task Order. Invoices shall be submitted no later than 45 calendar days after the  
24 performance of work for which CONSULTANT is billing, or upon completion of the Task Order. Invoices shall  
25 follow the format stipulated in the COUNTY'S Consulting Services Manual. Credits due COUNTY that include  
26 any equipment purchased under the provisions of Article XI Equipment Purchase of this contract, must be  
27 reimbursed by CONSULTANT prior to the expiration or termination of this contract. Invoices shall be mailed to  
28 COUNTY's Contract Administrator at the address provided in Article I.

29 J. The period of performance for Task Orders shall be in accordance with time frame specified in each Task Order.

- 1 K. The total amount payable by COUNTY for an individual Task Order shall not exceed the amount agreed to in  
2 the Task Order. Additional services or budget will require the issuance of a new Task Order.
- 3 L. If the Consultant fails to satisfactorily complete a deliverable according to the schedule set forth in a Task Order,  
4 no payment will be made until the deliverable has been satisfactorily completed.
- 5 M. Task Orders may not be used to amend this Agreement and may not exceed the scope of work under this  
6 Agreement.
- 7 N. The total amount payable by COUNTY for all Task Orders resulting from this contract shall not exceed  
8 \$2,250,000.
- 9 O. It is understood and agreed that there is no guarantee, either expressed or implied that this dollar amount will  
10 be authorized under this contract through Task Orders.

11 **ARTICLE VI TERMINATION**

- 12 A. COUNTY reserves the right to terminate this contract upon thirty (30) calendar days written notice to  
13 CONSULTANT with the reasons for termination stated in the notice.
- 14 B. COUNTY may terminate this contract with CONSULTANT should CONSULTANT fail to perform the covenants  
15 herein contained at the time and in the manner herein provided. In the event of such termination, COUNTY  
16 may proceed with the work in any manner deemed proper by COUNTY. If COUNTY terminates this contract  
17 with CONSULTANT, COUNTY shall pay CONSULTANT the sum due to CONSULTANT under this contract  
18 prior to termination, unless the cost of completion to COUNTY exceeds the funds remaining in the contract. In  
19 which case the overage shall be deducted from any sum due CONSULTANT under this contract and the  
20 balance, if any, shall be paid to CONSULTANT upon demand.

21 **ARTICLE VII COST PRINCIPLES AND ADMINISTRATIVE REQUIREMENTS**

- 22 A. CONSULTANT agrees that the Contract Cost Principles and Procedures, 48 CFR, Federal Acquisition  
23 Regulations System, Chapter 1, Part 31.000 et seq., shall be used to determine the cost allowability of individual  
24 items.
- 25 B. CONSULTANT also agrees to comply with federal procedures in accordance with 2 CFR, Part 200, Uniform  
26 Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards.
- 27 C. Any costs for which payment has been made to CONSULTANT that are determined by subsequent audit to be  
28 unallowable under 2 CFR, Part 200 and 48 CFR, Federal Acquisition Regulations System, Chapter 1, Part  
29 31.000 et seq., are subject to repayment by CONSULTANT to COUNTY.

1 **ARTICLE VIII RETENTION OF RECORDS/AUDIT**

2 For the purpose of determining compliance with Public Contract Code 10115, et seq. and Title 21, California Code  
3 of Regulations, Chapter 21, Section 2500 et seq., when applicable and other matters connected with the  
4 performance of the contract pursuant to Government Code 8546.7; CONSULTANT, subconsultants, and COUNTY  
5 shall maintain and make available for inspection all books, documents, papers, accounting records, and other  
6 evidence pertaining to the performance of the contract, including but not limited to, the costs of administering the  
7 contract. All parties shall make such materials available at their respective offices at all reasonable times during  
8 the contract period and for three years from the date of final payment under the contract. The state, State Auditor,  
9 COUNTY, FHWA, or any duly authorized representative of the Federal Government shall have access to any books,  
10 records, and documents of CONSULTANT and it's certified public accountants (CPA) work papers that are pertinent  
11 to the contract and indirect cost rates (ICR) for audit, examinations, excerpts, and transactions, and copies thereof  
12 shall be furnished if requested.

13 **ARTICLE IX AUDIT REVIEW PROCEDURES**

- 14 A. Any dispute concerning a question of fact arising under an interim or post audit of this contract that is not  
15 disposed of by agreement, shall be reviewed by COUNTY'S Chief Financial Officer.
- 16 B. Not later than 30 days after issuance of the final audit report, CONSULTANT may request a review by  
17 COUNTY'S Chief Financial Officer of unresolved audit issues. The request for review will be submitted in  
18 writing.
- 19 C. Neither the pendency of a dispute nor its consideration by COUNTY will excuse CONSULTANT from full and  
20 timely performance, in accordance with the terms of this contract.
- 21 D. Audit Terms and Conditions if the amount shown in Article V.N is greater than \$150,000.

22 CONSULTANT and subconsultant contracts, including cost proposals and ICR, are subject to audits or reviews  
23 such as, but not limited to, a contract audit, an incurred cost audit, an ICR Audit, or a CPA ICR audit work paper  
24 review. If selected for audit or review, the contract, cost proposal and ICR and related work papers, if applicable,  
25 will be reviewed to verify compliance with 48 CFR, Part 31 and other related laws and regulations. In the  
26 instances of a CPA ICR audit work paper review it is CONSULTANT's responsibility to ensure federal, state, or  
27 local government officials are allowed full access to the CPA's work papers including making copies as  
28 necessary. The contract, cost proposal, and ICR shall be adjusted by CONSULTANT and approved by  
29 COUNTY contract manager to conform to the audit or review recommendations. CONSULTANT agrees that

1 individual terms of costs identified in the audit report shall be incorporated into the contract by this reference if  
2 directed by COUNTY at its sole discretion. Refusal by CONSULTANT to incorporate audit or review  
3 recommendations, or to ensure that the federal, state or local governments have access to CPA work papers,  
4 will be considered a breach of contract terms and cause for termination of the contract and disallowance of prior  
5 reimbursed costs.

6 The provisional ICR will apply to this contract and all other contracts executed between COUNTY and the  
7 CONSULTANT, either as a prime or subconsultant, with the same fiscal period ICR.

8 **ARTICLE X SUBCONTRACTING**

9 A. Nothing contained in this contract or otherwise, shall create any contractual relation between COUNTY and any  
10 subconsultant(s), and no subcontract shall relieve CONSULTANT of its responsibilities and obligations  
11 hereunder. CONSULTANT agrees to be as fully responsible to COUNTY for the acts and omissions of its  
12 subconsultant(s) and of persons either directly or indirectly employed by any of them as it is for the acts and  
13 omissions of persons directly employed by CONSULTANT. CONSULTANT's obligation to pay its  
14 subconsultant(s) is an independent obligation from COUNTY'S obligation to make payments to the  
15 CONSULTANT.

16 B. CONSULTANT shall perform the work contemplated with resources available within its own organization and  
17 no portion of the work pertinent to this contract shall be subcontracted without written authorization by  
18 COUNTY's Contract Administrator, except that, which is expressly identified in the Compensation Plan.

19 C. CONSULTANT shall pay its subconsultants within ten (10) calendar days from receipt of each payment made  
20 to CONSULTANT by COUNTY.

21 D. All subcontracts entered into as a result of this contract shall contain all the provisions stipulated in this contract  
22 to be applicable to subconsultants.

23 E. Any substitution of subconsultant(s) must be approved in writing by COUNTY's Contract Administrator prior to  
24 the start of work by the subconsultant(s).

25 **ARTICLE XI EQUIPMENT PURCHASE**

26 A. Prior authorization in writing, by COUNTY's Contract Administrator shall be required before CONSULTANT  
27 enters into any unbudgeted purchase order, or subcontract exceeding \$5,000 for supplies, equipment, or  
28 CONSULTANT services. CONSULTANT shall provide an evaluation of the necessity or desirability of incurring  
29 such costs.

- 1 B. For purchase of any item, service or consulting work not covered in CONSULTANT's Compensation Plan and  
2 exceeding \$5,000 prior authorization by COUNTY's Contract Administrator; three competitive quotations must  
3 be submitted with the request, or the absence of bidding must be adequately justified.
- 4 C. Any equipment purchased as a result of this contract is subject to the following: "CONSULTANT shall maintain  
5 an inventory of all nonexpendable property. Nonexpendable property is defined as having a useful life of at  
6 least two years and an acquisition cost of \$5,000 or more. If the purchased equipment needs replacement and  
7 is sold or traded in, COUNTY shall receive a proper refund or credit at the conclusion of the contract, or if the  
8 contract is terminated, CONSULTANT may either keep the equipment and credit COUNTY in an amount equal  
9 to its fair market value, or sell such equipment at the best price obtainable at a public or private sale, in  
10 accordance with established COUNTY procedures; and credit COUNTY in an amount equal to the sales price.  
11 If CONSULTANT elects to keep the equipment, fair market value shall be determined at CONSULTANT's  
12 expense, on the basis of a competent independent appraisal of such equipment. Appraisals shall be obtained  
13 from an appraiser mutually agreeable to by COUNTY and CONSULTANT, if it is determined to sell the  
14 equipment, the terms and conditions of such sale must be approved in advance by COUNTY.

15 **ARTICLE XII STATE PREVAILING WAGE RATES**

16 In the event that a portion of the work performed by CONSULTANT are by crafts affected by state labor laws, the  
17 following terms and conditions shall apply.

- 18 A. CONSULTANT shall comply with the State of California's General Prevailing Wage Rate requirements in  
19 accordance with California Labor Code, Section 1770, and all Federal, State, and local laws and ordinances  
20 applicable to the work.
- 21 B. Any subcontract entered into as a result of this contract, if for more than \$25,000 for public works construction  
22 or more than \$15,000 for the alteration, demolition, repair, or maintenance of public works, shall contain all of  
23 the provisions of this Article, unless the awarding agency has an approved labor compliance program by the  
24 Director of Industrial Relations.
- 25 C. When prevailing wages apply to the services described in the scope of work, transportation and subsistence  
26 costs shall be reimbursed at the minimum rates set by the Department of Industrial Relations (DIR) as outlined  
27 in the applicable Prevailing Wage Determination. See <http://www.dir.ca.gov>.

28 When all of the work performed by CONSULTANT is performed by crafts not affected by state labor laws or are not  
29 contemplated for use, the following terms and conditions shall apply.



1 A. The State of California's General Prevailing Wage Rates are not applicable to this contract.

2 **Note:** The Federal "Payment of Predetermined Minimum Wage" applies only to federal-aid construction  
3 contracts.

4 **ARTICLE XIII CONFLICT OF INTEREST**

5 A. CONSULTANT shall disclose any financial, business, or other relationship with COUNTY that may have an  
6 impact upon the outcome of this contract, or any ensuing COUNTY construction project. CONSULTANT shall  
7 also list current clients who may have a financial interest in the outcome of this contract, or any ensuing  
8 COUNTY construction project, which will follow.

9 B. CONSULTANT hereby certifies that it does not now have, nor shall it acquire any financial or business interest  
10 that would conflict with the performance of services under this contract.

11 C. CONSULTANT hereby certifies that neither CONSULTANT, nor any firm affiliated with CONSULTANT will bid  
12 on any construction contract, or on any contract to provide construction inspection for any construction project  
13 resulting from this contract. An affiliated firm is one, which is subject to the control of the same persons through  
14 joint-ownership, or otherwise.

15 D. Except for subconsultants whose services are limited to providing surveying or materials testing information, no  
16 subconsultant who has provided design services in connection with this contract shall be eligible to bid on any  
17 construction contract, or on any contract to provide construction inspection for any construction project resulting  
18 from this contract.

19 **ARTICLE XIV REBATES, KICKBACKS OR OTHER UNLAWFUL CONSIDERATION**

20 CONSULTANT warrants that this contract was not obtained or secured through rebates kickbacks or other unlawful  
21 consideration, either promised or paid to any COUNTY employee. For breach or violation of this warranty, COUNTY  
22 shall have the right in its discretion; to terminate the contract without liability; to pay only for the value of the work  
23 actually performed; or to deduct from the contract price; or otherwise recover the full amount of such rebate,  
24 kickback or other unlawful consideration.

25 **ARTICLE XV PROHIBITION OF EXPENDING COUNTY STATE OR FEDERAL FUNDS FOR LOBBYING**

26 A. CONSULTANT certifies to the best of his or her knowledge and belief that:

- 27 1. No state, federal or COUNTY appropriated funds have been paid, or will be paid by-or-on behalf of  
28 CONSULTANT to any person for influencing or attempting to influence an officer or employee of any state  
29 or federal agency; a Member of the State Legislature or United States Congress; an officer or employee of

1 the Legislature or Congress; or any employee of a Member of the Legislature or Congress, in connection  
2 with the awarding of any state or federal contract; the making of any state or federal grant; the making of  
3 any state or federal loan; the entering into of any cooperative agreement, and the extension, continuation,  
4 renewal, amendment, or modification of any state or federal contract, grant, loan, or cooperative agreement.

5 2. If any funds other than federal appropriated funds have been paid, or will be paid to any person for  
6 influencing or attempting to influence an officer or employee of any federal agency; a Member of Congress;  
7 an officer or employee of Congress, or an employee of a Member of Congress; in connection with this  
8 federal contract, grant, loan, or cooperative agreement; CONSULTANT shall complete and submit  
9 Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.

10 B. This certification is a material representation of fact upon which reliance was placed when this transaction was  
11 made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction  
12 imposed by Section 1352, Title 31, U.S. Code. Any person who fails to file the required certification shall be  
13 subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

14 C. CONSULTANT also agrees by signing this document that he or she shall require that the language of this  
15 certification be included in all lower-tier subcontracts, which exceed \$100,000 and that all such sub recipients  
16 shall certify and disclose accordingly.

17 **ARTICLE XVI STATEMENT OF COMPLIANCE**

18 A. CONSULTANT's signature affixed herein, and dated, shall constitute a certification under penalty of perjury  
19 under the laws of the State of California that CONSULTANT has, unless exempt, complied with, the  
20 nondiscrimination program requirements of Government Code Section 12990 and Title 2, California  
21 Administrative Code, Section 8103.

22 B. During the performance of this Contract, Consultant and its subconsultants shall not unlawfully discriminate,  
23 harass, or allow harassment against any employee or applicant for employment because of sex, race, color,  
24 ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical  
25 condition (e.g., cancer), age (over 40), marital status, and denial of family care leave. Consultant and  
26 subconsultants shall insure that the evaluation and treatment of their employees and applicants for employment  
27 are free from such discrimination and harassment. Consultant and subconsultants shall comply with the  
28 provisions of the Fair Employment and Housing Act (Gov. Code §12990 (a-f) et seq.) and the applicable  
29 regulations promulgated there under (California Code of Regulations, Title 2, Section 7285 et seq.). The

1 applicable regulations of the Fair Employment and Housing Commission implementing Government Code  
2 Section 12990 (a-f), set forth in Chapter 5 of Division 4 of Title 2 of the California Code of Regulations, are  
3 incorporated into this Contract by reference and made a part hereof as if set forth in full. Consultant and its  
4 subconsultants shall give written notice of their obligations under this clause to labor organizations with which  
5 they have a collective bargaining or other Agreement.

6 C. The Consultant shall comply with regulations relative to Title VI (nondiscrimination in federally-assisted  
7 programs of the Department of Transportation – Title 49 Code of Federal Regulations, Part 21 - Effectuation of  
8 Title VI of the 1964 Civil Rights Act). Title VI provides that the recipients of federal assistance will implement  
9 and maintain a policy of nondiscrimination in which no person in the State of California shall, on the basis of  
10 race, color, national origin, religion, sex, age, disability, be excluded from participation in, denied the benefits  
11 of or subject to discrimination under any program or activity by the recipients of federal assistance or their  
12 assignees and successors in interest.

13 D. The Consultant, with regard to the work performed by it during the Agreement shall act in accordance with Title  
14 VI. Specifically, the Consultant shall not discriminate on the basis of race, color, national origin, religion, sex,  
15 age, or disability in the selection and retention of Subconsultants, including procurement of materials and leases  
16 of equipment. The Consultant shall not participate either directly or indirectly in the discrimination prohibited by  
17 Section 21.5 of the U.S. DOT's Regulations, including employment practices when the Agreement covers a  
18 program whose goal is employment.

19 **ARTICLE XVII DEBARMENT AND SUSPENSION CERTIFICATION**

20 A. CONSULTANT's signature affixed herein, shall constitute a certification under penalty of perjury under the laws  
21 of the State of California, that CONSULTANT has complied with Title 2 CFR, Part 180, "OMB Guidelines to  
22 Agencies on Government wide Debarment and Suspension (nonprocurement)", which certifies that he/she or  
23 any person associated therewith in the capacity of owner, partner, director, officer, or manager, is not currently  
24 under suspension, debarment, voluntary exclusion, or determination of ineligibility by any federal agency; has  
25 not been suspended, debarred, voluntarily excluded, or determined ineligible by any federal agency within the  
26 past three (3) years; does not have a proposed debarment pending; and has not been indicted, convicted, or  
27 had a civil judgment rendered against it by a court of competent jurisdiction in any matter involving fraud or  
28 official misconduct within the past three (3) years. Any exceptions to this certification must be disclosed to  
29 COUNTY.

1 B. Exceptions will not necessarily result in denial of recommendation for award, but will be considered in  
2 determining CONSULTANT responsibility. Disclosures must indicate to whom exceptions apply, initiating  
3 agency, and dates of action.

4 C. Exceptions to the Federal Government Excluded Parties List System maintained by the General Services  
5 Administration are to be determined by the Federal highway Administration.

6 **ARTICLE XVIII FUNDING REQUIREMENTS**

7 A. It is mutually understood between the parties that this contract may have been written before ascertaining the  
8 availability of funds or appropriation of funds, for the mutual benefit of both parties, in order to avoid program  
9 and fiscal delays that would occur if the contract were executed after that determination was made.

10 B. This contract is valid and enforceable only, if sufficient funds are made available to COUNTY for the purpose  
11 of this contract. In addition, this contract is subject to any additional restrictions, limitations, conditions, or any  
12 statute enacted by the Congress, State Legislature, or COUNTY governing board that may affect the provisions,  
13 terms, or funding of this contract in any manner.

14 C. It is mutually agreed that if sufficient funds are not appropriated, this contract may be amended to reflect any  
15 reduction in funds.

16 D. COUNTY has the option to void the contract under the 30-day termination clause pursuant to Article VI, or by  
17 mutual agreement to amend the contract to reflect any reduction of funds.

18 **ARTICLE XIX CHANGE IN TERMS**

19 A. This contract may be amended or modified only by mutual written agreement of the parties.

20 B. CONSULTANT shall only commence work covered by an amendment after the amendment is executed and  
21 notification to proceed has been provided by COUNTY's Contract Administrator.

22 C. There shall be no change in CONSULTANT's Contract Manager or members of the contract team, as listed as  
23 Key Personnel in the approved Scope of Services, which is a part of this contract without prior written approval  
24 by COUNTY's Contract Administrator.

25 **ARTICLE XX CONTINGENT FEE**

26 CONSULTANT warrants, by execution of this contract that no person or selling agency has been employed, or  
27 retained, to solicit or secure this contract upon an agreement or understanding, for a commission, percentage,  
28 brokerage, or contingent fee, excepting bona fide employees, or bona fide established commercial or selling  
29 agencies maintained by CONSULTANT for the purpose of securing business. For breach or violation of this

1 warranty, COUNTY has the right to annul this contract without liability; pay only for the value of the work actually  
2 performed, or in its discretion to deduct from the contract price or consideration, or otherwise recover the full amount  
3 of such commission, percentage, brokerage, or contingent fee.

4 **ARTICLE XXI DISPUTES**

- 5 A. Any dispute, other than audit, concerning a question of fact arising under this contract that is not disposed of  
6 by agreement shall be decided by a committee consisting of COUNTY's Contract Administrator and Director of  
7 Transportation, who may consider written or verbal information submitted by CONSULTANT.
- 8 B. Not later than 30 days after completion of all deliverables necessary to complete the plans, specifications and  
9 estimate, CONSULTANT may request review by COUNTY Governing Board of unresolved claims or disputes,  
10 other than audit. The request for review will be submitted in writing.
- 11 C. Neither the pendency of a dispute, nor its consideration by the committee will excuse CONSULTANT from full  
12 and timely performance in accordance with the terms of this contract.

13 **ARTICLE XXII INSPECTION OF WORK**

14 CONSULTANT and any subconsultant shall permit COUNTY, the state, and the FHWA if federal participating funds  
15 are used in this contract; to review and inspect the contract activities and files at all reasonable times during the  
16 performance period of this contract including review and inspection on a daily basis.

17 **ARTICLE XXIII SAFETY**

- 18 A. CONSULTANT shall comply with OSHA regulations applicable to CONSULTANT regarding necessary safety  
19 equipment or procedures. CONSULTANT shall comply with safety instructions issued by COUNTY Safety  
20 Officer and other COUNTY representatives. CONSULTANT personnel shall wear hard hats and safety vests  
21 at all times while working on the construction project site.
- 22 B. Pursuant to the authority contained in Section 591 of the Vehicle Code, COUNTY has determined that such  
23 areas are within the limits of the project and are open to public traffic. CONSULTANT shall comply with all of  
24 the requirements set forth in Divisions 11, 12, 13, 14, and 15 of the Vehicle Code. CONSULTANT shall take  
25 all reasonably necessary precautions for safe operation of its vehicles and the protection of the traveling public  
26 from injury and damage from such vehicles.
- 27 C. Any subcontract entered into as a result of this contract, shall contain all of the provisions of this Article.
- 28 D. In the event CONSULTANT performs trenching of five feet or deeper in the performance any service provided  
29 under this Agreement, CONSULTANT must have a Division of Occupational Safety and Health (CAL-OSHA)

1 permit(s), as outlined in California Labor Code Sections 6500 and 6705, prior to the initiation of any practices,  
2 work, method, operation, or process related to the construction or excavation of trenches which are five feet or  
3 deeper.

4 **ARTICLE XXIV INDEMNIFICATION AND INSURANCE**

5 **A. INDEMNIFICATION**

- 6 1. To the fullest extent permitted by applicable law, CONSULTANT agrees to and shall indemnify, defend and  
7 hold harmless the County of Riverside, its Agencies, Districts, Departments and Special Districts, their  
8 respective directors, officers, Board of Supervisors, elected and appointed officials, employees, agents,  
9 volunteers and representatives (hereinafter individually and collectively referred to as "Indemnitees") from  
10 all liability, including, but not limited to loss, suits, claims, demands, actions, or proceedings caused by any  
11 alleged or actual acts, omissions, or willful misconduct of CONSULTANT, its directors, officers, partners,  
12 employees, agents, subconsultants or representatives or any person or organization for whom  
13 CONSULTANT is responsible, arising out of or from the performance of services under this Agreement. In  
14 no event shall the cost to defend charged to the CONSULTANT exceed the CONSULTANT's proportionate  
15 percentage of fault.
- 16 2. The duty to indemnify does not include loss, suits, claims, demands, actions, or proceedings caused by  
17 actual negligence of Indemnitees; however, any actual negligence of Indemnitees will only affect the duty  
18 to indemnify for the specific act adjudged by the findings of a court of competent jurisdiction to be negligence  
19 of the Indemnitees, and will not preclude a duty to indemnify for any negligence, recklessness, or willful  
20 misconduct of CONSULTANT.
- 21 3. To the fullest extent permitted by applicable law, CONSULTANT shall defend and pay, at its sole expense,  
22 all costs and fees, including but not limited to attorney fees, cost of investigation, and defense, in any loss,  
23 suits, claims, demands, actions, or proceedings based or alleged to be based on any negligence,  
24 recklessness, or willful misconduct of CONSULTANT arising out of or from the performance of services  
25 under this Agreement. The duty to defend applies to any alleged or actual negligence, recklessness, or  
26 willful misconduct of CONSULTANT. The duty to defend shall apply whether or not CONSULTANT is a  
27 party to the lawsuit, and shall apply whether or not CONSULTANT is directly liable to the plaintiffs in the  
28 lawsuit. The duty to defend applies even if Indemnitees are alleged or found to be actively negligent, unless  
29 the negligent act, error or omission at issue was caused by the sole active negligence of Indemnitees.

1 4. The specified insurance provisions and limits required in this Agreement shall in no way limit or circumscribe  
2 CONSULTANT'S obligations to indemnify and hold harmless Indemnitees from third party claims.

3 5. In the event there is conflict between the indemnity and defense provisions and California Civil Code  
4 Sections 2782 and 2782.8, the indemnity and defense provisions shall be interpreted to comply with Civil  
5 Code sections 2782 and 2782.8.

6 B. INSURANCE

7 Without limiting or diminishing the CONSULTANT'S obligation to indemnify or hold the COUNTY harmless,  
8 CONSULTANT shall procure and maintain or cause to be maintained, at its sole cost and expense, the following  
9 insurance coverage's during the term of this Agreement. As respects to the insurance section only, the  
10 COUNTY herein refers to the County of Riverside, its Agencies, Districts, Special Districts, and Departments,  
11 their respective directors, officers, Board of Supervisors, employees, elected or appointed officials, agents or  
12 representatives as Additional Insureds.

13 1. Workers' Compensation:

14 If the CONSULTANT has employees as defined by the State of California, the CONSULTANT shall maintain  
15 statutory Workers' Compensation Insurance (Coverage A) as prescribed by the laws of the State of  
16 California. Policy shall include Employers' Liability (Coverage B) including Occupational Disease with limits  
17 not less than \$1,000,000 per person per accident. The policy shall be endorsed to waive subrogation in  
18 favor of The County of Riverside.

19 2. Commercial General Liability:

20 Commercial General Liability insurance coverage, including but not limited to, premises liability, unmodified  
21 contractual liability, products and completed operations liability, personal and advertising injury, and cross  
22 liability coverage, covering claims which may arise from or out of CONSULTANT'S performance of its  
23 obligations hereunder. Policy shall name the COUNTY as Additional Insured. Policy's limit of liability shall  
24 not be less than \$1,000,000 per occurrence combined single limit. If such insurance contains a general  
25 aggregate limit, it shall apply separately to this agreement or be no less than two (2) times the occurrence  
26 limit.

27 3. Vehicle Liability:

28 If vehicles or mobile equipment are used in the performance of the obligations under this Agreement, then  
29 CONSULTANT shall maintain liability insurance for all owned, non-owned or hired vehicles so used in an

1 amount not less than \$1,000,000 per occurrence combined single limit. If such insurance contains a general  
2 aggregate limit, it shall apply separately to this agreement or be no less than two (2) times the occurrence  
3 limit. Policy shall name the COUNTY as Additional Insureds.

4 4. Professional Liability

5 CONSULTANT shall maintain Professional Liability Insurance providing coverage for the CONSULTANT's  
6 performance of work included within this Agreement, with a limit of liability of not less than \$1,000,000 per  
7 occurrence and \$2,000,000 annual aggregate. If CONSULTANT's Professional Liability Insurance is written  
8 on a claims made basis rather than an occurrence basis, such insurance shall continue through the term  
9 of this Agreement and CONSULTANT shall purchase at his sole expense either 1) an Extended Reporting  
10 Endorsement (also, known as Tail Coverage); or 2) Prior Dates Coverage from new insurer with a  
11 retroactive date back to the date of, or prior to, the inception of this Agreement; or 3) demonstrate through  
12 Certificates of Insurance that CONSULTANT has Maintained continuous coverage with the same or original  
13 insurer. Coverage provided under items; 1), 2), or 3) will continue as long as the law allows.

14 5. General Insurance Provisions - All lines:

15 a. Any insurance carrier providing insurance coverage hereunder shall be admitted to the State of  
16 California and have an A M BEST rating of not less than A: VIII (A:8) unless such requirements are  
17 waived, in writing, by the County Risk Manager. If the County's Risk Manager waives a requirement for  
18 a particular insurer such waiver is only valid for that specific insurer and only for one policy term.

19 b. The CONSULTANT must declare its insurance self-insured retention for each coverage required  
20 herein. If any such self-insured retention exceed \$500,000 per occurrence each such retention shall  
21 have the prior written consent of the County Risk Manager before the commencement of operations  
22 under this Agreement. Upon notification of self-insured retention unacceptable to the COUNTY, and at  
23 the election of the Country's Risk Manager, CONSULTANT'S carriers shall either; 1) reduce or  
24 eliminate such self-insured retention as respects this Agreement with the COUNTY, or 2) procure a  
25 bond which guarantees payment of losses and related investigations, claims administration, and  
26 defense costs and expenses.

27 c. CONSULTANT shall cause CONSULTANT'S insurance carrier(s) to furnish the County of Riverside  
28 with either 1) a properly executed original Certificate(s) of Insurance and certified original copies of  
29 Endorsements effecting coverage as required herein, and 2) if requested to do so orally or in writing by



1 the County Risk Manager, provide original Certified copies of policies including all Endorsements and  
2 all attachments thereto, showing such insurance is in full force and effect. Further, said Certificate(s)  
3 and policies of insurance shall contain the covenant of the insurance carrier(s) that thirty (30) days  
4 written notice shall be given to the County of Riverside prior to any material modification, cancellation,  
5 expiration or reduction in coverage of such insurance. In the event of a material modification,  
6 cancellation, expiration, or reduction in coverage, this Agreement shall terminate forthwith, unless the  
7 County of Riverside receives, prior to such effective date, another properly executed original Certificate  
8 of Insurance and original copies of endorsements or certified original policies, including all  
9 endorsements and attachments thereto evidencing coverage's set forth herein and the insurance  
10 required herein is in full force and effect. CONSULTANT shall not commence operations until the  
11 COUNTY has been furnished original Certificate (s) of Insurance and certified original copies of  
12 endorsements and if requested, certified original policies of insurance including all endorsements and  
13 any and all other attachments as required in this Section. An individual authorized by the insurance  
14 carrier to do so on its behalf shall sign the original endorsements for each policy and the Certificate of  
15 Insurance.

- 16 d. It is understood and agreed to by the parties hereto that the CONSULTANT'S insurance shall be  
17 construed as primary insurance, and the COUNTY'S insurance and/or deductibles and/or self-insured  
18 retention's or self-insured programs shall not be construed as contributory.
- 19 e. If, during the term of this Agreement or any extension thereof, there is a material change in the scope  
20 of services; or, there is a material change in the equipment to be used in the performance of the scope  
21 of work; or, the term of this Agreement, including any extensions thereof, exceeds five (5) years; the  
22 COUNTY reserves the right to adjust the types of insurance and the monetary limits of liability required  
23 under this Agreement, if in the County Risk Manager's reasonable judgment, the amount or type of  
24 insurance carried by the CONSULTANT has become inadequate.
- 25 f. CONSULTANT shall pass down the insurance obligations contained herein to all tiers of subconsultants  
26 working under this Agreement.
- 27 g. The insurance requirements contained in this Agreement may be met with a program(s) of self-  
28 insurance acceptable to the COUNTY.
- 29 h. CONSULTANT agrees to notify COUNTY of any claim by a third party or any incident or event that may

1 give rise to a claim arising from the performance of this Agreement.

2 **ARTICLE XXV OWNERSHIP OF DATA**

3 A. Ownership and title to all reports, documents, plans, calculations, and estimates produce as part of this contract  
4 will automatically be vested in COUNTY; and no further agreement will be necessary to transfer ownership to  
5 COUNTY. CONSULTANT shall furnish COUNTY all necessary copies of data needed to complete the review  
6 and approval process.

7 B. It is understood and agreed that all calculations, drawings and calculations, whether in hard copy or machine-  
8 readable form, are intended for one-time use in the construction of any project for which this contract has been  
9 entered into.

10 C. CONSULTANT is not liable for claims, liabilities, or losses arising out of, or connected with the modification, or  
11 misuse by COUNTY of the machine-readable information and data provided by CONSULTANT under this  
12 contract; further, CONSULTANT is not liable for claims, liabilities, or losses arising out of, or connected with  
13 any use by COUNTY of project documentation on other projects, for additions to a project, or for the completion  
14 of a project by others, except only such use as may be authorized in writing by CONSULTANT.

15 D. Applicable patent rights provisions regarding rights to inventions shall be included in the contracts as  
16 appropriate (48 CFR 27, Subpart 27.3 - Patent Rights under Government Contracts for federal-aid contracts).

17 E. COUNTY may permit copyrighting reports or other agreement products. If copyrights are permitted; the  
18 agreement shall provide that the COUNTY shall have the royalty-free nonexclusive and irrevocable right to  
19 reproduce, publish, or otherwise use; and to authorize others to use, the work for government purposes.

20 **ARTICLE XXVI CLAIMS FILED BY COUNTY'S CONSTRUCTION CONTRACTOR**

21 A. If claims are filed by COUNTY's construction contractor relating to work performed by CONSULTANT's  
22 personnel, and additional information or assistance from CONSULTANT's personnel is required in order to  
23 evaluate or defend against such claims; CONSULTANT agrees to make its personnel available for consultation  
24 with COUNTY'S construction contract administration and legal staff and for testimony, if necessary, at  
25 depositions and at trial or arbitration proceedings.

26 B. CONSULTANT's personnel that COUNTY considers essential to assist in defending against construction  
27 contractor claims will be made available on reasonable notice from COUNTY. Consultation or testimony will  
28 be reimbursed at the same rates, including travel costs that are being paid for CONSULTANT's personnel  
29 services under this contract.

1 C. Services of CONSULTANT's personnel in connection with COUNTY's construction contractor claims will be  
2 performed pursuant to a written contract amendment, if necessary, extending the termination date of this  
3 contract in order to resolve the construction claims.

4 **ARTICLE XXVII CONFIDENTIALITY OF DATA**

5 A. All financial, statistical, personal, technical, or other data and information relative to COUNTY's operations,  
6 which are designated confidential by COUNTY and made available to CONSULTANT in order to carry out this  
7 contract, shall be protected by CONSULTANT from unauthorized use and disclosure.

8 B. Permission to disclose information on one occasion, or public hearing held by COUNTY relating to the contract,  
9 shall not authorize CONSULTANT to further disclose such information, or disseminate the same on any other  
10 occasion.

11 C. CONSULTANT shall not comment publicly to the press or any other media regarding the contract or COUNTY's  
12 actions on the same, except to COUNTY's staff, CONSULTANT's own personnel involved in the performance  
13 of this contract, at public hearings or in response to questions from a Legislative committee.

14 D. CONSULTANT shall not issue any news release or public relations item of any nature, whatsoever, regarding  
15 work performed or to be performed under this contract without prior review of the contents thereof by COUNTY,  
16 and receipt of COUNTY'S written permission.

17 E. Any subcontract entered into as a result of this contract shall contain all of the provisions of this Article.

18 F. All information related to the construction estimate is confidential, and shall not be disclosed by CONSULTANT  
19 to any entity other than COUNTY.

20 **ARTICLE XXVIII NATIONAL LABOR RELATIONS BOARD CERTIFICATION**

21 In accordance with Public Contract Code Section 10296, CONSULTANT hereby states under penalty of perjury  
22 that no more than one final unappealable finding of contempt of court by a federal court has been issued against  
23 CONSULTANT within the immediately preceding two-year period, because of CONSULTANT's failure to comply  
24 with an order of a federal court that orders CONSULTANT to comply with an order of the National Labor Relations  
25 Board.

26 **ARTICLE XXIX LEGAL COMPLIANCE**

27 CONSULTANT shall comply with all Federal, State and local laws, statutes, ordinances, rules and regulations, and  
28 the orders and decrees of any courts or administrative bodies or tribunals currently in effect and in any manner  
29 affecting the performance of this Agreement, including, without limitation, workers' compensation laws and licensing

1 and regulations. Failure to comply by CONSULTANT may be grounds for termination by the COUNTY.

2 **ARTICLE XXX EVALUATION OF CONSULTANT**

3 CONSULTANT's performance may be evaluated by COUNTY. A copy of the evaluation will be sent to  
4 CONSULTANT for comments. The evaluation together with the comments shall be retained as part of the contract  
5 record.

6 **ARTICLE XXXI RETENTION OF FUNDS**

- 7 A. Any subcontract entered into as a result of this Contract shall contain all of the provisions of this Article.
- 8 B. COUNTY will withhold the last 10 percent of the budget for preparation of any final PS&E documents. The 10  
9 percent retainage is to be held after 90% of the PS&E phase has been billed and is not to be deducted from  
10 each invoice. The amount retained will be paid to CONSULTANT after COUNTY has approved  
11 CONSULTANT's PS&E documents. The CONSULTANT, or subconsultant, shall return all monies withheld in  
12 retention from a subconsultant within thirty (30) days after receiving payment. Federal law (49 CFR 26.29)  
13 requires that any delay or postponement of payment over thirty (30) days may take place only for good cause  
14 and with the COUNTY's prior written approval. Any violation of this provision shall subject the violating  
15 CONSULTANT or subconsultant to the penalties, sanctions and other remedies specified in Section 7108.5 of  
16 the Business and Professions Code. These requirements shall not be construed to limit or impair any  
17 contractual, administrative, or judicial remedies, otherwise available to the CONSULTANT or subconsultant in  
18 the event of a dispute involving late payment or nonpayment by the CONSULTANT, deficient subconsultant  
19 performance, or noncompliance by a subconsultant. This provision applies to both DBE and non-DBE prime  
20 consultant and subconsultants.

21 **ARTICLE XXXII NOTIFICATION**

22 All notices hereunder and communications regarding interpretation of the terms of this contract and changes  
23 thereto, shall be effected by the mailing thereof by registered or certified mail, return receipt requested, postage  
24 prepaid, and addressed to the CONSULTANT's Contract Manager and COUNTY's Contract Administrator at the  
25 respective addresses provided in Article I.B.

26 **ARTICLE XXXIII CONTRACT**

27 The two parties to this contract, who are the before named CONSULTANT and the before named COUNTY, hereby  
28 agree that this contract constitutes the entire agreement which is made and concluded in duplicate between the two  
29 parties. Both of these parties for and in consideration of the payments to be made, conditions mentioned, and work

1 to be performed; each agree to diligently perform in accordance with the terms and conditions of this contract as  
2 evidenced by the signatures below.


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4 THE REMAINDER OF THIS PAGE IS INTENTIONALLY LEFT BLANK

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1 **ARTICLE XXXIV • APPROVALS**

2 **COUNTY Approvals**

3 RECOMMENDED FOR APPROVAL:


4  
5  Dated: 6-4-19

6 **PATRICIA ROMO**

7 Director of Transportation

8  
9  
10 APPROVED AS TO FORM:

11 GREGORY P. PRIAMOS, County Counsel

12  
13  Dated: 6/10/19

14 By Deputy

15  
16 APPROVAL BY THE BOARD OF SUPERVISORS

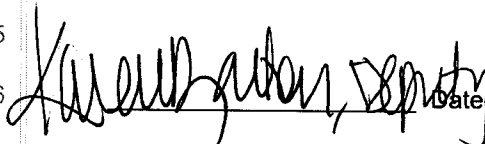
17  
18  
19  Dated: JUN 18 2019

20 **Kevin Jeffries**

21 PRINTED NAME

22 Chairman, Riverside County Board of Supervisors

23 ATTEST:


24  
25  
26  Dated: JUN 18 2019

27 **KECIA R. HARPER**

28 Clerk of the Board (SEAL)

**CONSULTANT Approvals**

CONSULTANT: DHS Consulting, LLC

 Dated: 5/28/19

Melanie Estes

PRINTED NAME

Vice President

TITLE

CONSULTANT:

\_\_\_\_\_ Dated: \_\_\_\_\_

PRINTED NAME

TITLE

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    B. COST ACCOUNTING ..... 2

    C. SCHEDULING ..... 2

**ARTICLE AIII • SERVICES TO BE PROVIDED/SCOPE OF WORK ..... 2**



ARTICLE AI • INTRODUCTION

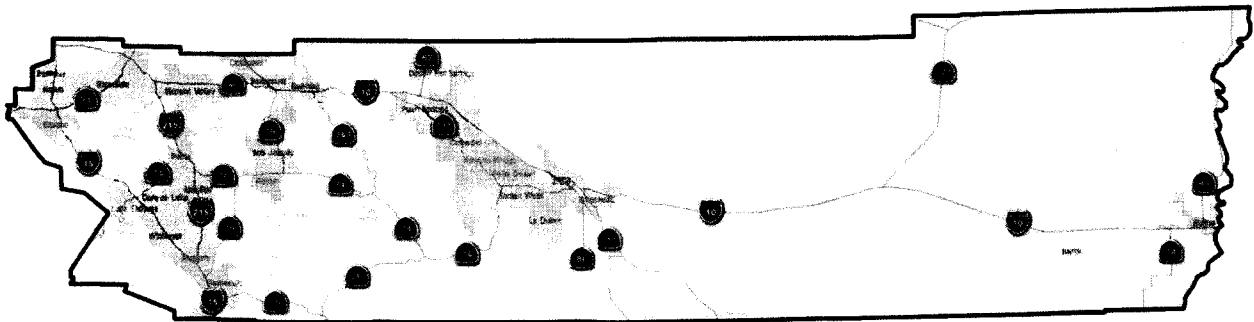
A. DESCRIPTION

Services provided under this contract will be performed on an on-call basis to the COUNTY for work assignments located throughout the COUNTY. CONSULTANT will provide technical, administrative, managerial and other types of services in support of COUNTY operations.

B. LOCATION

On-call Assignments may be located anywhere within the jurisdictional boundaries of the County of Riverside as outlined in the map shown below.

Map of the County of Riverside



C. COORDINATION

CONSULTANT shall coordinate with other involved agencies for phasing of construction with existing conditions.

D. STANDARDS

Documents shall be prepared in accordance with current State Department of Transportation (CALTRANS) regulations, policies, procedures, manuals and standards including compliance with Federal Highway Administration (FHWA) requirements and/or County Road Standards as appropriate. Improvements of local roads may be prepared in accordance with COUNTY standards in lieu of CALTRANS standards as directed by the COUNTY's Contract Administrator. . All documents shall be prepared using English Standard Units and dimensions.

E. KEY PERSONNEL

The CONSULTANT has represented to the COUNTY that certain key personnel will perform the services and if one or more of such personnel should become unavailable, CONSULTANT may substitute other personnel of at least equal competence only after prior written approval by the COUNTY's Contract Administrator has



1 been secured. The key personnel for performance of this Contract are:

2 <b>Assignment</b>	<b>Key Personnel</b>
3 Contract Manager	Melanie Estes, PE
4 Deputy Resident Engineer	Lucas Rathe, PE

5 **ARTICLE AII • CONTRACT ADMINISTRATION**

6 **A. CONTRACT MANAGEMENT**

7 The CONSULTANT's Contract Manager will maintain ongoing liaison with the COUNTY's Contract  
8 Administrator and other effected agencies to promote effective coordination during the course of working on  
9 Task Orders.

10 **B. COST ACCOUNTING**

11 The CONSULTANT will prepare and submit monthly invoices of expenditures for each on-call Task Order.  
12 Expenditures include direct labor costs, other direct costs and subconsultant costs. All Invoices will include all  
13 supporting data.

14 **C. SCHEDULING**

15 Schedules will be prepared for each specific Task Order.

16 **ARTICLE AIII • SERVICES TO BE PROVIDED/SCOPE OF WORK**

17 The scope of work for this contract is to provide on-call services to the Riverside County Transportation Department  
18 for transportation related services located throughout Riverside County. Services will be performed at the request  
19 of the COUNTY's Contract Administrator. CONSULTANT and COUNTY shall negotiate and establish a cost  
20 estimate that is consistent with the services listed below and the CONSULTANT's billing rates as provided in  
21 Attachment C. Each Task Order shall be memorialized in writing and approved by the Director of Transportation  
22 and by the CONSULTANT's Contract Manager or authorized designees. The sum of the Task Orders cost  
23 estimates authorized in each year shall not exceed the maximum annual amount. The CONSULTANT may be  
24 required to provide on-call services that include but are not limited to the following:

- 25 1. Construction Management
- 26 2. Construction Inspection
- 27 3. Specialty Inspection
- 28 4. Construction Reviews
- 29 5. Contract Administration

- 1        6.    Geotechnical Engineering and Material Testing
- 2        7.    Source Inspection
- 3        8.    Environmental Review and Reports
- 4        8.    Provide public outreach.
- 5        9.    Provide other construction management and inspection related professional services as required.

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ATTACHMENT B • SCHEDULE OF SERVICES

ARTICLE BI • INTRODUCTION

The CONSULTANT shall perform the covenants set forth in Attachment A, Scope of Services in accordance with the performance requirements of Article IV and with the following Schedule of Services. This Contract shall permit the issuance of Task Orders until June 30, 2022. COUNTY and CONSULTANT may enter into one-year supplemental extensions to this contract for the purpose of authorizing Task Orders. This authorization of Task Orders may be extended up to two (2) times, for a period not to exceed two (2) years from the original date of the Contract. All Task Orders authorized under this Contract must therefore be authorized no later than June 30, 2024. All services authorized by Task Orders shall be completed within two (2) years of the final authorized date for approving Task Orders. All Task Order services authorized in this Contract shall therefore be completed no later than June 30, 2026.

Contract expiration time frames for issuance of work authorizations:

Contract	July 1, 2019 to June 30, 2022	
Supplemental 1	July 1, 2022 to June 30, 2023	Transportation Director or Board of Supervisors
Supplemental 2	July 1, 2023 to June 30, 2024	Transportation Director or Board of Supervisors

Deliverables/Services schedules will be prepared for each specific Task Order that the CONSULTANT is assigned.

ARTICLE BII • PERFORMANCE REQUIREMENTS

A. SUBMITTALS

Where CONSULTANT is required to prepare and submit studies, reports, calculations, etc., to COUNTY, these shall be submitted in draft as scheduled, and the opportunity provided for COUNTY and AGENCIES to offer comments prior to final submission.

B. TIME EXTENSIONS

1. Any delay in providing services required by this contract occasioned by causes beyond the control and not due to the fault or negligence of CONSULTANT, shall be the reason for granting an extension of time for the completion of the aforesaid work. When such delay occurs, CONSULTANT shall promptly notify COUNTY in writing of the cause and of the extent of the delay whereupon COUNTY shall ascertain the facts and the extent of the delay and grant an extension of time for the completion of the work when, in COUNTY's judgment, their findings of fact justify such an extension of time.

2. COUNTY's findings of fact shall be final and conclusive to the parties hereto. However, this is not intended



1 to deny CONSULTANT of any available civil legal remedies in the event of a dispute

2 **C. FINAL ACCEPTANCE**

3 When COUNTY determines that CONSULTANT has satisfactorily completed the services, COUNTY may give  
4 CONSULTANT a written Notice of Final Acceptance. CONSULTANT shall not incur any further costs hereunder  
5 unless so specified in the Notice of Final Acceptance. CONSULTANT may request a Notice of Final Acceptance  
6 determination when, in its opinion, it has satisfactorily completed all covenants as stipulated in this contract.

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**ATTACHMENT C • COMPENSATION PLAN**

**ARTICLE CI • INTRODUCTION**

Satisfactory performance and completion of the Services under this Agreement shall be compensated based upon the Billing Rates Worksheets attached hereto and based on a negotiated cost estimate for each specific Task Order. COUNTY will compensate CONSULTANT for hours worked by CONSULTANT's staff in performance of the work in accordance with the attached Billing Rates Worksheet. Actual costs for any Task Order shall not exceed the authorized cost estimate. If actual costs are expected to exceed the amount authorized, a new, separate Task Order and associated cost estimate must be authorized prior to incurrence of any cost that exceeds the amount authorized. The sum of the Task Order cost estimates authorized in each year shall not exceed the maximum annual amount.

**ARTICLE CII • ELEMENTS OF COMPENSATION**

Compensation for the services provided will be comprised of the following elements: DIRECT LABOR COSTS, OTHER DIRECT COSTS and OUTSIDE SERVICES.

**A. DIRECT LABOR COSTS**

Direct Labor costs shall be paid in an amount equal to the billing rates provided in the Billing Rates Worksheets attached hereto. Billing rates for staff positions not listed in the billing rates shall be approved by the COUNTY.

**B. OTHER DIRECT EXPENSES**

Additional Direct Costs, directly identifiable to the performance of the services of this Agreement, shall be reimbursed at the rates defined in each Task Order, or at actual invoiced cost. Travel by air and/or travel in excess of 100 miles from CONSULTANT's office nearest to the COUNTY's office and/or Task Order must have COUNTY's prior written approval to be reimbursed under this Agreement.

**C. OUTSIDE SERVICES**

Outside services shall be paid in accordance with the negotiated cost proposal for each Task Order and in conformance with the COUNTY Consulting Services Manual invoicing procedures. Firms proposed to provide subconsulting services under this contract are listed below:

ECORP Consulting, Inc.

Ghirardelli Associates, Inc.

TranSystems

TY Lin International

- 1 STC Traffic, Inc.
- 2 ZT Consulting Group, Inc.
- 3 Kleinfelder Construction Services
- 4 Leighton Consulting

**ARTICLE CIII • INVOICING**

6 CONSULTANT shall submit invoices in accordance with the On-Call Services Agreement ARTICLE V:  
7 ALLOWABLE COSTS AND PAYMENTS and with the following requirements.

- 8 1. Charges shall be billed in accordance with the terms and rates included herein, unless otherwise agreed  
9 in writing by the COUNTY's Contract Administrator.
- 10 2. Billings for direct labor, other direct expenses and outside services shall be included in CONSULTANT's  
11 monthly invoice submittals and be in conformance with the COUNTY's Consulting Services Invoicing  
12 Procedures.
- 13 3. The charges for each individual assigned under this Contract shall be listed separately.
- 14 4. Charges for Direct Costs shall be accompanied by substantiating documentation such as invoices,  
15 telephone logs, etc.
- 16 5. Each invoice shall bear a certification signed by the CONSULTANT's Contract Manager or an officer  
17 of the firm which reads as follows:

18 I hereby certify that the hours and salary rates charged in this invoice are the actual hours and  
19 rates worked and paid to the employees listed.

**ARTICLE CIV • PAYMENT**

22 Progress payments shall be made in accordance with the On-Call Services Agreement ARTICLE V: ALLOWABLE  
23 COSTS AND PAYMENTS.

**ARTICLE CV • COST PROPOSAL**

25 The total annual amount of services to be performed under this contract shall not exceed \$750,000 unless approved  
26 in writing by the COUNTY.

**Annual Budget Amount:**

<u>Year</u>	<u>Amount</u>
July 1, 2019 to June 30, 2020	\$750,000

*Construction Management and Inspection*

1	July 1, 2020 to June 30, 2021	\$750,000
2	July 1, 2021 to June 30, 2022	\$750,000
3	July 1, 2022 to June 30, 2023	\$750,000 (Requires Transportation Director Approval)
4	July 1, 2023 to June 30, 2024	\$750,000 (Requires Transportation Director Approval)

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**ARTICLE CVI • BILLING RATES**

Billing rates are subject to the following:

**A. PREMIUM OVERTIME PEMIUM OVERTIME**

Billing rates shall be applicable to both straight time and overtime work unless payment of premium for overtime work is required by law, regulation or craft agreement, or is otherwise specified in the On-Call Services Contract. In such event, the premium portion of the Direct Salary Costs will not be subject to the Multiplier.

**B. BILLING RATES**

Billing rates shown herein are in effect for three (3) years from the effective date of the contract. Thereafter, CONSULTANT may request adjustments to individual rates on an annual basis. CONSULTANT shall notify COUNTY in writing requesting a change in the rates included herein. All adjustments to rates shall be subject to approval by the Transportation Director, or their designee.



# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE \_\_\_\_\_ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ \_\_\_\_\_

RATE

Employee Actual Rate (fringe benefits vary year over year)	Total = Base + Fringe	
1.5 OT	2.0 OT	2.0 OT
1.5 OT	2.0 OT	2.0 OT
1.5 OT	2.0 OT	2.0 OT

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	Combined	Combined	Combined	121.70%
OVERTIME	Combined	Combined	Combined	121.70%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	Combined	Combined	Combined	121.70%
OVERTIME	Combined	Combined	Combined	121.70%

Base Salary	Employee Actual Rate (fringe benefits vary year over year)			Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate		Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class				
	Total = Base + Fringe			1.5 OT			2.0 OT			1.5 OT			2.0 OT			Straight				OT (1.5x)		OT (2x)	
	1.5 OT	2.0 OT	2.0 OT	Straight	1.5 OT	2.0 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)			From	To	% Escalation Increase	
\$65.50	\$11.76	\$77.26	\$77.26	\$0.00	(\$18.62)	(\$41.90)	\$0.00	(\$4.34)	(\$27.62)	(\$14.28)	(\$14.28)	(\$14.28)	(\$14.28)	\$201.02	\$253.63	\$253.63	7/1/2018	6/30/2019	3.00%	65.50			
\$67.47	\$11.76	\$79.23	\$79.23	\$0.00	(\$16.65)	(\$39.93)	\$0.00	(\$2.37)	(\$25.65)	(\$14.28)	(\$14.28)	(\$14.28)	(\$14.28)	\$201.45	\$253.06	\$253.06	7/1/2018	6/30/2020	3.00%	67.47			
\$69.49	\$11.76	\$81.25	\$81.25	\$0.00	(\$14.63)	(\$37.91)	\$0.00	(\$0.35)	(\$23.63)	(\$14.28)	(\$14.28)	(\$14.28)	(\$14.28)	\$201.90	\$253.51	\$253.51	7/1/2020	6/30/2021	3.00%	69.49	N/A		
\$71.57	\$11.76	\$83.33	\$83.33	\$0.00	(\$12.55)	(\$35.63)	\$0.00	\$0.00	(\$21.55)	(\$12.55)	(\$12.55)	(\$12.55)	(\$12.55)	\$202.36	\$253.97	\$253.97	7/1/2021	6/30/2022	3.00%	71.57			
\$73.72	\$11.76	\$85.48	\$85.48	\$0.00	(\$10.40)	(\$33.68)	\$0.00	\$0.00	(\$19.40)	(\$10.40)	(\$10.40)	(\$10.40)	(\$10.40)	\$202.84	\$254.45	\$254.45	7/1/2022	6/30/2023	3.00%	73.72			
\$75.93	\$11.76	\$87.69	\$87.69	\$0.00	(\$8.19)	(\$31.47)	\$0.00	\$0.00	(\$17.19)	(\$8.19)	(\$8.19)	(\$8.19)	(\$8.19)	\$203.33	\$254.94	\$254.94	7/1/2023	6/30/2024	3.00%	75.93			
\$65.50	\$11.76	\$77.26	\$77.26	\$0.00	(\$19.37)	(\$42.90)	\$0.00	(\$5.09)	(\$28.62)	(\$14.28)	(\$14.28)	(\$14.28)	(\$14.28)	\$202.68	\$254.84	\$254.84	7/1/2018	6/30/2019	3.00%	65.50			
\$67.47	\$11.76	\$79.23	\$79.23	\$0.00	(\$17.40)	(\$40.93)	\$0.00	(\$3.12)	(\$26.65)	(\$14.28)	(\$14.28)	(\$14.28)	(\$14.28)	\$203.11	\$255.28	\$255.28	7/1/2019	6/30/2020	3.00%	67.47			
\$69.49	\$11.76	\$81.25	\$81.25	\$0.00	(\$15.38)	(\$38.91)	\$0.00	(\$1.10)	(\$24.63)	(\$14.28)	(\$14.28)	(\$14.28)	(\$14.28)	\$203.56	\$255.73	\$255.73	7/1/2020	6/30/2021	3.00%	69.49	N/A		
\$71.57	\$11.76	\$83.33	\$83.33	\$0.00	(\$13.30)	(\$36.83)	\$0.00	\$0.00	(\$22.55)	(\$13.30)	(\$13.30)	(\$13.30)	(\$13.30)	\$204.02	\$256.19	\$256.19	7/1/2021	6/30/2022	3.00%	71.57			
\$73.72	\$11.76	\$85.48	\$85.48	\$0.00	(\$11.15)	(\$34.66)	\$0.00	\$0.00	(\$20.40)	(\$11.15)	(\$11.15)	(\$11.15)	(\$11.15)	\$204.50	\$256.67	\$256.67	7/1/2022	6/30/2023	3.00%	73.72			
\$75.93	\$11.76	\$87.69	\$87.69	\$0.00	(\$8.94)	(\$32.47)	\$0.00	\$0.00	(\$18.19)	(\$8.94)	(\$8.94)	(\$8.94)	(\$8.94)	\$204.99	\$257.16	\$257.16	7/1/2023	6/30/2024	3.00%	75.93			
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$159.73	\$159.73	\$159.73	7/1/2018	6/30/2019	3.00%	65.50			
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$164.54	\$164.54	\$164.54	7/1/2019	6/30/2020	3.00%	67.47			
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$169.47	\$169.47	\$169.47	7/1/2020	6/30/2021	3.00%	69.49			
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$174.54	\$174.54	\$174.54	7/1/2021	6/30/2022	3.00%	71.57			
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$179.78	\$179.78	\$179.78	7/1/2022	6/30/2023	3.00%	73.72			
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$185.17	\$185.17	\$185.17	7/1/2023	6/30/2024	3.00%	75.93			
\$42.00	\$8.89	\$50.89	\$50.89	(\$21.71)	(\$44.98)	(\$68.27)	(\$4.56)	(\$27.84)	(\$51.12)	(\$17.15)	(\$17.15)	(\$17.15)	(\$17.15)	\$202.17	\$253.78	\$253.78	7/1/2018	6/30/2019	3.00%	42.00			
\$43.26	\$8.89	\$52.15	\$52.15	(\$20.45)	(\$43.73)	(\$67.01)	(\$3.30)	(\$26.58)	(\$49.86)	(\$17.15)	(\$17.15)	(\$17.15)	(\$17.15)	\$202.45	\$254.06	\$254.06	7/1/2019	6/30/2020	3.00%	43.26			
\$44.56	\$8.89	\$53.45	\$53.45	(\$19.15)	(\$42.43)	(\$65.71)	(\$2.00)	(\$25.28)	(\$48.66)	(\$17.15)	(\$17.15)	(\$17.15)	(\$17.15)	\$202.74	\$254.35	\$254.35	7/1/2020	6/30/2021	3.00%	44.56			
\$45.90	\$8.89	\$54.79	\$54.79	(\$17.81)	(\$41.09)	(\$64.37)	(\$0.66)	(\$23.94)	(\$47.22)	(\$17.15)	(\$17.15)	(\$17.15)	(\$17.15)	\$203.03	\$254.64	\$254.64	7/1/2021	6/30/2022	3.00%	45.90			
\$47.28	\$8.89	\$56.17	\$56.17	(\$16.43)	(\$39.71)	(\$62.99)	\$0.00	(\$22.56)	(\$45.84)	(\$17.15)	(\$17.15)	(\$17.15)	(\$17.15)	\$203.34	\$254.95	\$254.95	7/1/2022	6/30/2023	3.00%	47.28			
\$48.70	\$8.89	\$57.59	\$57.59	(\$15.01)	(\$38.29)	(\$61.57)	\$0.00	(\$21.14)	(\$44.42)	(\$17.15)	(\$17.15)	(\$17.15)	(\$17.15)	\$203.65	\$255.27	\$255.27	7/1/2023	6/30/2024	3.00%	48.70			
\$42.00	\$8.89	\$50.89	\$50.89	(\$22.21)	(\$45.74)	(\$69.27)	(\$5.06)	(\$28.59)	(\$52.12)	(\$17.15)	(\$17.15)	(\$17.15)	(\$17.15)	\$204.83	\$256.00	\$256.00	7/1/2018	6/30/2019	3.00%	42.00			
\$43.26	\$8.89	\$52.15	\$52.15	(\$20.95)	(\$44.48)	(\$68.01)	(\$3.80)	(\$27.03)	(\$50.86)	(\$17.15)	(\$17.15)	(\$17.15)	(\$17.15)	\$204.11	\$256.28	\$256.28	7/1/2019	6/30/2020	3.00%	43.26			
\$44.56	\$8.89	\$53.45	\$53.45	(\$19.65)	(\$43.18)	(\$66.71)	(\$2.50)	(\$26.03)	(\$49.56)	(\$17.15)	(\$17.15)	(\$17.15)	(\$17.15)	\$204.40	\$256.56	\$256.56	7/1/2020	6/30/2021	3.00%	44.56			
\$45.90	\$8.89	\$54.79	\$54.79	(\$18.31)	(\$41.84)	(\$65.37)	(\$1.16)	(\$24.69)	(\$48.22)	(\$17.15)	(\$17.15)	(\$17.15)	(\$17.15)	\$204.70	\$256.86	\$256.86	7/1/2021	6/30/2022	3.00%	45.90			
\$47.28	\$8.89	\$56.17	\$56.17	(\$16.93)	(\$40.46)	(\$63.99)	\$0.00	(\$23.31)	(\$46.84)	(\$17.15)	(\$17.15)	(\$17.15)	(\$17.15)	\$205.00	\$257.17	\$257.17	7/1/2022	6/30/2023	3.00%	47.28			
\$48.70	\$8.89	\$57.59	\$57.59	(\$15.51)	(\$39.04)	(\$62.57)	\$0.00	(\$21.98)	(\$45.42)	(\$17.15)	(\$17.15)	(\$17.15)	(\$17.15)	\$205.32	\$257.48	\$257.48	7/1/2023	6/30/2024	3.00%	48.70			
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$102.43	\$102.43	\$102.43	7/1/2018	6/30/2019	3.00%	42.00			
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$105.50	\$105.50	\$105.50	7/1/2019	6/30/2020	3.00%	43.26			
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$108.67	\$108.67	\$108.67	7/1/2020	6/30/2021	3.00%	44.56			
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$111.94	\$111.94	\$111.94	7/1/2021	6/30/2022	3.00%	45.90			
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$115.30	\$115.30	\$115.30	7/1/2022	6/30/2023	3.00%	47.28			
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$118.76	\$118.76	\$118.76	7/1/2023	6/30/2024	3.00%	48.70			
\$46.50	\$6.07	\$52.57	\$52.57	(\$20.03)	(\$43.31)	(\$66.59)	(\$0.06)	(\$23.34)	(\$46.62)	(\$19.97)	(\$19.97)	(\$19.97)	(\$19.97)	\$209.42	\$261.03	\$261.03	7/1/2018	6/30/2019	3.00%	46.50			
\$47.90	\$6.07	\$53.97	\$53.97	(\$18.63)	(\$41.91)	(\$65.19)	\$0.00	(\$21.94)	(\$45.22)	(\$19.97)	(\$19.97)	(\$19.97)	(\$19.97)	\$209.73	\$261.34	\$261.34	7/1/2019	6/30/2020	3.00%	47.90			
\$49.34	\$6.07	\$55.41	\$55.41	(\$17.19)	(\$40.47)	(\$63.75)	\$0.00	(\$20.50)	(\$43.78)	(\$19.97)	(\$19.97)	(\$19.97)	(\$19.97)	\$210.05	\$261.66	\$261.66	7/1/2020	6/30/2021	3.00%	49.34			
\$50.82	\$6.07	\$56.89	\$56.89	(\$15.71)	(\$38.98)	(\$62.27)	\$0.00	(\$19.02)	(\$42.30)	(\$19.97)	(\$19.97)	(\$19.97)	(\$19.97)	\$210.38	\$261.99	\$261.99	7/1/2021	6/30/2022	3.00%	50.82			
\$52.34	\$6.07	\$58.41	\$58.41	(\$14.19)	(\$37.49)	(\$60.75)	\$0.00	(\$17.50)	(\$40.78)	(\$19.97)	(\$19.97)	(\$19.97)	(\$19.97)	\$210.71	\$262.32	\$262.32	7/1/2022	6/30/2023	3.00%	52.34			
\$53.91	\$6.07	\$59.98	\$59.98	(\$12.62)	(\$35.90)	(\$59.18)	\$0.00	(\$15.93)	(\$39.21)	(\$19.97)	(\$19.97)	(\$19.97)	(\$19.97)	\$211.06	\$262.67	\$262.67	7/1/2023	6/30/2024	3.00%	53.91			
\$46.50	\$6.07	\$52.57	\$52.57	(\$20.53)	(\$44.06)	(\$67.59)	(\$0.56)	(\$24.09)	(\$47.62)	(\$19.97)	(\$19.97)	(\$19.97)	(\$19.97)	\$211.08	\$263.25	\$263.25	7/1/2018	6/30/2019	3.00%	46.50			
\$47.90	\$6.07	\$53.97	\$53.97	(\$19.13)	(\$42.66)	(\$66.19)	\$0.00	(\$22.69)	(\$46.22)	(\$19.97)	(\$19.97)	(\$19.97)	(\$19.97)	\$211.39	\$263.56	\$263.56	7/1/2019	6/30/2020	3.00%	47.90			

services covered under DIR determinations.



# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

CONTRACT TYPE \_\_\_\_\_  
 Sub Consultant's Participation Amount \$ \_\_\_\_\_

RATE \_\_\_\_\_

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	Combined	+	Combined	+	Combined
OVERTIME	Combined	+	Combined	+	Combined
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	Combined	+	Combined	+	Combined
OVERTIME	Combined	+	Combined	+	Combined
Fee					10.00%
Applicable Multiplier Delta Base (Field)					= 2.217
Applicable Multiplier Fringe (Field)					= 2.217

Employee Actual Rate (fringe benefits vary year over year)		Total = Base + Fringe	
1.5 OT	2.0 OT	1.5 OT	2.0 OT
Estimate	Fringe	Straight	Straight

Rate	Employee Actual Rate (fringe benefits vary year over year)		Applicable Delta (TOTAL) = Employee Total - DIR Total		Applicable Delta Fringe = Delta Total - Delta Base		Delta Total - Employee Base Rate		Applicable Delta Fringe = Delta Total - Delta Base (Employee - DIR)		Loaded Hourly Billing Rates		Effective Date of Hourly Rate		Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class	Combined %		
	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)				From	To
	Estimate	Fringe	Straight	Straight	Straight	Straight	Straight	Straight	Straight	Straight	Straight	Straight	Straight	Straight				From	To
\$49.00	\$10.99	\$59.99	\$59.99	(\$12.61)	(\$35.89)	(\$59.17)	(\$44.12)	(\$20.84)	(\$12.61)	(\$15.05)	(\$147.45)	\$199.06	\$250.68	7/1/2018	6/30/2019	\$49.00	N/A	121.70%	
\$50.47	\$10.99	\$61.46	\$61.46	(\$11.14)	(\$34.42)	(\$57.70)	(\$42.65)	(\$19.37)	(\$11.14)	(\$15.05)	\$147.78	\$199.39	\$251.00	7/1/2019	6/30/2020	\$50.47	N/A	121.70%	
\$51.98	\$10.99	\$62.97	\$62.97	(\$9.63)	(\$32.91)	(\$56.19)	(\$41.14)	(\$17.86)	(\$9.63)	(\$15.05)	\$148.11	\$198.73	\$251.34	7/1/2020	6/30/2021	\$51.98	N/A	121.70%	
\$53.54	\$10.99	\$64.53	\$64.53	(\$8.07)	(\$31.35)	(\$54.63)	(\$39.58)	(\$16.30)	(\$8.07)	(\$15.05)	\$148.46	\$200.07	\$251.68	7/1/2021	6/30/2022	\$53.54	N/A	121.70%	
\$55.15	\$10.99	\$66.14	\$66.14	(\$6.46)	(\$29.74)	(\$53.02)	(\$37.97)	(\$14.69)	(\$6.46)	(\$15.05)	\$148.82	\$200.43	\$252.04	7/1/2022	6/30/2023	\$55.15	N/A	121.70%	
\$56.80	\$10.99	\$67.79	\$67.79	(\$4.81)	(\$28.09)	(\$51.37)	(\$36.32)	(\$13.04)	(\$4.81)	(\$15.05)	\$149.18	\$200.79	\$252.41	7/1/2023	6/30/2024	\$56.80	N/A	121.70%	
\$49.00	\$10.99	\$59.99	\$59.99	(\$13.11)	(\$36.64)	(\$60.17)	(\$45.12)	(\$21.59)	(\$13.11)	(\$15.05)	\$148.56	\$200.73	\$252.89	7/1/2018	6/30/2019	\$49.00	N/A	121.70%	
\$50.47	\$10.99	\$61.46	\$61.46	(\$11.64)	(\$35.17)	(\$58.70)	(\$43.65)	(\$20.12)	(\$11.64)	(\$15.05)	\$148.89	\$201.05	\$253.22	7/1/2019	6/30/2020	\$50.47	N/A	121.70%	
\$51.98	\$10.99	\$62.97	\$62.97	(\$10.13)	(\$33.66)	(\$57.19)	(\$42.14)	(\$18.61)	(\$10.13)	(\$15.05)	\$149.22	\$201.39	\$253.55	7/1/2020	6/30/2021	\$51.98	N/A	121.70%	
\$53.54	\$10.99	\$64.53	\$64.53	(\$8.57)	(\$32.10)	(\$55.63)	(\$40.58)	(\$17.05)	(\$8.57)	(\$15.05)	\$149.57	\$201.73	\$253.90	7/1/2021	6/30/2022	\$53.54	N/A	121.70%	
\$55.15	\$10.99	\$66.14	\$66.14	(\$6.96)	(\$30.49)	(\$54.02)	(\$38.97)	(\$15.44)	(\$6.96)	(\$15.05)	\$149.92	\$202.07	\$254.26	7/1/2022	6/30/2023	\$55.15	N/A	121.70%	
\$56.80	\$10.99	\$67.79	\$67.79	(\$5.31)	(\$28.84)	(\$52.37)	(\$37.32)	(\$13.79)	(\$5.31)	(\$15.05)	\$150.29	\$202.46	\$254.62	7/1/2023	6/30/2024	\$56.80	N/A	121.70%	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$119.50	\$119.50	\$119.50	7/1/2018	6/30/2019	\$49.00	N/A	121.70%	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$123.08	\$123.08	\$123.08	7/1/2019	6/30/2020	\$50.47	N/A	121.70%	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$126.76	\$126.76	\$126.76	7/1/2020	6/30/2021	\$51.98	N/A	121.70%	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$130.57	\$130.57	\$130.57	7/1/2021	6/30/2022	\$53.54	N/A	121.70%	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$134.49	\$134.49	\$134.49	7/1/2022	6/30/2023	\$55.15	N/A	121.70%	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$138.52	\$138.52	\$138.52	7/1/2023	6/30/2024	\$56.80	N/A	121.70%	



# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

CONTRACT TYPE

Sub Consultant's Participation Amount \$

DATE

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	Combined	Combined	Combined	121.70%
OVERTIME	Combined	Combined	Combined	121.70%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	Combined	Combined	Combined	121.70%
OVERTIME	Combined	Combined	Combined	121.70%

Applicable Delta Fringe =	Applicable Multiplier Delta Base (Field) =	2.217
Delta Total - Delta Base	Applicable Multiplier Fringe (Field) =	2.217

services covered under DIR determinations.

Employee Actual Rate (fringe benefits vary year over year)	Employee Total - DIR Total			Applicable Delta Fringe = Delta Total - Delta Base (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate		Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
	Applicable Delta Base = DIR Rate - Employee Base Rate			Applicable Delta Fringe = Delta Total - Delta Base (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate					
	Estimate Fringe	Total = Base + Fringe		1.5 OT	2.0 OT	2.0 OT	1.5 OT	2.0 OT	2.0 OT	OT (1.5x)	OT (2x)			From	To
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$180.46	\$180.46	\$180.46	7/1/2018	6/30/2019	\$ 74.00	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$185.88	\$185.88	\$185.88	7/1/2019	6/30/2020	\$ 76.22	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$191.46	\$191.46	\$191.46	7/1/2020	6/30/2021	\$ 78.51	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$197.22	\$197.22	\$197.22	7/1/2021	6/30/2022	\$ 80.87	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$203.14	\$203.14	\$203.14	7/1/2022	6/30/2023	\$ 83.30	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$209.24	\$209.24	\$209.24	7/1/2023	6/30/2024	\$ 85.80	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$243.87	\$243.87	\$243.87	7/1/2018	6/30/2019	\$ 100.00	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$251.19	\$251.19	\$251.19	7/1/2019	6/30/2020	\$ 103.00	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$258.72	\$258.72	\$258.72	7/1/2020	6/30/2021	\$ 106.09	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$266.48	\$266.48	\$266.48	7/1/2021	6/30/2022	\$ 109.27	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$274.48	\$274.48	\$274.48	7/1/2022	6/30/2023	\$ 112.55	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$282.72	\$282.72	\$282.72	7/1/2023	6/30/2024	\$ 115.93	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$158.52	\$158.52	\$158.52	7/1/2018	6/30/2019	\$ 65.00	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$163.27	\$163.27	\$163.27	7/1/2019	6/30/2020	\$ 66.95	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$168.17	\$168.17	\$168.17	7/1/2020	6/30/2021	\$ 68.96	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$173.22	\$173.22	\$173.22	7/1/2021	6/30/2022	\$ 71.03	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$178.42	\$178.42	\$178.42	7/1/2022	6/30/2023	\$ 73.16	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$183.76	\$183.76	\$183.76	7/1/2023	6/30/2024	\$ 75.35	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$90.91	\$90.91	\$90.91	7/1/2018	6/30/2019	\$ 37.28	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$93.65	\$93.65	\$93.65	7/1/2019	6/30/2020	\$ 38.40	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$96.45	\$96.45	\$96.45	7/1/2020	6/30/2021	\$ 39.55	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$99.35	\$99.35	\$99.35	7/1/2021	6/30/2022	\$ 40.74	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$102.33	\$102.33	\$102.33	7/1/2022	6/30/2023	\$ 41.96	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$105.40	\$105.40	\$105.40	7/1/2023	6/30/2024	\$ 43.22	

reflected in the loaded rates

The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on the rates of similar personnel listed on this cost proposal having similar experience.

and work time. Billing Rate = Loaded Rate Formula "C" above. billed as follows:

actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follows:

# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

NET COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE \_\_\_\_\_

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ \_\_\_\_\_

<b>Home Office Personnel:</b>		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		60.76%	45.79%	91.12%	197.67%
OVERTIME		60.76%	45.79%	91.12%	197.67%
<b>Field Office Personnel:</b>		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		60.76%	45.79%	91.12%	197.67%
OVERTIME		60.76%	45.79%	91.12%	197.67%

Applicable Multiplier Delta Fringe (Field) = 10.00% Fee = 0.00  
 Applicable Multiplier Delta Base (Field) = 0.00

Rate	Actual Rate (Total = Base + Fringe)		DELTA (TOTAL) = Employee Total Rate - DIR Rate		Applicable DELTA (TOTAL) = Employee Total - DIR Total		DELTA (BASE) = Employee Base - DIR Base		Applicable DELTA Base = DIR Rate - Employee Base Rate		Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	OT (1.5x)	OT (2x)	From	To			
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$144.83	\$144.83	7/1/2018	6/30/2019	3.00%	\$ 44.23	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$149.18	\$149.18	7/1/2019	6/30/2020	3.00%	\$ 45.56	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$153.67	\$153.67	7/1/2020	6/30/2021	3.00%	\$ 46.93	N/A
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$158.28	\$158.28	7/1/2021	6/30/2022	3.00%	\$ 48.34	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$163.03	\$163.03	7/1/2022	6/30/2023	3.00%	\$ 49.79	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$167.91	\$167.91	7/1/2023	6/30/2024	3.00%	\$ 51.28	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$275.47	\$275.47	2/8/2018	6/30/2018	3.00%	\$ 84.13	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$283.72	\$283.72	7/1/2018	6/30/2019	3.00%	\$ 86.65	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$292.24	\$292.24	7/1/2019	6/30/2020	3.00%	\$ 89.25	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$301.01	\$301.01	7/1/2020	6/30/2021	3.00%	\$ 91.93	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$310.05	\$310.05	7/1/2021	6/30/2022	3.00%	\$ 94.89	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$319.35	\$319.35	7/1/2022	6/30/2023	3.00%	\$ 97.83	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$328.94	\$328.94	7/1/2023	6/30/2024	3.00%	\$ 100.46	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$200.92	\$200.92	2/8/2018	6/30/2018	3.00%	\$ 61.36	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$206.94	\$206.94	7/1/2018	6/30/2019	3.00%	\$ 63.20	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$213.16	\$213.16	7/1/2019	6/30/2020	3.00%	\$ 65.10	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$219.55	\$219.55	7/1/2020	6/30/2021	3.00%	\$ 67.05	N/A
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$226.13	\$226.13	7/1/2021	6/30/2022	3.00%	\$ 69.06	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$232.91	\$232.91	7/1/2022	6/30/2023	3.00%	\$ 71.13	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$239.88	\$239.88	7/1/2023	6/30/2024	3.00%	\$ 73.26	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$154.16	\$154.16	2/8/2018	6/30/2018	3.00%	\$ 47.08	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$158.77	\$158.77	7/1/2018	6/30/2019	3.00%	\$ 48.49	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$163.52	\$163.52	7/1/2019	6/30/2020	3.00%	\$ 49.94	N/A
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$168.43	\$168.43	7/1/2020	6/30/2021	3.00%	\$ 51.44	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$173.48	\$173.48	7/1/2021	6/30/2022	3.00%	\$ 52.98	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$178.68	\$178.68	7/1/2022	6/30/2023	3.00%	\$ 54.57	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$184.05	\$184.05	7/1/2023	6/30/2024	3.00%	\$ 56.21	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$100.75	\$100.75	2/8/2018	6/30/2018	3.00%	\$ 30.77	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$103.76	\$103.76	7/1/2018	6/30/2019	3.00%	\$ 31.69	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$106.88	\$106.88	7/1/2019	6/30/2020	3.00%	\$ 32.64	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$110.08	\$110.08	7/1/2020	6/30/2021	3.00%	\$ 33.62	N/A
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$113.39	\$113.39	7/1/2021	6/30/2022	3.00%	\$ 34.63	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$116.80	\$116.80	7/1/2022	6/30/2023	3.00%	\$ 35.67	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$120.30	\$120.30	7/1/2023	6/30/2024	3.00%	\$ 36.74	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$141.19	\$141.19	2/8/2018	6/30/2018	3.00%	\$ 43.12	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$145.41	\$145.41	7/1/2018	6/30/2019	3.00%	\$ 44.41	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$149.77	\$149.77	7/1/2019	6/30/2020	3.00%	\$ 45.74	N/A
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$154.26	\$154.26	7/1/2020	6/30/2021	3.00%	\$ 47.11	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$158.87	\$158.87	7/1/2021	6/30/2022	3.00%	\$ 48.52	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$163.65	\$163.65	7/1/2022	6/30/2023	3.00%	\$ 49.98	
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$168.56	\$168.56	7/1/2023	6/30/2024	3.00%	\$ 51.48	

# IT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

10-H4 PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

CONTRACT TYPE

Sub Consultant's Participation Amount \$

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	60.76%	45.79%	91.12%	197.67%
OVERTIME	60.76%	45.79%	91.12%	197.67%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	60.76%	45.79%	91.12%	197.67%
OVERTIME	60.76%	45.79%	91.12%	197.67%
Applicable Multiplier Delta Base (Field)				10.00%
Applicable Multiplier Fringe (Field)				0.00

Actual Rate (per year over year)	Total = Base + Fringe		Applicable DELTA (TOTAL) = Employee Total - DIR Total		DELTA (BASE) = Employee Base - DIR Base		Applicable DELTA Base = DELTA Total - Employee Base Rate		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)		Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	OT (1.5x)	OT (2x)	From	To			
	Straight	N/A	Straight	N/A	Straight	N/A	Straight	N/A	Straight	N/A							
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$111.69	\$111.69	2/8/2018	6/30/2018	3.00%	\$ 34.11	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$115.03	\$115.03	7/1/2018	6/30/2019	3.00%	\$ 35.13	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$118.47	\$118.47	7/1/2019	6/30/2020	3.00%	\$ 36.18	N/A
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$122.04	\$122.04	7/1/2020	6/30/2021	3.00%	\$ 37.27	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$125.70	\$125.70	7/1/2021	6/30/2022	3.00%	\$ 38.39	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$129.47	\$129.47	7/1/2022	6/30/2023	3.00%	\$ 39.54	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$133.37	\$133.37	7/1/2023	6/30/2024	3.00%	\$ 40.73	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$140.57	\$140.57	2/8/2018	6/30/2018	3.00%	\$ 42.93	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$144.79	\$144.79	7/1/2018	6/30/2019	3.00%	\$ 44.22	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$149.15	\$149.15	7/1/2019	6/30/2020	3.00%	\$ 45.55	N/A
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$153.63	\$153.63	7/1/2020	6/30/2021	3.00%	\$ 46.92	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$158.25	\$158.25	7/1/2021	6/30/2022	3.00%	\$ 48.33	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$163.00	\$163.00	7/1/2022	6/30/2023	3.00%	\$ 49.78	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$167.88	\$167.88	7/1/2023	6/30/2024	3.00%	\$ 51.27	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$128.88	\$128.88	2/8/2018	6/30/2018	3.00%	\$ 39.36	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$132.74	\$132.74	7/1/2018	6/30/2019	3.00%	\$ 40.54	N/A
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$136.74	\$136.74	7/1/2019	6/30/2020	3.00%	\$ 41.76	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$140.83	\$140.83	7/1/2020	6/30/2021	3.00%	\$ 43.01	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$145.05	\$145.05	7/1/2021	6/30/2022	3.00%	\$ 44.30	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$149.41	\$149.41	7/1/2022	6/30/2023	3.00%	\$ 45.63	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$153.90	\$153.90	7/1/2023	6/30/2024	3.00%	\$ 47.00	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$114.11	\$114.11	2/8/2018	6/30/2018	3.00%	\$ 34.85	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$117.55	\$117.55	7/1/2018	6/30/2019	3.00%	\$ 36.90	N/A
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$121.09	\$121.09	7/1/2019	6/30/2020	3.00%	\$ 38.98	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$124.72	\$124.72	7/1/2020	6/30/2021	3.00%	\$ 40.10	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$128.45	\$128.45	7/1/2021	6/30/2022	3.00%	\$ 41.30	N/A
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$132.32	\$132.32	7/1/2022	6/30/2023	3.00%	\$ 42.54	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$136.28	\$136.28	7/1/2023	6/30/2024	3.00%	\$ 43.82	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$123.77	\$123.77	2/8/2018	6/30/2018	3.00%	\$ 37.80	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$127.47	\$127.47	7/1/2018	6/30/2019	3.00%	\$ 39.93	N/A
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$131.30	\$131.30	7/1/2019	6/30/2020	3.00%	\$ 41.10	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$135.23	\$135.23	7/1/2020	6/30/2021	3.00%	\$ 42.34	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$139.29	\$139.29	7/1/2021	6/30/2022	3.00%	\$ 43.62	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$143.48	\$143.48	7/1/2022	6/30/2023	3.00%	\$ 44.93	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$147.77	\$147.77	7/1/2023	6/30/2024	3.00%	\$ 46.27	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$185.76	\$185.76	2/8/2018	6/30/2018	3.00%	\$ 56.73	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$191.32	\$191.32	7/1/2018	6/30/2019	3.00%	\$ 58.43	N/A
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$197.05	\$197.05	7/1/2019	6/30/2020	3.00%	\$ 60.18	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$202.98	\$202.98	7/1/2020	6/30/2021	3.00%	\$ 61.99	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$209.07	\$209.07	7/1/2021	6/30/2022	3.00%	\$ 63.85	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$215.36	\$215.36	7/1/2022	6/30/2023	3.00%	\$ 65.77	
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$221.81	\$221.81	7/1/2023	6/30/2024	3.00%	\$ 67.74	

**EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES**

BEST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	60.76%	45.79%	91.12%	197.67%
OVERTIME	60.76%	45.79%	91.12%	197.67%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	60.76%	45.79%	91.12%	197.67%
OVERTIME	60.76%	45.79%	91.12%	197.67%

Applicable Multiplier Delta Fringe) = 10.00%

per DIR determinations. = 0.00

Contract Type	Actual Rate (per year over year)		DELTA (TOTAL) = Employee Total Rate - DIR Rate		DELTA (TOTAL) = Employee Total - DIR Total		DELTA (BASE) = Employee Base - DIR Base		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)		Loaded Hourly Billing Rates		Effective Date of Hourly Rate		Actual Hourly Rate and/or Hourly Rate for Class	
	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	OT (1.5x)	OT (2x)	From	To	% Escalation Increase	Hourly Rate
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$112.57	\$112.57	2/8/2018	6/30/2018	3.00%	\$ 34.38
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$115.95	\$115.95	7/1/2018	6/30/2019	3.00%	\$ 35.41
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$119.42	\$119.42	7/1/2019	6/30/2020	3.00%	\$ 36.47
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$122.99	\$122.99	7/1/2020	6/30/2021	3.00%	\$ 37.56
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$126.69	\$126.69	7/1/2021	6/30/2022	3.00%	\$ 38.69
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$130.48	\$130.48	7/1/2022	6/30/2023	3.00%	\$ 39.85
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$134.41	\$134.41	7/1/2023	6/30/2024	3.00%	\$ 41.05
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$138.74	\$138.74	2/8/2018	6/30/2018	3.00%	\$ 42.37
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$142.89	\$142.89	7/1/2018	6/30/2019	3.00%	\$ 43.64
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$147.18	\$147.18	7/1/2019	6/30/2020	3.00%	\$ 44.95
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$151.60	\$151.60	7/1/2020	6/30/2021	3.00%	\$ 46.30
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$156.15	\$156.15	7/1/2021	6/30/2022	3.00%	\$ 47.69
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$160.84	\$160.84	7/1/2022	6/30/2023	3.00%	\$ 49.12
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$165.65	\$165.65	7/1/2023	6/30/2024	3.00%	\$ 50.59
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$148.43	\$148.43	2/8/2018	6/30/2018	3.00%	\$ 45.33
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$152.88	\$152.88	7/1/2018	6/30/2019	3.00%	\$ 46.69
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$157.46	\$157.46	7/1/2019	6/30/2020	3.00%	\$ 48.09
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$162.18	\$162.18	7/1/2020	6/30/2021	3.00%	\$ 49.53
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$167.06	\$167.06	7/1/2021	6/30/2022	3.00%	\$ 51.02
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$172.07	\$172.07	7/1/2022	6/30/2023	3.00%	\$ 52.55
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$177.24	\$177.24	7/1/2023	6/30/2024	3.00%	\$ 54.13
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$130.81	\$130.81	2/8/2018	6/30/2018	3.00%	\$ 39.95
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$134.74	\$134.74	7/1/2018	6/30/2019	3.00%	\$ 41.15
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$138.77	\$138.77	7/1/2019	6/30/2020	3.00%	\$ 42.38
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$142.93	\$142.93	7/1/2020	6/30/2021	3.00%	\$ 43.65
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$147.22	\$147.22	7/1/2021	6/30/2022	3.00%	\$ 44.96
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$151.64	\$151.64	7/1/2022	6/30/2023	3.00%	\$ 46.31
A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$156.19	\$156.19	7/1/2023	6/30/2024	3.00%	\$ 47.70

Loaded rates

Billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice. Approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 02/08/18. Hourly rates for new employees with similar experience.

Billing Rate = Loaded Rate Formula "C" above.

Rate = (Delta Base + Delta Fringe)

+ Fee) + (Delta Base + Delta Fringe) normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follows:







# BIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

NET PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

CONTRACT TYPE

Sub Consultant's Participation Amount \$

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	53.84%	57.13%	0.00%	110.97%
OVERTIME	53.84%	57.13%	0.00%	110.97%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	53.84%	57.13%	0.00%	110.97%
OVERTIME	53.84%	57.13%	0.00%	10.00%

Contract #	Contract Description	Applicable DELTA FRINGE		Applicable DELTA FRINGE		Applicable DELTA FRINGE		Applicable DELTA FRINGE		Applicable DELTA FRINGE		Hourly Rate Range for Class
		DELTA TOTAL - DELTA BASE		DELTA TOTAL - DELTA BASE		DELTA TOTAL - DELTA BASE		DELTA TOTAL - DELTA BASE		DELTA TOTAL - DELTA BASE		
		1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	
1	106.84	106.84	106.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.00
2	109.42	109.42	109.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	88.58
3	112.08	112.08	112.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	91.24
4	114.82	114.82	114.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	93.98
5	117.64	117.64	117.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	96.80
6	120.54	120.54	120.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.70
7	106.84	106.84	106.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.00
8	109.42	109.42	109.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	88.58
9	112.08	112.08	112.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	91.24
10	114.82	114.82	114.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	93.98
11	117.64	117.64	117.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	96.80
12	120.54	120.54	120.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.70

Services covered under DIR determinations.

Actual Hourly Rate = Base + Fringe

OT (1.5x) = 1.5x Straight

OT (2x) = 2x Straight

Effective Date of Hourly Rate: From To

Escalation Increase: %

Actual Hourly Rate and/or Average Hourly Rate

Applicable Multiplier Delta Base (Field) = 2.3207

Applicable Multiplier Fringe (Field) = 2.3207

Applicable Multiplier Delta Base (Field) = 2.3207

Applicable Multiplier Fringe (Field) = 2.3207

Actual Hourly Rate = Loaded Rate Formula "C" above

Loaded Rate = (Delta Base + Delta Fringe) \* Multiplier

Overhead = 57.13%

Fringe Benefit = 53.84%

General Administration = 0.00%

Combined = 110.97%

Actual Hourly Rate (1+ Fee) + (Delta Base + Delta Fringe)

Actual Hourly Rate will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follows:

# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE \_\_\_\_\_ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ \_\_\_\_\_

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		53.84%	57.13%	0.00%	110.97%
OVERTIME		53.84%	57.13%	0.00%	110.97%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		53.84%	57.13%	0.00%	110.97%
OVERTIME		53.84%	57.13%	0.00%	110.97%

\_\_\_\_\_ (Applicable Multiplier Delta Fringe)

\_\_\_\_\_ (Applicable Multiplier Delta Fringe \* (Applicable Multiplier Delta

\_\_\_\_\_ (Applicable Multiplier Delta Fringe)

\_\_\_\_\_ (Applicable Multiplier Delta Fringe \* (Applicable Multiplier Delta Fringe

\_\_\_\_\_ performing services covered under DIR determinations.

2.0 OT	Employee Actual Rate benefits vary year over year)			Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate		Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class	
	Estimate	Straight	Total = Base + Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To			% Escalatio n Increase
\$122.16	\$14.22	\$75.30	\$105.84	\$136.38	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$169.41	\$205.91	\$242.41	7/1/2018	6/30/2019	3.00%	\$ 73.00	N/A
\$125.82	\$14.22	\$77.13	\$108.59	\$140.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$174.49	\$212.09	\$249.68	7/1/2019	6/30/2020	3.00%	\$ 75.19	N/A
\$129.60	\$14.22	\$79.02	\$111.42	\$143.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.74	\$218.46	\$257.19	7/1/2020	6/30/2021	3.00%	\$ 77.45	N/A
\$133.48	\$14.22	\$80.96	\$114.33	\$147.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.12	\$225.00	\$264.89	7/1/2021	6/30/2022	3.00%	\$ 79.77	N/A
\$137.48	\$14.22	\$82.96	\$117.33	\$151.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.67	\$231.75	\$272.83	7/1/2022	6/30/2023	3.00%	\$ 82.16	N/A
\$141.60	\$14.22	\$85.02	\$120.42	\$155.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$196.38	\$238.69	\$281.00	7/1/2023	6/30/2024	3.00%	\$ 84.62	N/A
\$122.16	\$14.22	\$75.30	\$105.84	\$136.38	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$169.41	\$205.91	\$242.41	7/1/2018	6/30/2019	3.00%	\$ 73.00	N/A
\$125.82	\$14.22	\$77.13	\$108.59	\$140.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$174.49	\$212.09	\$249.68	7/1/2019	6/30/2020	3.00%	\$ 75.19	N/A
\$129.60	\$14.22	\$79.02	\$111.42	\$143.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.74	\$218.46	\$257.19	7/1/2020	6/30/2021	3.00%	\$ 77.45	N/A
\$133.48	\$14.22	\$80.96	\$114.33	\$147.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.12	\$225.00	\$264.89	7/1/2021	6/30/2022	3.00%	\$ 79.77	N/A
\$137.48	\$14.22	\$82.96	\$117.33	\$151.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.67	\$231.75	\$272.83	7/1/2022	6/30/2023	3.00%	\$ 82.16	N/A
\$141.60	\$14.22	\$85.02	\$120.42	\$155.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$196.38	\$238.69	\$281.00	7/1/2023	6/30/2024	3.00%	\$ 84.62	N/A
\$122.16	\$14.22	\$75.30	\$105.84	\$136.38	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$169.41	\$205.91	\$242.41	7/1/2018	6/30/2019	3.00%	\$ 73.00	N/A
\$125.82	\$14.22	\$77.13	\$108.59	\$140.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$174.49	\$212.09	\$249.68	7/1/2019	6/30/2020	3.00%	\$ 75.19	N/A
\$129.60	\$14.22	\$79.02	\$111.42	\$143.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.74	\$218.46	\$257.19	7/1/2020	6/30/2021	3.00%	\$ 77.45	N/A
\$133.48	\$14.22	\$80.96	\$114.33	\$147.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.12	\$225.00	\$264.89	7/1/2021	6/30/2022	3.00%	\$ 79.77	N/A
\$137.48	\$14.22	\$82.96	\$117.33	\$151.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.67	\$231.75	\$272.83	7/1/2022	6/30/2023	3.00%	\$ 82.16	N/A
\$141.60	\$14.22	\$85.02	\$120.42	\$155.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$196.38	\$238.69	\$281.00	7/1/2023	6/30/2024	3.00%	\$ 84.62	N/A

Applicable Multiplier Delta Base (Field) = 2.3207

Applicable Multiplier Fringe (Field) = 2.3207

# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE \_\_\_\_\_ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ \_\_\_\_\_

Employee Actual Rate benefits vary year over year		Applicable Delta (TOTAL) = Employee Total - DIR Total		Applicable Delta Base = DIR Rate - Employee Base Rate		DELTA TOTAL - DELTA BASE (Employee DIR)		Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalatio n Increase		Actual Hourly Rate and/or Average Hourly Rate		Hourly Range for Class		Combined %	
2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To					
Estimate Fringe	Straight	Total = Base + Fringe	Straight	1.5 OT	2.0 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To					

performing services covered under DIR determinations.

Employee Actual Rate benefits vary year over year		Applicable Delta (TOTAL) = Employee Total - DIR Total		Applicable Delta Base = DIR Rate - Employee Base Rate		DELTA TOTAL - DELTA BASE (Employee DIR)		Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalatio n Increase		Actual Hourly Rate and/or Average Hourly Rate		Hourly Range for Class		Combined %	
2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To					
Estimate Fringe	Straight	Total = Base + Fringe	Straight	1.5 OT	2.0 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To					
\$110.00	\$69.22	\$96.72	\$124.22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$136.64	\$155.14	\$182.64	7/1/2018	6/30/2019					
\$113.30	\$70.87	\$99.20	\$127.52	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$136.64	\$159.79	\$188.12	7/1/2019	6/30/2020					
\$116.70	\$72.57	\$101.75	\$130.92	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$136.64	\$164.59	\$193.76	7/1/2020	6/30/2021					
\$120.20	\$74.32	\$104.37	\$134.42	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$139.47	\$169.52	\$199.57	7/1/2021	6/30/2022					
\$123.80	\$76.12	\$107.07	\$138.02	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$143.65	\$174.60	\$205.55	7/1/2022	6/30/2023					
\$127.52	\$77.98	\$109.86	\$141.74	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$147.97	\$179.85	\$211.73	7/1/2023	6/30/2024					
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$127.64	\$155.14	\$182.64	7/1/2018	6/30/2019					
\$124.00	\$75.47	\$106.47	\$137.47	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$143.88	\$174.88	\$205.88	7/1/2018	6/30/2019					
\$127.72	\$77.33	\$109.26	\$141.19	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$148.20	\$180.13	\$212.06	7/1/2019	6/30/2020					
\$131.56	\$79.25	\$112.14	\$145.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.65	\$185.54	\$218.43	7/1/2020	6/30/2021					
\$135.50	\$81.22	\$115.10	\$148.97	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$157.23	\$191.10	\$224.98	7/1/2021	6/30/2022					
\$139.56	\$83.25	\$118.14	\$153.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$161.94	\$196.83	\$231.72	7/1/2022	6/30/2023					
\$143.74	\$85.34	\$121.28	\$157.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$166.79	\$202.72	\$238.66	7/1/2023	6/30/2024					
\$124.00	\$75.47	\$106.47	\$137.47	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$143.88	\$174.88	\$205.88	7/1/2018	6/30/2019					
\$127.72	\$77.33	\$109.26	\$141.19	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$148.20	\$180.13	\$212.06	7/1/2019	6/30/2020					
\$131.56	\$79.25	\$112.14	\$145.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.65	\$185.54	\$218.43	7/1/2020	6/30/2021					
\$135.50	\$81.22	\$115.10	\$148.97	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$157.23	\$191.10	\$224.98	7/1/2021	6/30/2022					
\$139.56	\$83.25	\$118.14	\$153.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$161.94	\$196.83	\$231.72	7/1/2022	6/30/2023					
\$143.74	\$85.34	\$121.28	\$157.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$166.79	\$202.72	\$238.66	7/1/2023	6/30/2024					
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$143.88	\$174.88	\$205.88	7/1/2018	6/30/2019					
\$131.30	\$79.24	\$112.07	\$144.89	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.35	\$185.18	\$218.00	7/1/2018	6/30/2019					
\$135.24	\$81.21	\$115.02	\$148.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$156.92	\$190.73	\$224.54	7/1/2019	6/30/2020					
\$139.30	\$83.24	\$118.07	\$152.89	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$161.63	\$196.46	\$231.28	7/1/2020	6/30/2021					
\$143.48	\$85.33	\$121.20	\$157.07	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$166.48	\$202.35	\$238.22	7/1/2021	6/30/2022					
\$147.78	\$87.48	\$124.43	\$161.37	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.47	\$208.42	\$245.36	7/1/2022	6/30/2023					
\$152.22	\$89.70	\$127.76	\$165.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.63	\$214.68	\$252.74	7/1/2023	6/30/2024					

# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE \_\_\_\_\_ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ \_\_\_\_\_

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		53.84%	57.13%	0.00%	110.97%
OVERTIME		53.84%	57.13%	0.00%	110.97%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		53.84%	57.13%	0.00%	110.97%
OVERTIME		53.84%	57.13%	0.00%	110.97%

performing services covered under DIR determinations.

Employee Actual Rate (benefits vary year over year)	Applicable DELTA FRINGE		Applicable DELTA Base (Field)		Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	DELTA TOTAL - DELTA BASE (Employees - DIR)		Applicable Multiplier Fringe (Field)			
	1.5 OT	2.0 OT	1.5 OT	2.0 OT		
\$110.00	\$68.62	\$96.12	\$123.62	\$68.62	\$55.00	
\$113.30	\$70.27	\$98.60	\$126.92	\$68.62	\$56.65	
\$116.70	\$71.97	\$101.15	\$130.32	\$68.62	\$58.35	
\$120.20	\$73.72	\$103.77	\$133.82	\$68.62	\$60.10	
\$123.80	\$75.52	\$106.47	\$137.42	\$68.62	\$61.90	
\$127.52	\$77.38	\$109.26	\$141.14	\$68.62	\$63.76	
\$110.00	\$68.62	\$96.12	\$123.62	\$68.62	\$55.00	
\$113.30	\$70.27	\$98.60	\$126.92	\$68.62	\$56.65	
\$116.70	\$71.97	\$101.15	\$130.32	\$68.62	\$58.35	
\$120.20	\$73.72	\$103.77	\$133.82	\$68.62	\$60.10	
\$123.80	\$75.52	\$106.47	\$137.42	\$68.62	\$61.90	
\$127.52	\$77.38	\$109.26	\$141.14	\$68.62	\$63.76	
\$110.00	\$68.62	\$96.12	\$123.62	\$68.62	\$55.00	
\$113.30	\$70.27	\$98.60	\$126.92	\$68.62	\$56.65	
\$116.70	\$71.97	\$101.15	\$130.32	\$68.62	\$58.35	
\$120.20	\$73.72	\$103.77	\$133.82	\$68.62	\$60.10	
\$123.80	\$75.52	\$106.47	\$137.42	\$68.62	\$61.90	
\$127.52	\$77.38	\$109.26	\$141.14	\$68.62	\$63.76	
N/A	N/A	N/A	N/A	N/A	\$55.00	N/A
N/A	N/A	N/A	N/A	N/A	\$56.65	N/A
N/A	N/A	N/A	N/A	N/A	\$58.35	N/A
N/A	N/A	N/A	N/A	N/A	\$60.10	N/A
N/A	N/A	N/A	N/A	N/A	\$61.90	N/A
N/A	N/A	N/A	N/A	N/A	\$63.76	N/A

rates will be reflected in the loaded rates

benefits on the staff. The actual unitary rates to be used in the invoices will be calculated by using the actual unitary rates with the unitary benefits statement submitted. Trans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

ation of travel and work time. Billing Rate = Loaded Rate Formula "C" above. Travel will be billed as follow:

# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE \_\_\_\_\_ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ \_\_\_\_\_

DATE \_\_\_\_\_

<b>Home Office Personnel:</b>		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		49.84%	79.39%	21.30%	150.53%
OVERTIME		49.84%	79.39%	21.30%	150.53%
<b>Field Office Personnel:</b>		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		49.84%	56.35%	20.50%	126.69%
OVERTIME		49.84%	56.35%	20.50%	126.69%

<b>Employee Actual Rate</b>		<b>Applicable Delta Fringe = Delta Total - Delta Base</b>		<b>Applicable Multiplier Delta Base (Field)</b>	
<b>(fringe benefits vary year over year)</b>		<b>(Employee - DIR)</b>		<b>=</b>	
Base Salary	Estimate	DIR Rate - Employee Base Rate	Delta Base =	Applicable Multiplier Delta Base (Field)	=
1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT
\$92.94	\$92.94	\$0.00	\$0.00	\$0.00	\$0.00
\$95.73	\$95.73	\$0.00	\$0.00	\$0.00	\$0.00
\$98.60	\$98.60	\$0.00	\$0.00	\$0.00	\$0.00
\$101.56	\$101.56	\$0.00	\$0.00	\$0.00	\$0.00
\$104.61	\$104.61	\$0.00	\$0.00	\$0.00	\$0.00
\$107.75	\$107.75	\$0.00	\$0.00	\$0.00	\$0.00

Base Salary	Employee Actual Rate		Applicable Delta Fringe = Delta Total - Delta Base		Applicable Multiplier Delta Base (Field)		Loaded Hourly Billing Rates		Effective Date of Hourly Rate		Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
	(fringe benefits vary year over year)		(Employee - DIR)		Applicable Multiplier Delta Base (Field)		% Escalation Increase		From				To	
	1.5 OT	2.0 OT	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	Straight	OT (1.5x)	OT (2x)			From	To
\$92.94	\$92.94	\$92.94	\$92.94	\$0.00	\$0.00	\$0.00	\$231.75	\$231.75	\$231.75	\$231.75	7/1/2018	6/30/2019		
\$95.73	\$95.73	\$95.73	\$95.73	\$0.00	\$0.00	\$0.00	\$238.71	\$238.71	\$238.71	\$238.71	7/1/2019	6/30/2020		
\$98.60	\$98.60	\$98.60	\$98.60	\$0.00	\$0.00	\$0.00	\$245.87	\$245.87	\$245.87	\$245.87	7/1/2020	6/30/2021		
\$101.56	\$101.56	\$101.56	\$101.56	\$0.00	\$0.00	\$0.00	\$253.25	\$253.25	\$253.25	\$253.25	7/1/2021	6/30/2022		
\$104.61	\$104.61	\$104.61	\$104.61	\$0.00	\$0.00	\$0.00	\$260.85	\$260.85	\$260.85	\$260.85	7/1/2022	6/30/2023		
\$107.75	\$107.75	\$107.75	\$107.75	\$0.00	\$0.00	\$0.00	\$268.68	\$268.68	\$268.68	\$268.68	7/1/2023	6/30/2024		
\$92.94	\$92.94	\$92.94	\$92.94	\$0.00	\$0.00	\$0.00	\$231.75	\$231.75	\$231.75	\$231.75	7/1/2018	6/30/2019		
\$95.73	\$95.73	\$95.73	\$95.73	\$0.00	\$0.00	\$0.00	\$238.71	\$238.71	\$238.71	\$238.71	7/1/2019	6/30/2020		
\$98.60	\$98.60	\$98.60	\$98.60	\$0.00	\$0.00	\$0.00	\$245.87	\$245.87	\$245.87	\$245.87	7/1/2020	6/30/2021		
\$101.56	\$101.56	\$101.56	\$101.56	\$0.00	\$0.00	\$0.00	\$253.25	\$253.25	\$253.25	\$253.25	7/1/2021	6/30/2022		
\$104.61	\$104.61	\$104.61	\$104.61	\$0.00	\$0.00	\$0.00	\$260.85	\$260.85	\$260.85	\$260.85	7/1/2022	6/30/2023		
\$107.75	\$107.75	\$107.75	\$107.75	\$0.00	\$0.00	\$0.00	\$268.68	\$268.68	\$268.68	\$268.68	7/1/2023	6/30/2024		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2018	6/30/2019		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2019	6/30/2020		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2020	6/30/2021		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2021	6/30/2022		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2022	6/30/2023		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2023	6/30/2024		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2018	6/30/2019		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2019	6/30/2020		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2020	6/30/2021		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2021	6/30/2022		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2022	6/30/2023		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2023	6/30/2024		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2018	6/30/2019		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2019	6/30/2020		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2020	6/30/2021		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2021	6/30/2022		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2022	6/30/2023		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2023	6/30/2024		

be reflected in the loaded rates

The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

travel and work time. Billing Rate = Loaded Rate Formula "C" above.  
e billed as follow:

# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE \_\_\_\_\_ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ \_\_\_\_\_

DATE \_\_\_\_\_

<b>Home Office Personnel:</b>	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	49.84%	79.39%	21.30%	150.53%
OVERTIME	49.84%	79.39%	21.30%	150.53%
<b>Field Office Personnel:</b>	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	49.84%	56.35%	20.50%	126.69%
OVERTIME	49.84%	56.35%	20.50%	126.69%
Fee				10.00%
Applicable Multiplier Delta Base (Field)				0.00
Applicable Multiplier Fringe (Field)				0.00

<b>Employee Actual Rate</b> (fringe benefits vary year over year)		<b>Applicable DELTA (TOTAL) =</b> Employee Total - DIR Total		<b>Applicable DELTA FRINGE =</b> DELTA TOTAL - DELTA BASE (Employee - DIR)		<b>Loaded Hourly Billing Rates</b>		<b>Effective Date of</b> Hourly Rate		<b>% Escalation</b> Increase		<b>Actual Hourly</b> Rate and/or Average Hourly Rate		<b>Hourly Range</b> for Class	
Base Salary	Estimate	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To			
1	\$93.00	\$124.00	\$106.60	\$134.60	\$106.60	\$0.00	\$0.00	\$0.00	\$185.60	\$216.60	7/1/2018	6/30/2019			
2	\$95.79	\$127.72	\$109.39	\$138.32	\$109.39	\$0.00	\$0.00	\$0.00	\$191.17	\$223.10	7/1/2019	6/30/2020			
3	\$98.67	\$131.56	\$112.23	\$142.16	\$112.23	\$0.00	\$0.00	\$0.00	\$196.92	\$229.81	7/1/2020	6/30/2021			
4	\$101.63	\$135.50	\$115.27	\$146.10	\$115.27	\$0.00	\$0.00	\$0.00	\$202.82	\$236.69	7/1/2021	6/30/2022			
5	\$104.67	\$139.56	\$118.41	\$150.16	\$118.41	\$0.00	\$0.00	\$0.00	\$208.89	\$243.78	7/1/2022	6/30/2023			
6	\$107.81	\$143.74	\$121.55	\$154.34	\$121.55	\$0.00	\$0.00	\$0.00	\$215.15	\$251.08	7/1/2023	6/30/2024			
7	\$93.00	\$124.00	\$106.60	\$134.60	\$106.60	(\$0.50)	\$0.00	\$0.00	\$185.60	\$216.60	7/1/2018	6/30/2019			
8	\$95.79	\$127.72	\$109.39	\$138.32	\$109.39	\$0.00	\$0.00	\$0.00	\$191.17	\$223.10	7/1/2019	6/30/2020			
9	\$98.67	\$131.56	\$112.23	\$142.16	\$112.23	\$0.00	\$0.00	\$0.00	\$196.92	\$229.81	7/1/2020	6/30/2021			
10	\$101.63	\$135.50	\$115.27	\$146.10	\$115.27	\$0.00	\$0.00	\$0.00	\$202.82	\$236.69	7/1/2021	6/30/2022			
11	\$104.67	\$139.56	\$118.41	\$150.16	\$118.41	\$0.00	\$0.00	\$0.00	\$208.89	\$243.78	7/1/2022	6/30/2023			
12	\$107.81	\$143.74	\$121.55	\$154.34	\$121.55	\$0.00	\$0.00	\$0.00	\$215.15	\$251.08	7/1/2023	6/30/2024			
13	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$185.60	\$216.60	7/1/2018	6/30/2019			
14	\$90.18	\$120.24	\$102.66	\$132.72	\$102.66	\$0.00	\$0.00	\$0.00	\$179.97	\$210.03	7/1/2018	6/30/2019			
15	\$92.88	\$123.84	\$105.36	\$136.32	\$105.36	\$0.00	\$0.00	\$0.00	\$185.36	\$216.32	7/1/2019	6/30/2020			
16	\$95.67	\$127.56	\$108.15	\$140.04	\$108.15	\$0.00	\$0.00	\$0.00	\$190.93	\$222.82	7/1/2020	6/30/2021			
17	\$98.54	\$131.38	\$111.02	\$143.86	\$111.02	\$0.00	\$0.00	\$0.00	\$196.65	\$229.49	7/1/2021	6/30/2022			
18	\$101.49	\$135.32	\$113.97	\$147.80	\$113.97	\$0.00	\$0.00	\$0.00	\$202.55	\$236.38	7/1/2022	6/30/2023			
19	\$104.54	\$139.38	\$117.02	\$151.86	\$117.02	\$0.00	\$0.00	\$0.00	\$208.62	\$243.47	7/1/2023	6/30/2024			
20	\$90.18	\$120.24	\$102.66	\$132.72	\$102.66	(\$0.50)	\$0.00	\$0.00	\$179.97	\$210.03	7/1/2018	6/30/2019			
21	\$92.88	\$123.84	\$105.36	\$136.32	\$105.36	\$0.00	\$0.00	\$0.00	\$185.36	\$216.32	7/1/2019	6/30/2020			
22	\$95.67	\$127.56	\$108.15	\$140.04	\$108.15	\$0.00	\$0.00	\$0.00	\$190.93	\$222.82	7/1/2020	6/30/2021			
23	\$98.54	\$131.38	\$111.02	\$143.86	\$111.02	\$0.00	\$0.00	\$0.00	\$196.65	\$229.49	7/1/2021	6/30/2022			
24	\$101.49	\$135.32	\$113.97	\$147.80	\$113.97	\$0.00	\$0.00	\$0.00	\$202.55	\$236.38	7/1/2022	6/30/2023			
25	\$104.54	\$139.38	\$117.02	\$151.86	\$117.02	\$0.00	\$0.00	\$0.00	\$208.62	\$243.47	7/1/2023	6/30/2024			
26	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$179.97	\$210.03	7/1/2018	6/30/2019			
27	\$90.18	\$120.24	\$102.66	\$132.72	\$102.66	\$0.00	\$0.00	\$0.00	\$185.36	\$216.32	7/1/2019	6/30/2020			
28	\$92.88	\$123.84	\$105.36	\$136.32	\$105.36	\$0.00	\$0.00	\$0.00	\$190.93	\$222.82	7/1/2020	6/30/2021			
29	\$95.67	\$127.56	\$108.15	\$140.04	\$108.15	\$0.00	\$0.00	\$0.00	\$196.65	\$229.49	7/1/2021	6/30/2022			
30	\$98.54	\$131.38	\$111.02	\$143.86	\$111.02	\$0.00	\$0.00	\$0.00	\$202.55	\$236.38	7/1/2022	6/30/2023			
31	\$101.49	\$135.32	\$113.97	\$147.80	\$113.97	\$0.00	\$0.00	\$0.00	\$208.62	\$243.47	7/1/2023	6/30/2024			
32	\$104.54	\$139.38	\$117.02	\$151.86	\$117.02	\$0.00	\$0.00	\$0.00	\$215.15	\$251.08	7/1/2024	6/30/2025			

Services covered under DIR determinations.

## EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE \_\_\_\_\_ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ \_\_\_\_\_

DATE \_\_\_\_\_

Rate	Employee Actual Rate (fringe benefits vary year over year)				Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates				Effective Date of Hourly Rate		Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class	Combined %
	Base Salary		Total = Base + Fringe		1.5 OT		2.0 OT		1.5 OT		2.0 OT		Straight	OT (1.5x)	OT (2x)	From	To					
	1.5 OT	2.0 OT	Estimate	Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT						2.0 OT				
1	\$90.18	\$120.24	\$12.48	\$102.66	\$72.60	\$132.72	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.97	\$210.03	\$210.03	7/1/2018	6/30/2019	\$ 60.12		150.63%	
2	\$92.88	\$123.84	\$12.48	\$105.36	\$74.40	\$136.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.36	\$216.32	\$216.32	7/1/2019	6/30/2020	\$ 61.92		150.53%	
3	\$95.67	\$127.56	\$12.48	\$108.15	\$76.26	\$140.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.93	\$222.82	\$222.82	7/1/2020	6/30/2021	\$ 63.78	N/A		
4	\$98.54	\$131.38	\$12.48	\$111.02	\$78.17	\$143.86	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$196.65	\$229.49	\$229.49	7/1/2021	6/30/2022	\$ 65.69			
5	\$101.49	\$135.32	\$12.48	\$113.97	\$80.14	\$147.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$202.55	\$236.38	\$236.38	7/1/2022	6/30/2023	\$ 67.66			
6	\$104.54	\$139.38	\$12.48	\$117.02	\$82.17	\$151.86	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$208.62	\$243.47	\$243.47	7/1/2023	6/30/2024	\$ 69.69			
7	\$90.18	\$120.24	\$12.48	\$102.66	\$72.60	\$132.72	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.97	\$210.03	\$210.03	7/1/2018	6/30/2019	\$ 60.12			
8	\$92.88	\$123.84	\$12.48	\$105.36	\$74.40	\$136.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.36	\$216.32	\$216.32	7/1/2019	6/30/2020	\$ 61.92			
9	\$95.67	\$127.56	\$12.48	\$108.15	\$76.26	\$140.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.93	\$222.82	\$222.82	7/1/2020	6/30/2021	\$ 63.78	N/A		
10	\$98.54	\$131.38	\$12.48	\$111.02	\$78.17	\$143.86	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$196.65	\$229.49	\$229.49	7/1/2021	6/30/2022	\$ 65.69			
11	\$101.49	\$135.32	\$12.48	\$113.97	\$80.14	\$147.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$202.55	\$236.38	\$236.38	7/1/2022	6/30/2023	\$ 67.66			
12	\$104.54	\$139.38	\$12.48	\$117.02	\$82.17	\$151.86	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$208.62	\$243.47	\$243.47	7/1/2023	6/30/2024	\$ 69.69			
Home Office Personnel:													Fringe Benefit %		Overhead %		General Administration %		Combined %			
NORMAL													49.84%	79.39%	21.30%	150.63%						
OVERTIME													49.84%	79.39%	21.30%	150.53%						
Field Office Personnel:													Fringe Benefit %		Overhead %		General Administration %		Combined %			
NORMAL													49.84%	56.35%	20.50%	126.69%						
OVERTIME													49.84%	56.35%	20.50%	126.69%						
Fee													Applicable Multiplier Delta Base (Field)		Applicable Multiplier Fringe (Field)		=		=			
													=		=		=		=			
													=		=		=		=			

reflected in the loaded rates

staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their pre-approval is required for addition of staff not previously listed on the cost proposal. The rates of similar personnel listed on this cost proposal having similar experience.

el and work time. Billing Rate = Loaded Rate Formula "C" above. filled as follow:

Actual Hourly Rate) (1 + Fee) + (Delta Base + Delta Fringe)

will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE \_\_\_\_\_ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ \_\_\_\_\_

DATE \_\_\_\_\_

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	0.00%	0.00%	160.90%	160.90%
OVERTIME	0.00%	0.00%	0.00%	160.90%	160.90%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	0.00%	0.00%	119.79%	119.79%
OVERTIME	0.00%	0.00%	0.00%	119.79%	119.79%
Fee = 10.00%					
Applicable Multiplier Delta Base (Field) = 1.00					

Base Salary	Employee Actual Rate (fringe benefits vary year over year)				Applicable Delta Fringe = DELTA TOTAL - DELTA BASE (Employee - DIR)		Loaded Hourly Billing Rates			Effective Date of Hourly Rate		Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class	
	Estimate		Total = Base + Fringe		Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From			To
	1.5 OT	2.0 OT	1.5 OT	2.0 OT										
\$86.84	\$13.79	\$100.63	\$100.63	\$0.00	\$0.00	\$0.00	\$0.00	\$209.95	\$209.95	\$228.48	7/1/2018	6/30/2019	\$86.84	
\$89.45	\$13.79	\$103.24	\$103.24	\$0.00	\$0.00	(\$6.28)	\$0.00	\$216.26	\$216.26	\$232.18	7/1/2019	6/30/2020	\$89.45	
\$92.13	\$13.79	\$105.92	\$105.92	\$0.00	\$0.00	(\$3.67)	\$0.00	\$222.74	\$222.74	\$235.98	7/1/2020	6/30/2021	\$92.13	N/A
\$94.89	\$13.79	\$108.68	\$108.68	\$0.00	\$0.00	(\$0.99)	\$0.00	\$229.41	\$229.41	\$239.89	7/1/2021	6/30/2022	\$94.89	
\$97.74	\$13.79	\$111.53	\$111.53	\$0.00	\$0.00	(\$10.48)	\$0.00	\$236.30	\$236.30	\$243.93	7/1/2022	6/30/2023	\$97.74	
\$100.67	\$13.79	\$114.46	\$114.46	\$0.00	\$0.00	(\$7.63)	\$0.00	\$243.39	\$243.39	\$248.09	7/1/2023	6/30/2024	\$100.67	
\$86.84	\$13.79	\$100.63	\$100.63	\$0.00	\$0.00	(\$4.70)	\$0.00	\$209.95	\$209.95	\$229.48	7/1/2018	6/30/2019	\$86.84	
\$89.45	\$13.79	\$103.24	\$103.24	\$0.00	\$0.00	(\$12.25)	\$0.00	\$216.26	\$216.26	\$233.18	7/1/2019	6/30/2020	\$89.45	
\$92.13	\$13.79	\$105.92	\$105.92	\$0.00	\$0.00	(\$7.28)	\$0.00	\$222.74	\$222.74	\$236.98	7/1/2020	6/30/2021	\$92.13	N/A
\$94.89	\$13.79	\$108.68	\$108.68	\$0.00	\$0.00	(\$4.67)	\$0.00	\$229.41	\$229.41	\$240.89	7/1/2021	6/30/2022	\$94.89	
\$97.74	\$13.79	\$111.53	\$111.53	\$0.00	\$0.00	(\$1.99)	\$0.00	\$236.30	\$236.30	\$244.93	7/1/2022	6/30/2023	\$97.74	
\$100.67	\$13.79	\$114.46	\$114.46	\$0.00	\$0.00	(\$11.48)	\$0.00	\$243.39	\$243.39	\$249.09	7/1/2023	6/30/2024	\$100.67	
N/A	N/A	N/A	N/A	N/A	N/A	(\$8.63)	\$0.00	\$209.95	\$209.95	\$209.95	7/1/2018	6/30/2019	\$86.84	
\$84.81	\$13.00	\$97.81	\$97.81	\$0.00	\$0.00	N/A	\$0.00	\$216.26	\$216.26	\$216.26	7/1/2019	6/30/2020	\$89.45	
\$87.35	\$13.00	\$100.35	\$100.35	\$0.00	\$0.00	N/A	\$0.00	\$222.74	\$222.74	\$222.74	7/1/2020	6/30/2021	\$92.13	N/A
\$89.97	\$13.00	\$102.97	\$102.97	\$0.00	\$0.00	N/A	\$0.00	\$229.41	\$229.41	\$229.41	7/1/2021	6/30/2022	\$94.89	
\$95.45	\$13.00	\$105.67	\$105.67	\$0.00	\$0.00	N/A	\$0.00	\$236.30	\$236.30	\$236.30	7/1/2022	6/30/2023	\$97.74	
\$98.31	\$13.00	\$111.31	\$111.31	\$0.00	\$0.00	(\$5.70)	\$0.00	\$243.39	\$243.39	\$243.39	7/1/2023	6/30/2024	\$100.67	
\$84.81	\$13.00	\$97.81	\$97.81	\$0.00	\$0.00	(\$13.04)	\$0.00	\$205.04	\$205.04	\$226.39	7/1/2018	6/30/2019	\$84.81	
\$87.35	\$13.00	\$100.35	\$100.35	\$0.00	\$0.00	(\$13.04)	\$0.00	\$211.18	\$211.18	\$229.99	7/1/2019	6/30/2020	\$87.35	
\$89.97	\$13.00	\$102.97	\$102.97	\$0.00	\$0.00	(\$13.04)	\$0.00	\$217.52	\$217.52	\$233.71	7/1/2020	6/30/2021	\$89.97	N/A
\$95.45	\$13.00	\$105.67	\$105.67	\$0.00	\$0.00	(\$3.15)	\$0.00	\$224.05	\$224.05	\$237.54	7/1/2021	6/30/2022	\$95.45	
\$98.31	\$13.00	\$111.31	\$111.31	\$0.00	\$0.00	(\$0.45)	\$0.00	\$230.77	\$230.77	\$241.48	7/1/2022	6/30/2023	\$98.31	
\$84.81	\$13.00	\$97.81	\$97.81	\$0.00	\$0.00	(\$7.85)	\$0.00	\$205.04	\$205.04	\$237.68	7/1/2023	6/30/2024	\$84.81	
\$87.35	\$13.00	\$100.35	\$100.35	\$0.00	\$0.00	(\$13.04)	\$0.00	\$211.18	\$211.18	\$230.99	7/1/2018	6/30/2019	\$87.35	N/A
\$89.97	\$13.00	\$102.97	\$102.97	\$0.00	\$0.00	(\$13.04)	\$0.00	\$217.52	\$217.52	\$234.71	7/1/2019	6/30/2020	\$89.97	
\$95.45	\$13.00	\$105.67	\$105.67	\$0.00	\$0.00	(\$4.15)	\$0.00	\$224.05	\$224.05	\$238.54	7/1/2020	6/30/2021	\$95.45	
\$98.31	\$13.00	\$111.31	\$111.31	\$0.00	\$0.00	(\$1.45)	\$0.00	\$230.77	\$230.77	\$242.48	7/1/2021	6/30/2022	\$98.31	
\$84.81	\$13.00	\$97.81	\$97.81	\$0.00	\$0.00	(\$11.71)	\$0.00	\$205.04	\$205.04	\$246.53	7/1/2022	6/30/2023	\$84.81	N/A
\$87.35	\$13.00	\$100.35	\$100.35	\$0.00	\$0.00	(\$8.85)	\$0.00	\$211.18	\$211.18	\$237.68	7/1/2023	6/30/2024	\$87.35	
\$89.97	\$13.00	\$102.97	\$102.97	\$0.00	\$0.00	(\$9.31)	\$0.00	\$217.52	\$217.52	\$246.53	7/1/2018	6/30/2019	\$89.97	N/A
\$95.45	\$13.00	\$105.67	\$105.67	\$0.00	\$0.00	(\$6.77)	\$0.00	\$224.05	\$224.05	\$237.68	7/1/2019	6/30/2020	\$95.45	
\$98.31	\$13.00	\$111.31	\$111.31	\$0.00	\$0.00	(\$4.15)	\$0.00	\$230.77	\$230.77	\$246.53	7/1/2020	6/30/2021	\$98.31	
\$84.81	\$13.00	\$97.81	\$97.81	\$0.00	\$0.00	(\$1.45)	\$0.00	\$205.04	\$205.04	\$237.68	7/1/2021	6/30/2022	\$84.81	N/A
\$87.35	\$13.00	\$100.35	\$100.35	\$0.00	\$0.00	(\$8.85)	\$0.00	\$211.18	\$211.18	\$237.68	7/1/2022	6/30/2023	\$87.35	
\$89.97	\$13.00	\$102.97	\$102.97	\$0.00	\$0.00	N/A	\$0.00	\$217.52	\$217.52	\$246.53	7/1/2023	6/30/2024	\$89.97	N/A
\$95.45	\$13.00	\$105.67	\$105.67	\$0.00	\$0.00	N/A	\$0.00	\$224.05	\$224.05	\$237.68	7/1/2018	6/30/2019	\$95.45	
\$98.31	\$13.00	\$111.31	\$111.31	\$0.00	\$0.00	N/A	\$0.00	\$230.77	\$230.77	\$246.53	7/1/2019	6/30/2020	\$98.31	

g services covered under DIR determinations.



# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$

DATE

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	+	0.00%	160.90%	=
OVERTIME	0.00%	+	0.00%	160.90%	=
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	+	0.00%	119.79%	=
OVERTIME	0.00%	+	0.00%	119.79%	=

Base Salary	Employee Actual Rate (fringe benefits vary year over year)			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate		Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class			
	Estimate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			From	To					
	1.5 OT	2.0 OT	Total = Base + Fringe	1.5 OT	2.0 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)							
\$75.00	\$75.00	\$13.00	\$88.00	\$88.00	\$88.00	\$0.00	\$0.00	(\$18.12)	(\$7.88)	(\$13.04)	\$181.33	\$189.21	\$212.49	7/1/2018	6/30/2019	\$75.00
\$77.25	\$77.25	\$13.00	\$90.25	\$90.25	\$90.25	\$0.00	\$0.00	(\$15.87)	(\$5.63)	(\$13.04)	\$186.77	\$192.40	\$215.68	7/1/2019	6/30/2020	\$77.25
\$79.57	\$79.57	\$13.00	\$92.57	\$92.57	\$92.57	\$0.00	\$0.00	(\$13.55)	(\$3.31)	(\$13.04)	\$192.37	\$195.68	\$218.96	7/1/2020	6/30/2021	\$79.57
\$81.96	\$81.96	\$13.00	\$94.96	\$94.96	\$94.96	\$0.00	\$0.00	(\$11.16)	(\$0.92)	(\$13.04)	\$198.15	\$198.07	\$222.35	7/1/2021	6/30/2022	\$81.96
\$84.42	\$84.42	\$13.00	\$97.42	\$97.42	\$97.42	\$0.00	\$0.00	(\$8.70)	\$0.00	(\$13.04)	\$204.10	\$204.10	\$225.84	7/1/2022	6/30/2023	\$84.42
\$86.95	\$86.95	\$13.00	\$99.95	\$99.95	\$99.95	\$0.00	\$0.00	(\$6.17)	\$0.00	(\$13.04)	\$210.22	\$210.22	\$229.43	7/1/2023	6/30/2024	\$86.95
\$75.00	\$75.00	\$13.00	\$88.00	\$88.00	\$88.00	\$0.00	\$0.00	(\$19.12)	(\$8.63)	(\$13.04)	\$181.33	\$189.96	\$213.49	7/1/2018	6/30/2019	\$75.00
\$77.25	\$77.25	\$13.00	\$90.25	\$90.25	\$90.25	\$0.00	\$0.00	(\$16.87)	(\$6.38)	(\$13.04)	\$186.77	\$193.15	\$216.68	7/1/2019	6/30/2020	\$77.25
\$79.57	\$79.57	\$13.00	\$92.57	\$92.57	\$92.57	\$0.00	\$0.00	(\$14.55)	(\$4.06)	(\$13.04)	\$192.37	\$196.43	\$219.96	7/1/2020	6/30/2021	\$79.57
\$81.96	\$81.96	\$13.00	\$94.96	\$94.96	\$94.96	\$0.00	\$0.00	(\$12.16)	(\$1.67)	(\$13.04)	\$198.15	\$199.82	\$223.35	7/1/2021	6/30/2022	\$81.96
\$84.42	\$84.42	\$13.00	\$97.42	\$97.42	\$97.42	\$0.00	\$0.00	(\$9.70)	\$0.00	(\$13.04)	\$204.10	\$204.10	\$226.84	7/1/2022	6/30/2023	\$84.42
\$86.95	\$86.95	\$13.00	\$99.95	\$99.95	\$99.95	\$0.00	\$0.00	(\$7.17)	\$0.00	(\$13.04)	\$210.22	\$210.22	\$230.43	7/1/2023	6/30/2024	\$86.95
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$181.33	\$181.33	\$181.33	7/1/2018	6/30/2019	\$75.00
\$75.00	\$75.00	\$18.55	\$93.55	\$93.55	\$93.55	\$0.00	\$0.00	(\$14.56)	\$0.00	(\$7.49)	\$181.33	\$181.33	\$203.38	7/1/2018	6/30/2019	\$75.00
\$77.25	\$77.25	\$18.55	\$95.80	\$95.80	\$95.80	\$0.00	\$0.00	(\$12.31)	\$0.00	(\$7.49)	\$186.77	\$186.77	\$206.57	7/1/2019	6/30/2020	\$77.25
\$79.57	\$79.57	\$18.55	\$98.12	\$98.12	\$98.12	\$0.00	\$0.00	(\$9.99)	\$0.00	(\$7.49)	\$192.37	\$192.37	\$209.85	7/1/2020	6/30/2021	\$79.57
\$81.96	\$81.96	\$18.55	\$100.51	\$100.51	\$100.51	\$0.00	\$0.00	(\$7.60)	\$0.00	(\$7.49)	\$198.15	\$198.15	\$213.24	7/1/2021	6/30/2022	\$81.96
\$84.42	\$84.42	\$18.55	\$102.97	\$102.97	\$102.97	\$0.00	\$0.00	(\$5.14)	\$0.00	(\$7.49)	\$204.10	\$204.10	\$216.73	7/1/2022	6/30/2023	\$84.42
\$86.95	\$86.95	\$18.55	\$105.50	\$105.50	\$105.50	\$0.00	\$0.00	(\$2.61)	\$0.00	(\$7.49)	\$210.22	\$210.22	\$220.32	7/1/2023	6/30/2024	\$86.95
\$75.00	\$75.00	\$18.55	\$93.55	\$93.55	\$93.55	\$0.00	\$0.00	(\$15.56)	(\$0.41)	(\$7.49)	\$181.33	\$181.74	\$204.38	7/1/2018	6/30/2019	\$75.00
\$77.25	\$77.25	\$18.55	\$95.80	\$95.80	\$95.80	\$0.00	\$0.00	(\$13.31)	\$0.00	(\$7.49)	\$186.77	\$186.77	\$207.57	7/1/2019	6/30/2020	\$77.25
\$79.57	\$79.57	\$18.55	\$98.12	\$98.12	\$98.12	\$0.00	\$0.00	(\$10.99)	\$0.00	(\$7.49)	\$192.37	\$192.37	\$210.85	7/1/2020	6/30/2021	\$79.57
\$81.96	\$81.96	\$18.55	\$100.51	\$100.51	\$100.51	\$0.00	\$0.00	(\$8.60)	\$0.00	(\$7.49)	\$198.15	\$198.15	\$214.24	7/1/2021	6/30/2022	\$81.96
\$84.42	\$84.42	\$18.55	\$102.97	\$102.97	\$102.97	\$0.00	\$0.00	(\$6.14)	\$0.00	(\$7.49)	\$204.10	\$204.10	\$217.73	7/1/2022	6/30/2023	\$84.42
\$86.95	\$86.95	\$18.55	\$105.50	\$105.50	\$105.50	\$0.00	\$0.00	(\$3.61)	\$0.00	(\$7.49)	\$210.22	\$210.22	\$221.32	7/1/2023	6/30/2024	\$86.95
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$181.33	\$181.33	\$181.33	7/1/2018	6/30/2019	\$75.00
\$75.00	\$75.00	\$18.55	\$93.55	\$93.55	\$93.55	\$0.00	\$0.00	(\$13.31)	\$0.00	(\$7.49)	\$186.77	\$186.77	\$186.77	7/1/2019	6/30/2020	\$75.00
\$77.25	\$77.25	\$18.55	\$95.80	\$95.80	\$95.80	\$0.00	\$0.00	(\$10.99)	\$0.00	(\$7.49)	\$192.37	\$192.37	\$192.37	7/1/2020	6/30/2021	\$77.25
\$79.57	\$79.57	\$18.55	\$98.12	\$98.12	\$98.12	\$0.00	\$0.00	(\$8.60)	\$0.00	(\$7.49)	\$198.15	\$198.15	\$198.15	7/1/2021	6/30/2022	\$79.57
\$81.96	\$81.96	\$18.55	\$100.51	\$100.51	\$100.51	\$0.00	\$0.00	(\$6.14)	\$0.00	(\$7.49)	\$204.10	\$204.10	\$204.10	7/1/2022	6/30/2023	\$81.96
\$84.42	\$84.42	\$18.55	\$102.97	\$102.97	\$102.97	\$0.00	\$0.00	(\$3.61)	\$0.00	(\$7.49)	\$210.22	\$210.22	\$210.22	7/1/2023	6/30/2024	\$84.42

g services covered under DIR determinations.

Applicable Multiplier Delta Base (Field) = 1.00



# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

CONTRACT TYPE \_\_\_\_\_

Sub Consultant's Participation Amount \$ \_\_\_\_\_

DATE \_\_\_\_\_

Home Office Personnel:		Fringe Benefit %		Overhead %		General Administration %		Combined %	
NORMAL	0.00%	+	0.00%	+	0.00%	+	160.90%	=	160.90%
OVERTIME	0.00%	+	0.00%	+	0.00%	+	160.90%	=	160.90%
Field Office Personnel:		Fringe Benefit %		Overhead %		General Administration %		Combined %	
NORMAL	0.00%	+	0.00%	+	0.00%	+	119.79%	=	119.79%
OVERTIME	0.00%	+	0.00%	+	0.00%	+	119.79%	=	119.79%

Applicable Multiplier Delta Base (Field) = \_\_\_\_\_ Fee = 10.00%

Rate	Employee Actual Rate (fringe benefits vary year over year)				Applicable Delta Fringe = DELTA TOTAL - DELTA BASE (Employee - DIR)				Loaded Hourly Billing Rates				Effective Date of Hourly Rate		Actual Hourly Rate and/or Average Hourly Rate	Escalation % Increase	Hourly Range for Class		
	Estimate		Total = Base + Fringe		Applicable Delta Base = DIR Rate - Employee Base Rate		Applicable Delta Fringe = DELTA TOTAL - DELTA BASE		Straight		OT (1.5x)		OT (2x)					From	To
	1.5 OT	2.0 OT	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT						
0	\$70.50	\$94.00	\$55.27	\$78.77	\$102.27	\$0.00	\$0.00	(\$17.33)	(\$17.11)	(\$16.89)	\$130.96	\$154.24	\$177.52	\$177.52	7/1/2018	6/30/2019	47.00		
1	\$72.62	\$96.82	\$56.68	\$80.89	\$105.09	\$0.00	\$0.00	(\$15.92)	(\$15.00)	(\$14.07)	\$132.96	\$156.24	\$179.52	\$179.52	7/1/2019	6/30/2020	48.41		
2	\$74.79	\$99.72	\$58.13	\$83.06	\$107.99	\$0.00	\$0.00	(\$14.47)	(\$12.82)	(\$11.17)	\$135.02	\$158.30	\$181.58	\$181.58	7/1/2020	6/30/2021	49.86		
3	\$77.04	\$102.72	\$59.63	\$85.31	\$110.99	\$0.00	\$0.00	(\$12.97)	(\$10.57)	(\$8.17)	\$137.14	\$160.42	\$183.70	\$183.70	7/1/2021	6/30/2022	51.36		
4	\$79.35	\$105.80	\$61.17	\$87.62	\$114.07	\$0.00	\$0.00	(\$11.43)	(\$8.26)	(\$5.09)	\$139.33	\$162.61	\$185.89	\$185.89	7/1/2022	6/30/2023	52.90		
5	\$81.74	\$108.98	\$62.76	\$90.01	\$117.25	\$0.00	\$0.00	(\$9.84)	(\$7.91)	(\$5.09)	\$141.58	\$164.86	\$188.14	\$188.14	7/1/2023	6/30/2024	54.49		
6	\$70.50	\$94.00	\$55.27	\$78.77	\$102.27	(\$0.09)	(\$0.12)	(\$17.77)	(\$17.86)	(\$17.89)	\$131.46	\$154.99	\$178.52	\$178.52	7/1/2018	6/30/2019	47.00		
7	\$72.62	\$96.82	\$56.68	\$80.89	\$105.09	\$0.00	\$0.00	(\$16.42)	(\$15.75)	(\$15.07)	\$133.46	\$156.99	\$180.52	\$180.52	7/1/2019	6/30/2020	48.41		
8	\$74.79	\$99.72	\$58.13	\$83.06	\$107.99	\$0.00	\$0.00	(\$14.97)	(\$13.57)	(\$12.17)	\$135.52	\$159.05	\$182.58	\$182.58	7/1/2020	6/30/2021	49.86		
9	\$77.04	\$102.72	\$59.63	\$85.31	\$110.99	\$0.00	\$0.00	(\$13.47)	(\$11.32)	(\$9.17)	\$137.64	\$161.17	\$184.70	\$184.70	7/1/2021	6/30/2022	51.36		
10	\$79.35	\$105.80	\$61.17	\$87.62	\$114.07	\$0.00	\$0.00	(\$11.93)	(\$9.01)	(\$6.09)	\$139.83	\$163.36	\$186.89	\$186.89	7/1/2022	6/30/2023	52.90		
11	\$81.74	\$108.98	\$62.76	\$90.01	\$117.25	\$0.00	\$0.00	(\$10.34)	(\$6.63)	(\$2.91)	\$142.08	\$165.61	\$189.14	\$189.14	7/1/2023	6/30/2024	54.49		
12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$113.63	\$137.13	\$160.63	\$160.63	7/1/2018	6/30/2019	47.00		
13	\$70.58	\$94.10	\$57.41	\$80.94	\$104.46	\$0.00	\$0.00	(\$13.41)	(\$12.28)	(\$11.14)	\$127.16	\$149.55	\$171.94	\$171.94	7/1/2018	6/30/2019	47.05		
14	\$72.69	\$96.92	\$58.82	\$83.05	\$107.28	\$0.00	\$0.00	(\$12.00)	(\$10.16)	(\$8.32)	\$129.16	\$151.55	\$173.94	\$173.94	7/1/2019	6/30/2020	48.46		
15	\$74.87	\$99.82	\$60.27	\$85.23	\$110.18	\$0.00	\$0.00	(\$10.55)	(\$7.99)	(\$5.42)	\$131.22	\$153.61	\$176.00	\$176.00	7/1/2020	6/30/2021	49.91		
16	\$77.12	\$102.82	\$61.77	\$87.48	\$113.18	\$0.00	\$0.00	(\$9.05)	(\$5.74)	(\$2.42)	\$133.34	\$155.73	\$178.12	\$178.12	7/1/2021	6/30/2022	51.41		
17	\$79.43	\$105.90	\$63.31	\$89.79	\$116.26	\$0.00	\$0.00	(\$7.51)	(\$3.43)	(\$0.00)	\$135.53	\$157.92	\$180.97	\$180.97	7/1/2022	6/30/2023	52.95		
18	\$81.81	\$109.08	\$64.90	\$92.17	\$119.44	\$0.00	\$0.00	(\$5.92)	(\$1.04)	(\$0.00)	\$137.78	\$160.17	\$186.40	\$186.40	7/1/2023	6/30/2024	54.54		
19	\$70.58	\$94.10	\$57.41	\$80.94	\$104.46	\$0.00	\$0.00	(\$13.91)	(\$13.03)	(\$12.14)	\$127.66	\$150.30	\$172.94	\$172.94	7/1/2018	6/30/2019	47.05		
20	\$72.69	\$96.92	\$58.82	\$83.05	\$107.28	\$0.00	\$0.00	(\$12.50)	(\$10.91)	(\$9.32)	\$129.66	\$152.30	\$174.94	\$174.94	7/1/2019	6/30/2020	48.46		
21	\$74.87	\$99.82	\$60.27	\$85.23	\$110.18	\$0.00	\$0.00	(\$11.05)	(\$8.74)	(\$6.42)	\$131.72	\$154.36	\$177.00	\$177.00	7/1/2020	6/30/2021	49.91		
22	\$77.12	\$102.82	\$61.77	\$87.48	\$113.18	\$0.00	\$0.00	(\$9.55)	(\$6.49)	(\$3.42)	\$133.84	\$156.48	\$179.12	\$179.12	7/1/2021	6/30/2022	51.41		
23	\$79.43	\$105.90	\$63.31	\$89.79	\$116.26	\$0.00	\$0.00	(\$8.01)	(\$4.18)	(\$0.34)	\$136.03	\$158.67	\$181.31	\$181.31	7/1/2022	6/30/2023	52.95		
24	\$81.81	\$109.08	\$64.90	\$92.17	\$119.44	\$0.00	\$0.00	(\$6.42)	(\$1.79)	(\$0.00)	\$138.28	\$160.92	\$186.40	\$186.40	7/1/2023	6/30/2024	54.54		
25	\$70.58	\$94.10	\$57.41	\$80.94	\$104.46	\$0.00	\$0.00	(\$13.91)	(\$13.03)	(\$12.14)	\$127.66	\$150.30	\$172.94	\$172.94	7/1/2018	6/30/2019	47.05		
26	\$72.69	\$96.92	\$58.82	\$83.05	\$107.28	\$0.00	\$0.00	(\$12.50)	(\$10.91)	(\$9.32)	\$129.66	\$152.30	\$174.94	\$174.94	7/1/2019	6/30/2020	48.46		
27	\$74.87	\$99.82	\$60.27	\$85.23	\$110.18	\$0.00	\$0.00	(\$11.05)	(\$8.74)	(\$6.42)	\$131.72	\$154.36	\$177.00	\$177.00	7/1/2020	6/30/2021	49.91		
28	\$77.12	\$102.82	\$61.77	\$87.48	\$113.18	\$0.00	\$0.00	(\$9.55)	(\$6.49)	(\$3.42)	\$133.84	\$156.48	\$179.12	\$179.12	7/1/2021	6/30/2022	51.41		
29	\$79.43	\$105.90	\$63.31	\$89.79	\$116.26	\$0.00	\$0.00	(\$8.01)	(\$4.18)	(\$0.34)	\$136.03	\$158.67	\$181.31	\$181.31	7/1/2022	6/30/2023	52.95		
30	\$81.81	\$109.08	\$64.90	\$92.17	\$119.44	\$0.00	\$0.00	(\$6.42)	(\$1.79)	(\$0.00)	\$138.28	\$160.92	\$186.40	\$186.40	7/1/2023	6/30/2024	54.54		
31	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$113.75	\$137.28	\$160.80	\$160.80	7/1/2018	6/30/2019	47.05		
32	\$70.58	\$94.10	\$57.41	\$80.94	\$104.46	\$0.00	\$0.00	(\$13.91)	(\$13.03)	(\$12.14)	\$127.66	\$150.30	\$172.94	\$172.94	7/1/2018	6/30/2019	47.05		
33	\$72.69	\$96.92	\$58.82	\$83.05	\$107.28	\$0.00	\$0.00	(\$12.50)	(\$10.91)	(\$9.32)	\$129.66	\$152.30	\$174.94	\$174.94	7/1/2019	6/30/2020	48.46		
34	\$74.87	\$99.82	\$60.27	\$85.23	\$110.18	\$0.00	\$0.00	(\$11.05)	(\$8.74)	(\$6.42)	\$131.72	\$154.36	\$177.00	\$177.00	7/1/2020	6/30/2021	49.91		
35	\$77.12	\$102.82	\$61.77	\$87.48	\$113.18	\$0.00	\$0.00	(\$9.55)	(\$6.49)	(\$3.42)	\$133.84	\$156.48	\$179.12	\$179.12	7/1/2021	6/30/2022	51.41		
36	\$79.43	\$105.90	\$63.31	\$89.79	\$116.26	\$0.00	\$0.00	(\$8.01)	(\$4.18)	(\$0.34)	\$136.03	\$158.67	\$181.31	\$181.31	7/1/2022	6/30/2023	52.95		
37	\$81.81	\$109.08	\$64.90	\$92.17	\$119.44	\$0.00	\$0.00	(\$6.42)	(\$1.79)	(\$0.00)	\$138.28	\$160.92	\$186.40	\$186.40	7/1/2023	6/30/2024	54.54		

Services covered under DIR determinations.

# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

CONTRACT TYPE \_\_\_\_\_  
 Sub Consultant's Participation Amount \$ \_\_\_\_\_

DATE \_\_\_\_\_

Rate	Employee Actual Rate (fringe benefits vary year over year)				Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class			
	Base Salary		Total = Base + Fringe		Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE			Applicable Multiplier Delta Base (Field)			From	To						
	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT						2.0 OT		
4	\$98.16	\$130.88	\$18.58	\$116.74	\$149.46	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$158.21	\$190.93	\$223.65	7/1/2018	6/30/2019	3.00%	\$ 65.44		
4	\$101.10	\$134.80	\$18.58	\$119.68	\$153.38	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$162.95	\$196.65	\$230.35	7/1/2019	6/30/2020	3.00%	\$ 67.40		
4	\$104.13	\$138.84	\$18.58	\$122.71	\$157.42	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$167.84	\$202.55	\$237.26	7/1/2020	6/30/2021	3.00%	\$ 69.42		
4	\$107.25	\$143.00	\$18.58	\$125.83	\$161.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$172.86	\$208.61	\$244.36	7/1/2021	6/30/2022	3.00%	\$ 71.50		
4	\$110.48	\$147.30	\$18.58	\$129.06	\$165.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$178.06	\$214.89	\$251.71	7/1/2022	6/30/2023	3.00%	\$ 73.65		
4	\$113.79	\$151.72	\$18.58	\$132.37	\$170.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.41	\$221.34	\$259.27	7/1/2023	6/30/2024	3.00%	\$ 75.86		
4	\$98.16	\$130.88	\$18.58	\$116.74	\$149.46	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$158.21	\$190.93	\$223.65	7/1/2018	6/30/2019	3.00%	\$ 65.44		
4	\$101.10	\$134.80	\$18.58	\$119.68	\$153.38	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$162.95	\$196.65	\$230.35	7/1/2019	6/30/2020	3.00%	\$ 67.40		
4	\$104.13	\$138.84	\$18.58	\$122.71	\$157.42	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$167.84	\$202.55	\$237.26	7/1/2020	6/30/2021	3.00%	\$ 69.42		
4	\$107.25	\$143.00	\$18.58	\$125.83	\$161.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$172.86	\$208.61	\$244.36	7/1/2021	6/30/2022	3.00%	\$ 71.50		
4	\$110.48	\$147.30	\$18.58	\$129.06	\$165.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$178.06	\$214.89	\$251.71	7/1/2022	6/30/2023	3.00%	\$ 73.65		
4	\$113.79	\$151.72	\$18.58	\$132.37	\$170.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.41	\$221.34	\$259.27	7/1/2023	6/30/2024	3.00%	\$ 75.86		
4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$158.21	\$190.93	\$223.65	7/1/2018	6/30/2019	3.00%	\$ 65.44	
4	\$86.76	\$115.68	\$9.66	\$96.42	\$125.34	(\$3.32)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$143.16	\$168.76	\$197.68	7/1/2018	6/30/2019	3.00%	\$ 57.84		
4	\$89.37	\$119.16	\$9.66	\$99.03	\$128.82	(\$1.58)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$145.63	\$173.84	\$203.63	7/1/2019	6/30/2020	3.00%	\$ 59.58		
4	\$92.06	\$122.74	\$9.66	\$101.72	\$132.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$148.37	\$179.06	\$209.74	7/1/2020	6/30/2021	3.00%	\$ 61.37		
4	\$94.82	\$126.42	\$9.66	\$104.48	\$136.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.82	\$184.43	\$216.03	7/1/2021	6/30/2022	3.00%	\$ 63.21		
4	\$97.67	\$130.22	\$9.66	\$107.33	\$139.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$157.42	\$189.97	\$222.53	7/1/2022	6/30/2023	3.00%	\$ 65.11		
4	\$100.59	\$134.12	\$9.66	\$110.25	\$143.78	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$162.13	\$195.66	\$229.19	7/1/2023	6/30/2024	3.00%	\$ 67.06		
4	\$86.76	\$115.68	\$9.66	\$96.42	\$125.34	(\$3.82)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$143.66	\$168.76	\$197.68	7/1/2018	6/30/2019	3.00%	\$ 57.84		
4	\$89.37	\$119.16	\$9.66	\$99.03	\$128.82	(\$2.08)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$146.13	\$173.84	\$203.63	7/1/2019	6/30/2020	3.00%	\$ 59.58		
4	\$92.06	\$122.74	\$9.66	\$101.72	\$132.40	(\$0.29)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$148.66	\$179.06	\$209.74	7/1/2020	6/30/2021	3.00%	\$ 61.37		
4	\$94.82	\$126.42	\$9.66	\$104.48	\$136.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.82	\$184.43	\$216.03	7/1/2021	6/30/2022	3.00%	\$ 63.21		
4	\$97.67	\$130.22	\$9.66	\$107.33	\$139.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$157.42	\$189.97	\$222.53	7/1/2022	6/30/2023	3.00%	\$ 65.11		
4	\$100.59	\$134.12	\$9.66	\$110.25	\$143.78	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$162.13	\$195.66	\$229.19	7/1/2023	6/30/2024	3.00%	\$ 67.06		
4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$139.84	\$168.76	\$197.68	7/1/2018	6/30/2019	3.00%	\$ 57.84		
4	\$86.76	\$115.68	\$9.66	\$96.42	\$125.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$143.66	\$168.76	\$197.68	7/1/2018	6/30/2019	3.00%	\$ 57.84		
4	\$89.37	\$119.16	\$9.66	\$99.03	\$128.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$146.13	\$173.84	\$203.63	7/1/2019	6/30/2020	3.00%	\$ 59.58		
4	\$92.06	\$122.74	\$9.66	\$101.72	\$132.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$148.66	\$179.06	\$209.74	7/1/2020	6/30/2021	3.00%	\$ 61.37		
4	\$94.82	\$126.42	\$9.66	\$104.48	\$136.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.82	\$184.43	\$216.03	7/1/2021	6/30/2022	3.00%	\$ 63.21		
4	\$97.67	\$130.22	\$9.66	\$107.33	\$139.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$157.42	\$189.97	\$222.53	7/1/2022	6/30/2023	3.00%	\$ 65.11		
4	\$100.59	\$134.12	\$9.66	\$110.25	\$143.78	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$162.13	\$195.66	\$229.19	7/1/2023	6/30/2024	3.00%	\$ 67.06		

reflected in the loaded rates

The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice. At Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their (in line with) the rates of similar personnel listed on this cost proposal having similar experience.

# HIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

L COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

CONTRACT TYPE:   
 Sub Consultant's Participation Amount \$

Home Office Personnel:		Fringe Benefit %		Overhead %		General Administration %		Combined %										
NORMAL	60.70%	0.00%	0.00%	107.10%	0.00%	167.80%	0.00%											
OVERTIME	0.00%	0.00%	0.00%															
Field Office Personnel:		Fringe Benefit %		Overhead %		General Administration %		Combined %										
NORMAL	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%										
OVERTIME	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%										
Applicable Multiplier Delta Fringe		Fringe		Applicable Multiplier Delta Base (Field)		Fee		Applicable Multiplier Delta Fringe (Field)										
=		=		=		=		=										
=		=		=		=		=										
Estimate	Employee Actual Rate (if it varies year over year)		DELTA (TOTAL) = Employee Total Rate - DIR Rate		Applicable DELTA (TOTAL) = DELTA (TOTAL) - DELTA BASE (Employee - DIR)		Applicable DELTA Base Rate		Applicable Base Rate		DIR Rate - Employee Base Rate		Applicable Delta Fringe		Total = Base + Fringe		Hourly Range for Class	
	Fringe	Estimate	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 37.02	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 36.13	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 39.27	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 40.45	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 41.66	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 42.91	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 26.33	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 30.21	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 31.12	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 32.05	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 33.01	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 34.00	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 26.44	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 27.23	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 28.88	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 29.78	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 30.65	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 48.56	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 50.02	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 53.07	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 54.66	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 56.30	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 39.42	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 40.60	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 41.82	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 43.07	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 44.36	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 45.89	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 65.00	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 66.95	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 68.96	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 29.56	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 30.47	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 31.38	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 32.32	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 27.88	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 28.72	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 29.56	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 30.47	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 31.38	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 32.32	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 36.06	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 37.14	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 38.25	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 39.40	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 40.58	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 41.80	N/A



# HIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

4. COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

CONTRACT TYPE

Sub Consultant's Participation Amount \$

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		60.70%	0.00%	107.10%	167.80%
OVERTIME		0.00%	0.00%	0.00%	0.00%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		0.00%	0.00%	0.00%	0.00%
OVERTIME		0.00%	0.00%	0.00%	0.00%

Applicable Multiplier Delta Fringe		Fee	
Applicable Multiplier Delta Base (Field)	Applicable Multiplier Delta Fringe (Field)	Applicable Multiplier Delta Base (Field)	Applicable Multiplier Delta Fringe (Field)
0.00	0.00	0.00	0.00

Employee Actual Rate (Rate varies year over year)	Total = Base + Fringe		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)		Loaded Hourly Billing Rates		Effective Date of Hourly Rate		Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class										
	Estimate	Straight	1.5 OT	2.0 OT	1.5 OT	2.0 OT	Straight	OT (1.5x)				OT (2x)	From	To							
N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$163.58	\$168.50	\$173.57	3.00%	\$55.53	6/30/2019	7/1/2018	6/30/2020	6/30/2021	6/30/2022	6/30/2023	6/30/2024	\$55.53		
N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$178.78	\$184.14	\$189.68	3.00%	\$60.69		7/1/2021	7/1/2022	7/1/2023	7/1/2024				\$60.69	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$96.30	\$99.19	\$102.16	3.00%	\$32.69		7/1/2018	7/1/2019	7/1/2020	7/1/2021	7/1/2022	7/1/2023	7/1/2024	\$32.69	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$105.22	\$108.38	\$111.62	3.00%	\$34.67		7/1/2021	7/1/2022	7/1/2023	7/1/2024				\$34.67	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$215.19	\$221.64	\$228.30	3.00%	\$73.05		7/1/2018	7/1/2019	7/1/2020	7/1/2021	7/1/2022	7/1/2023	7/1/2024	\$73.05	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$228.30	\$235.16	\$242.20	3.00%	\$75.24		7/1/2021	7/1/2022	7/1/2023	7/1/2024				\$75.24	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$249.48	\$259.48	\$269.48	3.00%	\$84.69		7/1/2023	7/1/2024						\$84.69	

Loaded rates

The billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.

Approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 02/08/18. Hourly rates proposal having similar experience.

Billing Rate = Loaded Rate Formula "C" above.

(1 + Fee) + (Delta Base + Delta Fringe)

Full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

**Exhibit 10H-4**

Cost Proposal for Contracts with Prevailing Wages

**EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES**

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE \_\_\_\_\_ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ \_\_\_\_\_

Category	Employee Actual Rate Fringe benefits vary year over year			Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate		Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	2.0 OT	1.5 OT	Total = Base + Fringe	2.0 OT	1.5 OT	2.0 OT	2.0 OT	1.5 OT	2.0 OT	2.0 OT	1.5 OT	2.0 OT	OT (1.5x)	OT (2x)	From	To			
Multiplier Delta Fringe	\$70.00	\$70.00	\$70.00	(\$25.88)	(\$25.88)	(\$25.88)	\$0.00	(\$23.12)	(\$23.12)	(\$23.12)	(\$25.88)	(\$25.88)	\$161.70	\$161.70	7/1/2018	6/30/2019	\$70.00		
Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)	\$72.10	\$72.10	\$72.10	(\$0.50)	(\$0.50)	(\$0.50)	\$0.00	(\$21.00)	(\$21.00)	(\$21.00)	(\$0.50)	(\$0.50)	\$166.55	\$166.55	7/1/2019	6/30/2020	\$72.10		
	\$74.26	\$74.26	\$74.26	\$0.00	\$0.00	\$0.00	\$0.00	(\$18.86)	(\$18.86)	(\$18.86)	\$0.00	\$0.00	\$171.54	\$171.54	7/1/2020	6/30/2021	\$74.26	N/A	
	\$76.49	\$76.49	\$76.49	\$0.00	\$0.00	\$0.00	\$0.00	(\$16.63)	(\$16.63)	(\$16.63)	\$0.00	\$0.00	\$176.69	\$176.69	7/1/2021	6/30/2022	\$76.49		
	\$78.78	\$78.78	\$78.78	\$0.00	\$0.00	\$0.00	\$0.00	(\$14.34)	(\$14.34)	(\$14.34)	\$0.00	\$0.00	\$181.98	\$181.98	7/1/2022	6/30/2023	\$78.78		
	\$81.14	\$81.14	\$81.14	\$0.00	\$0.00	\$0.00	\$0.00	(\$11.98)	(\$11.98)	(\$11.98)	\$0.00	\$0.00	\$187.43	\$187.43	7/1/2023	6/30/2024	\$81.14		
	\$70.00	\$70.00	\$70.00	(\$3.10)	(\$3.10)	(\$3.10)	\$0.00	(\$24.12)	(\$24.12)	(\$24.12)	(\$3.10)	(\$3.10)	\$161.70	\$161.70	7/1/2018	6/30/2019	\$70.00		
	\$72.10	\$72.10	\$72.10	(\$1.00)	(\$1.00)	(\$1.00)	\$0.00	(\$22.02)	(\$22.02)	(\$22.02)	(\$1.00)	(\$1.00)	\$166.55	\$166.55	7/1/2019	6/30/2020	\$72.10		
	\$74.26	\$74.26	\$74.26	\$0.00	\$0.00	\$0.00	\$0.00	(\$19.86)	(\$19.86)	(\$19.86)	\$0.00	\$0.00	\$171.54	\$171.54	7/1/2020	6/30/2021	\$74.26		
	\$76.49	\$76.49	\$76.49	\$0.00	\$0.00	\$0.00	\$0.00	(\$17.63)	(\$17.63)	(\$17.63)	\$0.00	\$0.00	\$176.69	\$176.69	7/1/2021	6/30/2022	\$76.49		
	\$78.78	\$78.78	\$78.78	\$0.00	\$0.00	\$0.00	\$0.00	(\$15.34)	(\$15.34)	(\$15.34)	\$0.00	\$0.00	\$181.98	\$181.98	7/1/2022	6/30/2023	\$78.78		
	\$81.14	\$81.14	\$81.14	\$0.00	\$0.00	\$0.00	\$0.00	(\$12.98)	(\$12.98)	(\$12.98)	\$0.00	\$0.00	\$187.43	\$187.43	7/1/2023	6/30/2024	\$81.14		
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$161.70	\$161.70	7/1/2018	6/30/2019	\$70.00		
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$166.55	\$166.55	7/1/2019	6/30/2020	\$72.10		
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$171.54	\$171.54	7/1/2020	6/30/2021	\$74.26		
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$176.69	\$176.69	7/1/2021	6/30/2022	\$76.49		
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$181.98	\$181.98	7/1/2022	6/30/2023	\$78.78		
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$187.43	\$187.43	7/1/2023	6/30/2024	\$81.14		

covered under DJR determinations.

reimbursed based on their

work time. Billing Rate = Loaded Rate Formula "C" above.

hourly Rate) (1 + Fee) + (Delta Base + Delta Fringe)

be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:





ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

DATE	CONTRACT TYPE										Sub Consultant's Participation Amount \$									
	Home Office Personnel:		Fringe Benefit %		Overhead %		General Administration %		Combined %		Field Office Personnel:		Fringe Benefit %		Overhead %		General Administration %		Combined %	
	NORMAL	OVERTIME	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	128.46%	NORMAL	OVERTIME	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	128.46%	

ID	Employee Actual Rate (fringe benefits vary year over year)															Applicable Delta Fringe = Delta Total - Delta Base (Employee - DIR)			Applicable Delta Fringe = Delta Total - Delta Base (Employee - DIR)			Applicable Multiplier Delta Fringe (Field)		Hourly Range for Class							
	Base Salary		Fringe		Total = Base + Fringe		1.5 OT		2.0 OT		1.5 OT		2.0 OT		Straight		1.5 OT		2.0 OT		1.5 OT		2.0 OT		1.5 OT		2.0 OT		Effective Date of Hourly Rate	Actual Hourly Rate and/or Average Hourly Rate	
	1.5 OT	2.0 OT	Estimate	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT		1.5 OT	2.0 OT	From	To			
7	\$81.71	\$108.94	\$13.41	\$67.88	\$95.12	\$122.35	\$0.00	\$0.00	\$0.00	\$0.00	(\$0.77)	(\$0.77)	\$0.00	\$0.00	(\$4.72)	(\$4.72)	\$0.00	\$0.00	\$191.36	\$191.36	0.00%	0.00%	0.00%	0.00%	7/1/2018	6/30/2019	\$ 54.47				
7	\$84.15	\$112.20	\$13.41	\$69.51	\$97.56	\$125.61	\$0.00	\$0.00	\$0.00	\$0.00	(\$1.77)	(\$1.77)	\$0.00	\$0.00	(\$5.39)	(\$5.39)	\$0.00	\$0.00	\$197.08	\$197.08	3.00%	3.00%	3.00%	3.00%	7/1/2019	6/30/2020	\$ 56.10				
8	\$86.67	\$115.56	\$13.41	\$71.19	\$100.08	\$128.97	\$0.00	\$0.00	\$0.00	\$0.00	(\$3.71)	(\$3.71)	\$0.00	\$0.00	(\$174.03)	(\$174.03)	\$0.00	\$0.00	\$202.98	\$202.98	3.00%	3.00%	3.00%	3.00%	7/1/2020	6/30/2021	\$ 57.78				
1	\$89.27	\$119.02	\$13.41	\$72.92	\$102.88	\$132.43	\$0.00	\$0.00	\$0.00	\$0.00	(\$1.98)	(\$1.98)	\$0.00	\$0.00	(\$179.31)	(\$179.31)	\$0.00	\$0.00	\$209.06	\$209.06	3.00%	3.00%	3.00%	3.00%	7/1/2021	6/30/2022	\$ 59.51				
4	\$91.95	\$122.60	\$13.41	\$74.71	\$105.36	\$136.01	\$0.00	\$0.00	\$0.00	\$0.00	(\$0.19)	(\$0.19)	\$0.00	\$0.00	(\$184.70)	(\$184.70)	\$0.00	\$0.00	\$215.35	\$215.35	3.00%	3.00%	3.00%	3.00%	7/1/2022	6/30/2023	\$ 61.30				
4	\$94.71	\$126.28	\$13.41	\$76.55	\$108.12	\$139.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$190.24)	(\$190.24)	\$0.00	\$0.00	\$221.81	\$221.81	3.00%	3.00%	3.00%	3.00%	7/1/2023	6/30/2024	\$ 63.14				
7	\$81.71	\$108.94	\$13.41	\$67.88	\$95.12	\$122.35	\$0.00	\$0.00	\$0.00	\$0.00	(\$1.52)	(\$1.52)	\$0.00	\$0.00	(\$5.22)	(\$5.22)	\$0.00	\$0.00	\$191.36	\$191.36	0.00%	0.00%	0.00%	0.00%	7/1/2018	6/30/2019	\$ 54.47				
7	\$84.15	\$112.20	\$13.41	\$69.51	\$97.56	\$125.61	\$0.00	\$0.00	\$0.00	\$0.00	(\$2.52)	(\$2.52)	\$0.00	\$0.00	(\$5.89)	(\$5.89)	\$0.00	\$0.00	\$197.08	\$197.08	3.00%	3.00%	3.00%	3.00%	7/1/2019	6/30/2020	\$ 56.10				
8	\$86.67	\$115.56	\$13.41	\$71.19	\$100.08	\$128.97	\$0.00	\$0.00	\$0.00	\$0.00	(\$4.21)	(\$4.21)	\$0.00	\$0.00	(\$6.48)	(\$6.48)	\$0.00	\$0.00	\$202.98	\$202.98	3.00%	3.00%	3.00%	3.00%	7/1/2020	6/30/2021	\$ 57.78				
1	\$89.27	\$119.02	\$13.41	\$72.92	\$102.88	\$132.43	\$0.00	\$0.00	\$0.00	\$0.00	(\$2.48)	(\$2.48)	\$0.00	\$0.00	(\$7.79)	(\$7.79)	\$0.00	\$0.00	\$209.06	\$209.06	3.00%	3.00%	3.00%	3.00%	7/1/2021	6/30/2022	\$ 59.51				
4	\$91.95	\$122.60	\$13.41	\$74.71	\$105.36	\$136.01	\$0.00	\$0.00	\$0.00	\$0.00	(\$0.69)	(\$0.69)	\$0.00	\$0.00	(\$8.70)	(\$8.70)	\$0.00	\$0.00	\$215.35	\$215.35	3.00%	3.00%	3.00%	3.00%	7/1/2022	6/30/2023	\$ 61.30				
4	\$94.71	\$126.28	\$13.41	\$76.55	\$108.12	\$139.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$10.24)	(\$10.24)	\$0.00	\$0.00	\$221.81	\$221.81	3.00%	3.00%	3.00%	3.00%	7/1/2023	6/30/2024	\$ 63.14				
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$191.36	\$191.36	0.00%	0.00%	0.00%	0.00%	7/1/2018	6/30/2019	\$ 54.47			
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$197.08	\$197.08	3.00%	3.00%	3.00%	3.00%	7/1/2019	6/30/2020	\$ 56.10			
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$174.09	\$174.09	3.00%	3.00%	3.00%	3.00%	7/1/2020	6/30/2021	\$ 57.78			
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$179.31	\$179.31	3.00%	3.00%	3.00%	3.00%	7/1/2021	6/30/2022	\$ 59.51			
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$184.70	\$184.70	3.00%	3.00%	3.00%	3.00%	7/1/2022	6/30/2023	\$ 61.30			
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$190.24	\$190.24	3.00%	3.00%	3.00%	3.00%	7/1/2023	6/30/2024	\$ 63.14			
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$164.12	\$164.12	0.00%	0.00%	0.00%	0.00%	7/1/2018	6/30/2019	\$ 54.47			
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$169.03	\$169.03	3.00%	3.00%	3.00%	3.00%	7/1/2019	6/30/2020	\$ 56.10			
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$174.09	\$174.09	3.00%	3.00%	3.00%	3.00%	7/1/2020	6/30/2021	\$ 57.78			
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$179.31	\$179.31	3.00%	3.00%	3.00%	3.00%	7/1/2021	6/30/2022	\$ 59.51			
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$184.70	\$184.70	3.00%	3.00%	3.00%	3.00%	7/1/2022	6/30/2023	\$ 61.30			
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$190.24	\$190.24	3.00%	3.00%	3.00%	3.00%	7/1/2023	6/30/2024	\$ 63.14			
7	\$87.11	\$116.14	\$8.42	\$66.49	\$95.53	\$124.56	\$0.00	\$0.00	\$0.00	\$0.00	(\$0.35)	(\$0.35)	\$0.00	\$0.00	(\$175.86)	(\$175.86)	\$0.00	\$0.00	\$204.00	\$204.00	0.00%	0.00%	0.00%	0.00%	7/1/2018	6/30/2019	\$ 58.07				
1	\$89.72	\$119.62	\$8.42	\$68.23	\$98.14	\$128.04	\$0.00	\$0.00	\$0.00	\$0.00	(\$4.37)	(\$4.37)	\$0.00	\$0.00	(\$180.21)	(\$180.21)	\$0.00	\$0.00	\$210.12	\$210.12	3.00%	3.00%	3.00%	3.00%	7/1/2019	6/30/2020	\$ 59.81				
5	\$92.40	\$123.20	\$8.42	\$70.02	\$100.82	\$131.62	\$0.00	\$0.00	\$0.00	\$0.00	(\$2.58)	(\$2.58)	\$0.00	\$0.00	(\$185.60)	(\$185.60)	\$0.00	\$0.00	\$216.40	\$216.40	3.00%	3.00%	3.00%	3.00%	7/1/2020	6/30/2021	\$ 61.60				
5	\$95.18	\$126.90	\$8.42	\$71.87	\$103.60	\$135.32	\$0.00	\$0.00	\$0.00	\$0.00	(\$0.73)	(\$0.73)	\$0.00	\$0.00	(\$191.18)	(\$191.18)	\$0.00	\$0.00	\$222.90	\$222.90	3.00%	3.00%	3.00%	3.00%	7/1/2021	6/30/2022	\$ 63.45				
5	\$98.03	\$130.70	\$8.42	\$73.77	\$106.45	\$139.12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$196.90)	(\$196.90)	\$0.00	\$0.00	\$229.58	\$229.58	3.00%	3.00%	3.00%	3.00%	7/1/2022	6/30/2023	\$ 65.35				
1	\$100.97	\$134.62	\$8.42	\$75.73	\$109.39	\$143.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$202.81)	(\$202.81)	\$0.00	\$0.00	\$236.46	\$236.46	3.00%	3.00%	3.00%	3.00%	7/1/2023	6/30/2024	\$ 67.31				
7	\$87.11	\$116.14	\$8.42	\$66.49	\$95.53	\$124.56	\$0.00	\$0.00	\$0.00	\$0.00	(\$6.61)	(\$6.61)	\$0.00	\$0.00	(\$177.75)	(\$177.75)	\$0.00	\$0.00	\$204.00	\$204.00	0.00%	0.00%	0.00%	0.00%	7/1/2018	6/30/2019	\$ 58.07				
7	\$89.72	\$119.62	\$8.42	\$68.23	\$98.14	\$128.04	\$0.00	\$0.00	\$0.00	\$0.00	(\$4.87)	(\$4.87)	\$0.00	\$0.00	(\$180.21)	(\$180.21)	\$0.00	\$0.00	\$210.12	\$210.12	3.00%	3.00%	3.00%	3.00%	7/1/2019	6/30/2020	\$ 59.81				
5	\$92.40	\$123.20	\$8.42	\$70.02	\$100.82	\$131.62	\$0.00	\$0.00	\$0.00	\$0.00	(\$3.08)	(\$3.08)	\$0.00	\$0.00	(\$185.60)	(\$185.60)	\$0.00	\$0.00	\$216.40	\$216.40	3.00%	3.00%	3.00%	3.00%	7/1/2020	6/30/2021	\$ 61.60				
5	\$95.18	\$126.90	\$8.42	\$71.87	\$103.60	\$135.32	\$0.00	\$0.00	\$0.00	\$0.00	(\$1.23)	(\$1.23)	\$0.00	\$0.00	(\$191.18)	(\$191.18)	\$0.00	\$0.00	\$222.90	\$222.90	3.00%	3.00%	3.00%	3.00%	7/1/2021	6/30/2022	\$ 63.45				
5	\$98.03	\$130.70	\$8.42	\$73.77	\$106.45	\$139.12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$196.90)	(\$196.90)	\$0.00	\$0.00	\$229.58	\$229.58	3.00%	3.00%	3.00%	3.00%	7/1/2022	6/30/2023	\$ 65.35				
1	\$100.97	\$134.62	\$8.42	\$75.73	\$109.39	\$143.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$202.81)	(\$202.81)	\$0.00	\$0.00	\$236.46	\$236.46	3.00%	3.00%	3.00%	3.00%	7/1/2023	6/30/2024	\$ 67.31				
7	\$87.11	\$116.14	\$8.42	\$66.49	\$95.53	\$124.56	\$0.00	\$0.00	\$0.00	\$0.00	(\$6.61)	(\$6.61)	\$0.00	\$0.00	(\$177.75)	(\$177.75)	\$0.00	\$0.00	\$204.00	\$204.00	0.00%	0.00%	0.00%	0.00%	7/1/2018	6/30/2019	\$ 58.07				
7	\$89.72	\$119.62	\$8.42	\$68.23	\$98.14	\$128.04	\$0.00	\$0.00	\$0.00	\$0.00	(\$4.87)	(\$4.87)	\$0.00	\$0.00	(\$180.21)	(\$180.21)	\$0.00	\$0.00	\$210.12	\$210.12	3.00%	3.00%	3.00%	3.00%	7/1/2019	6/30/2020	\$ 59.81				
5	\$92.40	\$123.20	\$8.42	\$70.02	\$100.82																										

# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE \_\_\_\_\_ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ \_\_\_\_\_

DATE \_\_\_\_\_

Home Office Personnel:				
Fringe Benefit %	Overhead %	General Administration %	Combined %	
NORMAL 0.00%	0.00%	0.00%	= 128.46%	
OVERTIME 0.00%	0.00%	0.00%	= 128.46%	
Field Office Personnel:				
Fringe Benefit %	Overhead %	General Administration %	Combined %	
NORMAL 0.00%	0.00%	0.00%	= 128.46%	
OVERTIME 0.00%	0.00%	0.00%	= 128.46%	
Applicable Multiplier Delta Base (Field)			= 2.5131	
Applicable Multiplier Fringe (Field)			= 2.5131	

Base Salary	Employee Actual Rate (fringe benefits vary year over year)		Applicable Delta Fringe = Delta Total - DIR Total		Applicable Delta Base = DIR Rate - Employee Base Rate		Loaded Hourly Billing Rates			Effective Date of Hourly Rate	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Estimate	Total = Base + Fringe	1.5 OT	2.0 OT	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)			
3	\$91.58	\$122.10	\$69.98	\$129.08	\$0.00	\$0.00	\$0.00	\$183.95	\$214.47	7/1/2018	\$ 61.05	N/A
5	\$94.32	\$125.76	\$69.86	\$132.74	\$0.00	\$0.00	\$0.00	\$164.91	\$220.90	6/30/2020	\$ 62.88	N/A
7	\$97.16	\$129.54	\$71.75	\$136.52	\$0.00	\$0.00	\$0.00	\$164.91	\$227.54	7/1/2020	\$ 64.77	N/A
1	\$100.07	\$133.42	\$73.69	\$140.40	\$0.00	\$0.00	\$0.00	\$167.65	\$234.36	7/1/2021	\$ 66.71	N/A
4	\$103.07	\$137.42	\$75.69	\$144.40	\$0.00	\$0.00	\$0.00	\$172.67	\$241.38	6/30/2023	\$ 68.71	N/A
7	\$106.16	\$141.54	\$77.75	\$148.52	\$0.00	\$0.00	\$0.00	\$177.85	\$248.62	6/30/2024	\$ 70.77	N/A
5	\$91.58	\$122.10	\$69.98	\$129.08	\$0.00	\$0.00	\$0.00	\$166.16	\$214.47	7/1/2018	\$ 61.05	N/A
7	\$94.32	\$125.76	\$69.86	\$132.74	\$0.00	\$0.00	\$0.00	\$166.16	\$220.90	6/30/2020	\$ 62.88	N/A
1	\$100.07	\$133.42	\$73.69	\$140.40	\$0.00	\$0.00	\$0.00	\$167.65	\$234.36	7/1/2021	\$ 66.71	N/A
7	\$106.16	\$141.54	\$77.75	\$148.52	\$0.00	\$0.00	\$0.00	\$177.85	\$248.62	6/30/2024	\$ 70.77	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$153.42	\$214.47	7/1/2018	\$ 61.05	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$158.02	\$220.90	6/30/2020	\$ 62.88	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$162.77	\$227.54	6/30/2021	\$ 64.77	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$167.65	\$234.36	6/30/2022	\$ 66.71	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$172.67	\$241.38	6/30/2023	\$ 68.71	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$177.85	\$248.62	6/30/2024	\$ 70.77	N/A
9	\$87.29	\$116.38	\$72.41	\$130.60	\$0.00	\$0.00	\$0.00	\$146.71	\$204.42	6/30/2019	\$ 58.19	N/A
1	\$89.91	\$119.88	\$74.16	\$134.10	\$0.00	\$0.00	\$0.00	\$150.63	\$210.57	6/30/2020	\$ 59.94	N/A
4	\$92.61	\$123.48	\$75.96	\$137.70	\$0.00	\$0.00	\$0.00	\$155.16	\$216.90	6/30/2021	\$ 61.74	N/A
9	\$95.39	\$127.18	\$77.81	\$141.40	\$0.00	\$0.00	\$0.00	\$159.81	\$223.40	6/30/2022	\$ 63.59	N/A
1	\$98.25	\$131.00	\$79.72	\$145.22	\$0.00	\$0.00	\$0.00	\$164.61	\$230.11	7/1/2022	\$ 65.50	N/A
7	\$101.21	\$134.94	\$81.69	\$149.16	\$0.00	\$0.00	\$0.00	\$169.56	\$237.03	6/30/2024	\$ 67.47	N/A
9	\$87.29	\$116.38	\$72.41	\$130.60	\$0.00	\$0.00	\$0.00	\$147.97	\$204.42	6/30/2019	\$ 58.19	N/A
1	\$89.91	\$119.88	\$74.16	\$134.10	\$0.00	\$0.00	\$0.00	\$150.63	\$210.57	6/30/2020	\$ 59.94	N/A
4	\$92.61	\$123.48	\$75.96	\$137.70	\$0.00	\$0.00	\$0.00	\$155.16	\$216.90	6/30/2021	\$ 61.74	N/A
9	\$95.39	\$127.18	\$77.81	\$141.40	\$0.00	\$0.00	\$0.00	\$159.81	\$223.40	6/30/2022	\$ 63.59	N/A
1	\$98.25	\$131.00	\$79.72	\$145.22	\$0.00	\$0.00	\$0.00	\$164.61	\$230.11	7/1/2022	\$ 65.50	N/A
7	\$101.21	\$134.94	\$81.69	\$149.16	\$0.00	\$0.00	\$0.00	\$169.56	\$237.03	6/30/2024	\$ 67.47	N/A
9	\$87.29	\$116.38	\$72.41	\$130.60	\$0.00	\$0.00	\$0.00	\$146.23	\$204.42	6/30/2019	\$ 58.19	N/A
1	\$89.91	\$119.88	\$74.16	\$134.10	\$0.00	\$0.00	\$0.00	\$150.63	\$210.57	6/30/2020	\$ 59.94	N/A
4	\$92.61	\$123.48	\$75.96	\$137.70	\$0.00	\$0.00	\$0.00	\$155.16	\$216.90	6/30/2021	\$ 61.74	N/A
9	\$95.39	\$127.18	\$77.81	\$141.40	\$0.00	\$0.00	\$0.00	\$159.81	\$223.40	6/30/2022	\$ 63.59	N/A
1	\$98.25	\$131.00	\$79.72	\$145.22	\$0.00	\$0.00	\$0.00	\$164.61	\$230.11	7/1/2022	\$ 65.50	N/A
7	\$101.21	\$134.94	\$81.69	\$149.16	\$0.00	\$0.00	\$0.00	\$169.56	\$237.03	6/30/2024	\$ 67.47	N/A
9	\$87.29	\$116.38	\$72.41	\$130.60	\$0.00	\$0.00	\$0.00	\$146.23	\$204.42	6/30/2019	\$ 58.19	N/A
1	\$89.91	\$119.88	\$74.16	\$134.10	\$0.00	\$0.00	\$0.00	\$150.63	\$210.57	6/30/2020	\$ 59.94	N/A
4	\$92.61	\$123.48	\$75.96	\$137.70	\$0.00	\$0.00	\$0.00	\$155.16	\$216.90	6/30/2021	\$ 61.74	N/A
9	\$95.39	\$127.18	\$77.81	\$141.40	\$0.00	\$0.00	\$0.00	\$159.81	\$223.40	6/30/2022	\$ 63.59	N/A
1	\$98.25	\$131.00	\$79.72	\$145.22	\$0.00	\$0.00	\$0.00	\$164.61	\$230.11	7/1/2022	\$ 65.50	N/A
7	\$101.21	\$134.94	\$81.69	\$149.16	\$0.00	\$0.00	\$0.00	\$169.56	\$237.03	6/30/2024	\$ 67.47	N/A
9	\$87.29	\$116.38	\$72.41	\$130.60	\$0.00	\$0.00	\$0.00	\$146.23	\$204.42	6/30/2019	\$ 58.19	N/A
1	\$89.91	\$119.88	\$74.16	\$134.10	\$0.00	\$0.00	\$0.00	\$150.63	\$210.57	6/30/2020	\$ 59.94	N/A
4	\$92.61	\$123.48	\$75.96	\$137.70	\$0.00	\$0.00	\$0.00	\$155.16	\$216.90	6/30/2021	\$ 61.74	N/A
9	\$95.39	\$127.18	\$77.81	\$141.40	\$0.00	\$0.00	\$0.00	\$159.81	\$223.40	6/30/2022	\$ 63.59	N/A
1	\$98.25	\$131.00	\$79.72	\$145.22	\$0.00	\$0.00	\$0.00	\$164.61	\$230.11	7/1/2022	\$ 65.50	N/A
7	\$101.21	\$134.94	\$81.69	\$149.16	\$0.00	\$0.00	\$0.00	\$169.56	\$237.03	6/30/2024	\$ 67.47	N/A
9	\$87.29	\$116.38	\$72.41	\$130.60	\$0.00	\$0.00	\$0.00	\$146.23	\$204.42	6/30/2019	\$ 58.19	N/A
1	\$89.91	\$119.88	\$74.16	\$134.10	\$0.00	\$0.00	\$0.00	\$150.63	\$210.57	6/30/2020	\$ 59.94	N/A
4	\$92.61	\$123.48	\$75.96	\$137.70	\$0.00	\$0.00	\$0.00	\$155.16	\$216.90	6/30/2021	\$ 61.74	N/A
9	\$95.39	\$127.18	\$77.81	\$141.40	\$0.00	\$0.00	\$0.00	\$159.81	\$223.40	6/30/2022	\$ 63.59	N/A
1	\$98.25	\$131.00	\$79.72	\$145.22	\$0.00	\$0.00	\$0.00	\$164.61	\$230.11	7/1/2022	\$ 65.50	N/A
7	\$101.21	\$134.94	\$81.69	\$149.16	\$0.00	\$0.00	\$0.00	\$169.56	\$237.03	6/30/2024	\$ 67.47	N/A
9	\$87.29	\$116.38	\$72.41	\$130.60	\$0.00	\$0.00	\$0.00	\$146.23	\$204.42	6/30/2019	\$ 58.19	N/A
1	\$89.91	\$119.88	\$74.16	\$134.10	\$0.00	\$0.00	\$0.00	\$150.63	\$210.57	6/30/2020	\$ 59.94	N/A
4	\$92.61	\$123.48	\$75.96	\$137.70	\$0.00	\$0.00	\$0.00	\$155.16	\$216.90	6/30/2021	\$ 61.74	N/A
9	\$95.39	\$127.18	\$77.81	\$141.40	\$0.00	\$0.00	\$0.00	\$159.81	\$223.40	6/30/2022	\$ 63.59	N/A
1	\$98.25	\$131.00	\$79.72	\$145.22	\$0.00	\$0.00	\$0.00	\$164.61	\$230.11	7/1/2022	\$ 65.50	N/A
7	\$101.21	\$134.94	\$81.69	\$149.16	\$0.00	\$0.00	\$0.00	\$169.56	\$237.03	6/30/2024	\$ 67.47	N/A
9	\$87.29	\$116.38	\$72.41	\$130.60	\$0.00	\$0.00	\$0.00	\$146.23	\$204.42	6/30/2019	\$ 58.19	N/A
1	\$89.91	\$119.88	\$74.16	\$134.10	\$0.00	\$0.00	\$0.00	\$150.63	\$210.57	6/30/2020	\$ 59.94	N/A
4	\$92.61	\$123.48	\$75.96	\$137.70	\$0.00	\$0.00	\$0.00	\$155.16	\$216.90	6/30/2021	\$ 61.74	N/A
9	\$95.39	\$127.18	\$77.81	\$141.40	\$0.00	\$0.00	\$0.00	\$159.81	\$223.40	6/30/2022	\$ 63.59	N/A
1	\$98.25	\$131.00	\$79.72	\$145.22	\$0.00	\$0.00	\$0.00	\$164.61	\$230.11	7/1/2022	\$ 65.50	N/A
7	\$101.21	\$134.94	\$81.69	\$149.16	\$0.00	\$0.00	\$0.00	\$169.56	\$237.03	6/30/2024	\$ 67.47	N/A
9	\$87.29	\$116.38	\$72.41	\$130.60	\$0.00	\$0.00	\$0.00	\$146.23	\$204.42	6/30/2019	\$ 58.19	N/A
1	\$89.91	\$119.88	\$74.16	\$134.10	\$0.00	\$0.00	\$0.00	\$150.63	\$210.57	6/30/2020	\$ 59.94	N/A
4	\$92.61	\$123.48	\$75.96	\$137.70	\$0.00	\$0.00	\$0.00	\$155.16	\$216.90	6/30/2021	\$ 61.74	N/A
9	\$95.39	\$127.18	\$77.81	\$141.40	\$0.00	\$0.00	\$0.00	\$159.81	\$223.40	6/30/2022	\$ 63.59	N/A
1	\$98.25	\$131.00	\$79.72	\$145.22	\$0.00	\$0.00	\$0.00	\$164.61	\$230.11	7/1/2022	\$ 65.50	N/A
7	\$101.21	\$134.94	\$81.69	\$149.16	\$0.00	\$0.00	\$0.00	\$169.56	\$237.03	6/30/2024	\$ 67.47	N/A
9	\$87.29	\$116.38	\$72.41	\$130.60	\$0.00	\$0.00	\$0.00	\$146.23	\$204.42	6/30/2019	\$ 58.19	N/A
1	\$89.91	\$119.88	\$74.16	\$134.10	\$0.00	\$0.00	\$0.00	\$150.63	\$210.57	6/30/2020	\$ 59.94	N/A
4	\$92.61	\$123.48	\$75.96	\$137.70	\$0.00	\$0.00	\$0.00	\$155.16	\$216.90	6/30/2021	\$ 61.74	N/A
9	\$95.39	\$127.18	\$77.81	\$141.40	\$0.00	\$0.00	\$0.00	\$159.81	\$223.40	6/30/2022	\$ 63.59	N/A
1	\$98.25	\$131.00	\$79.72	\$145.22	\$0.00	\$0.00	\$0.00	\$164.61	\$230.11	7/1/2022	\$ 65.50	N/A
7	\$101.21	\$134.94	\$81.69	\$149.16	\$0.00	\$0.00	\$0.00	\$169.56	\$237.03	6/30/2024	\$ 67.47	N/A
9	\$87.29	\$116.38	\$72.41	\$130.60	\$0.00	\$0.00	\$0.00	\$146.23	\$204.42	6/30/2019	\$ 58.19	N/A
1	\$89.91	\$119.88	\$74.16	\$134.10	\$0.00	\$0.00	\$0.00	\$150.				

# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

CONTRACT TYPE \_\_\_\_\_

Sub Consultant's Participation Amount \$ \_\_\_\_\_

DATE \_\_\_\_\_

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	0.00%	0.00%	0.00%	128.46%
OVERTIME	0.00%	0.00%	0.00%	0.00%	128.46%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	0.00%	0.00%	0.00%	128.46%
OVERTIME	0.00%	0.00%	0.00%	0.00%	128.46%

Employee Actual Rate (fringe benefits vary year over year)		Applicable Delta Fringe = DELTA TOTAL - DELTA BASE (Employee - DIR)		Applicable Delta Fringe = DELTA TOTAL - DELTA BASE (Employee - DIR)		Applicable Multiplier Delta Base (Field)		Applicable Multiplier Delta Base (Field)	
Base Salary	Estimate	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	OT (1.5x)	OT (2x)

Rate	Employee Actual Rate (fringe benefits vary year over year)		Applicable Delta Fringe = DELTA TOTAL - DELTA BASE (Employee - DIR)		Applicable Delta Fringe = DELTA TOTAL - DELTA BASE (Employee - DIR)		Applicable Multiplier Delta Base (Field)		Applicable Multiplier Delta Base (Field)		Actual Hourly Rate and/or Hourly Rate	Hourly Range for Class
	Base Salary	Estimate	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	OT (1.5x)	OT (2x)		
1	\$88.13	\$117.50	\$131.13	\$131.13	\$0.00	\$0.00	\$0.00	\$0.00	\$177.02	\$206.39	\$58.75	N/A
2	\$90.77	\$121.02	\$134.65	\$134.65	\$0.00	\$0.00	\$0.00	\$0.00	\$182.32	\$212.58	\$60.51	N/A
3	\$93.50	\$124.66	\$138.29	\$138.29	\$0.00	\$0.00	\$0.00	\$0.00	\$187.80	\$218.97	\$62.33	N/A
4	\$96.30	\$128.40	\$142.03	\$142.03	\$0.00	\$0.00	\$0.00	\$0.00	\$193.44	\$225.54	\$64.20	N/A
5	\$99.20	\$132.26	\$145.89	\$145.89	\$0.00	\$0.00	\$0.00	\$0.00	\$199.25	\$232.32	\$66.13	N/A
6	\$102.17	\$136.22	\$149.85	\$149.85	\$0.00	\$0.00	\$0.00	\$0.00	\$205.22	\$239.27	\$68.11	N/A
7	\$88.13	\$117.50	\$131.13	\$131.13	\$0.00	\$0.00	\$0.00	\$0.00	\$177.02	\$206.39	\$58.75	N/A
8	\$90.77	\$121.02	\$134.65	\$134.65	\$0.00	\$0.00	\$0.00	\$0.00	\$182.32	\$212.58	\$60.51	N/A
9	\$93.50	\$124.66	\$138.29	\$138.29	\$0.00	\$0.00	\$0.00	\$0.00	\$187.80	\$218.97	\$62.33	N/A
10	\$96.30	\$128.40	\$142.03	\$142.03	\$0.00	\$0.00	\$0.00	\$0.00	\$193.44	\$225.54	\$64.20	N/A
11	\$99.20	\$132.26	\$145.89	\$145.89	\$0.00	\$0.00	\$0.00	\$0.00	\$199.25	\$232.32	\$66.13	N/A
12	\$102.17	\$136.22	\$149.85	\$149.85	\$0.00	\$0.00	\$0.00	\$0.00	\$205.22	\$239.27	\$68.11	N/A
13	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$177.02	\$206.39	\$58.75	N/A
14	\$83.79	\$111.72	\$123.74	\$123.74	\$0.00	\$0.00	\$0.00	\$0.00	\$152.24	\$168.49	\$55.88	N/A
15	\$86.31	\$115.08	\$127.10	\$127.10	\$0.00	\$0.00	\$0.00	\$0.00	\$152.24	\$173.37	\$57.54	N/A
16	\$88.91	\$118.54	\$130.56	\$130.56	\$0.00	\$0.00	\$0.00	\$0.00	\$152.24	\$178.58	\$59.27	N/A
17	\$91.58	\$122.10	\$134.12	\$134.12	\$0.00	\$0.00	\$0.00	\$0.00	\$153.42	\$183.95	\$61.05	N/A
18	\$94.32	\$125.76	\$137.78	\$137.78	\$0.00	\$0.00	\$0.00	\$0.00	\$158.02	\$189.46	\$62.88	N/A
19	\$97.16	\$129.54	\$141.56	\$141.56	\$0.00	\$0.00	\$0.00	\$0.00	\$162.77	\$195.16	\$64.77	N/A
20	\$83.79	\$111.72	\$123.74	\$123.74	\$0.00	\$0.00	\$0.00	\$0.00	\$153.50	\$170.37	\$56.86	N/A
21	\$86.31	\$115.08	\$127.10	\$127.10	\$0.00	\$0.00	\$0.00	\$0.00	\$153.50	\$173.37	\$57.54	N/A
22	\$88.91	\$118.54	\$130.56	\$130.56	\$0.00	\$0.00	\$0.00	\$0.00	\$153.50	\$178.58	\$59.27	N/A
23	\$91.58	\$122.10	\$134.12	\$134.12	\$0.00	\$0.00	\$0.00	\$0.00	\$153.50	\$183.95	\$61.05	N/A
24	\$94.32	\$125.76	\$137.78	\$137.78	\$0.00	\$0.00	\$0.00	\$0.00	\$158.02	\$189.46	\$62.88	N/A
25	\$97.16	\$129.54	\$141.56	\$141.56	\$0.00	\$0.00	\$0.00	\$0.00	\$162.77	\$195.16	\$64.77	N/A
26	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$140.38	\$168.31	\$55.86	N/A
27	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$144.60	\$173.37	\$57.54	N/A
28	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$148.95	\$178.58	\$59.27	N/A
29	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$153.42	\$183.95	\$61.05	N/A
30	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$158.02	\$189.46	\$62.88	N/A
31	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$162.77	\$195.16	\$64.77	N/A
32	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$88.59	\$106.21	\$35.25	N/A
33	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$91.25	\$109.40	\$36.31	N/A
34	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$93.99	\$112.69	\$37.40	N/A
35	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$96.80	\$116.06	\$38.58	N/A
36	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$99.72	\$119.56	\$39.68	N/A
37	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$102.71	\$123.14	\$40.87	N/A

reflected in the loaded rates

staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statements submitted with each invoice. Managers are advised that for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual rates.

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$

DATE

Table with columns: Date, Contract Type, Sub Consultant's Participation Amount, Base Salary, Employee Actual Rate (fringe benefits vary year over year), Applicable Delta Fringe = Delta Total - DIR Total, Applicable Delta Fringe = Delta Total - Employee Base Rate, Applicable Delta Fringe = Delta Total - Delta Base (Employee - DIR), Loaded Hourly Billing Rates (Straight, OT (1.5x), OT (2x)), Effective Date of Hourly Rate (From, To), % Escalation Increase, Actual Hourly Rate and/or Average Hourly Rate, Hourly Range for Class, Combined % (General Administration, Overhead, Fringe Benefit, Overtime).

**ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS**

CONTRACT TYPE \_\_\_\_\_ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ \_\_\_\_\_

DATE \_\_\_\_\_

<b>Home Office Personnel:</b>		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	0.00%	0.00%	0.00%	128.46%
OVERTIME	0.00%	0.00%	0.00%	0.00%	128.46%
<b>Field Office Personnel:</b>		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	0.00%	0.00%	0.00%	128.46%
OVERTIME	0.00%	0.00%	0.00%	0.00%	128.46%

+ Delta Fringe \* (Applicable Multiplier Delta Fringe) = Fee = 10.00%

Services covered under DIR determinations. Applicable Multiplier Delta Base (Field) = 2.5131

Base Salary	Employee Actual Rate (fringe benefits vary year over year)			Applicable DELTA (TOTAL) = Employee Total - DIR Total		DIR Rate - Employee Base Rate		Applicable DELTA Base = 2.0 OT		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)		Loaded Hourly Billing Rates			Effective Date of Hourly Rate	% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	1.5 OT	2.0 OT	Total = Base + Fringe	1.5 OT	2.0 OT	Straight	2.0 OT	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	OT (1.5x)	OT (2x)				
\$63.03	\$15.71	\$78.74	\$1.00	\$1.00	\$0.00	(\$118.16)	(\$8.81)	(\$30.09)	(\$88.07)	(\$88.07)	(\$88.07)	(\$88.07)	\$158.40	\$455.34	7/1/2018	6/30/2019	\$ 63.03	N/A
\$64.92	\$15.71	\$80.63	\$1.00	\$1.00	\$0.00	(\$122.76)	(\$8.37)	(\$32.80)	(\$89.96)	(\$89.96)	(\$89.96)	(\$89.96)	\$163.15	\$471.65	7/1/2019	6/30/2020	\$ 64.92	N/A
\$66.87	\$15.71	\$82.58	\$1.00	\$1.00	\$0.00	(\$122.76)	(\$6.42)	(\$30.85)	(\$91.91)	(\$91.91)	(\$91.91)	(\$91.91)	\$173.10	\$476.55	7/1/2020	6/30/2021	\$ 66.87	N/A
\$68.88	\$15.71	\$84.59	\$1.00	\$1.00	\$0.00	(\$122.76)	(\$4.41)	(\$28.84)	(\$93.92)	(\$93.92)	(\$93.92)	(\$93.92)	\$178.30	\$481.60	7/1/2021	6/30/2022	\$ 68.88	N/A
\$70.95	\$15.71	\$86.66	\$1.00	\$1.00	\$0.00	(\$122.76)	(\$2.34)	(\$26.77)	(\$95.99)	(\$95.99)	(\$95.99)	(\$95.99)	\$183.65	\$486.80	7/1/2022	6/30/2023	\$ 70.95	N/A
\$73.08	\$15.71	\$88.79	\$1.00	\$1.00	\$0.00	(\$122.76)	(\$0.21)	(\$24.64)	(\$98.12)	(\$98.12)	(\$98.12)	(\$98.12)	\$183.65	\$492.16	7/1/2023	6/30/2024	\$ 73.08	N/A
\$63.03	\$15.71	\$78.74	\$1.00	\$1.00	\$0.00	(\$119.16)	(\$7.56)	(\$31.09)	(\$86.07)	(\$86.07)	(\$86.07)	(\$86.07)	\$158.40	\$388.72	7/1/2018	6/30/2019	\$ 63.03	N/A
\$64.92	\$15.71	\$80.63	\$1.00	\$1.00	\$0.00	(\$123.76)	(\$9.12)	(\$33.80)	(\$89.96)	(\$89.96)	(\$89.96)	(\$89.96)	\$163.15	\$474.16	7/1/2019	6/30/2020	\$ 64.92	N/A
\$66.87	\$15.71	\$82.58	\$1.00	\$1.00	\$0.00	(\$123.76)	(\$7.17)	(\$31.85)	(\$91.91)	(\$91.91)	(\$91.91)	(\$91.91)	\$173.10	\$479.06	7/1/2020	6/30/2021	\$ 66.87	N/A
\$68.88	\$15.71	\$84.59	\$1.00	\$1.00	\$0.00	(\$123.76)	(\$5.16)	(\$29.84)	(\$93.92)	(\$93.92)	(\$93.92)	(\$93.92)	\$178.30	\$484.12	7/1/2021	6/30/2022	\$ 68.88	N/A
\$70.95	\$15.71	\$86.66	\$1.00	\$1.00	\$0.00	(\$123.76)	(\$3.09)	(\$27.77)	(\$95.99)	(\$95.99)	(\$95.99)	(\$95.99)	\$183.65	\$489.32	7/1/2022	6/30/2023	\$ 70.95	N/A
\$73.08	\$15.71	\$88.79	\$1.00	\$1.00	\$0.00	(\$123.76)	(\$0.96)	(\$25.64)	(\$98.12)	(\$98.12)	(\$98.12)	(\$98.12)	\$183.65	\$494.57	7/1/2023	6/30/2024	\$ 73.08	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$158.40	\$158.40	7/1/2018	6/30/2019	\$ 63.03	N/A
\$41.00	\$11.57	\$52.57	\$1.00	\$1.00	(\$20.03)	(\$118.16)	(\$5.56)	(\$28.84)	(\$66.04)	(\$66.04)	(\$66.04)	(\$66.04)	\$153.37	\$341.47	7/1/2018	6/30/2019	\$ 41.00	N/A
\$42.23	\$11.57	\$53.80	\$1.00	\$1.00	(\$21.10)	(\$122.76)	(\$6.63)	(\$31.06)	(\$67.27)	(\$67.27)	(\$67.27)	(\$67.27)	\$159.15	\$353.24	7/1/2019	6/30/2020	\$ 42.23	N/A
\$43.50	\$11.57	\$55.07	\$1.00	\$1.00	(\$19.83)	(\$122.76)	(\$5.36)	(\$28.79)	(\$68.54)	(\$68.54)	(\$68.54)	(\$68.54)	\$159.15	\$356.43	7/1/2020	6/30/2021	\$ 43.50	N/A
\$44.81	\$11.57	\$56.38	\$1.00	\$1.00	(\$18.52)	(\$122.76)	(\$4.05)	(\$26.48)	(\$69.85)	(\$69.85)	(\$69.85)	(\$69.85)	\$159.15	\$359.72	7/1/2021	6/30/2022	\$ 44.81	N/A
\$46.15	\$11.57	\$57.72	\$1.00	\$1.00	(\$17.18)	(\$122.76)	(\$2.71)	(\$24.14)	(\$71.19)	(\$71.19)	(\$71.19)	(\$71.19)	\$159.15	\$363.09	7/1/2022	6/30/2023	\$ 46.15	N/A
\$47.53	\$11.57	\$59.10	\$1.00	\$1.00	(\$15.80)	(\$122.76)	(\$1.33)	(\$25.78)	(\$72.57)	(\$72.57)	(\$72.57)	(\$72.57)	\$159.15	\$366.55	7/1/2023	6/30/2024	\$ 47.53	N/A
\$41.00	\$11.57	\$52.57	\$1.00	\$1.00	(\$20.53)	(\$119.16)	(\$6.06)	(\$29.59)	(\$66.04)	(\$66.04)	(\$66.04)	(\$66.04)	\$154.63	\$402.49	7/1/2018	6/30/2019	\$ 41.00	N/A
\$42.23	\$11.57	\$53.80	\$1.00	\$1.00	(\$21.60)	(\$123.76)	(\$7.13)	(\$31.81)	(\$67.27)	(\$67.27)	(\$67.27)	(\$67.27)	\$160.41	\$417.14	7/1/2019	6/30/2020	\$ 42.23	N/A
\$43.50	\$11.57	\$55.07	\$1.00	\$1.00	(\$20.33)	(\$123.76)	(\$5.86)	(\$29.52)	(\$68.54)	(\$68.54)	(\$68.54)	(\$68.54)	\$160.41	\$420.33	7/1/2020	6/30/2021	\$ 43.50	N/A
\$44.81	\$11.57	\$56.38	\$1.00	\$1.00	(\$19.02)	(\$123.76)	(\$4.55)	(\$28.23)	(\$69.85)	(\$69.85)	(\$69.85)	(\$69.85)	\$160.41	\$423.63	7/1/2021	6/30/2022	\$ 44.81	N/A
\$46.15	\$11.57	\$57.72	\$1.00	\$1.00	(\$17.68)	(\$123.76)	(\$3.21)	(\$26.89)	(\$71.19)	(\$71.19)	(\$71.19)	(\$71.19)	\$160.41	\$426.99	7/1/2022	6/30/2023	\$ 46.15	N/A
\$47.53	\$11.57	\$59.10	\$1.00	\$1.00	(\$16.30)	(\$123.76)	(\$1.83)	(\$26.51)	(\$72.57)	(\$72.57)	(\$72.57)	(\$72.57)	\$160.41	\$430.46	7/1/2023	6/30/2024	\$ 47.53	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$103.04	\$103.04	7/1/2018	6/30/2019	\$ 41.00	N/A
\$41.00	\$11.57	\$52.57	\$1.00	\$1.00	(\$20.53)	(\$119.16)	(\$6.06)	(\$29.59)	(\$66.04)	(\$66.04)	(\$66.04)	(\$66.04)	\$106.13	\$106.13	7/1/2019	6/30/2020	\$ 41.00	N/A
\$42.23	\$11.57	\$53.80	\$1.00	\$1.00	(\$21.60)	(\$123.76)	(\$7.13)	(\$31.81)	(\$67.27)	(\$67.27)	(\$67.27)	(\$67.27)	\$109.32	\$109.32	7/1/2020	6/30/2021	\$ 42.23	N/A
\$43.50	\$11.57	\$55.07	\$1.00	\$1.00	(\$19.83)	(\$123.76)	(\$5.36)	(\$28.79)	(\$68.54)	(\$68.54)	(\$68.54)	(\$68.54)	\$112.61	\$112.61	7/1/2021	6/30/2022	\$ 43.50	N/A
\$44.81	\$11.57	\$56.38	\$1.00	\$1.00	(\$18.52)	(\$123.76)	(\$4.05)	(\$26.48)	(\$69.85)	(\$69.85)	(\$69.85)	(\$69.85)	\$115.98	\$115.98	7/1/2022	6/30/2023	\$ 44.81	N/A
\$46.15	\$11.57	\$57.72	\$1.00	\$1.00	(\$17.18)	(\$123.76)	(\$2.71)	(\$24.14)	(\$71.19)	(\$71.19)	(\$71.19)	(\$71.19)	\$119.45	\$119.45	7/1/2023	6/30/2024	\$ 46.15	N/A
\$47.53	\$11.57	\$59.10	\$1.00	\$1.00	(\$15.80)	(\$123.76)	(\$1.33)	(\$25.78)	(\$72.57)	(\$72.57)	(\$72.57)	(\$72.57)	\$119.45	\$119.45	7/1/2023	6/30/2024	\$ 47.53	N/A

reflected in the loaded rates  
 The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.  
 If Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their  
 (in line with) the rates of similar personnel listed on this cost proposal having similar experience.  
 and work time. Billing Rate = Loaded Rate Formula "C" above.  
 billed as follow:  
 (actual Hourly Rate) (+ Fee) + (Delta Base + Delta Fringe)  
 will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

## EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE \_\_\_\_\_ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ \_\_\_\_\_

DATE \_\_\_\_\_

Employee Actual Rate (fringe benefits vary year over year)		Employee Total - DIR Total			Applicable Delta Fringe = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate		Escalation Increase	Actual Hourly Rate and/or Hourly Rate	Hourly Range for Class		
		1.5 OT	2.0 OT	2.5 OT	1.5 OT	2.0 OT	2.5 OT	Straight	1.5 OT	2.0 OT	2.5 OT	OT (1.5x)				OT (2x)	From
Base Salary	Estimate	Total = Base + Fringe			Applicable Delta Fringe = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate		Escalation Increase	Actual Hourly Rate and/or Hourly Rate	Hourly Range for Class		
		1.5 OT	2.0 OT	2.5 OT	1.5 OT	2.0 OT	2.5 OT	Straight	1.5 OT	2.0 OT	2.5 OT	OT (1.5x)				OT (2x)	From
\$46.08	\$16.76	\$62.84	\$62.84	\$62.84	(\$9.28)	(\$32.32)	(\$55.36)	\$0.00	(\$23.04)	(\$46.08)	\$173.80	\$246.13	\$318.46	7/1/2018	6/30/2019	3.00%	\$46.08
\$47.46	\$16.76	\$64.22	\$64.22	\$64.22	(\$9.20)	(\$32.80)	(\$56.58)	\$0.00	(\$23.61)	(\$47.30)	\$177.88	\$252.25	\$328.62	7/1/2019	6/30/2020	3.00%	\$47.46
\$48.88	\$16.76	\$65.64	\$65.64	\$65.64	(\$9.08)	(\$33.42)	(\$57.76)	\$0.00	(\$24.14)	(\$48.48)	\$181.96	\$268.37	\$334.79	7/1/2020	6/30/2021	3.00%	\$48.88
\$50.35	\$16.76	\$67.11	\$67.11	\$67.11	(\$8.91)	(\$33.90)	(\$58.89)	\$0.00	(\$24.62)	(\$49.61)	\$186.04	\$284.49	\$342.95	7/1/2021	6/30/2022	3.00%	\$50.35
\$51.86	\$16.76	\$68.62	\$68.62	\$68.62	(\$8.70)	(\$34.34)	(\$59.98)	\$0.00	(\$25.06)	(\$50.70)	\$190.12	\$270.62	\$351.11	7/1/2022	6/30/2023	3.00%	\$51.86
\$53.42	\$16.76	\$70.18	\$70.18	\$70.18	(\$7.14)	(\$32.78)	(\$58.42)	\$0.00	(\$23.50)	(\$49.14)	\$190.12	\$270.62	\$351.11	7/1/2023	6/30/2024	3.00%	\$53.42
\$46.58	\$16.76	\$63.34	\$63.34	\$63.34	(\$9.28)	(\$32.57)	(\$55.86)	\$0.00	(\$23.29)	(\$46.58)	\$175.37	\$248.48	\$321.60	7/1/2018	6/30/2019	3.00%	\$46.58
\$47.98	\$16.76	\$64.74	\$64.74	\$64.74	(\$9.18)	(\$33.12)	(\$57.06)	\$0.00	(\$23.84)	(\$47.78)	\$179.45	\$254.61	\$327.76	7/1/2019	6/30/2020	3.00%	\$47.98
\$49.42	\$16.76	\$66.18	\$66.18	\$66.18	(\$9.04)	(\$33.63)	(\$58.22)	\$0.00	(\$24.35)	(\$48.94)	\$183.53	\$260.73	\$337.93	7/1/2020	6/30/2021	3.00%	\$49.42
\$50.90	\$16.76	\$67.66	\$67.66	\$67.66	(\$8.86)	(\$34.10)	(\$59.34)	\$0.00	(\$24.82)	(\$50.06)	\$187.61	\$266.85	\$346.09	7/1/2021	6/30/2022	3.00%	\$50.90
\$52.43	\$16.76	\$69.19	\$69.19	\$69.19	(\$8.63)	(\$34.52)	(\$60.41)	\$0.00	(\$25.24)	(\$51.13)	\$191.69	\$272.97	\$354.25	7/1/2022	6/30/2023	3.00%	\$52.43
\$54.00	\$16.76	\$70.76	\$70.76	\$70.76	(\$7.06)	(\$32.95)	(\$58.84)	\$0.00	(\$23.67)	(\$49.56)	\$191.69	\$272.97	\$354.25	7/1/2023	6/30/2024	3.00%	\$54.00
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$128.31	\$128.31	\$128.31	7/1/2018	6/30/2019	3.00%	\$40.87
\$42.10	\$14.30	\$56.40	\$56.40	\$56.40	(\$9.28)	(\$32.57)	(\$55.86)	\$0.00	(\$23.29)	(\$46.58)	\$175.37	\$248.48	\$321.60	7/1/2018	6/30/2019	3.00%	\$42.10
\$43.36	\$14.30	\$57.66	\$57.66	\$57.66	(\$9.18)	(\$33.12)	(\$57.06)	\$0.00	(\$23.84)	(\$47.78)	\$179.45	\$254.61	\$327.76	7/1/2019	6/30/2020	3.00%	\$43.36
\$44.66	\$14.30	\$58.96	\$58.96	\$58.96	(\$9.04)	(\$33.63)	(\$58.22)	\$0.00	(\$24.35)	(\$48.94)	\$183.53	\$260.73	\$337.93	7/1/2020	6/30/2021	3.00%	\$44.66
\$46.00	\$14.30	\$60.30	\$60.30	\$60.30	(\$8.86)	(\$34.10)	(\$59.34)	\$0.00	(\$24.82)	(\$50.06)	\$187.61	\$266.85	\$346.09	7/1/2021	6/30/2022	3.00%	\$46.00
\$47.38	\$14.30	\$61.68	\$61.68	\$61.68	(\$8.63)	(\$34.52)	(\$60.41)	\$0.00	(\$25.24)	(\$51.13)	\$191.69	\$272.97	\$354.25	7/1/2022	6/30/2023	3.00%	\$47.38
\$46.08	\$14.30	\$60.38	\$60.38	\$60.38	(\$11.74)	(\$34.78)	(\$57.82)	\$0.00	(\$23.04)	(\$46.08)	\$181.52	\$253.85	\$326.18	7/1/2018	6/30/2019	3.00%	\$46.08
\$47.46	\$14.30	\$61.76	\$61.76	\$61.76	(\$11.66)	(\$35.35)	(\$59.04)	\$0.00	(\$23.61)	(\$47.30)	\$185.60	\$259.97	\$334.35	7/1/2019	6/30/2020	3.00%	\$47.46
\$48.88	\$14.30	\$63.18	\$63.18	\$63.18	(\$11.54)	(\$35.88)	(\$60.22)	\$0.00	(\$24.14)	(\$48.48)	\$189.68	\$266.10	\$342.51	7/1/2020	6/30/2021	3.00%	\$48.88
\$50.35	\$14.30	\$64.65	\$64.65	\$64.65	(\$11.37)	(\$36.36)	(\$61.35)	\$0.00	(\$24.62)	(\$49.61)	\$193.76	\$272.22	\$350.67	7/1/2021	6/30/2022	3.00%	\$50.35
\$51.86	\$14.30	\$66.16	\$66.16	\$66.16	(\$11.16)	(\$36.80)	(\$62.44)	\$0.00	(\$25.06)	(\$50.70)	\$197.84	\$278.34	\$358.83	7/1/2022	6/30/2023	3.00%	\$51.86
\$53.42	\$14.30	\$67.72	\$67.72	\$67.72	(\$9.60)	(\$35.24)	(\$60.88)	\$0.00	(\$23.50)	(\$49.14)	\$197.84	\$278.34	\$358.83	7/1/2023	6/30/2024	3.00%	\$53.42
\$46.58	\$14.30	\$60.88	\$60.88	\$60.88	(\$11.74)	(\$35.03)	(\$58.32)	\$0.00	(\$23.29)	(\$46.58)	\$183.09	\$256.21	\$329.32	7/1/2018	6/30/2019	3.00%	\$46.58
\$47.98	\$14.30	\$62.28	\$62.28	\$62.28	(\$11.64)	(\$35.58)	(\$59.52)	\$0.00	(\$23.84)	(\$47.78)	\$187.17	\$262.33	\$337.49	7/1/2019	6/30/2020	3.00%	\$47.98
\$49.42	\$14.30	\$63.72	\$63.72	\$63.72	(\$11.50)	(\$36.09)	(\$60.68)	\$0.00	(\$24.35)	(\$48.94)	\$191.25	\$268.45	\$345.65	7/1/2020	6/30/2021	3.00%	\$49.42
\$50.90	\$14.30	\$65.20	\$65.20	\$65.20	(\$11.32)	(\$36.56)	(\$61.80)	\$0.00	(\$24.82)	(\$50.06)	\$195.33	\$274.57	\$353.81	7/1/2021	6/30/2022	3.00%	\$50.90
\$52.43	\$14.30	\$66.73	\$66.73	\$66.73	(\$11.09)	(\$36.98)	(\$62.87)	\$0.00	(\$25.24)	(\$51.13)	\$199.41	\$280.69	\$361.97	7/1/2022	6/30/2023	3.00%	\$52.43
\$54.00	\$14.30	\$68.30	\$68.30	\$68.30	(\$9.52)	(\$35.41)	(\$61.30)	\$0.00	(\$23.67)	(\$49.56)	\$199.41	\$280.69	\$361.97	7/1/2023	6/30/2024	3.00%	\$54.00
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$102.03	\$102.03	\$102.03	7/1/2018	6/30/2019	3.00%	\$32.50
\$33.48	\$14.30	\$47.78	\$47.78	\$47.78	(\$9.28)	(\$32.57)	(\$55.86)	\$0.00	(\$23.29)	(\$46.58)	\$175.37	\$248.48	\$321.60	7/1/2018	6/30/2019	3.00%	\$33.48
\$34.48	\$14.30	\$49.18	\$49.18	\$49.18	(\$9.18)	(\$33.12)	(\$57.06)	\$0.00	(\$23.84)	(\$47.78)	\$179.45	\$254.61	\$327.76	7/1/2019	6/30/2020	3.00%	\$34.48
\$35.51	\$14.30	\$50.61	\$50.61	\$50.61	(\$9.04)	(\$33.63)	(\$58.22)	\$0.00	(\$24.35)	(\$48.94)	\$183.53	\$260.73	\$337.93	7/1/2020	6/30/2021	3.00%	\$35.51
\$36.58	\$14.30	\$52.13	\$52.13	\$52.13	(\$8.86)	(\$34.10)	(\$59.34)	\$0.00	(\$24.82)	(\$50.06)	\$187.61	\$266.85	\$346.09	7/1/2021	6/30/2022	3.00%	\$36.58

Home Office Personnel: Fringe Benefit % + 0.00% + 127.00% = Combined %  
 NORMAL 58.40% + 0.00% + 127.00% = 185.40%  
 OVERTIME 58.40% + 0.00% + 127.00% = 185.40%  
 Field Office Personnel: Fringe Benefit % + 0.00% + 127.00% = Combined %  
 NORMAL 58.40% + 0.00% + 127.00% = 185.40%  
 OVERTIME 58.40% + 0.00% + 127.00% = 185.40%  
 Fee = 10.00%  
 Applicable Multiplier Delta Base = 3.139  
 Applicable Multiplier Fringe = 3.139

serv/ices covered under DIR determinations.

# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE \_\_\_\_\_ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ \_\_\_\_\_

DATE \_\_\_\_\_

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		58.40%	0.00%	127.00%	185.40%
OVERTIME		58.40%	0.00%	127.00%	185.40%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		58.40%	0.00%	127.00%	185.40%
OVERTIME		58.40%	0.00%	127.00%	185.40%

Employee Actual Rate (fringe benefits vary year over year)	Employee Total - DIR Total		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)		Loaded Hourly Billing Rates		Effective Date of Hourly Rate		Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
Base Salary	1.5 OT	2.0 OT	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	From	To	%	
\$46.08	\$60.38	\$60.38	(\$11.74)	(\$7.82)	\$0.00	(\$23.04)	(\$46.08)	7/1/2018	6/30/2019	3.00%	\$46.08
\$47.46	\$61.76	\$61.76	(\$11.66)	(\$9.04)	\$0.00	(\$23.61)	(\$47.30)	7/1/2019	6/30/2020	3.00%	\$47.46
\$48.88	\$63.18	\$63.18	(\$11.54)	(\$3.35)	\$0.00	(\$24.14)	(\$48.48)	7/1/2020	6/30/2021	3.00%	\$48.88
\$50.35	\$64.65	\$64.65	(\$11.37)	(\$1.35)	\$0.00	(\$24.62)	(\$49.61)	7/1/2021	6/30/2022	3.00%	\$50.35
\$51.86	\$66.16	\$66.16	(\$11.16)	(\$2.44)	\$0.00	(\$25.06)	(\$50.70)	7/1/2022	6/30/2023	3.00%	\$51.86
\$53.42	\$67.72	\$67.72	(\$9.60)	(\$3.24)	\$0.00	(\$25.50)	(\$49.14)	7/1/2023	6/30/2024	3.00%	\$53.42
\$46.58	\$60.88	\$60.88	(\$11.74)	(\$8.32)	\$0.00	(\$23.29)	(\$46.58)	7/1/2018	6/30/2019	3.00%	\$46.58
\$47.98	\$62.28	\$62.28	(\$11.64)	(\$9.52)	\$0.00	(\$23.84)	(\$47.78)	7/1/2019	6/30/2020	3.00%	\$47.98
\$49.42	\$63.72	\$63.72	(\$11.50)	(\$6.68)	\$0.00	(\$24.35)	(\$48.94)	7/1/2020	6/30/2021	3.00%	\$49.42
\$50.90	\$65.20	\$65.20	(\$11.32)	(\$3.56)	\$0.00	(\$24.82)	(\$50.06)	7/1/2021	6/30/2022	3.00%	\$50.90
\$52.43	\$66.73	\$66.73	(\$11.09)	(\$6.87)	\$0.00	(\$25.24)	(\$51.13)	7/1/2022	6/30/2023	3.00%	\$52.43
\$54.00	\$68.30	\$68.30	(\$9.52)	(\$5.41)	\$0.00	(\$25.67)	(\$49.56)	7/1/2023	6/30/2024	3.00%	\$54.00
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2018	6/30/2019	3.00%	\$32.50
\$46.08	\$57.17	\$57.17	(\$14.95)	(\$7.99)	\$0.00	(\$23.04)	(\$46.08)	7/1/2018	6/30/2019	3.00%	\$46.08
\$47.46	\$58.55	\$58.55	(\$14.87)	(\$8.25)	\$0.00	(\$23.61)	(\$47.30)	7/1/2019	6/30/2020	3.00%	\$47.46
\$48.88	\$59.97	\$59.97	(\$14.75)	(\$6.43)	\$0.00	(\$24.14)	(\$48.48)	7/1/2020	6/30/2021	3.00%	\$48.88
\$50.35	\$61.44	\$61.44	(\$14.58)	(\$4.56)	\$0.00	(\$24.62)	(\$49.61)	7/1/2021	6/30/2022	3.00%	\$50.35
\$51.86	\$62.95	\$62.95	(\$14.37)	(\$6.65)	\$0.00	(\$25.06)	(\$50.70)	7/1/2022	6/30/2023	3.00%	\$51.86
\$53.42	\$64.51	\$64.51	(\$12.81)	(\$4.09)	\$0.00	(\$25.50)	(\$49.14)	7/1/2023	6/30/2024	3.00%	\$53.42
\$46.58	\$57.67	\$57.67	(\$14.95)	(\$8.24)	\$0.00	(\$23.29)	(\$46.58)	7/1/2018	6/30/2019	3.00%	\$46.58
\$47.98	\$59.07	\$59.07	(\$14.85)	(\$6.73)	\$0.00	(\$23.84)	(\$47.78)	7/1/2019	6/30/2020	3.00%	\$47.98
\$49.42	\$60.51	\$60.51	(\$14.71)	(\$3.30)	\$0.00	(\$24.35)	(\$48.94)	7/1/2020	6/30/2021	3.00%	\$49.42
\$50.90	\$61.99	\$61.99	(\$14.53)	(\$5.01)	\$0.00	(\$24.82)	(\$50.06)	7/1/2021	6/30/2022	3.00%	\$50.90
\$52.43	\$63.52	\$63.52	(\$14.30)	(\$6.08)	\$0.00	(\$25.24)	(\$51.13)	7/1/2022	6/30/2023	3.00%	\$52.43
\$54.00	\$65.09	\$65.09	(\$12.73)	(\$8.62)	\$0.00	(\$25.67)	(\$49.56)	7/1/2023	6/30/2024	3.00%	\$54.00
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2018	6/30/2019	3.00%	\$29.00
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2019	6/30/2020	3.00%	\$29.87
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2020	6/30/2021	3.00%	\$30.77
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2021	6/30/2022	3.00%	\$31.69
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2022	6/30/2023	3.00%	\$32.64
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2023	6/30/2024	3.00%	\$33.62
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2018	6/30/2019	3.00%	\$72.88
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2019	6/30/2020	3.00%	\$75.07
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2020	6/30/2021	3.00%	\$77.32
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2021	6/30/2022	3.00%	\$79.64
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2022	6/30/2023	3.00%	\$82.03
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/1/2023	6/30/2024	3.00%	\$84.49

Applicable Multiplier Delta Base = 3.139  
 Applicable Multiplier Fringe = 3.139  
 services covered under DIR determinations.



# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE \_\_\_\_\_ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)  
 Sub Consultant's Participation Amount \$ \_\_\_\_\_  
 DATE \_\_\_\_\_

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		58.40%	0.00%	127.00%	185.40%
OVERTIME		58.40%	0.00%	127.00%	185.40%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		58.40%	0.00%	127.00%	185.40%
OVERTIME		58.40%	0.00%	127.00%	185.40%
		Fee			10.00%
		Applicable Multiplier Delta Base=			3.139
		Applicable Multiplier Fringe=			3.139

Base Salary	Employee Actual Rate (fringe benefits vary year over year)			Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class	
	Estimate		Total = Base + Fringe	1.5 OT		2.0 OT	1.5 OT		2.0 OT	1.5 OT		2.0 OT	Straight		OT (1.5x)	OT (2x)	From				To
	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT							
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$206.79	\$206.79	\$206.79	\$206.79	\$206.79	7/1/2018	6/30/2019	3.00%	\$65.87	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$213.01	\$213.01	\$213.01	\$213.01	\$213.01	7/1/2019	6/30/2020	3.00%	\$67.85	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$219.41	\$219.41	\$219.41	\$219.41	\$219.41	7/1/2020	6/30/2021	3.00%	\$69.89	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$226.01	\$226.01	\$226.01	\$226.01	\$226.01	7/1/2021	6/30/2022	3.00%	\$71.99	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$232.79	\$232.79	\$232.79	\$232.79	\$232.79	7/1/2022	6/30/2023	3.00%	\$74.15	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$239.76	\$239.76	\$239.76	\$239.76	\$239.76	7/1/2023	6/30/2024	3.00%	\$76.37	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$94.18	\$94.18	\$94.18	\$94.18	\$94.18	7/1/2018	6/30/2019	3.00%	\$20.00	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$97.01	\$97.01	\$97.01	\$97.01	\$97.01	7/1/2019	6/30/2020	3.00%	\$20.60	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$99.83	\$99.83	\$99.83	\$99.83	\$99.83	7/1/2020	6/30/2021	3.00%	\$21.22	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$102.94	\$102.94	\$102.94	\$102.94	\$102.94	7/1/2021	6/30/2022	3.00%	\$21.86	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$106.05	\$106.05	\$106.05	\$106.05	\$106.05	7/1/2022	6/30/2023	3.00%	\$22.52	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$109.25	\$109.25	\$109.25	\$109.25	\$109.25	7/1/2023	6/30/2024	3.00%	\$23.20	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$81.47	\$81.47	\$81.47	\$81.47	\$81.47	7/1/2018	6/30/2019	3.00%	\$25.95	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$83.92	\$83.92	\$83.92	\$83.92	\$83.92	7/1/2019	6/30/2020	3.00%	\$26.73	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$86.43	\$86.43	\$86.43	\$86.43	\$86.43	7/1/2020	6/30/2021	3.00%	\$27.53	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$89.03	\$89.03	\$89.03	\$89.03	\$89.03	7/1/2021	6/30/2022	3.00%	\$28.36	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$91.70	\$91.70	\$91.70	\$91.70	\$91.70	7/1/2022	6/30/2023	3.00%	\$29.21	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$94.46	\$94.46	\$94.46	\$94.46	\$94.46	7/1/2023	6/30/2024	3.00%	\$30.09	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$80.84	\$80.84	\$80.84	\$80.84	\$80.84	7/1/2018	6/30/2019	3.00%	\$25.75	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$83.26	\$83.26	\$83.26	\$83.26	\$83.26	7/1/2019	6/30/2020	3.00%	\$26.52	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$85.77	\$85.77	\$85.77	\$85.77	\$85.77	7/1/2020	6/30/2021	3.00%	\$27.32	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$88.34	\$88.34	\$88.34	\$88.34	\$88.34	7/1/2021	6/30/2022	3.00%	\$28.14	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$90.98	\$90.98	\$90.98	\$90.98	\$90.98	7/1/2022	6/30/2023	3.00%	\$28.98	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$93.71	\$93.71	\$93.71	\$93.71	\$93.71	7/1/2023	6/30/2024	3.00%	\$29.85	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$80.05	\$80.05	\$80.05	\$80.05	\$80.05	7/1/2018	6/30/2019	3.00%	\$25.50	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$82.47	\$82.47	\$82.47	\$82.47	\$82.47	7/1/2019	6/30/2020	3.00%	\$26.27	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$84.95	\$84.95	\$84.95	\$84.95	\$84.95	7/1/2020	6/30/2021	3.00%	\$27.06	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$87.50	\$87.50	\$87.50	\$87.50	\$87.50	7/1/2021	6/30/2022	3.00%	\$27.87	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$90.13	\$90.13	\$90.13	\$90.13	\$90.13	7/1/2022	6/30/2023	3.00%	\$28.71	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$92.83	\$92.83	\$92.83	\$92.83	\$92.83	7/1/2023	6/30/2024	3.00%	\$29.57	

are reflected in the loaded rates  
 the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.  
 level and work time. Billing Rate = Loaded Rate Formula "C" above.  
 billed as follows:  
 level will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follows:  
 level) will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follows:  
 services covered under DIR determinations.  
 The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on



Leighton

## 2018 LABORATORY TESTING RATES

### GEOTECHNICAL LABORATORY TESTING

METHOD	\$/TEST	METHOD	\$/TEST
<b>CLASSIFICATION &amp; INDEX PROPERTIES</b>			
Photograph of sample	10	California Bearing Ratio (CBR, ASTM D1883):	
Moisture content (ASTM D2216)	20	- 3 point	500
Moisture & density (ASTM D2937) ring samples	30	- 1 point	185
Moisture & density (ASTM D2937) Shelby tube or cutting	40	R-Value (AASHTO T190/ASTM D2844/CTM 301) untreated soils/aggregates	310
Atterberg limits (ASTM D4318) 3 points	150	R-Value (AASHTO T190/ASTM D2844/CTM 301) lime or cement treated soils/aggregates	340
- Single point, non-plastic	85		
- Atterberg limits (organic ASTM D2487 / D4318)	180	<b>SOIL CHEMISTRY &amp; CORROSION</b>	
- Visual classification as non-plastic (ASTM D2488)	10	pH Method A (ASTM D4972 or CTM 643)	45
Particle size:		Electrical resistivity – single point – as received moisture	45
- Sieve only 1½ inch to #200, (AASHTO T27/ASTM C136/ASTM D6913/CTM 202)	135	Minimum resistivity 3 moisture content points (ASTM G187/CTM 643)	90
- Large sieve 6 inch to #200 (AASHTO T27/ASTM C136/ASTM D6913/CTM 202)	175	pH + minimum resistivity (CTM 643)	130
- Hydrometer only (ASTM D422)	110	Sulfate content - gravimetric (CTM 417 B Part II)	70
- Sieve + hydrometer (≤3 inch sieve, ASTM D422)	185	Sulfate screen (Hach®)	30
- Percent passing #200 sieve, wash only (ASTM D1140)	70	Chloride content (AASHTO T291/CTM 422)	70
Specific gravity and absorption of fine aggregate (AASHTO T84/ASTM C128/ASTM D854/CTM 207)	125	Corrosion suite: minimum resistivity, sulfate, chloride, pH (CTM 643)	245
Specific gravity and absorption of coarse aggregate (AASHTO T85/ASTM C127/CTM 206)	100	Organic matter content (ASTM D2974)	65
- Total porosity - on Shelby tube sample (calculated from density & specific gravity)	185	<b>SHEAR STRENGTH</b>	
- Total porosity - on other sample	155	Pocket penetrometer	15
Shrinkage limits (wax method, ASTM D4943)	126	Direct shear (ASTM D3080, mod., 3 points):	
Pinhole dispersion (ASTM D4647)	210	- Consolidated undrained - 0.05 inch/min (CU)	285
Dispersive characteristics (double hydrometer ASTM D4221)	90	- Consolidated drained - <0.05 inch/min (CD)	345
As-received moisture & density (chunk/carved samples)	60	- Residual shear EM 1110-2-1906-IXA	50
Sand Equivalent (AASHTO T176/ASTM D2419/CTM 217)	105	(price per each additional pass after shear)	
		Remolding or hand trimming of specimens (3 points)	90
		Oriented or block hand trimming (per hour)	65
		Single point shear	105
		Torsional shear (ASTM D6467 / ASTM D7608)	820
		<b>CONSOLIDATION &amp; EXPANSION/SWELL TESTS</b>	
<b>COMPACTION &amp; PAVEMENT SUBGRADE TESTS</b>		Consolidation (ASTM D2435):	195
Standard Proctor compaction, (ASTM D698) 4 points:		- Each additional time curve	45
- 4 inch diameter mold (Methods A & B)	160	- Each additional load/unload w/o time reading	40
- 6 inch diameter mold (Method C)	215	Expansion Index (EI, ASTM D4829)	130
Modified Proctor compaction (ASTM D1557) 4 points:		Swell/collapse – Method A (ASTM D4546 A, up to 10 load/unloads w/o time curves)	290
- 4 inch diameter mold (Methods A & B)	220	Single load swell/collapse - Method B (ASTM D4546-B, seat, load & inundate only)	105
- 6 inch diameter mold (Method C)	245		
Check point (per point)	65		
Relative compaction of untreated/treated soils/aggregates (CTM 216)	250		
Relative density (0.1 ft mold, ASTM D4253, D4254)	235		

METHOD	\$/TEST	METHOD	\$/TEST
<b>REINFORCING STEEL</b>		<b>SPRAY APPLIED FIREPROOFING</b>	
Rebar tensile test up to ≤ No. 10 bars (ASTM A370)	45	Unit weight (density, ASTM E605)	60
Rebar tensile test > No. 10 bars ≤ No. 17, (ASTM A370)	100	<b>BEARING PADS/PLATES AND JOINT SEAL</b>	
Rebar bend test, up to ≤ No. 10 bars (ASTM A370)	45	Elastomeric Bearing Pads (Caltrans SS 51-3)	990
Rebar bend test > No. 10 bars ≤ No. 17, (ASTM A370)	150	Elastomeric Bearing Pad with Hardness and Compression Tests (Caltrans SS 51-3)	1230
Epoxy coated rebar/dowel film thickness (coating) test (ASTM A775)	45	Type A Joint Seals (Caltrans SS 51-2)	1620
Epoxy coated rebar/dowel continuity (Holiday) test (ASTM A775)	65	Type B Joint Seals (Caltrans SS 51-2)	1530
Epoxy coated rebar flexibility/bend test, up to No. 11 (ASTM A775)	45	Bearing Plates (A536)	720
Tensile strength, ≤100,000 pounds axial load (ASTM A370)	45	<b>STREET LIGHTS/SIGNALS</b>	
Prestressing wire, tension (ASTM A416)	150	100W HPS Lighting (Caltrans RSS 86)	1296
Sample preparation (cutting)	50	<b>SAMPLE TRANSPORT</b>	
Resistance Butt-Welded Hoops/Bars, up to No. 10 (CTM 670)	180	Pick-up & delivery (weekdays, per trip, <50 mile radius from Leighton office)	90
Post-Tensioned Bars (ASTM A772)	420		

**EQUIPMENT, SUPPLIES & MATERIALS**

	\$/UNIT		\$/UNIT
1/4 inch Grab plates	5 each	Manometer	25 day
1/4 inch Tubing (bonded)	0.55 foot	Mileage (IRS Allowable)	0.545 mile
1/4 inch Tubing (single)	0.35 foot	Moisture test kit (excludes labor to perform test, ASTM E1907)	60 test
3/8 inch Tubing, clear vinyl	0.55 foot	Nuclear moisture and density gauge	88 day
4-Gas meter (RKI Eagle or similar)/GEM 2000	130 day	Pachometer	25 day
Air flow meter and purge pump (200 cc/min)	50 day	Particulate Monitor	125 day
Box of 24 soil drive-sample rings	120 box	pH/Conductivity/Temperature meter	55 day
Brass sample tubes	10 each	Photo-Ionization Detector (PID)	120 day
Caution tape (1000-foot roll)	20 each	Pump, Typhoon 2 or 4 stage	50 day
Combination lock or padlock	11 each	QED bladder pump w/QED control box	160 day
Compressed air tank and regulator	50 day	Resistivity field meter & pins	50 day
Concrete coring machine (≤6-inch-dia)	150 day	Slip / threaded cap, 2-inch or 4-inch diameter, PVC Schedule 40	15 each
Consumables (gloves, rope, soap, tape, etc.)	35 day	Slope inclinometer	200 day
Core sample boxes	11 each	Soil sampling T-handle (Encore)	10 day
Crack monitor	25 each	Soil sampling tripod	35 day
Cutoff saws, reciprocating, electric (Sawzall®)	75 day	Stainless steel bailer	40 day
Disposable bailers	12 each	Submersible pump, 10 gpm, high powered Grundfos 2-inch with controller	160 day
Disposable bladders	10 each	Submersible pump/transfer pump, 10-25 gpm	50 day
Dissolved oxygen meter	45 day	Support service truck usage (well installation, etc.)	200 day
DOT 55-gallon containment drum with lid	65 each	Survey/fence stakes	8 each
Double-ring infiltrometer	125 day	Tedar® bags	18 each
Dual-stage interface probe	80 day	Traffic cones (≤25)/barricades (single lane)	50 day
Dynamic Core Penetrometer	400 day	Turbidity meter	70 day
Generator, portable gasoline fueled, 3,500 watts	90 day	Tyvek® suit (each)	18 each
Global Positioning System/Laser Range Finder	80 day	Vapor sampling box	55 day
Hand auger set	90 day	Vehicle usage (carrying equipment)	20 hour
HDPE safety fence (≤100 feet)	40 roll	VelociCalc	35 day
Horiba U-51 water quality meter	135 day	Visqueen (20 x 100 feet)	100 roll
Light tower (towable vertical mast)	150 day	Water level indicator (electronic well sounder) <300 feet deep well	60 day
Magnaheic gauge	15 day	ZIPLEVEL®	15 day

Other specialized geotechnical and environmental testing & monitoring equipment are available, and priced per site

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**TERMS & CONDITIONS**

- **Expiration:** This fee schedule is effective through December 31, 2018 after which remaining work will be billed at then-current rates.
- **Proposal Expiration:** Proposals are valid for at least 30 days, subject to change after 30 days, unless otherwise stated in the attached proposal.
- **Prevailing Wages:** Our fees for prevailing wage work based upon California prevailing wage laws and wage determinations.
- **Overtime:** Overtime for field personnel will be charged at 1.5 times basic hourly rates when exceeding 8 hours up to 12 hours per 24 hour interval, and 2 times basic hourly rates when exceeding 12 hours in 24 hours or on Sunday, and 3 times basic hourly rates on California official holidays.
- **Expert Witness Time:** Expert witness deposition and testimony will be charged at 2 times hourly rates listed on the previous pages, with a minimum charge of four hours per day.
- **Minimum Field Hourly Charges:** For Field Technicians, Special Inspectors or any on-site (field) materials testing services:
  - 4 hours: 4-hour minimum charge up to the first four hours of work
  - 8 hours: 8-hour minimum charge for over four hours of work, up to eight hours.
 Project time accrued includes portal to portal travel time.
- **Outside Direct Costs:** Heavy equipment, subcontractor fees and expenses, project-specific permits and/or licenses, project-specific supplemental insurance, travel, subsistence, project-specific parking charges, shipping, reproduction, and other reimbursable expenses will be invoiced at cost plus 18%, unless billed directly to and paid by client.
- **Insurance & Limitation of Liability:** These rates are predicated on standard insurance coverage and a limit of Leighton's liability equal to our total fees for a given project.
- **Invoicing:** Invoices are rendered monthly, payable upon receipt in United States dollars. A service charge of 1½-percent per month will be charged for late payment.
- **Client Disclosures:** Client agrees to provide all information in Client's possession about actual or possible presence of buried utilities and hazardous materials on the project site, prior to fieldwork, and agrees to reimburse Leighton for all costs related to unanticipated discovery of utilities and/or hazardous materials. Client is also responsible for providing safe and legal access to the project site for all Leighton field personnel.
- **Earth Material Samples:** Quoted testing unit rates are for soil and/or rock (earth) samples free of hazardous materials. Additional costs will accrue beyond these standard testing unit rates for handling, testing and/or disposing of soil and/or rock containing hazardous materials. Hazardous materials will be returned to the site or the site owner's designated representative at additional cost not included in listed unit rates. Standard turn-around time for geotechnical-laboratory test results is 10 working days. Samples will be stored for 2 months, after which they will be discarded. Prior documented notification is required if samples need to be stored for a longer time. A monthly storage fee of \$10 per bag and \$5 per sleeve or tube will be applied. Quoted unit rates are only for earth materials sampled in the United States. There may be additional cost for handling imported samples.
- **Construction Material Samples:** After all designated 28-day breaks for a given sample set meet specified compressive or other client-designated strength, all "hold" cylinders or specimens will be automatically disposed of, unless specified in writing prior to the 28-day break. All other construction materials will be disposed of after completion of testing and reporting.

METHOD	\$/TEST	METHOD	\$/TEST
<b>TRIAxIAL TESTS</b>		<b>HYDRAULIC CONDUCTIVITY TESTS</b>	
Unconfined compression strength of cohesive soil (with stress/strain plot, ASTM D2166)	135	Triaxial permeability in flexible-wall permeameter with backpressure saturation at one effective stress (EPA 9100/ASTM D5084, falling head Method C):	310
Unconsolidated undrained triaxial compression test on cohesive soils (USACE Q test, ASTM D2850, per confining stress)	170	- Each additional effective stress	120
Consolidated undrained triaxial compression test for cohesive soils, (ASTM D4767, CU, USACE R-bar test) with back pressure saturation & pore water pressure measurement (per confining stress)	375	- Hand trimming of soil samples for horizontal K	60
Consolidated drained triaxial compression test (CD, USACE S test), with volume change measurement. Price per soil type below EM 1110-2-1906(X):		Remolding of test specimens	65
- Sand or silty sand soils (per confining stress)	375	Permeability of granular soils (ASTM D2434)	135
- Silt or clayey sand soils (per confining stress)	500	Soil suction (filter paper method, ASTM D5298)	400
- Clay soils (per confining stress)	705	<b>SOIL-CEMENT</b>	
- Three-stage triaxial (sand or silty sand soils)	655	Moisture-density curve for soil-cement mixtures (ASTM D558)	240
- Three-stage triaxial (silt or clayey sand soils)	875	Wet-dry durability of soil-cement mixtures (ASTM D559) <sup>1</sup>	1,205
- Three-stage triaxial (clay soils)	1,235	Compressive strength of molded soil-cement cylinder (ASTM D1633) <sup>1</sup>	60
Remolding of test specimens	65	Soil-cement remolded specimen (for shear strength, consolidation, etc.) <sup>1</sup>	235

<sup>1</sup> Compaction (ASTM D558 maximum density) should also be performed – not included in above price

### CONSTRUCTION MATERIALS LABORATORY TESTING

METHOD	\$/TEST	METHOD	\$/TEST
<b>CONCRETE STRENGTH CHARACTERISTICS</b>		<b>AGGREGATE PROPERTIES</b>	
Concrete cylinders compression (ASTM C39) (6" x 12")	25	Bulk density and voids in aggregates (AASHTO T10/ASTM C29/CTM 212)	50
Concrete cylinders compression (ASTM C39) (4" x 8")	22	Organic impurities in fine aggregate sand (AASHTO T21/ASTM C40/CTM 213)	60
Compression, concrete or masonry cores (testing only) $\leq 6$ inch (ASTM C42)	40	LA Rattler-smaller coarse aggregate < 1.5" (AASHTO T98/ASTM C131/CTM 211)	200
Trimming concrete cores (per core)	20	LA Rattler-larger coarse aggregate 1-3" (AASHTO T99/ASTM C535/CTM 211)	250
Flexural strength of concrete (simple beam-3rd pt. loading, ASTM C78/CTM 523)	85	Apparent specific gravity of fine aggregate (AASHTO T84/ASTM C128/CTM 208)	130
Flexural strength of concrete (simple beam-center pt. loading, ASTM C293/CTM 523)	85	Clay lumps, friable particles (AASHTO T112/ASTM C142)	175
Non shrink grout cubes (2 inch, ASTM C109/CTM 1107)	25	Durability Index (AASHTO T210/ASTM D3744/CTM 229)	200
Drying shrinkage - four readings, up to 90 days, 3 bars (ASTM C157)	400	Moisture content of aggregates by oven drying (AASHTO T255/ASTM C566/CTM 226)	40
Length of drilled concrete cores (CTM 531)	40	Uncompacted void content of fine aggregate (AASHTO T304/ASTM C1252/CTM 234)	130
<b>HOT MIX ASPHALT (HMA)</b>		Percent of crushed particles (AASHTO T335/ASTM D5821/CTM 205)	135
Resistance of compacted HMA to moisture-induced damage (AASHTO T283/CTM 371)	2,100	Flat & elongated particles in coarse aggregate (ASTM D4791/CTM 235)	215
Hamburg Wheel, 4 briquettes (modified) (AASHTO T324)	900	Cleaness value of coarse aggregate (CTM 227)	210
Superpave gyratory compaction (AASHTO T312/ASTM D6925)	350	Soundness, magnesium (AASHTO T104/ASTM C88/CTM 214)	225
Extraction by ignition oven, percent asphalt (AASHTO T308/ASTM D6307/CTM 382)	150	Soundness, sodium (AASHTO T104/ASTM C88/CTM 214)	650
Ignition oven correction/correlation values (AASHTO T308/ASTM D6307/CTM 382)	1,350	<b>MASONRY</b>	
Extraction by centrifuge, percent asphalt (ASTM D2172)	150	Mortar cylinders (2" by 4", ASTM C780)	25
Gradation of extracted aggregate (AASHTO T30/ASTM D5444/CTM 202)	135	Grout prisms (3" by 6", ASTM C1019)	25
Stabilometer, S-Value (ASTM D1560/CTM 366)	265	Masonry cores compression, $\leq 6$ " diameter (testing only, ASTM C42)	40
Bituminous mixture preparation (AASHTO R30/CTM 304)	80	CMU compression to size 8" x 8" x 16" ( $\beta$ required, ASTM C140)	45
Moisture content of HMA (AASHTO T329/ASTM D6037/CTM 370)	60	CMU moisture content, absorption & unit weight ( $\beta$ required, ASTM C140)	40
Bulk specific gravity of compacted HMA, molded specimen or cores, uncoated (AASHTO T166/ASTM D2728/CTM 308)	50	CMU linear drying shrinkage (ASTM C426)	175
Bulk specific gravity of compacted HMA, molded specimen or cores, paraffin-coated (AASHTO T275/ASTM D1188/CTM 308)	55	CMU grouted prisms (compression test $\leq 8$ " x 8" x 16", ASTM C1314)	180
Maximum density - Hveem (CTM 308)	200	CMU grouted prisms (compression test > 8" x 8" x 16", ASTM C1314)	250
Theoretical maximum density and specific gravity of HMA (AASHTO T209/ASTM D2041/CTM 309)	130	Masonry core-shear, Tille 24 (test only)	70
Thickness or height of compacted bituminous paving mixture specimens (ASTM D3549)	40	<b>BRICK</b>	
Rubberized asphalt (add to above rates)	+ 25%	Compression (cost for each, 5 required, ASTM C67)	40



Leighton

## 2018 LABORATORY TESTING RATES

### GEOTECHNICAL LABORATORY TESTING

METHOD	\$/TEST	METHOD	\$/TEST
<b>CLASSIFICATION &amp; INDEX PROPERTIES</b>			
Photograph of sample	10	California Bearing Ratio (CBR, ASTM D1883):	
Moisture content (ASTM D2216)	20	- 3 point	500
Moisture & density (ASTM D2937) ring samples	30	- 1 point	185
Moisture & density (ASTM D2937) Shelby tube or cutting	40	R-Value (AASHTO T190/ASTM D2844/CTM 301) untreated soils/aggregates	310
Atterberg limits (ASTM D4318) 3 points:	150	R-Value (AASHTO T190/ASTM D2844/CTM 301) lime or cement treated soils/aggregates	340
- Single point, non-plastic	85		
- Atterberg limits (organic ASTM D2487 / D4318)	180	<b>SOIL CHEMISTRY &amp; CORROSIIVITY</b>	
- Visual classification as non-plastic (ASTM D2488)	10	pH Method A (ASTM D4972 or CTM 643)	45
Particle size:		Electrical resistivity – single point – as received moisture	45
- Sieve only 1½ inch to #200, (AASHTO T27/ASTM C136/ASTM D6013/CTM 202)	135	Minimum resistivity 3 moisture content points (ASTM G187/CTM 643)	90
- Large sieve 6 inch to #200 (AASHTO T27/ASTM C136/ASTM D6013/CTM 202)	175	pH + minimum resistivity (CTM 643)	130
- Hydrometer only (ASTM D422)	110	Sulfate content - gravimetric (CTM 417 B Part II)	70
- Sieve + hydrometer (≤3 inch sieve, ASTM D422)	185	Sulfate screen (Hach®)	30
- Percent passing #200 sieve, wash only (ASTM D1140)	70	Chloride content (AASHTO T291/CTM 422)	70
Specific gravity and absorption of fine aggregate (AASHTO T84/ASTM C128/ASTM D854/CTM 207)	125	Corrosion suite, minimum resistivity, sulfate, chloride, pH (CTM 643)	245
Specific gravity and absorption of coarse aggregate (AASHTO T85/ASTM C127/CTM 206)	100	Organic matter content (ASTM D2974)	85
- Total porosity - on Shelby tube sample (calculated from density & specific gravity)	165	<b>SHEAR STRENGTH</b>	
- Total porosity - on other sample	155	Pocket penetrometer	15
Shrinkage limits (wax method, ASTM D4943)	126	Direct shear (ASTM D3080, mod., 3 points):	
Pinhole dispersion (ASTM D4647)	210	- Consolidated undrained - 0.05 inch/min (CU)	285
Dispersive characteristics (double hydrometer ASTM D4221)	90	- Consolidated drained - <0.05 inch/min (CD)	345
As-received moisture & density (chunk/carved samples)	60	- Residual shear EM 1110-2-1906-IXA	50
Sand Equivalent (AASHTO T176/ASTM D2419/CTM 217)	105	(price per each additional pass after shear)	
		Remolding or hand trimming of specimens (3 points)	90
		Oriented or block hand trimming (per hour)	65
		Single point shear	105
		Torsional shear (ASTM D6467 / ASTM D7608)	820
		<b>CONSOLIDATION &amp; EXPANSION/SWELL TESTS</b>	
<b>COMPACTION &amp; PAVEMENT SUBGRADE TESTS</b>		Consolidation (ASTM D2435):	195
Standard Proctor compaction, (ASTM D698) 4 points:		- Each additional time curve	45
- 4 inch diameter mold (Methods A & B)	160	- Each additional load/unload w/o time reading	40
- 6 inch diameter mold (Method C)	215	Expansion Index (EI, ASTM D4829)	130
Modified Proctor compaction (ASTM D1557) 4 points:		Swell/collapse – Method A (ASTM D4546-A, up to 10 load/unloads w/o time curves)	290
- 4 inch diameter mold (Methods A & B)	220	Single load swell/collapse - Method B (ASTM D4546-B, seat, load & inundate only)	105
- 6 inch diameter mold (Method C)	245		
Check point (per point)	65		
Relative compaction of untreated/treated soils/aggregates (CTM 216)	250		
Relative density (0.1 ft mold, ASTM D4253, D4254)	235		

METHOD	\$/TEST	METHOD	\$/TEST
<b>REINFORCING STEEL</b>		<b>SPRAY APPLIED FIREPROOFING</b>	
Rebar tensile test up to ≤ No. 10 bars (ASTM A370)	45	Unit weight (density, ASTM E605)	60
Rebar tensile test > No. 10 bars ≤ No. 17, (ASTM A370)	100	<b>BEARING PADS/PLATES AND JOINT SEAL</b>	
Rebar bend test, up to ≤ No. 10 bars (ASTM A370)	45	Elastomeric Bearing Pads (Caltrans SS 51-3)	990
Rebar bend test > No. 10 bars ≤ No. 17, (ASTM A370)	150	Elastomeric Bearing Pad with Hardness and Compression Tests (Caltrans SS 51-3)	1230
Epoxy coated rebar/dowel film thickness (coating) test (ASTM A775)	45	Type A Joint Seals (Caltrans SS 51-2)	1620
Epoxy coated rebar/dowel continuity (Holiday) test (ASTM A775)	65	Type B Joint Seals (Caltrans SS 51-2)	1530
Epoxy coated rebar flexibility/bend test, up to No. 11 (ASTM A775)	45	Bearing Plates (A536)	720
Tensile strength, ≤100,000 pounds axial load (ASTM A370)	45	<b>STREET LIGHTS/SIGNALS</b>	
Prestressing wire, tension (ASTM A416)	150	100W HPS Lighting (Caltrans RSS 86)	1296
Sample preparation (cutting)	50	<b>SAMPLE TRANSPORT</b>	
Resistance Butt-Welded Hoops/Bars, up to No. 10 (CTM 670)	180	Pick-up & delivery (weekdays, per trip, <50 mile radius from Leighton office)	90
Post-Tensioned Bars (ASTM A772)	420		

**EQUIPMENT, SUPPLIES & MATERIALS**

	\$/UNIT		\$/UNIT
1/4 inch Grab plates	5 each	Manometer	25 day
1/4 inch Tubing (bonded)	0.55 foot	Mileage (IRS Allowable)	0.545 mile
1/4 inch Tubing (single)	0.35 foot	Moisture test kit (excludes labor to perform test, ASTM E1907)	60 test
3/8 inch Tubing, clear vinyl	0.55 foot	Nuclear moisture and density gauge	88 day
4-Gas meter (RKI Eagle or similar)/GEM 2000	130 day	Pachometer	25 day
Air flow meter and purge pump (200 cc/min)	50 day	Particulate Monitor	125 day
Box of 24 soil drive-sample rings	120 box	pH/Conductivity/Temperature meter	55 day
Brass sample tubes	10 each	Photo-ionization Detector (PID)	120 day
Caution tape (1000-foot roll)	20 each	Pump, Typhoon 2 or 4 stage	50 day
Combination lock or padlock	11 each	QED bladder pump w/QED control box	160 day
Compressed air tank and regulator	50 day	Resistivity field meter & pins	50 day
Concrete coring machine (≤6-inch-dia)	150 day	Slip / threaded cap, 2-inch or 4-inch diameter, PVC Schedule 40	15 each
Consumables (gloves, rope, soap, tape, etc.)	35 day	Slope inclinometer	200 day
Core sample boxes	11 each	Soil sampling T-handle (Encore)	10 day
Crack monitor	25 each	Soil sampling tripod	35 day
Cutoff saws, reciprocating, electric (Sawzall®)	75 day	Stainless steel bailer	40 day
Disposable bailers	12 each	Submersible pump, 10 gpm, high powered Grundfos 2-inch with controller	160 day
Disposable bladders	10 each	Submersible pump/transfer pump, 10-25 gpm	50 day
Dissolved oxygen meter	45 day	Support service truck usage (well installation, etc.)	200 day
DOT 55-gallon containment drum with lid	65 each	Survey/fence stakes	8 each
Double-ring infiltrometer	125 day	Tedar® bags	18 each
Dual-stage interface probe	80 day	Traffic cones (≤25)/barricades (single lane)	50 day
Dynamic Core Penetrometer	400 day	Turbidity meter	70 day
Generator, portable gasoline fueled, 3,500 watts	90 day	Tyvek® suit (each)	18 each
Global Positioning System/Laser Range Finder	80 day	Vapor sampling box	55 day
Hand auger set	90 day	Vehicle usage (carrying equipment)	20 hour
HDPE safety fence (≤100 feet)	40 roll	VelociCalc	35 day
Horiba U-51 water quality meter	135 day	Visqueen (20 x 100 feet)	100 roll
Light tower (towable vertical mast)	150 day	Water level indicator (electronic well sounder) <300 feet deep well	60 day
Magnahelic gauge	15 day	ZIPLEVEL®	15 day

Other specialized geotechnical and environmental testing & monitoring equipment are available, and priced per site

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**TERMS & CONDITIONS**

- **Expiration:** This fee schedule is effective through December 31, 2018 after which remaining work will be billed at then-current rates.
- **Proposal Expiration:** Proposals are valid for at least 30 days, subject to change after 30 days; unless otherwise stated in the attached proposal.
- **Prevailing Wages:** Our fees for prevailing wage work based upon California prevailing wage laws and wage determinations.
- **Overtime:** Overtime for field personnel will be charged at 1.5 times basic hourly rates when exceeding 8 hours up to 12 hours per 24 hour interval, and 2 times basic hourly rates when exceeding 12 hours in 24 hours or on Sunday, and 3 times basic hourly rates on California official holidays.
- **Expert Witness Time:** Expert witness deposition and testimony will be charged at 2 times hourly rates listed on the previous pages, with a minimum charge of four hours per day.
- **Minimum Field Hourly Charges:** For Field Technicians, Special Inspectors or any on-site (field) materials testing services:
  - 4 hours: 4-hour minimum charge up to the first four hours of work
  - 8 hours: 8-hour minimum charge for over four hours of work, up to eight hours.
 Project time accrued includes portal to portal travel time.
- **Outside Direct Costs:** Heavy equipment, subcontractor fees and expenses, project-specific permits and/or licenses, project-specific supplemental insurance, travel, subsistence, project-specific parking charges, shipping, reproduction, and other reimbursable expenses will be invoiced at cost plus 18%, unless billed directly to and paid by client.
- **Insurance & Limitation of Liability:** These rates are predicated on standard insurance coverage and a limit of Leighton's liability equal to our total fees for a given project.
- **Invoicing:** Invoices are rendered monthly, payable upon receipt in United States dollars. A service charge of 1½-percent per month will be charged for late payment.
- **Client Disclosures:** Client agrees to provide all information in Client's possession about actual or possible presence of buried utilities and hazardous materials on the project site, prior to fieldwork, and agrees to reimburse Leighton for all costs related to unanticipated discovery of utilities and/or hazardous materials. Client is also responsible for providing safe and legal access to the project site for all Leighton field personnel.
- **Earth Material Samples:** Quoted testing unit rates are for soil and/or rock (earth) samples free of hazardous materials. Additional costs will accrue beyond these standard testing unit rates for handling, testing and/or disposing of soil and/or rock containing hazardous materials. Hazardous materials will be returned to the site or the site owner's designated representative at additional cost not included in listed unit rates. Standard turn-around time for geotechnical-laboratory test results is 10 working days. Samples will be stored for 2 months, after which they will be discarded. Prior documented notification is required if samples need to be stored for a longer time. A monthly storage fee of \$10 per bag and \$5 per sleeve or tube will be applied. Quoted unit rates are only for earth materials sampled in the United States. There may be additional cost for handling imported samples.
- **Construction Material Samples:** After all designated 28-day breaks for a given sample set meet specified compressive or other client-designated strength, all "hold" cylinders or specimens will be automatically disposed of, unless specified in writing prior to the 28-day break. All other construction materials will be disposed of after completion of testing and reporting.



METHOD	\$/TEST	METHOD	\$/TEST
<b>TRIAXIAL TESTS</b>		<b>HYDRAULIC CONDUCTIVITY TESTS</b>	
Unconfined compression strength of cohesive soil (with stress/strain plot, ASTM D2166)	135	Triaxial permeability in flexible-wall permeameter with backpressure saturation at one effective stress (EPA 9100/ASTM D5084, falling head Method C):	310
Unconsolidated undrained triaxial compression test on cohesive soils (USACE Q test, ASTM D2850, per confining stress)	170	- Each additional effective stress	120
Consolidated undrained triaxial compression test for cohesive soils, (ASTM D4767, CU, USACE R-bar test) with back pressure saturation & pore water pressure measurement (per confining stress)	375	- Hand trimming of soil samples for horizontal K Remolding of test specimens	60
Consolidated drained triaxial compression test (CD, USACE S test), with volume change measurement. Price per soil type below EM 1110-2-1906(X)		Permeability of granular soils (ASTM D2434)	65
- Sand or silty sand soils (per confining stress)	375	Soil suction (filter paper method, ASTM D5296)	135
- Silt or clayey sand soils (per confining stress)	500		400
- Clay soils (per confining stress)	705	<b>SOIL-CEMENT</b>	
- Three-stage triaxial (sand or silty sand soils)	655	Moisture-density curve for soil-cement mixtures (ASTM D558)	240
- Three-stage triaxial (silt or clayey sand soils)	875	Wet-dry durability of soil-cement mixtures (ASTM D559) <sup>1</sup>	1,205
- Three-stage triaxial (clay soils)	1,235	Compressive strength of molded soil-cement cylinder (ASTM D1633) <sup>1</sup>	60
Remolding of test specimens	65	Soil-cement remolded specimen (for shear strength, consolidation, etc.) <sup>1</sup>	235
		<sup>1</sup> Compaction (ASTM D558 maximum density) should also be performed – not included in above price	

**CONSTRUCTION MATERIALS LABORATORY TESTING**

METHOD	\$/TEST	METHOD	\$/TEST
<b>CONCRETE STRENGTH CHARACTERISTICS</b>		<b>AGGREGATE PROPERTIES</b>	
Concrete cylinders compression (ASTM C39) (8" x 12")	25	Bulk density and voids in aggregates (AASHTO T10/ASTM C29/CTM 212)	50
Concrete cylinders compression (ASTM C39) (4" x 8")	22	Organic impurities in fine aggregate sand (AASHTO T21/ASTM C40/CTM 213)	60
Compression, concrete or masonry cores (testing only) $\leq 6$ inch (ASTM C42)	40	LA Rattler-smaller coarse aggregate < 1.5" (AASHTO T98/ASTM C131/CTM 211)	200
Trimming concrete cores (per core)	20	LA Rattler-larger coarse aggregate 1-3" (AASHTO T99/ASTM C595/CTM 211)	250
Flexural strength of concrete (simple beam-3rd pt. loading, ASTM C78/CTM 523)	85	Apparent specific gravity of fine aggregate (AASHTO T84/ASTM C128/CTM 208)	130
Flexural strength of concrete (simple beam-center pt. loading, ASTM C293/CTM 523)	85	Clay lumps, friable particles (AASHTO T112/ASTM C142)	175
Non shrink grout cubes (2 inch, ASTM C109/CTM 1107)	25	Durability Index (AASHTO T210/ASTM D3744/CTM 229)	200
Drying shrinkage - four readings, up to 90 days, 3 bars (ASTM C157)	400	Moisture content of aggregates by oven drying (AASHTO T255/ASTM C566/CTM 226)	40
Length of drilled concrete cores (CTM 531)	40	Uncompacted void content of fine aggregate (AASHTO T304/ASTM C1252/CTM 234)	130
<b>HOT MIX ASPHALT (HMA)</b>		Percent of crushed particles (AASHTO T335/ASTM D5821/CTM 205)	135
Resistance of compacted HMA to moisture-induced damage (AASHTO T283/CTM 371)	2,100	Flat & elongated particles in coarse aggregate (ASTM D4791/CTM 235)	215
Hamburg Wheel, 4 briquettes (modified) (AASHTO T324)	900	Cleaness value of coarse aggregate (CTM 227)	210
Superpave gyratory compaction (AASHTO T312/ASTM D6925)	350	Soundness, magnesium (AASHTO T104/ASTM C89/CTM 214)	225
Extraction by ignition oven, percent asphalt (AASHTO T308/ASTM D6307/CTM 382)	150	Soundness, sodium (AASHTO T104/ASTM C88/CTM 214)	650
Ignition oven correction/correlation values (AASHTO T308/ASTM D6307/CTM 382)	1,350	<b>MASONRY</b>	
Extraction by centrifuge, percent asphalt (ASTM D2172)	150	Mortar cylinders (2" by 4", ASTM C780)	25
Gradation of extracted aggregate (AASHTO T30/ASTM D5444/CTM 202)	135	Grout prisms (3" by 6", ASTM C1019)	25
Stabilometer, S-Value (ASTM D1560/CTM 366)	265	Masonry cores compression, $\leq 6$ " diameter (testing only, ASTM C42)	40
Bituminous mixture preparation (AASHTO R30/CTM 304)	80	CMU compression to size 8" x 8" x 16" ( $\beta$ required, ASTM C140)	45
Moisture content of HMA (AASHTO T329/ASTM D6037/CTM 370)	60	CMU moisture content, absorption & unit weight ( $\beta$ required, ASTM C140)	40
Bulk specific gravity of compacted HMA, molded specimen or cores, uncoated (AASHTO T168/ASTM D2728/CTM 308)	50	CMU linear drying shrinkage (ASTM C426)	175
Bulk specific gravity of compacted HMA, molded specimen or cores, paraffin-coated (AASHTO T275/ASTM D1188/CTM 308)	55	CMU grouted prisms (compression test $\leq 8$ " x 8" x 16", ASTM C1314)	180
Maximum density - Hveem (CTM 308)	200	CMU grouted prisms (compression test > 8" x 8" x 16", ASTM C1314)	250
Theoretical maximum density and specific gravity of HMA (AASHTO T209/ASTM D2041/CTM 309)	130	Masonry core-shear, Tiltle 24 (test only)	70
Thickness or height of compacted bituminous paving mixture specimens (ASTM D3549)	40	<b>BRICK</b>	
Rubberized asphalt (add to above rates)	+ 25%	Compression (cost for each, 5 required, ASTM C67)	40