

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Firm: Falcon Engineering Services, Inc.

Project Manager: Wael Faqih

Title *: Vice President

Signature: 

Date of Certification (mm/dd/yyyy): 7/6/2020

Email: wfaqih@falcon-ca.com

Phone Number: (951) 264-2350

Address: 341 Corporate Terrace Circle, #101, Corona, CA 92879

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information authorized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

As-needed bridge inspection and emergency shoring supports.

8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
 9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
 10. Add additional pages if necessary.
- Asst Structures Representative

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Subconsultant: Falcon Engineering Services Prime Consultant Subconsultant

Project No. _____ Contract No. _____

Date: 7/14/2020

SCHEDULE OF OTHER DIRECT COST ITEMS (Estimate Purpose Only)				
Description of Item	Quantity	Unit	Unit Cost	Total
Travel: (Actual Cost with Supporting Documents)				
Mileage		MI	\$0.575	\$0.00
Reproduction: (Outside Services / Actual Cost with Supporting Documents)				
Senior Project Manager				
Delivery Services: (Actual Cost with Supporting Documents)				
Structures Representative				\$0.00
Subconsultant 1:				
Subconsultant 2:				
Kurt Pegg, PE				
Structures Representative				
Subconsultant 5:				

IMPORTANT NOTES:

- Resident Engineer
- Proposed ODC items should be consistently billed regardless of contract type.
- Items when incurred for the same purpose, in like circumstances should not be included in any indirect cost pool or in the overhead rate.
- Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
- Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
- If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Asst Structures Representative Field Engineer	\$224.42	--	--	7/1/2021	6/30/2022	\$82.40	3.00%	Not Applicable
	\$231.15	--	--	7/1/2022	6/30/2023	\$84.87	3.00%	
	\$238.08	--	--	7/1/2023	6/30/2024	\$87.42	3.00%	
	\$245.22	--	--	7/1/2024	6/30/2025	\$90.04	3.00%	
Alex Naime, PE Asst Structures Representative Field Engineer	\$222.59	--	--	7/1/2020	6/30/2021	\$81.73		Not Applicable
	\$229.27	--	--	7/1/2021	6/30/2022	\$84.18	3.00%	
	\$236.15	--	--	7/1/2022	6/30/2023	\$86.71	3.00%	
	\$243.23	--	--	7/1/2023	6/30/2024	\$89.31	3.00%	
Design Engineer III	\$250.53	--	--	7/1/2024	6/30/2025	\$91.99	3.00%	
	\$228.77	--	--	7/1/2020	6/30/2021	\$84.00		\$80.00 - \$85.00
	\$235.64	--	--	7/1/2021	6/30/2022	\$86.52	3.00%	\$82.40 - \$87.55
	\$242.71	--	--	7/1/2022	6/30/2023	\$89.12	3.00%	\$84.87 - \$90.18
	\$249.99	--	--	7/1/2023	6/30/2024	\$91.79	3.00%	\$87.42 - \$92.88
Design Engineer II	\$257.49	--	--	7/1/2024	6/30/2025	\$94.54	3.00%	\$90.04 - \$95.67
	\$182.47	--	--	7/1/2020	6/30/2021	\$67.00		\$65.00 - \$70.00
	\$187.95	--	--	7/1/2021	6/30/2022	\$69.01	3.00%	\$66.95 - \$72.10
	\$193.59	--	--	7/1/2022	6/30/2023	\$71.08	3.00%	\$68.96 - \$74.26
	\$199.39	--	--	7/1/2023	6/30/2024	\$73.21	3.00%	\$71.03 - \$76.49
Design Engineer I	\$205.38	--	--	7/1/2024	6/30/2025	\$75.41	3.00%	\$73.16 - \$78.79
	\$141.62	--	--	7/1/2020	6/30/2021	\$52.00		\$50.00 - \$55.00
	\$145.87	--	--	7/1/2021	6/30/2022	\$53.56	3.00%	\$51.50 - \$56.65
	\$150.25	--	--	7/1/2022	6/30/2023	\$55.17	3.00%	\$53.05 - \$58.35
	\$154.75	--	--	7/1/2023	6/30/2024	\$56.82	3.00%	\$54.64 - \$60.10
Assistant Design Engineer	\$159.40	--	--	7/1/2024	6/30/2025	\$58.53	3.00%	\$56.28 - \$61.90
	\$130.73	--	--	7/1/2020	6/30/2021	\$48.00		\$45.00 - \$50.00
	\$134.65	--	--	7/1/2021	6/30/2022	\$49.44	3.00%	\$46.35 - \$51.50
	\$138.69	--	--	7/1/2022	6/30/2023	\$50.92	3.00%	\$47.74 - \$53.05
	\$142.85	--	--	7/1/2023	6/30/2024	\$52.45	3.00%	\$49.17 - \$54.64
Senior CADD Technician	\$147.13	--	--	7/1/2024	6/30/2025	\$54.02	3.00%	\$50.65 - \$56.28
	\$130.73	--	--	7/1/2020	6/30/2021	\$48.00		\$45.00 - \$50.00
	\$134.65	--	--	7/1/2021	6/30/2022	\$49.44	3.00%	\$46.35 - \$51.50
	\$138.69	--	--	7/1/2022	6/30/2023	\$50.92	3.00%	\$47.74 - \$53.05
	\$142.85	--	--	7/1/2023	6/30/2024	\$52.45	3.00%	\$49.17 - \$54.64
CADD Technician	\$147.13	--	--	7/1/2024	6/30/2025	\$54.02	3.00%	\$50.65 - \$56.28
	\$114.39	--	--	7/1/2020	6/30/2021	\$42.00		\$40.00 - \$45.00
	\$117.82	--	--	7/1/2021	6/30/2022	\$43.26	3.00%	\$41.20 - \$46.35
	\$121.35	--	--	7/1/2022	6/30/2023	\$44.56	3.00%	\$42.44 - \$47.74
	\$124.99	--	--	7/1/2023	6/30/2024	\$45.89	3.00%	\$43.71 - \$49.17
	\$128.74	--	--	7/1/2024	6/30/2025	\$47.27	3.00%	\$45.02 - \$50.65

Notes:

1. Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Note: Mark-ups are Not Allowed.

Consultant Falcon Engineering Services, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. _____ Contract No. _____ Participation Amount \$ \$20,000 (Estimate) Date: 8/22/2020

For Combined Rate	Fringe Benefit % + General & Administrative %	=	147.59%	Combined ICR %
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For Home Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Home Office ICR %
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For Field Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Field Office ICR %
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	FEE	=	10.00%	
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Wael Faqih, PE Senior Project Manager *	\$299.58	--	--	7/1/2020	6/30/2021	\$110.00		Not Applicable
	\$308.57	--	--	7/1/2021	6/30/2022	\$113.30	3.00%	
	\$317.83	--	--	7/1/2022	6/30/2023	\$116.70	3.00%	
	\$327.36	--	--	7/1/2023	6/30/2024	\$120.20	3.00%	
	\$337.18	--	--	7/1/2024	6/30/2025	\$123.81	3.00%	
Senior Bridge Engineer	\$256.01	--	--	7/1/2020	6/30/2021	\$94.00		\$90.00 - \$98.00
	\$263.69	--	--	7/1/2021	6/30/2022	\$96.82	3.00%	\$92.70 - \$100.94
	\$271.60	--	--	7/1/2022	6/30/2023	\$99.72	3.00%	\$95.48 - \$103.97
	\$279.75	--	--	7/1/2023	6/30/2024	\$102.72	3.00%	\$98.35 - \$107.09
	\$288.14	--	--	7/1/2024	6/30/2025	\$105.80	3.00%	\$101.30 - \$110.30
Senior Roadway/Roadway Eng.	\$256.01	--	--	7/1/2020	6/30/2021	\$94.00		\$90.00 - \$98.00
	\$263.69	--	--	7/1/2021	6/30/2022	\$96.82	3.00%	\$92.70 - \$100.94
	\$271.60	--	--	7/1/2022	6/30/2023	\$99.72	3.00%	\$95.48 - \$103.97
	\$279.75	--	--	7/1/2023	6/30/2024	\$102.72	3.00%	\$98.35 - \$107.09
	\$288.14	--	--	7/1/2024	6/30/2025	\$105.80	3.00%	\$101.30 - \$110.30
Structures Representative	\$256.01	--	--	7/1/2020	6/30/2021	\$94.00		\$90.00 - \$98.00
	\$263.69	--	--	7/1/2021	6/30/2022	\$96.82	3.00%	\$92.70 - \$100.94
	\$271.60	--	--	7/1/2022	6/30/2023	\$99.72	3.00%	\$95.48 - \$103.97
	\$279.75	--	--	7/1/2023	6/30/2024	\$102.72	3.00%	\$98.35 - \$107.09
	\$288.14	--	--	7/1/2024	6/30/2025	\$105.80	3.00%	\$101.30 - \$110.30
Tariq Malik, PE Structures Representative	\$285.97	--	--	7/1/2020	6/30/2021	\$105.00		Not Applicable
	\$294.55	--	--	7/1/2021	6/30/2022	\$108.15	3.00%	
	\$303.38	--	--	7/1/2022	6/30/2023	\$111.39	3.00%	
	\$312.48	--	--	7/1/2023	6/30/2024	\$114.74	3.00%	
	\$321.86	--	--	7/1/2024	6/30/2025	\$118.18	3.00%	
Kurt Pegg, PE Structures Representative	\$299.58	--	--	7/1/2020	6/30/2021	\$110.00		Not Applicable
	\$308.57	--	--	7/1/2021	6/30/2022	\$113.30	3.00%	
	\$317.83	--	--	7/1/2022	6/30/2023	\$116.70	3.00%	
	\$327.36	--	--	7/1/2023	6/30/2024	\$120.20	3.00%	
	\$337.18	--	--	7/1/2024	6/30/2025	\$123.81	3.00%	
Juan Rojas, PE Resident Engineer	\$285.97	--	--	7/1/2020	6/30/2021	\$105.00		Not Applicable
	\$294.55	--	--	7/1/2021	6/30/2022	\$108.15	3.00%	
	\$303.38	--	--	7/1/2022	6/30/2023	\$111.39	3.00%	
	\$312.48	--	--	7/1/2023	6/30/2024	\$114.74	3.00%	
	\$321.86	--	--	7/1/2024	6/30/2025	\$118.18	3.00%	
Ahmad Faqih, PE Asst Structures Representative Field Engineer	\$258.73	--	--	7/1/2020	6/30/2021	\$95.00		Not Applicable
	\$266.49	--	--	7/1/2021	6/30/2022	\$97.85	3.00%	
	\$274.49	--	--	7/1/2022	6/30/2023	\$100.79	3.00%	
	\$282.72	--	--	7/1/2023	6/30/2024	\$103.81	3.00%	
	\$291.20	--	--	7/1/2024	6/30/2025	\$106.92	3.00%	
Mohammad Khalaleh, PE Asst Structures Representative Field Engineer Asst. Design Engineer (Bridge/Civil)	\$245.11	--	--	7/1/2020	6/30/2021	\$90.00		Not Applicable
	\$252.47	--	--	7/1/2021	6/30/2022	\$92.70	3.00%	
	\$260.04	--	--	7/1/2022	6/30/2023	\$95.48	3.00%	
	\$267.84	--	--	7/1/2023	6/30/2024	\$98.35	3.00%	
	\$275.88	--	--	7/1/2024	6/30/2025	\$101.30	3.00%	
Zaid Afanan, PE	\$217.88	--	--	7/1/2020	6/30/2021	\$80.00		

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Firm: Westbound Communications, Inc.

Name: Scott Smith

Title *: CEO

Signature:  _____

Date of Certification (mm/dd/yyyy): 7/9/2020

Email: ssmith@westboundcommunications.com

Phone Number: 310-497-5081

Address: 3850 Vine Street, Suite 120, Riverside, CA 92507

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information authorized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

As-needed Public Outreach Supports.	
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3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
10. Add additional pages if necessary.
11. Subconsultants must provide their own cost proposals.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Subconsultant: Westbound Communication Prime Consultant Subconsultant

Project No. _____ Contract No. _____

Date: 7/14/2020

SCHEDULE OF OTHER DIRECT COST ITEMS (Estimate Purpose Only)				
Description of Item	Quantity	Unit	Unit Cost	Total
Travel: (Actual Cost with Supporting Documents)				
Mileage	1500	MI	\$0.575	\$862.50
Reproduction: (Outside Services / Actual Cost with Supporting Documents)				
Delivery Services: (Actual Cost with Supporting Documents)				
Certified Mailing (includes printing of notice and certified mailing to property owners and key stakeholders)				\$500.00
Miscellaneous: (Actual Cost with Supporting Documents)				
Virtual Public Meetings (informs public of project activities - most effective way to reach target audiences across population centers, such as Needles, Barstow and Twentynine Palms, that use this highway on a regular basis)	2	EA	\$1,000.00	\$2,000.00
Advertisements in Local Newspapers (Desert Dispatch and Needles Desert Star) - announces work along highway	4	EA	\$400.00	\$1,600.00
Graphic Design				\$1,000.00
Drone Aerial Videography/Photography	2	EA	\$1,200.00	\$2,400.00
Subtotal				\$8,362.50
Subconsultant 1:				
Subconsultant 2:				
Subconsultant 3:				
Subconsultant 4:				
Subconsultant 5:				

IMPORTANT NOTES:

1. List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.
2. Proposed ODC items should be consistently billed regardless of client and contract type.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Note: Mark-ups are Not Allowed.

Consultant Westbound Communications, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. _____ Contract No. _____ Participation Amount \$ \$15,000 (Estimate) Date: 8/22/2020

For Combined Rate	Fringe Benefit % + General & Administrative %	=	174.75%	Combined ICR %
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For Home Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Home Office ICR %
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For Field Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Field Office ICR %
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	FEE	=	10.00%	
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Chris Perez-Principal In Charge	\$217.96	--	--	7/1/2020	6/30/2021	\$72.12		Not Applicable
Robert Chevez-Project Manager*	\$224.50	--	--	7/1/2021	6/30/2022	\$74.28	3.00%	
	\$231.24	--	--	7/1/2022	6/30/2023	\$76.51	3.00%	
	\$238.18	--	--	7/1/2023	6/30/2024	\$78.81	3.00%	
	\$245.32	--	--	7/1/2024	6/30/2025	\$81.17	3.00%	

Notes:

1. Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
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All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Firm: Value Management Strategies, Inc.

Name: Cheryl M. Kramer

Title *: Corporate Secretary / Vice President - Operations

Signature : 

Date of Certification (mm/dd/yyyy): 7/6/2020

Email: cheryl.kramer@vms-inc.com

Phone Number: 760-741-5518

Address: 100 E. San Marcos Blvd, Suite 340, San Marcos, CA 92069

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information authorized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

As-needed Value Engineering Study.

2. Proposed ODC items should be consistently billed regardless of client and contract type.
3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
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Subconsultant: Value Management Strategi Prime Consultant Subconsultant

Project No. _____ Contract No. _____

Date: 7/14/2020

SCHEDULE OF OTHER DIRECT COST ITEMS (Estimate Purpose Only)				
Description of Item	Quantity	Unit	Unit Cost	Total
Travel: (Actual Cost with Supporting Documents)				
Airfare	4	EA	\$700.00	\$2,800.00
Airport Shuttle	4	EA	\$100.00	\$400.00
Rental Car	8	EA	\$75.00	\$600.00
Parking	8	EA	\$15.00	\$120.00
Per Diem (Meals, Incidental and Lodging - Riverside County)	12	EA	\$173.00	\$2,076.00
Reproduction: (Outside Services / Actual Cost with Supporting Documents)				
Report Reproduction	6	EA	\$100.00	\$600.00
Delivery Services: (Actual Cost with Supporting Documents)				
FedEx	5	EA	\$50.00	\$250.00
Miscellaneous: (Actual Cost with Supporting Documents)				
Subtotal				\$4,046.00
Subconsultant 1:				
Subconsultant 2:				
Subconsultant 3:				
Subconsultant 4:				
Subconsultant 5:				

IMPORTANT NOTES:

1. List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Cheryl M. Kramer Sr. Project Coordinator Sr. Project Coordinator	\$231.02	--	--	7/1/2020	6/30/2021	\$74.52		Not Applicable
	\$237.95	--	--	7/1/2021	6/30/2022	\$76.76	3.00%	
	\$245.09	--	--	7/1/2022	6/30/2023	\$79.06	3.00%	
	\$252.44	--	--	7/1/2023	6/30/2024	\$81.43	3.00%	
	\$260.02	--	--	7/1/2024	6/30/2025	\$83.87	3.00%	
Sandy Northrop Project Coordinator	\$141.99	--	--	7/1/2020	6/30/2021	\$45.80		Not Applicable
	\$146.25	--	--	7/1/2021	6/30/2022	\$47.17	3.00%	
	\$150.63	--	--	7/1/2022	6/30/2023	\$48.59	3.00%	
	\$155.15	--	--	7/1/2023	6/30/2024	\$50.05	3.00%	
	\$159.81	--	--	7/1/2024	6/30/2025	\$51.55	3.00%	
Technical Editor	\$100.97	--	--	7/1/2020	6/30/2021	\$32.57		\$31.25 - \$33.89
	\$104.00	--	--	7/1/2021	6/30/2022	\$33.55	3.00%	\$32.19 - \$34.91
	\$107.12	--	--	7/1/2022	6/30/2023	\$34.55	3.00%	\$33.15 - \$35.95
	\$110.33	--	--	7/1/2023	6/30/2024	\$35.59	3.00%	\$34.15 - \$37.03
	\$113.64	--	--	7/1/2024	6/30/2025	\$36.66	3.00%	\$35.17 - \$38.14

Notes:

1. Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Note: Mark-ups are Not Allowed.

Consultant Value Management Strategies, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. _____ Contract No. _____ Participation Amount \$ \$60,000 (Estimate) Date: 8/21/2020

For Combined Rate	Fringe Benefit % + General & Administrative %	=	181.83%	Combined ICR %
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For Home Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Home Office ICR %
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For Field Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Field Office ICR %
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	FEE	=	10.00%	
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Robert Stewart, CVS-Life, FSAE, PMP, PMI-RMP President/CEO* CVS Team Leader	\$447.13	--	--	7/1/2020	6/30/2021	\$144.23		Not Applicable
	\$460.55	--	--	7/1/2021	6/30/2022	\$148.56	3.00%	
	\$474.36	--	--	7/1/2022	6/30/2023	\$153.01	3.00%	
	\$488.59	--	--	7/1/2023	6/30/2024	\$157.60	3.00%	
	\$503.25	--	--	7/1/2024	6/30/2025	\$162.33	3.00%	
Gregory Brink, CVS, PMP, PMI-RMP, PMI-PBA, CCE/A, ENV SP Sr. Vice President* CVS Team Leader	\$327.90	--	--	7/1/2020	6/30/2021	\$105.77		Not Applicable
	\$337.74	--	--	7/1/2021	6/30/2022	\$108.94	3.00%	
	\$347.87	--	--	7/1/2022	6/30/2023	\$112.21	3.00%	
	\$358.31	--	--	7/1/2023	6/30/2024	\$115.58	3.00%	
	\$369.06	--	--	7/1/2024	6/30/2025	\$119.05	3.00%	
Eric Trimble, CVS, PMP, ENV SP Vice President* CVS Team Leader	\$298.08	--	--	7/1/2020	6/30/2021	\$96.15		Not Applicable
	\$307.02	--	--	7/1/2021	6/30/2022	\$99.03	3.00%	
	\$316.23	--	--	7/1/2022	6/30/2023	\$102.01	3.00%	
	\$325.72	--	--	7/1/2023	6/30/2024	\$105.07	3.00%	
	\$335.49	--	--	7/1/2024	6/30/2025	\$108.22	3.00%	
Ashley Carson Vice President* CVS Team Leader	\$298.08	--	--	7/1/2020	6/30/2021	\$96.15		Not Applicable
	\$307.02	--	--	7/1/2021	6/30/2022	\$99.03	3.00%	
	\$316.23	--	--	7/1/2022	6/30/2023	\$102.01	3.00%	
	\$325.72	--	--	7/1/2023	6/30/2024	\$105.07	3.00%	
	\$335.49	--	--	7/1/2024	6/30/2025	\$108.22	3.00%	
Fred Kolano Director* CVS Team Leader	\$256.38	--	--	7/1/2020	6/30/2021	\$82.70		Not Applicable
	\$264.07	--	--	7/1/2021	6/30/2022	\$85.18	3.00%	
	\$271.99	--	--	7/1/2022	6/30/2023	\$87.74	3.00%	
	\$280.15	--	--	7/1/2023	6/30/2024	\$90.37	3.00%	
	\$288.56	--	--	7/1/2024	6/30/2025	\$93.08	3.00%	
David Eisenberg, CVS, USSBB, CQA, CMQ/OE Sr. Value Manager* CVS Team Leader	\$238.46	--	--	7/1/2020	6/30/2021	\$76.92		Not Applicable
	\$245.62	--	--	7/1/2021	6/30/2022	\$79.23	3.00%	
	\$252.98	--	--	7/1/2022	6/30/2023	\$81.60	3.00%	
	\$260.57	--	--	7/1/2023	6/30/2024	\$84.05	3.00%	
	\$268.39	--	--	7/1/2024	6/30/2025	\$86.57	3.00%	
Mariah Brink, VMA Quality Manager Quality Manager	\$139.35	--	--	7/1/2020	6/30/2021	\$44.95		Not Applicable
	\$143.53	--	--	7/1/2021	6/30/2022	\$46.30	3.00%	
	\$147.84	--	--	7/1/2022	6/30/2023	\$47.69	3.00%	
	\$152.27	--	--	7/1/2023	6/30/2024	\$49.12	3.00%	
	\$156.84	--	--	7/1/2024	6/30/2025	\$50.59	3.00%	

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)


All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Firm: Overland, Pacific & Cutler, LLC.

Name: Taurean Gordon

Title *: Chief Operating Officer

Signature: 

Date of Certification (mm/dd/yyyy): 7/8/2020

Email: tgordon@opcservices.com

Phone Number: 562-304-2000

Address: 3750 Schaufele Ave #150, Long Beach, CA 90808

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information authorized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

As-needed utility coordination.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Subconsultant: Overland, Pacific & Cutler, L Prime Consultant Subconsultant

Project No. _____ Contract No. _____

Date: 7/14/2020

SCHEDULE OF OTHER DIRECT COST ITEMS (Estimate Purpose Only)				
Description of Item	Quantity	Unit	Unit Cost	Total
Travel: (Actual Cost with Supporting Documents)				
Mileage	1,000	EA	\$0.575	\$575.00
Reproduction: (Outside Services / Actual Cost with Supporting Documents)				
Delivery Services: (Actual Cost with Supporting Documents)				
Miscellaneous: (Actual Cost with Supporting Documents)				
Utility Potholing	30	EA	\$950.00	\$28,500.00
Permit Fees				
Subtotal				\$29,075.00
Subconsultant 1:				
Subconsultant 2:				
Subconsultant 3:				
Subconsultant 4:				
Subconsultant 5:				

IMPORTANT NOTES:

- List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.
- Proposed ODC items should be consistently billed regardless of client and contract type.
- Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
- Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
- If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
- If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
- The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
- Add additional pages if necessary.
- Subconsultants must provide their own cost proposals.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Note: Mark-ups are Not Allowed.

Consultant Overland, Pacific & Cutler, LLC Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. _____ Contract No. _____ Participation Amount \$ \$30,000 (Estimate) Date: 7/14/2020

For Combined Rate	Fringe Benefit % + General & Administrative %	=	153.60%	Combined ICR %
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For Home Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Home Office ICR %
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For Field Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Field Office ICR %
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	FEE	=	10.00%	
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Mike Parker*/Senior Utility Manager*	\$201.19	-	-	7/1/2020	6/30/2021	\$72.12		Not Applicable
	\$207.22	-	-	7/1/2021	6/30/2022	\$74.28	3.00%	
	\$213.44	-	-	7/1/2022	6/30/2023	\$76.51	3.00%	
	\$219.84	-	-	7/1/2023	6/30/2024	\$78.81	3.00%	
	\$226.44	-	-	7/1/2024	6/30/2025	\$81.17	3.00%	
Senior Utility Coordinator	\$125.53	-	-	7/1/2020	6/30/2021	\$45.00		\$35.00 - \$55.00
	\$129.30	-	-	7/1/2021	6/30/2022	\$46.35	3.00%	\$36.05 - \$56.65
	\$133.18	-	-	7/1/2022	6/30/2023	\$47.74	3.00%	\$37.13 - \$58.35
	\$137.17	-	-	7/1/2023	6/30/2024	\$49.17	3.00%	\$38.25 - \$60.10
	\$141.29	-	-	7/1/2024	6/30/2025	\$50.65	3.00%	\$39.39 - \$61.90
Utility Coordinator	\$97.64	-	-	7/1/2020	6/30/2021	\$35.00		\$25.00 - \$45.00
	\$100.57	-	-	7/1/2021	6/30/2022	\$36.05	3.00%	\$25.75 - \$46.35
	\$103.58	-	-	7/1/2022	6/30/2023	\$37.13	3.00%	\$26.52 - \$46.35
	\$106.69	-	-	7/1/2023	6/30/2024	\$38.25	3.00%	\$27.32 - \$48.67
	\$109.89	-	-	7/1/2024	6/30/2025	\$39.39	3.00%	\$28.14 - \$51.10
Project Support	\$69.74	-	-	7/1/2020	6/30/2021	\$25.00		\$15.00 - \$35.00
	\$71.83	-	-	7/1/2021	6/30/2022	\$25.75	3.00%	\$15.45 - \$36.05
	\$73.99	-	-	7/1/2022	6/30/2023	\$26.52	3.00%	\$15.91 - \$36.05
	\$76.21	-	-	7/1/2023	6/30/2024	\$27.32	3.00%	\$16.39 - \$37.85
	\$78.49	-	-	7/1/2024	6/30/2025	\$28.14	3.00%	\$16.88 - \$39.75

Notes:

1. Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Firm: Tatsumi and Partners, Inc.

Name: David Tatsumi

Title *: President

Signature : 

Date of Certification (mm/dd/yyyy): 08/03/2020

Email: david@tatsumiandpartners.com

Phone Number: (949) 453-9901

Address: 49 Discovery, Suite 120, Irvine, CA 92618

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information authorized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

As-needed bridge aesthetic and landscaping study and design.

7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
10. Add additional pages if necessary.
11. Subconsultants must provide their own cost proposals.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Note: Mark-ups are Not Allowed.

Consultant Tatsumi and Partners, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. _____ Contract No. _____ Participation Amount \$ \$20,000 (Estimate) Date: 8/21/2020

For Combined Rate		Fringe Benefit % + General & Administrative %	=	164.81%	Combined ICR %
For Home Office Rate		Fringe Benefit % + General & Administrative %	=	N/A	Home Office ICR %
For Field Office Rate		Fringe Benefit % + General & Administrative %	=	N/A	Field Office ICR %
		FEE	=	10.00%	

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
David Tatsumi * Sr. Landscape Architect	\$268.89	-	-	7/1/2020	6/30/2021	\$92.31		Not Applicable
	\$276.96	-	-	7/1/2021	6/30/2022	\$95.08	3.00%	
	\$285.27	-	-	7/1/2022	6/30/2023	\$97.93	3.00%	
	\$293.82	-	-	7/1/2023	6/30/2024	\$100.87	3.00%	
	\$302.64	-	-	7/1/2024	6/30/2025	\$103.90	3.00%	
Project Manager Senior Associate	\$160.21	-	-	7/1/2020	6/30/2021	\$55.00		\$50.00 - \$60.00
	\$165.02	-	-	7/1/2021	6/30/2022	\$56.65	3.00%	\$51.50 - \$61.80
	\$169.97	-	-	7/1/2022	6/30/2023	\$58.35	3.00%	\$53.05 - \$63.65
	\$175.07	-	-	7/1/2023	6/30/2024	\$60.10	3.00%	\$54.64 - \$65.56
	\$180.32	-	-	7/1/2024	6/30/2025	\$61.90	3.00%	\$56.28 - \$67.53
Senior Designer Lead Senior Technical Staff	\$131.01	-	-	7/1/2020	6/30/2021	\$44.98		\$40.00 - \$49.95
	\$134.94	-	-	7/1/2021	6/30/2022	\$46.32	3.00%	\$41.20 - \$51.45
	\$138.99	-	-	7/1/2022	6/30/2023	\$47.71	3.00%	\$42.44 - \$52.99
	\$143.16	-	-	7/1/2023	6/30/2024	\$49.15	3.00%	\$43.71 - \$54.58
	\$147.45	-	-	7/1/2024	6/30/2025	\$50.62	3.00%	\$45.02 - \$56.22
Senior Designer Technical Staff II	\$109.16	-	-	7/1/2020	6/30/2021	\$37.48		\$35.00 - \$39.95
	\$112.44	-	-	7/1/2021	6/30/2022	\$38.60	3.00%	\$36.05 - \$41.15
	\$115.81	-	-	7/1/2022	6/30/2023	\$39.76	3.00%	\$37.13 - \$42.38
	\$119.28	-	-	7/1/2023	6/30/2024	\$40.95	3.00%	\$38.25 - \$43.65
	\$122.86	-	-	7/1/2024	6/30/2025	\$42.18	3.00%	\$39.39 - \$44.96
Designer Technical Staff I	\$85.86	-	-	7/1/2020	6/30/2021	\$29.48		\$24.00 - \$34.95
	\$88.43	-	-	7/1/2021	6/30/2022	\$30.36	3.00%	\$24.72 - \$36.00
	\$91.09	-	-	7/1/2022	6/30/2023	\$31.27	3.00%	\$25.46 - \$37.08
	\$93.82	-	-	7/1/2023	6/30/2024	\$32.21	3.00%	\$26.23 - \$38.19
	\$96.63	-	-	7/1/2024	6/30/2025	\$33.17	3.00%	\$27.01 - \$39.34

Notes:

1. Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Firm: CASC Engineering and Consulting, Inc.

Name: Michelle E. Furlong

Title *: Operations Manager

Signature : *Michelle E. Furlong*

Date of Certification (mm/dd/yyyy): 7/9/2020

Email: mfurlong@cascinc.com

Phone Number: 909.783.0101 x5460

Address: 1470 E Cooley Dr., Colton, CA 92324

*An individual executive or financial officer of the consultant’s or subconsultant’s organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information authorized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

As-needed water quality study.

2. Proposed ODC items should be consistently billed regardless of client and contract type.
3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
10. Add additional pages if necessary.
11. Subconsultants must provide their own cost proposals.

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Hannah Everett Project Analyst Project Analyst I	\$59.62	--	--	7/1/2020	6/30/2021	\$20.00		Not Applicable
	\$61.40	--	--	7/1/2021	6/30/2022	\$20.60	3.00%	
	\$63.25	--	--	7/1/2022	6/30/2023	\$21.22	3.00%	
	\$65.14	--	--	7/1/2023	6/30/2024	\$21.85	3.00%	
	\$67.10	--	--	7/1/2024	6/30/2025	\$22.51	3.00%	
Designer	\$104.33	--	--	7/1/2020	6/30/2021	\$35.00		\$20.00 - \$50.00
	\$107.46	--	--	7/1/2021	6/30/2022	\$36.05	3.00%	\$20.60 - \$51.50
	\$110.68	--	--	7/1/2022	6/30/2023	\$37.13	3.00%	\$21.22 - \$53.05
	\$114.00	--	--	7/1/2023	6/30/2024	\$38.25	3.00%	\$21.85 - \$54.64
	\$117.42	--	--	7/1/2024	6/30/2025	\$39.39	3.00%	\$22.51 - \$56.28
Environmental Analyst/Scientist	\$104.33	--	--	7/1/2020	6/30/2021	\$35.00		\$20.00 - \$50.00
	\$107.46	--	--	7/1/2021	6/30/2022	\$36.05	3.00%	\$20.60 - \$51.50
	\$110.68	--	--	7/1/2022	6/30/2023	\$37.13	3.00%	\$21.22 - \$53.05
	\$114.00	--	--	7/1/2023	6/30/2024	\$38.25	3.00%	\$21.85 - \$54.64
	\$117.42	--	--	7/1/2024	6/30/2025	\$39.39	3.00%	\$22.51 - \$56.28
Program Mngr / Tech Specialist	\$193.75	--	--	7/1/2020	6/30/2021	\$65.00		\$50.00 - \$80.00
	\$199.56	--	--	7/1/2021	6/30/2022	\$66.95	3.00%	\$51.50 - \$82.40
	\$205.55	--	--	7/1/2022	6/30/2023	\$68.96	3.00%	\$53.05 - \$84.87
	\$211.72	--	--	7/1/2023	6/30/2024	\$71.03	3.00%	\$54.64 - \$87.42
	\$218.07	--	--	7/1/2024	6/30/2025	\$73.16	3.00%	\$56.28 - \$90.04

Notes:

1. Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Note: Mark-ups are Not Allowed.

Consultant CASC Engineering and Consulting, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. _____ Contract No. _____ Participation Amount \$ \$15,000 (Estimate) Date: 8/21/2020

For Combined Rate	Fringe Benefit % + General & Administrative %	=	170.98%	Combined ICR %
For Home Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Home Office ICR %
For Field Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Field Office ICR %
FEE		=	10.00%	

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Mike Gentile, PE* Project Manager Senior Project Manager	\$181.83	--	--	7/1/2020	6/30/2021	\$61.00		Not Applicable
	\$187.28	--	--	7/1/2021	6/30/2022	\$62.83	3.00%	
	\$192.90	--	--	7/1/2022	6/30/2023	\$64.71	3.00%	
	\$198.69	--	--	7/1/2023	6/30/2024	\$66.66	3.00%	
	\$204.65	--	--	7/1/2024	6/30/2025	\$68.66	3.00%	
Jeff Endicott, PE Technical Director VP, Sr Dir Engr/Enviro Services	\$223.56	--	--	7/1/2020	6/30/2021	\$75.00		Not Applicable
	\$230.27	--	--	7/1/2021	6/30/2022	\$77.25	3.00%	
	\$237.17	--	--	7/1/2022	6/30/2023	\$79.57	3.00%	
	\$244.29	--	--	7/1/2023	6/30/2024	\$81.95	3.00%	
	\$251.62	--	--	7/1/2024	6/30/2025	\$84.41	3.00%	
Chris Ogaz, PE Project Engineer Senior Engineer I	\$133.39	--	--	7/1/2020	6/30/2021	\$44.75		Not Applicable
	\$137.39	--	--	7/1/2021	6/30/2022	\$46.09	3.00%	
	\$141.51	--	--	7/1/2022	6/30/2023	\$47.48	3.00%	
	\$145.76	--	--	7/1/2023	6/30/2024	\$48.90	3.00%	
	\$150.13	--	--	7/1/2024	6/30/2025	\$50.37	3.00%	
Chris Sidor, PE Project Engineer Project Engineer	\$118.49	--	--	7/1/2020	6/30/2021	\$39.75		Not Applicable
	\$122.04	--	--	7/1/2021	6/30/2022	\$40.94	3.00%	
	\$125.70	--	--	7/1/2022	6/30/2023	\$42.17	3.00%	
	\$129.47	--	--	7/1/2023	6/30/2024	\$43.44	3.00%	
	\$133.36	--	--	7/1/2024	6/30/2025	\$44.74	3.00%	
Dan Secrist, CPESC, CESSWI Environmental Analyst Senior Environmental Analyst	\$135.33	--	--	7/1/2020	6/30/2021	\$45.40		Not Applicable
	\$139.39	--	--	7/1/2021	6/30/2022	\$46.76	3.00%	
	\$143.57	--	--	7/1/2022	6/30/2023	\$48.16	3.00%	
	\$147.88	--	--	7/1/2023	6/30/2024	\$49.61	3.00%	
	\$152.31	--	--	7/1/2024	6/30/2025	\$51.10	3.00%	
Roberto Morales, CPESC Designer Senior Designer II	\$138.61	--	--	7/1/2020	6/30/2021	\$46.50		Not Applicable
	\$142.76	--	--	7/1/2021	6/30/2022	\$47.90	3.00%	
	\$147.05	--	--	7/1/2022	6/30/2023	\$49.33	3.00%	
	\$151.46	--	--	7/1/2023	6/30/2024	\$50.81	3.00%	
	\$156.00	--	--	7/1/2024	6/30/2025	\$52.34	3.00%	
Louis Flores, CESSWI Environmental Analyst Environmental Analyst I	\$79.74	--	--	7/1/2020	6/30/2021	\$26.75		Not Applicable
	\$82.13	--	--	7/1/2021	6/30/2022	\$27.55	3.00%	
	\$84.59	--	--	7/1/2022	6/30/2023	\$28.38	3.00%	
	\$87.13	--	--	7/1/2023	6/30/2024	\$29.23	3.00%	
	\$89.74	--	--	7/1/2024	6/30/2025	\$30.11	3.00%	
Shanna Delgado, GIT, CESSWI Environmental Scientist Environmental Scientist I	\$65.58	--	--	7/1/2020	6/30/2021	\$22.00		Not Applicable
	\$67.54	--	--	7/1/2021	6/30/2022	\$22.66	3.00%	
	\$69.57	--	--	7/1/2022	6/30/2023	\$23.34	3.00%	
	\$71.66	--	--	7/1/2023	6/30/2024	\$24.04	3.00%	
	\$73.81	--	--	7/1/2024	6/30/2025	\$24.76	3.00%	
Aryana Moore, CESSWI Environmental Analyst Environmental Analyst I	\$64.83	--	--	7/1/2020	6/30/2021	\$21.75		Not Applicable
	\$66.78	--	--	7/1/2021	6/30/2022	\$22.40	3.00%	
	\$68.78	--	--	7/1/2022	6/30/2023	\$23.07	3.00%	
	\$70.84	--	--	7/1/2023	6/30/2024	\$23.77	3.00%	
	\$72.97	--	--	7/1/2024	6/30/2025	\$24.48	3.00%	

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Firm: CL Surveying and Mapping, Inc.

Name: Lam Le

Title *: President

Signature : 

Date of Certification (mm/dd/yyyy): 3/17/2020

Email: Lam@CL-Survey.com

Phone Number: (909) 484-4200

Address: 1269 Pomona Road, Suite 108, Corona, CA 92882

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information authorized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

As-needed surveys.

2. Proposed ODC items should be consistently billed regardless of client and contract type.
3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
10. Add additional pages if necessary.
11. Subconsultants must provide their own cost proposals.

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
	\$90.21	--	--	10/1/2020	6/30/2021	\$34.60	3.00%	\$30.48 - \$38.72
	\$92.91	--	--	10/1/2021	3/31/2022	\$35.64	3.00%	\$31.39 - \$39.88
	\$95.70	--	--	10/1/2022	12/31/2022	\$36.70	3.00%	\$32.33 - \$41.08
	\$98.57	--	--	10/1/2023	9/30/2023	\$37.81	3.00%	\$33.30 - \$42.31
Apprentice F**	\$95.19	--	--	10/1/2019	9/30/2020	\$36.51		\$32.51 - \$40.51
	\$98.05	--	--	10/1/2020	6/30/2021	\$37.61	3.00%	\$33.49 - \$41.73
	\$100.99	--	--	10/1/2021	3/31/2022	\$38.73	3.00%	\$34.49 - \$42.98
	\$104.02	--	--	10/1/2022	12/31/2022	\$39.90	3.00%	\$35.52 - \$44.27
	\$107.14	--	--	10/1/2023	9/30/2023	\$41.09	3.00%	\$36.59 - \$45.59
Apprentice G**	\$101.53	--	--	10/1/2019	9/30/2020	\$38.94		\$34.94 - \$42.94
	\$104.58	--	--	10/1/2020	6/30/2021	\$40.11	3.00%	\$35.99 - \$44.23
	\$107.71	--	--	10/1/2021	3/31/2022	\$41.31	3.00%	\$37.07 - \$45.56
	\$110.94	--	--	10/1/2022	12/31/2022	\$42.55	3.00%	\$38.18 - \$46.92
	\$114.27	--	--	10/1/2023	9/30/2023	\$43.83	3.00%	\$39.33 - \$48.33

Notes:

1. Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Note: Mark-ups are Not Allowed.

Consultant CL Surveying and Mapping, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. _____ Contract No. _____ Participation Amount \$ \$20,000 (Estimate) Date: 8/21/2020

For Combined Rate	Fringe Benefit % + General & Administrative %	=	137.03%	Combined ICR %
For Home Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Home Office ICR %
For Field Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Field Office ICR %
		FEE	=	10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Lam Le Project Manager *	\$195.55	--	--	7/1/2020	6/30/2021	\$75.00		Not Applicable
	\$201.42	--	--	7/1/2021	6/30/2022	\$77.25	3.00%	
	\$207.46	--	--	7/1/2022	6/30/2023	\$79.57	3.00%	
	\$213.68	--	--	7/1/2023	6/30/2024	\$81.95	3.00%	
	\$220.09	--	--	7/1/2024	6/30/2025	\$84.41	3.00%	
Daniel Calvillo Project Manager *	\$195.55	--	--	7/1/2020	6/30/2021	\$75.00		Not Applicable
	\$201.42	--	--	7/1/2021	6/30/2022	\$77.25	3.00%	
	\$207.46	--	--	7/1/2022	6/30/2023	\$79.57	3.00%	
	\$213.68	--	--	7/1/2023	6/30/2024	\$81.95	3.00%	
	\$220.09	--	--	7/1/2024	6/30/2025	\$84.41	3.00%	
Certified Party Chief**	\$141.08	--	--	10/1/2019	9/30/2020	\$54.11		\$50.11 - \$58.11
	\$145.32	--	--	10/1/2020	6/30/2021	\$55.73	3.00%	\$51.61 - \$59.85
	\$149.67	--	--	10/1/2021	3/31/2022	\$57.41	3.00%	\$53.16 - \$61.65
	\$154.16	--	--	10/1/2022	12/31/2022	\$59.13	3.00%	\$54.76 - \$63.50
	\$158.79	--	--	10/1/2023	9/30/2023	\$60.90	3.00%	\$56.40 - \$65.40
Party Chief**	\$135.74	--	--	10/1/2019	9/30/2020	\$52.06		\$48.06 - \$56.06
	\$139.81	--	--	10/1/2020	6/30/2021	\$53.62	3.00%	\$49.50 - \$57.74
	\$144.00	--	--	10/1/2021	3/31/2022	\$55.23	3.00%	\$50.99 - \$59.47
	\$148.32	--	--	10/1/2022	12/31/2022	\$56.89	3.00%	\$52.52 - \$61.26
	\$152.77	--	--	10/1/2023	9/30/2023	\$58.59	3.00%	\$54.09 - \$63.10
Chainman**	\$126.92	--	--	10/1/2019	9/30/2020	\$48.68		\$44.68 - \$52.68
	\$130.73	--	--	10/1/2020	6/30/2021	\$50.14	3.00%	\$46.02 - \$54.26
	\$134.65	--	--	10/1/2021	3/31/2022	\$51.64	3.00%	\$47.40 - \$55.89
	\$138.69	--	--	10/1/2022	12/31/2022	\$53.19	3.00%	\$48.82 - \$57.56
	\$142.86	--	--	10/1/2023	9/30/2023	\$54.79	3.00%	\$50.29 - \$59.29
Apprentice A**	\$53.32	--	--	10/1/2019	9/30/2020	\$20.45		\$16.45 - \$24.45
	\$54.92	--	--	10/1/2020	6/30/2021	\$21.06	3.00%	\$16.94 - \$25.18
	\$56.57	--	--	10/1/2021	3/31/2022	\$21.70	3.00%	\$17.45 - \$25.94
	\$58.26	--	--	10/1/2022	12/31/2022	\$22.35	3.00%	\$17.98 - \$26.72
	\$60.01	--	--	10/1/2023	9/30/2023	\$23.02	3.00%	\$18.51 - \$27.52
Apprentice B**	\$62.18	--	--	10/1/2019	9/30/2020	\$23.85		\$19.85 - \$27.85
	\$64.05	--	--	10/1/2020	6/30/2021	\$24.57	3.00%	\$20.45 - \$28.69
	\$65.97	--	--	10/1/2021	3/31/2022	\$25.30	3.00%	\$21.06 - \$29.55
	\$67.95	--	--	10/1/2022	12/31/2022	\$26.06	3.00%	\$21.69 - \$30.43
	\$69.99	--	--	10/1/2023	9/30/2023	\$26.84	3.00%	\$22.34 - \$31.35
Apprentice C**	\$71.08	--	--	10/1/2019	9/30/2020	\$27.26		\$23.26 - \$31.26
	\$73.21	--	--	10/1/2020	6/30/2021	\$28.08	3.00%	\$23.96 - \$32.20
	\$75.40	--	--	10/1/2021	3/31/2022	\$28.92	3.00%	\$24.68 - \$33.16
	\$77.67	--	--	10/1/2022	12/31/2022	\$29.79	3.00%	\$25.42 - \$34.16
	\$80.00	--	--	10/1/2023	9/30/2023	\$30.68	3.00%	\$26.18 - \$35.18
Apprentice D**	\$79.97	--	--	10/1/2019	9/30/2020	\$30.67		\$26.67 - \$34.67
	\$82.37	--	--	10/1/2020	6/30/2021	\$31.59	3.00%	\$27.47 - \$35.71
	\$84.84	--	--	10/1/2021	3/31/2022	\$32.54	3.00%	\$28.29 - \$36.78
	\$87.38	--	--	10/1/2022	12/31/2022	\$33.51	3.00%	\$29.14 - \$37.88
	\$90.00	--	--	10/1/2023	9/30/2023	\$34.52	3.00%	\$30.02 - \$39.02
Apprentice E**	\$87.58	--	--	10/1/2019	9/30/2020	\$33.59		\$29.59 - \$37.59

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Firm: Albert A. Webb Associates

Name: Kevin W.M. Ferguson

Title *: Chief Development Officer

Signature : Ferguson
Kevin W.M. Digitally signed by Kevin W.M. Ferguson Date: 2020.07.07 11:11:01 -07'00'

Date of Certification (mm/dd/yyyy): 7/7/2020

Email: kevin.ferguson@webbassociates.com

Phone Number: (951) 830-1830

Address: 3788 McCray Street, Riverside, CA 92506

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information authorized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

As-needed drainage study.

2. Proposed ODC items should be consistently billed regardless of client and contract type.
3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
10. Add additional pages if necessary.
11. Subconsultants must provide their own cost proposals.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Subconsultant: Albert A. Webb Associates Prime Consultant Subconsultant

Project No. _____ Contract No. _____

Date: 7/14/2020

SCHEDULE OF OTHER DIRECT COST ITEMS (Estimate Purpose Only)				
Description of Item	Quantity	Unit	Unit Cost	Total
Travel: (Actual Cost with Supporting Documents)				
Mileage	500	MI	\$0.575	\$287.50
Reproduction: (Outside Services / Actual Cost with Supporting Documents)				
Delivery Services: (Actual Cost with Supporting Documents)				
Miscellaneous: (Actual Cost with Supporting Documents)				
Subtotal				\$287.50
Subconsultant 1:				
Subconsultant 2:				
Subconsultant 3:				
Subconsultant 4:				
Subconsultant 5:				

IMPORTANT NOTES:

1. List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Note: Mark-ups are Not Allowed.

Consultant Albert A. Webb Associates Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. _____ Contract No. _____ Participation Amount \$ \$70,000 (Estimate) Date: 8/21/2020

For Combined Rate	Fringe Benefit % + General & Administrative %	=	178.84%	Combined ICR %
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For Home Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Home Office ICR %
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For Field Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Field Office ICR %
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	FEE	=	10.00%	
--	-----	---	--------	--

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Joseph Caldwell* Practice Leader Principal I	\$237.10	--	--	7/1/2020	6/30/2021	\$77.30		Not Applicable
	\$244.21	--	--	7/1/2021	6/30/2022	\$79.62	3.00%	
	\$251.54	--	--	7/1/2022	6/30/2023	\$82.01	3.00%	
	\$259.08	--	--	7/1/2023	6/30/2024	\$84.47	3.00%	
	\$266.86	--	--	7/1/2024	6/30/2025	\$87.00	3.00%	
Senior Engineer Senior III	\$192.93	--	--	7/1/2020	6/30/2021	\$62.90		\$56.90 - \$68.90
	\$198.72	--	--	7/1/2021	6/30/2022	\$64.79	3.00%	\$58.61 - \$70.97
	\$204.68	--	--	7/1/2022	6/30/2023	\$66.73	3.00%	\$60.37 - \$73.10
	\$210.82	--	--	7/1/2023	6/30/2024	\$68.73	3.00%	\$62.18 - \$75.29
	\$217.14	--	--	7/1/2024	6/30/2025	\$70.79	3.00%	\$64.04 - \$77.55
Senior Engineer Senior II	\$172.38	--	--	7/1/2020	6/30/2021	\$56.20		\$51.20 - \$61.20
	\$177.55	--	--	7/1/2021	6/30/2022	\$57.89	3.00%	\$52.74 - \$63.04
	\$182.88	--	--	7/1/2022	6/30/2023	\$59.62	3.00%	\$54.32 - \$64.93
	\$188.36	--	--	7/1/2023	6/30/2024	\$61.41	3.00%	\$55.95 - \$66.87
	\$194.01	--	--	7/1/2024	6/30/2025	\$63.25	3.00%	\$57.63 - \$68.88
Assistant Engineer Assistant IV	\$107.35	--	--	7/1/2020	6/30/2021	\$35.00		\$30.00 - \$40.00
	\$110.57	--	--	7/1/2021	6/30/2022	\$36.05	3.00%	\$30.90 - \$41.20
	\$113.89	--	--	7/1/2022	6/30/2023	\$37.13	3.00%	\$31.83 - \$42.44
	\$117.31	--	--	7/1/2023	6/30/2024	\$38.25	3.00%	\$32.78 - \$43.71
	\$120.83	--	--	7/1/2024	6/30/2025	\$39.39	3.00%	\$33.77 - \$45.02

Notes:

1. Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Firm: KOA Corporation

Name: Ming Guan

Title *: Vice President

Signature : 

Date of Certification (mm/dd/yyyy): 7/9/2020

Email: mguan@koacorp.com

Phone Number: 909-890-9693

Address: 3190 C Shelby Street, Ontario, CA 91764

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information authorized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

As-needed traffic study.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Subconsultant: KOA Corporation Prime Consultant Subconsultant

Project No. _____ Contract No. _____

Date: 7/9/2020

SCHEDULE OF OTHER DIRECT COST ITEMS (Estimate Purpose Only)				
Description of Item	Quantity	Unit	Unit Cost	Total
Travel: (Actual Cost with Supporting Documents)				
Airfare		EA	\$350.00	\$0.00
Rental Car		EA	\$65.00	\$0.00
Mileage	1000	MI	\$0.575	\$575.00
Parking	20	EA	\$10.00	\$200.00
Per Diem (Meals, Incidental and Lodging - Riverside County)	5	EA	\$173.00	\$865.00
Reproduction: (Outside Services / Actual Cost with Supporting Documents)				
8 1/2" x 11" black and white	1500	EA	\$0.06	\$90.00
11" x 17" black and white	20	EA	\$0.10	\$2.00
8 1/2" x 11" color	500	EA	\$0.15	\$75.00
11" x 17" color	100	EA	\$0.30	\$30.00
24" x 36" color board		EA	\$16.00	\$0.00
24" x 36" color		EA	\$8.00	\$0.00
Full Size Mylar	10	EA	\$15.00	\$150.00
24" x 36" Full Size Paper	100	EA	\$5.00	\$500.00
Binding	10	EA	\$5.00	\$50.00
Delivery Services: (Actual Cost with Supporting Documents)				
Priority Mail (Flat Rate Envelope)	10	EA	\$7.75	\$77.50
Priority Mail (Small Flat Rate Box)		EA	\$8.30	\$0.00
Priority Mail (Medium Flat Rate Box)		EA	\$15.05	\$0.00
FedEx		EA	\$40.00	\$0.00
Miscellaneous: (Actual Cost with Supporting Documents)				
Utility Potholing		EA	\$700.00	\$0.00
Permit Fees		EA	\$1,500.00	\$0.00
Subtotal				\$2,614.50
Subconsultant 1: Traffic Count				\$10,000.00
Subconsultant 2:				
Subconsultant 3:				

IMPORTANT NOTES:

- List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.
- Proposed ODC items should be consistently billed regardless of client and contract type.
- Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
- Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
- If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
- If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
- The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
- Add additional pages if necessary.
- Subconsultants must provide their own cost proposals.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Note: Mark-ups are Not Allowed.

Consultant KOA Corporation Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. _____ Contract No. _____ Participation Amount \$ \$70,000 (Estimate) Date: 8/21/2020

For Combined Rate	Fringe Benefit % + General & Administrative %	=	148.12%	Combined ICR %
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For Home Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Home Office ICR %
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For Field Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Field Office ICR %
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	FEE	=	10.00%	
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Min Zhou Principal Engineer	\$289.31	--	--	7/1/2020	6/30/2021	\$106.00		
	\$297.99	--	--	7/1/2021	6/30/2022	\$109.18	3.00%	Not Applicable
	\$306.93	--	--	7/1/2022	6/30/2023	\$112.46	3.00%	
	\$316.13	--	--	7/1/2023	6/30/2024	\$115.83	3.00%	
	\$325.62	--	--	7/1/2024	6/30/2025	\$119.30	3.00%	
Charlie Schwinger Senior Engineer I	\$218.35	--	--	7/1/2020	6/30/2021	\$80.00		
	\$224.90	--	--	7/1/2021	6/30/2022	\$82.40	3.00%	Not Applicable
	\$231.64	--	--	7/1/2022	6/30/2023	\$84.87	3.00%	
	\$238.59	--	--	7/1/2023	6/30/2024	\$87.42	3.00%	
	\$245.75	--	--	7/1/2024	6/30/2025	\$90.04	3.00%	
Ming Guan * Senior Engineer II	\$196.84	--	--	7/1/2020	6/30/2021	\$72.12		
	\$202.74	--	--	7/1/2021	6/30/2022	\$74.28	3.00%	Not Applicable
	\$208.83	--	--	7/1/2022	6/30/2023	\$76.51	3.00%	
	\$215.09	--	--	7/1/2023	6/30/2024	\$78.81	3.00%	
	\$221.54	--	--	7/1/2024	6/30/2025	\$81.17	3.00%	
Clyde Prem Senior Planner	\$196.51	--	--	7/1/2020	6/30/2021	\$72.00		
	\$202.41	--	--	7/1/2021	6/30/2022	\$74.16	3.00%	Not Applicable
	\$208.48	--	--	7/1/2022	6/30/2023	\$76.38	3.00%	
	\$214.73	--	--	7/1/2023	6/30/2024	\$78.68	3.00%	
	\$221.17	--	--	7/1/2024	6/30/2025	\$81.04	3.00%	
Associate Engineer I	\$143.29	--	--	7/1/2020	6/30/2021	\$52.50		\$45.00 - \$60.00
	\$147.59	--	--	7/1/2021	6/30/2022	\$54.08	3.00%	\$46.35 - \$61.80
	\$152.02	--	--	7/1/2022	6/30/2023	\$55.70	3.00%	\$47.74 - \$63.65
	\$156.58	--	--	7/1/2023	6/30/2024	\$57.37	3.00%	\$49.17 - \$65.56
	\$161.27	--	--	7/1/2024	6/30/2025	\$59.09	3.00%	\$50.65 - \$67.53
Associate Engineer II	\$109.17	--	--	7/1/2020	6/30/2021	\$40.00		\$29.00 - \$51.00
	\$112.45	--	--	7/1/2021	6/30/2022	\$41.20	3.00%	\$29.87 - \$52.53
	\$115.82	--	--	7/1/2022	6/30/2023	\$42.44	3.00%	\$30.77 - \$54.11
	\$119.30	--	--	7/1/2023	6/30/2024	\$43.71	3.00%	\$31.69 - \$55.73
	\$122.87	--	--	7/1/2024	6/30/2025	\$45.02	3.00%	\$32.64 - \$57.40
Associate Planner I	\$116.00	--	--	7/1/2020	6/30/2021	\$42.50		\$35.00 - \$50.00
	\$119.48	--	--	7/1/2021	6/30/2022	\$43.78	3.00%	\$36.05 - \$51.50
	\$123.06	--	--	7/1/2022	6/30/2023	\$45.09	3.00%	\$37.13 - \$53.05
	\$126.75	--	--	7/1/2023	6/30/2024	\$46.44	3.00%	\$38.25 - \$54.64
	\$130.55	--	--	7/1/2024	6/30/2025	\$47.83	3.00%	\$39.39 - \$56.28
Associate Planner II	\$90.75	--	--	7/1/2020	6/30/2021	\$33.25		\$25.00 - \$41.50
	\$93.47	--	--	7/1/2021	6/30/2022	\$34.25	3.00%	\$25.75 - \$42.75
	\$96.28	--	--	7/1/2022	6/30/2023	\$35.27	3.00%	\$26.52 - \$44.03
	\$99.16	--	--	7/1/2023	6/30/2024	\$36.33	3.00%	\$27.32 - \$45.35
	\$102.14	--	--	7/1/2024	6/30/2025	\$37.42	3.00%	\$28.14 - \$46.71

Notes:

- Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
- The cost proposal format shall not be amended.
- Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
- For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Firm: NCM Engineering Corp

Name: Mohan Char

Title *: CEO

Signature : 

Date of Certification (mm/dd/yyyy): 08/21/20

Email: mohan.char@ncmcivil.com

Phone Number: 949.294.7358

Address: 4740 Green River Road Suite 218 Corona CA 92688

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information authorized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

As-needed bridge design independent check.

7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
10. Add additional pages if necessary.
11. Subconsultants must provide their own cost proposals.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Subconsultant: NCM Engineering Corp Prime Consultant Subconsultant

Project No. _____ Contract No. _____

Date: 8/21/2020

SCHEDULE OF OTHER DIRECT COST ITEMS (Estimate Purpose Only)				
Description of Item	Quantity	Unit	Unit Cost	Total
Travel: (Actual Cost with Supporting Documents)				
Airfare		EA	\$350.00	\$0.00
Rental Car		EA	\$65.00	\$0.00
Mileage	2500	MI	\$0.575	\$1,437.50
Parking	10	EA	\$10.00	\$100.00
Per Diem (Meals, Incidental and Lodging - Riverside County)		EA	\$173.00	\$0.00
Reproduction: (Outside Services / Actual Cost with Supporting Documents)				
8 1/2" x 11" black and white	1000	EA	\$0.06	\$60.00
11" x 17" black and white	1000	EA	\$0.10	\$100.00
8 1/2" x 11" color	500	EA	\$0.15	\$75.00
11" x 17" color	150	MI	\$0.30	\$45.00
24" x 36" color board		EA	\$16.00	\$0.00
24" x 36" color		EA	\$8.00	\$0.00
Full Size Mylar		EA	\$15.00	\$0.00
24" x 36" Full Size Paper		EA	\$5.00	\$0.00
Binding		MI	\$5.00	\$0.00
Delivery Services: (Actual Cost with Supporting Documents)				
Priority Mail (Flat Rate Envelope)	5	EA	\$7.75	\$38.75
Priority Mail (Small Flat Rate Box)	5	EA	\$8.30	\$41.50
Priority Mail (Medium Flat Rate Box)	5	EA	\$15.05	\$75.25
FedEx	5	EA	\$40.00	\$200.00
Miscellaneous: (Actual Cost with Supporting Documents)				
Utility Potholing		EA	\$700.00	\$0.00
Permit Fees		EA	\$1,500.00	\$0.00
Subtotal				\$2,173.00
Subconsultant 1:				
Subconsultant 2:				
Subconsultant 3:				
Subconsultant 4:				
Subconsultant 5:				

IMPORTANT NOTES:

- List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.
- Proposed ODC items should be consistently billed regardless of client and contract type.
- Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
- Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - or Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Senior CADD Designer	\$ 109.04	n/a	n/a	7/1/2020	6/30/2021	\$ 52.00		\$ 49.00 to \$ 55.00
	\$ 112.31	n/a	n/a	7/1/2021	6/30/2022	\$ 53.56	3.0%	\$ 50.47 to \$ 56.65
	\$ 115.68	n/a	n/a	7/1/2022	6/30/2023	\$ 55.17	3.0%	\$ 51.98 to \$ 58.35
	\$ 119.15	n/a	n/a	7/1/2023	6/30/2024	\$ 56.82	3.0%	\$ 53.54 to \$ 60.10
	\$ 122.73	n/a	n/a	7/1/2024	6/30/2025	\$ 58.53	3.0%	\$ 55.15 to \$ 61.90
CADD Designer	\$ 78.63	n/a	n/a	7/1/2020	6/30/2021	\$ 37.50		\$ 35.00 to \$ 40.00
	\$ 80.99	n/a	n/a	7/1/2021	6/30/2022	\$ 38.63	3.0%	\$ 36.05 to \$ 41.20
	\$ 83.42	n/a	n/a	7/1/2022	6/30/2023	\$ 39.78	3.0%	\$ 37.13 to \$ 42.44
	\$ 85.93	n/a	n/a	7/1/2023	6/30/2024	\$ 40.98	3.0%	\$ 38.25 to \$ 43.71
	\$ 88.50	n/a	n/a	7/1/2024	6/30/2025	\$ 42.21	3.0%	\$ 39.39 to \$ 45.02
QA/QC Engineering	\$ 152.03	n/a	n/a	7/1/2020	6/30/2021	\$ 72.50		\$ 65.00 to \$ 80.00
	\$ 156.59	n/a	n/a	7/1/2021	6/30/2022	\$ 74.68	3.0%	\$ 66.95 to \$ 82.40
	\$ 161.29	n/a	n/a	7/1/2022	6/30/2023	\$ 76.92	3.0%	\$ 68.96 to \$ 84.87
	\$ 166.12	n/a	n/a	7/1/2023	6/30/2024	\$ 79.22	3.0%	\$ 71.03 to \$ 87.42
	\$ 171.11	n/a	n/a	7/1/2024	6/30/2025	\$ 81.60	3.0%	\$ 73.16 to \$ 90.04
Landscape Architect	\$ 87.02	n/a	n/a	7/1/2020	6/30/2021	\$ 41.50		\$ 38.00 to \$ 45.00
	\$ 89.63	n/a	n/a	7/1/2021	6/30/2022	\$ 42.75	3.0%	\$ 39.14 to \$ 46.35
	\$ 92.32	n/a	n/a	7/1/2022	6/30/2023	\$ 44.03	3.0%	\$ 40.31 to \$ 47.74
	\$ 95.09	n/a	n/a	7/1/2023	6/30/2024	\$ 45.35	3.0%	\$ 41.52 to \$ 49.17
	\$ 97.94	n/a	n/a	7/1/2024	6/30/2025	\$ 46.71	3.0%	\$ 42.77 to \$ 50.65

NOTES:

1. Key personnel **must** be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All cost must comply with Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee) Indirect cost rates should be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg Hourly Rate ⁴	% or \$ Increase	Hourly Range - or Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Senior Project Engineer	\$ 132.11	n/a	n/a	7/1/2020	6/30/2021	\$ 63.00		\$ 56.00 to \$ 70.00
	\$ 136.07	n/a	n/a	7/1/2021	6/30/2022	\$ 64.89	3.0%	\$ 57.68 to \$ 72.10
	\$ 140.15	n/a	n/a	7/1/2022	6/30/2023	\$ 66.84	3.0%	\$ 59.41 to \$ 74.26
	\$ 144.36	n/a	n/a	7/1/2023	6/30/2024	\$ 68.84	3.0%	\$ 61.19 to \$ 76.49
	\$ 148.69	n/a	n/a	7/1/2024	6/30/2025	\$ 70.91	3.0%	\$ 63.03 to \$ 78.79
Project Engineer	\$ 104.85	n/a	n/a	7/1/2020	6/30/2021	\$ 50.00		\$ 45.00 to \$ 55.00
	\$ 107.99	n/a	n/a	7/1/2021	6/30/2022	\$ 51.50	3.0%	\$ 46.35 to \$ 56.65
	\$ 111.23	n/a	n/a	7/1/2022	6/30/2023	\$ 53.05	3.0%	\$ 47.74 to \$ 58.35
	\$ 114.57	n/a	n/a	7/1/2023	6/30/2024	\$ 54.64	3.0%	\$ 49.17 to \$ 60.10
	\$ 118.01	n/a	n/a	7/1/2024	6/30/2025	\$ 56.28	3.0%	\$ 50.65 to \$ 61.90
Senior Civil Engineer	\$ 152.03	n/a	n/a	7/1/2020	6/30/2021	\$ 72.50		\$ 65.00 to \$ 80.00
	\$ 156.59	n/a	n/a	7/1/2021	6/30/2022	\$ 74.68	3.0%	\$ 66.95 to \$ 82.40
	\$ 161.29	n/a	n/a	7/1/2022	6/30/2023	\$ 76.92	3.0%	\$ 68.96 to \$ 84.87
	\$ 166.12	n/a	n/a	7/1/2023	6/30/2024	\$ 79.22	3.0%	\$ 71.03 to \$ 87.42
	\$ 171.11	n/a	n/a	7/1/2024	6/30/2025	\$ 81.60	3.0%	\$ 73.16 to \$ 90.04
Senior Bridge Engineer	\$ 132.11	n/a	n/a	7/1/2020	6/30/2021	\$ 63.00		\$ 56.00 to \$ 70.00
	\$ 136.07	n/a	n/a	7/1/2021	6/30/2022	\$ 64.89	3.0%	\$ 57.68 to \$ 72.10
	\$ 140.15	n/a	n/a	7/1/2022	6/30/2023	\$ 66.84	3.0%	\$ 59.41 to \$ 74.26
	\$ 144.36	n/a	n/a	7/1/2023	6/30/2024	\$ 68.84	3.0%	\$ 61.19 to \$ 76.49
	\$ 148.69	n/a	n/a	7/1/2024	6/30/2025	\$ 70.91	3.0%	\$ 63.03 to \$ 78.79
Engineer III/Associate Engineer	\$ 105.89	n/a	n/a	7/1/2020	6/30/2021	\$ 50.50		\$ 46.00 to \$ 55.00
	\$ 109.07	n/a	n/a	7/1/2021	6/30/2022	\$ 52.02	3.0%	\$ 47.38 to \$ 56.65
	\$ 112.34	n/a	n/a	7/1/2022	6/30/2023	\$ 53.58	3.0%	\$ 48.80 to \$ 58.35
	\$ 115.71	n/a	n/a	7/1/2023	6/30/2024	\$ 55.18	3.0%	\$ 50.27 to \$ 60.10
	\$ 119.19	n/a	n/a	7/1/2024	6/30/2025	\$ 56.84	3.0%	\$ 51.77 to \$ 61.90
Engineer II	\$ 84.93	n/a	n/a	7/1/2020	6/30/2021	\$ 40.50		\$ 36.00 to \$ 45.00
	\$ 87.47	n/a	n/a	7/1/2021	6/30/2022	\$ 41.72	3.0%	\$ 37.08 to \$ 46.35
	\$ 90.10	n/a	n/a	7/1/2022	6/30/2023	\$ 42.97	3.0%	\$ 38.19 to \$ 47.74
	\$ 92.80	n/a	n/a	7/1/2023	6/30/2024	\$ 44.26	3.0%	\$ 39.34 to \$ 49.17
	\$ 95.58	n/a	n/a	7/1/2024	6/30/2025	\$ 45.58	3.0%	\$ 40.52 to \$ 50.65
Engineer I/Assistant Engineer	\$ 68.15	n/a	n/a	7/1/2020	6/30/2021	\$ 32.50		\$ 30.00 to \$ 35.00
	\$ 70.19	n/a	n/a	7/1/2021	6/30/2022	\$ 33.48	3.0%	\$ 30.90 to \$ 36.05
	\$ 72.30	n/a	n/a	7/1/2022	6/30/2023	\$ 34.48	3.0%	\$ 31.83 to \$ 37.13
	\$ 74.47	n/a	n/a	7/1/2023	6/30/2024	\$ 35.51	3.0%	\$ 32.78 to \$ 38.25
	\$ 76.70	n/a	n/a	7/1/2024	6/30/2025	\$ 36.58	3.0%	\$ 33.77 to \$ 39.39

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 3

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Note: Mark-ups are Not Allowed

Consultant NCM Engineering Corp Prime Consultant Subconsultant
 Project No. TBD Contract No. TBD Participation Amount \$ \$60,000 (Estimate) Date 8/21/2020

For Combined Rate					
Fringe Benefit %	+	General & Administrative %	=	Combined ICR%	
39.36%	+	51.27%	=	90.63%	
OR					
For Home Office Rate					
Fringe Benefit %	+	General & Administrative %	=	Combined ICR%	
	+		=	0%	
For Field Office Rate					
Fringe Benefit %	+	General & Administrative %	=	Combined ICR%	
	+		=	0%	
				Fee =	10% %

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - or Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Mohan Char* Bridge Independent Check	\$ 230.66	n/a	n/a	7/1/2020	6/30/2021	\$ 110.00		N/A to N/A
	\$ 230.66	n/a	n/a	7/1/2021	6/30/2022	\$ 110.00	0.0%	N/A to N/A
	\$ 230.66	n/a	n/a	7/1/2022	6/30/2023	\$ 110.00	0.0%	N/A to N/A
	\$ 230.66	n/a	n/a	7/1/2023	6/30/2024	\$ 110.00	0.0%	N/A to N/A
	\$ 230.66	n/a	n/a	7/1/2024	6/30/2025	\$ 110.00	0.0%	N/A to N/A
Project Director or Principal	\$ 230.66	n/a	n/a	7/1/2020	6/30/2021	\$ 110.00		\$ 100.00 to \$ 120.00
	\$ 230.66	n/a	n/a	7/1/2021	6/30/2022	\$ 110.00	0.0%	\$ 100.00 to \$ 120.00
	\$ 230.66	n/a	n/a	7/1/2022	6/30/2023	\$ 110.00	0.0%	\$ 100.00 to \$ 120.00
	\$ 230.66	n/a	n/a	7/1/2023	6/30/2024	\$ 110.00	0.0%	\$ 100.00 to \$ 120.00
	\$ 230.66	n/a	n/a	7/1/2024	6/30/2025	\$ 110.00	0.0%	\$ 100.00 to \$ 120.00
Project Manager	\$ 167.75	n/a	n/a	7/1/2020	6/30/2021	\$ 80.00		\$ 70.00 to \$ 90.00
	\$ 172.79	n/a	n/a	7/1/2021	6/30/2022	\$ 82.40	3.0%	\$ 72.10 to \$ 92.70
	\$ 177.97	n/a	n/a	7/1/2022	6/30/2023	\$ 84.87	3.0%	\$ 74.26 to \$ 95.48
	\$ 183.31	n/a	n/a	7/1/2023	6/30/2024	\$ 87.42	3.0%	\$ 76.49 to \$ 98.35
	\$ 188.81	n/a	n/a	7/1/2024	6/30/2025	\$ 90.04	3.0%	\$ 78.79 to \$ 101.30

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Firm: Aguilar Consulting, Inc.

Name: Cezar Aguilar

Title *: President

Signature :  _____

Date of Certification (mm/dd/yyyy): 7/10/2020

Email: caquilar@aguilarconsultinginc.com

Phone Number: 909-709-4393

Address: 2155 Chicago Avenue, Suite 304, Riverside, CA 92507

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information authorized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

As-needed drainage study.

2. Proposed ODC items should be consistently billed regardless of client and contract type.
3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
10. Add additional pages if necessary.
11. Subconsultants must provide their own cost proposals.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Subconsultant: Aguilar Consulting, Inc. Prime Consultant Subconsultant

Project No. _____ Contract No. _____

Date: 7/14/2020

SCHEDULE OF OTHER DIRECT COST ITEMS (Estimate Purpose Only)				
Description of Item	Quantity	Unit	Unit Cost	Total
Travel: (Actual Cost with Supporting Documents)				
Airfare		EA	\$350.00	\$0.00
Rental Car		EA	\$65.00	\$0.00
Mileage	1000	MI	\$0.575	\$575.00
Parking		EA	\$10.00	\$0.00
Per Diem (Meals, Incidental and Lodging - Riverside County)		EA	\$173.00	\$0.00
Reproduction: (Outside Services / Actual Cost with Supporting Documents)				
8 1/2" x 11" black and white	4000	EA	\$0.06	\$240.00
11" x 17" black and white	500	EA	\$0.10	\$50.00
8 1/2" x 11" color	100	EA	\$0.15	\$15.00
11" x 17" color	50	EA	\$0.30	\$15.00
24" x 36" color board		EA	\$16.00	\$0.00
24" x 36" color	5	EA	\$8.00	\$40.00
Full Size Mylar	10	EA	\$15.00	\$150.00
24" x 36" Full Size Paper	50	EA	\$5.00	\$250.00
Binding	10	EA	\$5.00	\$50.00
Delivery Services: (Actual Cost with Supporting Documents)				
Priority Mail (Flat Rate Envelope)		EA	\$7.75	\$0.00
Priority Mail (Small Flat Rate Box)		EA	\$8.30	\$0.00
Priority Mail (Medium Flat Rate Box)		EA	\$15.05	\$0.00
FedEx	4	EA	\$40.00	\$160.00
Miscellaneous: (Actual Cost with Supporting Documents)				
Utility Potholing		EA	\$700.00	\$0.00
Permit Fees		EA	\$1,500.00	\$0.00
Subtotal				\$1,545.00
Subconsultant 1:				
Subconsultant 2:				
Subconsultant 3:				
Subconsultant 4:				
Subconsultant 5:				

IMPORTANT NOTES:

1. List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Note: Mark-ups are Not Allowed.

Consultant Aguilar Consulting, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. _____ Contract No. _____ Participation Amount \$ \$60,000 (Estimate) Date 8/21/2020

For Combined Rate	Fringe Benefit % + General & Administrative %	=	123.30%	Combined ICR %
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For Home Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Home Office ICR %
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For Field Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Field Office ICR %
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	FEE	=	70.00%	
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Ceazar Aguilar Project Manager * Senior Engineer	\$176.71	-	-	7/1/2020	6/30/2021	\$71.94		Not Applicable
	\$182.01	-	-	7/1/2021	6/30/2022	\$74.10	3.00%	
	\$187.47	-	-	7/1/2022	6/30/2023	\$76.32	3.00%	
	\$193.09	-	-	7/1/2023	6/30/2024	\$78.61	3.00%	
	\$198.88	-	-	7/1/2024	6/30/2025	\$80.97	3.00%	
Design Engineer	\$78.60	-	-	7/1/2020	6/30/2021	\$32.00		\$30.00 - \$34.00
	\$80.96	-	-	7/1/2021	6/30/2022	\$32.96	3.00%	\$30.90 - \$35.02
	\$83.39	-	-	7/1/2022	6/30/2023	\$33.95	3.00%	\$31.83 - \$36.07
	\$85.89	-	-	7/1/2023	6/30/2024	\$34.97	3.00%	\$32.78 - \$37.15
	\$88.47	-	-	7/1/2024	6/30/2025	\$36.02	3.00%	\$33.77 - \$38.27

Notes:

- Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
- The cost proposal format shall not be amended.
- Billing rate = actual hourly rate * (1+ICR) * (1+Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
- For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Firm: ECORP Consulting, Inc.

Name: Brant Brechbiel

Title *: Vice President, Chief Contracting Officer

Signature : 

Date of Certification (mm/dd/yyyy): 7/14/2020

Email: bbrechbiel@ecorpconsulting.com

Phone Number: (714) 648-0630

Address: 2861 Pullman Street, Santa Ana, CA 92705

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information authorized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

As-needed environmental documentation.

2. Proposed ODC items should be consistently billed regardless of client and contract type.
3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
10. Add additional pages if necessary.
11. Subconsultants must provide their own cost proposals.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Subconsultant: ECORP Consulting, Inc. Prime Consultant Subconsultant

Project No. _____ Contract No. _____

Date: 7/14/2020

SCHEDULE OF OTHER DIRECT COST ITEMS (Estimate Purpose Only)				
Description of Item	Quantity	Unit	Unit Cost	Total
Travel: (Actual Cost with Supporting Documents)				
Airfare	0	EA	\$350.00	\$0.00
Rental Truck	60	DAY	\$85.00	\$5,100.00
Mileage	10000	EA	\$0.575	\$5,750.00
Parking	0	EA	\$10.00	\$0.00
Per Diem (Meals, Incidental and Lodging - Riverside County)	60	EA	\$173.00	\$10,380.00
Reproduction: (Outside Services / Actual Cost with Supporting Documents)				
8 1/2" x 11" black and white	6000	EA	\$0.06	\$360.00
11" x 17" black and white	2000	EA	\$0.10	\$200.00
8 1/2" x 11" color	500	EA	\$0.15	\$75.00
11" x 17" color	150	EA	\$0.30	\$45.00
24" x 36" color board	0	EA	\$16.00	\$0.00
24" x 36" color	0	EA	\$8.00	\$0.00
Full Size Mylar	0	EA	\$15.00	\$0.00
24" x 36" Full Size Paper	0	EA	\$5.00	\$0.00
Binding	50	EA	\$5.00	\$250.00
Delivery Services: (Actual Cost with Supporting Documents)				
USPS Priority Mail (Flat Rate Envelope)	40	EA	\$7.75	\$310.00
USPS Priority Mail (Small Flat Rate Box)	20	EA	\$8.30	\$166.00
USPS Priority Mail (Medium Flat Rate Box)	15	EA	\$15.05	\$225.75
FedEx	20	EA	\$40.00	\$800.00
Miscellaneous: (Actual Cost with Supporting Documents)				
Archive Access Fees	40	EA	\$500.00	\$20,000.00
Permit Fees	10	EA	\$1,500.00	\$15,000.00
Subtotal				\$58,661.75
Subconsultant 1:				
Subconsultant 2:				
Subconsultant 3:				
Subconsultant 4:				
Subconsultant 5:				

IMPORTANT NOTES:

1. List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Senior Environmental Analyst	\$191.77	-	--	7/1/2020	6/30/2021	\$56.50		\$38.00 - \$75.00
	\$197.52	-	--	7/1/2021	6/30/2022	\$58.20	3.00%	\$39.14 - \$77.25
	\$203.45	-	--	7/1/2022	6/30/2023	\$59.94	3.00%	\$40.31 - \$79.57
	\$209.55	-	--	7/1/2023	6/30/2024	\$61.74	3.00%	\$41.52 - \$81.95
	\$215.84	-	--	7/1/2024	6/30/2025	\$63.59	3.00%	\$42.77 - \$84.41
Assistant Biologist	\$70.43	-	--	7/1/2020	6/30/2021	\$20.75		\$18.50 - \$23.00
	\$72.54	-	--	7/1/2021	6/30/2022	\$21.37	3.00%	\$19.06 - \$23.69
	\$74.72	-	--	7/1/2022	6/30/2023	\$22.01	3.00%	\$19.63 - \$24.40
	\$76.96	-	--	7/1/2023	6/30/2024	\$22.67	3.00%	\$20.22 - \$25.13
	\$79.27	-	--	7/1/2024	6/30/2025	\$23.35	3.00%	\$20.82 - \$25.89
Associate Biologist	\$87.40	-	--	7/1/2020	6/30/2021	\$25.75		\$21.50 - \$30.00
	\$90.02	-	--	7/1/2021	6/30/2022	\$26.52	3.00%	\$22.15 - \$30.90
	\$92.72	-	--	7/1/2022	6/30/2023	\$27.32	3.00%	\$22.81 - \$31.83
	\$95.50	-	--	7/1/2023	6/30/2024	\$28.14	3.00%	\$23.49 - \$32.78
	\$98.37	-	--	7/1/2024	6/30/2025	\$28.98	3.00%	\$24.20 - \$33.77
Staff Biologist	\$140.01	-	--	7/1/2020	6/30/2021	\$41.25		\$27.50 - \$55.00
	\$144.21	-	--	7/1/2021	6/30/2022	\$42.49	3.00%	\$28.33 - \$56.65
	\$148.54	-	--	7/1/2022	6/30/2023	\$43.76	3.00%	\$29.17 - \$58.35
	\$152.99	-	--	7/1/2023	6/30/2024	\$45.07	3.00%	\$30.05 - \$60.10
	\$157.58	-	--	7/1/2024	6/30/2025	\$46.43	3.00%	\$30.95 - \$61.90
Senior Biologist	\$175.65	-	--	7/1/2020	6/30/2021	\$51.75		\$28.50 - \$75.00
	\$180.92	-	--	7/1/2021	6/30/2022	\$53.30	3.00%	\$29.36 - \$77.25
	\$186.34	-	--	7/1/2022	6/30/2023	\$54.90	3.00%	\$30.24 - \$79.57
	\$191.94	-	--	7/1/2023	6/30/2024	\$56.55	3.00%	\$31.14 - \$81.95
	\$197.69	-	--	7/1/2024	6/30/2025	\$58.25	3.00%	\$32.08 - \$84.41
Assistant Archaeologist	\$71.28	-	--	7/1/2020	6/30/2021	\$21.00		\$18.00 - \$24.00
	\$73.42	-	--	7/1/2021	6/30/2022	\$21.63	3.00%	\$18.54 - \$24.72
	\$75.62	-	--	7/1/2022	6/30/2023	\$22.28	3.00%	\$19.10 - \$25.46
	\$77.89	-	--	7/1/2023	6/30/2024	\$22.95	3.00%	\$19.67 - \$26.23
	\$80.22	-	--	7/1/2024	6/30/2025	\$23.64	3.00%	\$20.26 - \$27.01
Associate Archaeologist	\$78.07	-	--	7/1/2020	6/30/2021	\$23.00		\$22.00 - \$24.00
	\$80.41	-	--	7/1/2021	6/30/2022	\$23.69	3.00%	\$22.66 - \$24.72
	\$82.82	-	--	7/1/2022	6/30/2023	\$24.40	3.00%	\$23.34 - \$25.46
	\$85.30	-	--	7/1/2023	6/30/2024	\$25.13	3.00%	\$24.04 - \$26.23
	\$87.86	-	--	7/1/2024	6/30/2025	\$25.89	3.00%	\$24.76 - \$27.01
Staff Archaeologist	\$93.34	-	--	7/1/2020	6/30/2021	\$27.50		\$25.00 - \$30.00
	\$96.14	-	--	7/1/2021	6/30/2022	\$28.33	3.00%	\$25.75 - \$30.90
	\$99.02	-	--	7/1/2022	6/30/2023	\$29.17	3.00%	\$26.52 - \$31.83
	\$101.99	-	--	7/1/2023	6/30/2024	\$30.05	3.00%	\$27.32 - \$32.78
	\$105.05	-	--	7/1/2024	6/30/2025	\$30.95	3.00%	\$28.14 - \$33.77
Senior Archaeologist	\$162.07	-	--	7/1/2020	6/30/2021	\$47.75		\$37.50 - \$58.00
	\$166.93	-	--	7/1/2021	6/30/2022	\$49.18	3.00%	\$38.63 - \$59.74
	\$171.94	-	--	7/1/2022	6/30/2023	\$50.66	3.00%	\$39.78 - \$61.53
	\$177.10	-	--	7/1/2023	6/30/2024	\$52.18	3.00%	\$40.98 - \$63.38
	\$182.41	-	--	7/1/2024	6/30/2025	\$53.74	3.00%	\$42.21 - \$65.28

Notes:

1. Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
	\$68.61	-	-	7/1/2023	6/30/2024	\$20.22	3.00%	
	\$70.67	-	-	7/1/2024	6/30/2025	\$20.82	3.00%	
Wendy Blumel, RPA	\$130.54	-	-	7/1/2020	6/30/2021	\$38.46		N/A N/A
Senior Cultural Resources Specialist	\$134.46	-	-	7/1/2021	6/30/2022	\$39.61	3.00%	
	\$138.49	-	-	7/1/2022	6/30/2023	\$40.80	3.00%	
	\$142.64	-	-	7/1/2023	6/30/2024	\$42.03	3.00%	
	\$146.92	-	-	7/1/2024	6/30/2025	\$43.29	3.00%	
John O'Connor, Ph.D., RPA	\$134.61	-	-	7/1/2020	6/30/2021	\$39.66		N/A N/A
Senior Cultural Resources Specialist	\$138.65	-	-	7/1/2021	6/30/2022	\$40.85	3.00%	
	\$142.81	-	-	7/1/2022	6/30/2023	\$42.08	3.00%	
	\$147.09	-	-	7/1/2023	6/30/2024	\$43.34	3.00%	
	\$151.51	-	-	7/1/2024	6/30/2025	\$44.64	3.00%	
Jeremy Adams	\$158.27	-	-	7/1/2020	6/30/2021	\$46.63		N/A N/A
Senior Architectural Historian	\$163.02	-	-	7/1/2021	6/30/2022	\$48.03	3.00%	
	\$167.91	-	-	7/1/2022	6/30/2023	\$49.47	3.00%	
	\$172.95	-	-	7/1/2023	6/30/2024	\$50.95	3.00%	
	\$178.13	-	-	7/1/2024	6/30/2025	\$52.48	3.00%	
Robert Cunningham	\$101.04	-	-	7/1/2020	6/30/2021	\$29.77		N/A N/A
Staff Cultural Resources Specialist	\$104.08	-	-	7/1/2021	6/30/2022	\$30.66	3.00%	
	\$107.20	-	-	7/1/2022	6/30/2023	\$31.58	3.00%	
	\$110.41	-	-	7/1/2023	6/30/2024	\$32.53	3.00%	
	\$113.73	-	-	7/1/2024	6/30/2025	\$33.51	3.00%	
Steven Wintergerst	\$74.67	-	-	7/1/2020	6/30/2021	\$22.00		N/A N/A
Staff Cultural Resources Specialist	\$76.91	-	-	7/1/2021	6/30/2022	\$22.66	3.00%	
	\$79.22	-	-	7/1/2022	6/30/2023	\$23.34	3.00%	
	\$81.60	-	-	7/1/2023	6/30/2024	\$24.04	3.00%	
	\$84.04	-	-	7/1/2024	6/30/2025	\$24.76	3.00%	
Julian Acuña, RPA	\$81.46	-	-	7/1/2020	6/30/2021	\$24.00		N/A N/A
Associate Cultural Resources Specialist	\$83.90	-	-	7/1/2021	6/30/2022	\$24.72	3.00%	
	\$86.42	-	-	7/1/2022	6/30/2023	\$25.46	3.00%	
	\$89.01	-	-	7/1/2023	6/30/2024	\$26.23	3.00%	
	\$91.68	-	-	7/1/2024	6/30/2025	\$27.01	3.00%	
Marc Guidry	\$135.83	-	-	7/1/2020	6/30/2021	\$40.02		N/A N/A
Senior GIS Specialist	\$139.91	-	-	7/1/2021	6/30/2022	\$41.22	3.00%	
	\$144.11	-	-	7/1/2022	6/30/2023	\$42.46	3.00%	
	\$148.43	-	-	7/1/2023	6/30/2024	\$43.73	3.00%	
	\$152.88	-	-	7/1/2024	6/30/2025	\$45.04	3.00%	
Torrey Rotellini	\$66.56	-	-	7/1/2020	6/30/2021	\$19.61		N/A N/A
GIS Specialist	\$68.56	-	-	7/1/2021	6/30/2022	\$20.20	3.00%	
	\$70.61	-	-	7/1/2022	6/30/2023	\$20.80	3.00%	
	\$72.73	-	-	7/1/2023	6/30/2024	\$21.43	3.00%	
	\$74.91	-	-	7/1/2024	6/30/2025	\$22.07	3.00%	
Laura Hesse	\$86.69	-	-	7/1/2020	6/30/2021	\$25.54		N/A N/A
Publications	\$89.29	-	-	7/1/2021	6/30/2022	\$26.31	3.00%	
	\$91.97	-	-	7/1/2022	6/30/2023	\$27.10	3.00%	
	\$94.73	-	-	7/1/2023	6/30/2024	\$27.91	3.00%	
	\$97.57	-	-	7/1/2024	6/30/2025	\$28.75	3.00%	
Assistant Environmental Analyst	\$75.52	-	-	7/1/2020	6/30/2021	\$22.25		\$21.00 - \$23.50
	\$77.79	-	-	7/1/2021	6/30/2022	\$22.92	3.00%	\$21.63 - \$24.21
	\$80.12	-	-	7/1/2022	6/30/2023	\$23.61	3.00%	\$22.28 - \$24.93
	\$82.52	-	-	7/1/2023	6/30/2024	\$24.31	3.00%	\$22.95 - \$25.68
	\$85.00	-	-	7/1/2024	6/30/2025	\$25.04	3.00%	\$23.64 - \$26.45
Associate Environmental Analyst	\$90.79	-	-	7/1/2020	6/30/2021	\$26.75		\$23.50 - \$30.00
	\$93.52	-	-	7/1/2021	6/30/2022	\$27.55	3.00%	\$24.21 - \$30.90
	\$96.32	-	-	7/1/2022	6/30/2023	\$28.38	3.00%	\$24.93 - \$31.83
	\$99.21	-	-	7/1/2023	6/30/2024	\$29.23	3.00%	\$25.68 - \$32.78
	\$102.19	-	-	7/1/2024	6/30/2025	\$30.11	3.00%	\$26.45 - \$33.77
Staff Environmental Analyst	\$115.40	-	-	7/1/2020	6/30/2021	\$34.00		\$30.00 - \$38.00
	\$118.86	-	-	7/1/2021	6/30/2022	\$35.02	3.00%	\$30.90 - \$39.14
	\$122.43	-	-	7/1/2022	6/30/2023	\$36.07	3.00%	\$31.83 - \$40.31
	\$126.10	-	-	7/1/2023	6/30/2024	\$37.15	3.00%	\$32.78 - \$41.52
	\$129.89	-	-	7/1/2024	6/30/2025	\$38.27	3.00%	\$33.77 - \$42.77

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Senior Regulatory Specialist Senior Ecologist	\$176.48	-	-	7/1/2021	6/30/2022	\$51.99	3.00%	
	\$181.77	-	-	7/1/2022	6/30/2023	\$53.55	3.00%	
	\$187.22	-	-	7/1/2023	6/30/2024	\$55.16	3.00%	
	\$192.84	-	-	7/1/2024	6/30/2025	\$56.82	3.00%	
Donald Mitchell QA/QC Manager Principal Biologist	\$303.23	-	-	7/1/2020	6/30/2021	\$89.34		N/A N/A
	\$312.33	-	-	7/1/2021	6/30/2022	\$92.02	3.00%	
	\$321.70	-	-	7/1/2022	6/30/2023	\$94.78	3.00%	
	\$331.35	-	-	7/1/2023	6/30/2024	\$97.62	3.00%	
Kristen Wasz Senior Biologist	\$341.29	-	-	7/1/2024	6/30/2025	\$100.55	3.00%	
	\$135.77	-	-	7/1/2020	6/30/2021	\$40.00		N/A N/A
	\$139.84	-	-	7/1/2021	6/30/2022	\$41.20	3.00%	
	\$144.03	-	-	7/1/2022	6/30/2023	\$42.44	3.00%	
Phillip Wasz Senior Biologist	\$148.36	-	-	7/1/2023	6/30/2024	\$43.71	3.00%	
	\$152.81	-	-	7/1/2024	6/30/2025	\$45.02	3.00%	
	\$124.43	-	-	7/1/2020	6/30/2021	\$36.66		N/A N/A
	\$128.16	-	-	7/1/2021	6/30/2022	\$37.76	3.00%	
Christine Tischer Senior Biologist	\$132.01	-	-	7/1/2022	6/30/2023	\$38.89	3.00%	
	\$135.97	-	-	7/1/2023	6/30/2024	\$40.06	3.00%	
	\$140.05	-	-	7/1/2024	6/30/2025	\$41.26	3.00%	
	\$143.37	-	-	7/1/2020	6/30/2021	\$42.24		N/A N/A
Todd Chapman Senior Biologist	\$147.67	-	-	7/1/2021	6/30/2022	\$43.51	3.00%	
	\$152.10	-	-	7/1/2022	6/30/2023	\$44.81	3.00%	
	\$156.66	-	-	7/1/2023	6/30/2024	\$46.16	3.00%	
	\$161.36	-	-	7/1/2024	6/30/2025	\$47.54	3.00%	
Brian Zitt Senior Biologist	\$159.12	-	-	7/1/2020	6/30/2021	\$46.88		N/A N/A
	\$163.89	-	-	7/1/2021	6/30/2022	\$48.29	3.00%	
	\$168.81	-	-	7/1/2022	6/30/2023	\$49.73	3.00%	
	\$173.87	-	-	7/1/2023	6/30/2024	\$51.23	3.00%	
Wendy Turner Senior Biologist	\$179.09	-	-	7/1/2024	6/30/2025	\$52.76	3.00%	
	\$140.42	-	-	7/1/2020	6/30/2021	\$41.37		N/A N/A
	\$144.63	-	-	7/1/2021	6/30/2022	\$42.61	3.00%	
	\$148.97	-	-	7/1/2022	6/30/2023	\$43.89	3.00%	
Bryce "Adam" Schroeder Staff Biologist	\$153.44	-	-	7/1/2023	6/30/2024	\$45.21	3.00%	
	\$158.04	-	-	7/1/2024	6/30/2025	\$46.56	3.00%	
	\$98.16	-	-	7/1/2020	6/30/2021	\$28.92		N/A N/A
	\$101.10	-	-	7/1/2021	6/30/2022	\$29.79	3.00%	
Lauren Simpson Staff Biologist	\$104.14	-	-	7/1/2022	6/30/2023	\$30.68	3.00%	
	\$107.26	-	-	7/1/2023	6/30/2024	\$31.60	3.00%	
	\$110.48	-	-	7/1/2024	6/30/2025	\$32.55	3.00%	
	\$105.97	-	-	7/1/2020	6/30/2021	\$31.22		N/A N/A
Taylor Dee Associate Biologist	\$109.14	-	-	7/1/2021	6/30/2022	\$32.16	3.00%	
	\$112.42	-	-	7/1/2022	6/30/2023	\$33.12	3.00%	
	\$115.79	-	-	7/1/2023	6/30/2024	\$34.11	3.00%	
	\$119.27	-	-	7/1/2024	6/30/2025	\$35.14	3.00%	
Alden Lovaas Assistant Biologist	\$94.87	-	-	7/1/2020	6/30/2021	\$27.95		N/A N/A
	\$97.71	-	-	7/1/2021	6/30/2022	\$28.79	3.00%	
	\$100.64	-	-	7/1/2022	6/30/2023	\$29.65	3.00%	
	\$103.66	-	-	7/1/2023	6/30/2024	\$30.54	3.00%	
Alexandra Dorough Assistant Biologist	\$106.77	-	-	7/1/2024	6/30/2025	\$31.46	3.00%	
	\$74.67	-	-	7/1/2020	6/30/2021	\$22.00		N/A N/A
	\$76.91	-	-	7/1/2021	6/30/2022	\$22.66	3.00%	
	\$79.22	-	-	7/1/2022	6/30/2023	\$23.34	3.00%	
Alexandra Dorough Assistant Biologist	\$81.60	-	-	7/1/2023	6/30/2024	\$24.04	3.00%	
	\$84.04	-	-	7/1/2024	6/30/2025	\$24.76	3.00%	
	\$62.79	-	-	7/1/2020	6/30/2021	\$18.50		N/A N/A
	\$64.68	-	-	7/1/2021	6/30/2022	\$19.06	3.00%	
Alexandra Dorough Assistant Biologist	\$66.62	-	-	7/1/2022	6/30/2023	\$19.63	3.00%	
	\$68.61	-	-	7/1/2023	6/30/2024	\$20.22	3.00%	
	\$70.67	-	-	7/1/2024	6/30/2025	\$20.82	3.00%	
	\$62.79	-	-	7/1/2020	6/30/2021	\$18.50		N/A N/A
Alexandra Dorough Assistant Biologist	\$64.68	-	-	7/1/2021	6/30/2022	\$19.06	3.00%	
	\$66.62	-	-	7/1/2022	6/30/2023	\$19.63	3.00%	

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Note: Mark-ups are Not Allowed.

Consultant ECORP Consulting, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. _____ Contract No. _____ Participation Amount \$ \$60,000 (Estimate) Date: 8/21/2020

For Combined Rate	Fringe Benefit % + General & Administrative %	=	208.56%	Combined ICR %
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For Home Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Home Office ICR %
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For Field Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Field Office ICR %
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FEE	=	10.00%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only	
	Straight ³	OT (1.5x)	OT (2x)	From	To				
Alfredo Aguirre Project Manager * Senior Environmental Planner	\$130.54	--	--	7/1/2020	6/30/2021	\$38.46		N/A	N/A
	\$134.46	--	--	7/1/2021	6/30/2022	\$39.61	3.00%		
	\$138.49	--	--	7/1/2022	6/30/2023	\$40.80	3.00%		
	\$142.64	--	--	7/1/2023	6/30/2024	\$42.03	3.00%		
	\$146.92	--	--	7/1/2024	6/30/2025	\$43.29	3.00%		
Jesus "Freddie" Olmos Project Manager Senior Environmental Planner	\$172.80	--	--	7/1/2020	6/30/2021	\$50.91		N/A	N/A
	\$177.98	--	--	7/1/2021	6/30/2022	\$52.44	3.00%		
	\$183.32	--	--	7/1/2022	6/30/2023	\$54.01	3.00%		
	\$188.82	--	--	7/1/2023	6/30/2024	\$55.63	3.00%		
	\$194.48	--	--	7/1/2024	6/30/2025	\$57.30	3.00%		
David Atwood Project Manager Senior Environmental Planner	\$156.64	--	--	7/1/2020	6/30/2021	\$46.15		N/A	N/A
	\$161.34	--	--	7/1/2021	6/30/2022	\$47.53	3.00%		
	\$166.18	--	--	7/1/2022	6/30/2023	\$48.96	3.00%		
	\$171.17	--	--	7/1/2023	6/30/2024	\$50.43	3.00%		
	\$176.30	--	--	7/1/2024	6/30/2025	\$51.94	3.00%		
Anne Surdzial QA/QC Manager Senior Environmental Planner	\$214.51	--	--	7/1/2020	6/30/2021	\$63.20		N/A	N/A
	\$220.95	--	--	7/1/2021	6/30/2022	\$65.10	3.00%		
	\$227.57	--	--	7/1/2022	6/30/2023	\$67.05	3.00%		
	\$234.40	--	--	7/1/2023	6/30/2024	\$69.06	3.00%		
	\$241.43	--	--	7/1/2024	6/30/2025	\$71.13	3.00%		
Lindsay Liegler Assistant Environmental Planner	\$89.74	--	--	7/1/2020	6/30/2021	\$26.44		N/A	N/A
	\$92.43	--	--	7/1/2021	6/30/2022	\$27.23	3.00%		
	\$95.21	--	--	7/1/2022	6/30/2023	\$28.05	3.00%		
	\$98.06	--	--	7/1/2023	6/30/2024	\$28.89	3.00%		
	\$101.00	--	--	7/1/2024	6/30/2025	\$29.76	3.00%		
Jessie Beckman Environmental Scientist	\$106.07	--	--	7/1/2020	6/30/2021	\$31.25		N/A	N/A
	\$109.25	--	--	7/1/2021	6/30/2022	\$32.19	3.00%		
	\$112.53	--	--	7/1/2022	6/30/2023	\$33.15	3.00%		
	\$115.90	--	--	7/1/2023	6/30/2024	\$34.15	3.00%		
	\$119.38	--	--	7/1/2024	6/30/2025	\$35.17	3.00%		
Seth Myers Senior Air Quality/Noise Analyst	\$155.45	--	--	7/1/2020	6/30/2021	\$45.80		N/A	N/A
	\$160.12	--	--	7/1/2021	6/30/2022	\$47.17	3.00%		
	\$164.92	--	--	7/1/2022	6/30/2023	\$48.59	3.00%		
	\$169.87	--	--	7/1/2023	6/30/2024	\$50.05	3.00%		
	\$174.96	--	--	7/1/2024	6/30/2025	\$51.55	3.00%		
Rosemary Worden Air Quality/Noise Analyst	\$73.79	--	--	7/1/2020	6/30/2021	\$21.74		N/A	N/A
	\$76.00	--	--	7/1/2021	6/30/2022	\$22.39	3.00%		
	\$78.28	--	--	7/1/2022	6/30/2023	\$23.06	3.00%		
	\$80.63	--	--	7/1/2023	6/30/2024	\$23.76	3.00%		
	\$83.05	--	--	7/1/2024	6/30/2025	\$24.47	3.00%		
Scott Taylor Senior Regulatory Specialist Senior Biologist	\$157.15	--	--	7/1/2020	6/30/2021	\$46.30		N/A	N/A
	\$161.86	--	--	7/1/2021	6/30/2022	\$47.69	3.00%		
	\$166.72	--	--	7/1/2022	6/30/2023	\$49.12	3.00%		
	\$171.72	--	--	7/1/2023	6/30/2024	\$50.59	3.00%		
	\$176.87	--	--	7/1/2024	6/30/2025	\$52.11	3.00%		
Margaret Boryasz	\$171.34	--	--	7/1/2020	6/30/2021	\$50.48		N/A	N/A

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Firm: Group Delta Consultants, Inc.

Name: Nikhila Srirangpatna

Title *: CFO

Signature : 

Date of Certification (mm/dd/yyyy): 7/9/2020

Email: nikhilas@groupdelta.com

Phone Number: 949-450-2100

Address: 32 Mauchly Suite B Irvine, CA 92618

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information authorized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

As-needed Geotechnical and Hazardous Material Engineering Services.

2. Proposed ODC items should be consistently billed regardless of client and contract type.
3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
10. Add additional pages if necessary.
11. Subconsultants must provide their own cost proposals.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Subconsultant: Group Delta Consultants, Inc. Prime Consultant Subconsultant

Project No. _____ Contract No. _____

Date: 7/14/2020

SCHEDULE OF OTHER DIRECT COST ITEMS (Estimate Purpose Only)				
Description of Item	Quantity	Unit	Unit Cost	Total
Travel: (Actual Cost with Supporting Documents)				
Airfare		EA	\$350.00	\$0.00
Rental Car		EA	\$65.00	\$0.00
Mileage	1000	MI	\$0.575	\$575.00
Parking	10	EA	\$10.00	\$100.00
Per Diem (Meals, Incidental and Lodging - Riverside County)	20	EA	\$173.00	\$3,460.00
Reproduction: (Outside Services / Actual Cost with Supporting Documents)				
8 1/2" x 11" black and white		EA	\$0.06	\$0.00
11" x 17" black and white		EA	\$0.10	\$0.00
8 1/2" x 11" color		EA	\$0.15	\$0.00
11" x 17" color		EA	\$0.30	\$0.00
24" x 36" color board		EA	\$16.00	\$0.00
24" x 36" color		EA	\$8.00	\$0.00
Full Size Mylar		EA	\$15.00	\$0.00
24" x 36" Full Size Paper		EA	\$5.00	\$0.00
Binding		EA	\$5.00	\$0.00
Delivery Services: (Actual Cost with Supporting Documents)				
USPS Priority Mail (Flat Rate Envelope)	5	EA	\$7.75	\$38.75
USPS Priority Mail (Small Flat Rate Box)	5	EA	\$8.30	\$41.50
USPS Priority Mail (Medium Flat Rate Box)	5	EA	\$15.05	\$75.25
FedEx	5	EA	\$40.00	\$200.00
Miscellaneous: (Actual Cost with Supporting Documents)				
Utility Potholing		EA	\$700.00	\$0.00
Permit Fees	4	EA	\$1,500.00	\$6,000.00
Subtotal				\$10,490.50
Subconsultant 1: Driller or CPT				\$80,000
Subconsultant 2: Traffic Control				\$10,000
Subconsultant 3: Geophysical Utility Clearance				\$6,000
Subconsultant 4: Concrete or Asphalt Coring				\$8,000
Subconsultant 5:				

IMPORTANT NOTES:

1. List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			

3. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.

4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Note: Mark-ups are Not Allowed.

Consultant Group Delta Consultants, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. _____ Contract No. _____ Participation Amount \$ \$150,000 (Estimate)

Date: 8/21/2020

For Combined Rate	Fringe Benefit % + General & Administrative %	=	159.20%	Combined ICR %
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For Home Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Home Office ICR %
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For Field Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Field Office ICR %
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	FEE	=	10.00%	
--	-----	---	--------	--

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Ernest "Curt" Scheyhing Principal Engineer*	\$198.79	--	--	7/1/2020	6/30/2021	\$69.72		Not Applicable
	\$204.75	--	--	7/1/2021	6/30/2022	\$71.81	3.00%	
	\$210.89	--	--	7/1/2022	6/30/2023	\$73.97	3.00%	
	\$217.22	--	--	7/1/2023	6/30/2024	\$76.18	3.00%	
	\$223.74	--	--	7/1/2024	6/30/2025	\$78.47	3.00%	
Principal Engineer / Geoloist/Scientist	\$270.28	--	--	7/1/2020	6/30/2021	\$94.80		\$69.72 - \$119.87
	\$278.39	--	--	7/1/2021	6/30/2022	\$97.64	3.00%	\$71.81 - \$123.47
	\$286.74	--	--	7/1/2022	6/30/2023	\$100.57	3.00%	\$73.97 - \$127.17
	\$295.34	--	--	7/1/2023	6/30/2024	\$103.59	3.00%	\$76.18 - \$130.99
	\$304.20	--	--	7/1/2024	6/30/2025	\$106.69	3.00%	\$78.47 - \$134.91
Associate Engineer / Geoloist/Scientist	\$188.49	--	--	7/1/2020	6/30/2021	\$66.11		\$50.48 - \$81.74
	\$194.15	--	--	7/1/2021	6/30/2022	\$68.09	3.00%	\$51.99 - \$84.19
	\$199.97	--	--	7/1/2022	6/30/2023	\$70.14	3.00%	\$53.55 - \$86.72
	\$205.97	--	--	7/1/2023	6/30/2024	\$72.24	3.00%	\$55.16 - \$89.32
	\$212.15	--	--	7/1/2024	6/30/2025	\$74.41	3.00%	\$56.82 - \$92.00
Senior Engineer / Geoloist/Scientist	\$154.91	--	--	7/1/2020	6/30/2021	\$54.33		\$48.56 - \$60.10
	\$159.55	--	--	7/1/2021	6/30/2022	\$55.96	3.00%	\$50.02 - \$61.90
	\$164.34	--	--	7/1/2022	6/30/2023	\$57.64	3.00%	\$51.52 - \$63.76
	\$169.27	--	--	7/1/2023	6/30/2024	\$59.37	3.00%	\$53.06 - \$65.67
	\$174.35	--	--	7/1/2024	6/30/2025	\$61.15	3.00%	\$54.65 - \$67.64
Project Engineer / Geoloist/Scientist	\$121.32	--	--	7/1/2020	6/30/2021	\$42.55		\$35.10 - \$50.00
	\$124.96	--	--	7/1/2021	6/30/2022	\$43.83	3.00%	\$36.15 - \$51.50
	\$128.71	--	--	7/1/2022	6/30/2023	\$45.14	3.00%	\$37.24 - \$53.05
	\$132.57	--	--	7/1/2023	6/30/2024	\$46.50	3.00%	\$38.35 - \$54.64
	\$136.55	--	--	7/1/2024	6/30/2025	\$47.89	3.00%	\$39.51 - \$56.28
Staff Engineer / Geoloist/Scientist	\$97.80	--	--	7/1/2020	6/30/2021	\$34.30		\$25.00 - \$43.60
	\$100.73	--	--	7/1/2021	6/30/2022	\$35.33	3.00%	\$25.75 - \$44.91
	\$103.75	--	--	7/1/2022	6/30/2023	\$36.39	3.00%	\$26.52 - \$46.26
	\$106.86	--	--	7/1/2023	6/30/2024	\$37.48	3.00%	\$27.32 - \$47.64
	\$110.07	--	--	7/1/2024	6/30/2025	\$38.60	3.00%	\$28.14 - \$49.07
CAD/Drafting	\$105.04	\$123.46	\$141.88	7/1/2020	6/30/2021	\$36.84		\$33.68 - \$40.00
	\$108.19	\$127.16	\$146.13	7/1/2021	6/30/2022	\$37.95	3.00%	\$34.69 - \$41.20
	\$111.44	\$130.98	\$150.52	7/1/2022	6/30/2023	\$39.08	3.00%	\$35.73 - \$42.44
	\$114.78	\$134.91	\$155.03	7/1/2023	6/30/2024	\$40.26	3.00%	\$36.80 - \$43.71
	\$118.22	\$138.95	\$159.69	7/1/2024	6/30/2025	\$41.46	3.00%	\$37.91 - \$45.02
Lab Technician	\$92.66	\$108.91	\$125.16	7/1/2020	6/30/2021	\$32.50		\$25.00 - \$40.00
	\$95.44	\$112.18	\$128.92	7/1/2021	6/30/2022	\$33.48	3.00%	\$25.75 - \$41.20
	\$98.31	\$115.55	\$132.79	7/1/2022	6/30/2023	\$34.48	3.00%	\$26.52 - \$42.44
	\$101.26	\$119.01	\$136.77	7/1/2023	6/30/2024	\$35.51	3.00%	\$27.32 - \$43.71
	\$104.29	\$122.58	\$140.87	7/1/2024	6/30/2025	\$36.58	3.00%	\$28.14 - \$45.02

Notes:

1. Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Firm: ICF Jones & Stokes, Inc.

Name: Ted Lee

Title *: Sr. Vice President

Signature :  _____

Date of Certification (mm/dd/yyyy): 7/9/2020

Email: ted.lee@icf.com

Phone Number: (858) 444-3930

Address: 525 B Street, Suite 1700, San Diego, CA 92101

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information authorized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

As-needed Environmental Documentation.

IMPORTANT NOTES:

1. List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.
2. Proposed ODC items should be consistently billed regardless of client and contract type.
3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
4. Items such as special tooling will be reimbursed at actual cost with supporting documentation (invoice).
5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
10. Add additional pages if necessary.
11. Subconsultants must provide their own cost proposals.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Subconsultant: ICF Jones & Stokes, Inc. Prime Consultant Subconsultant

Project No. _____ Contract No. _____

Date: 7/14/2020

SCHEDULE OF OTHER DIRECT COST ITEMS (Estimate Purpose Only)				
Description of Item	Quantity	Unit	Unit Cost	Total
Travel: (Actual Cost with Supporting Documents)				
Airfare	4	EA	\$350.00	\$1,400.00
Rental Car	6	EA	\$65.00	\$390.00
Mileage	2500	MI	\$0.575	\$1,437.50
Parking	50	EA	\$10.00	\$500.00
Per Diem (Meals, Incidental and Lodging - Riverside County)	10	EA	\$173.00	\$1,730.00
Reproduction: (Outside Services / Actual Cost with Supporting Documents)				
8 1/2" x 11" black and white	6000	EA	\$0.08	\$480.00
11" x 17" black and white	2000	EA	\$0.16	\$320.00
8 1/2" x 11" color	800	EA	\$0.16	\$128.00
11" x 17" color	800	EA	\$0.32	\$256.00
24" x 36" color board	50	EA	\$16.00	\$800.00
24" x 36" color	50	EA	\$8.00	\$400.00
Full Size Mylar	50	EA	\$15.00	\$750.00
24" x 36" Full Size Paper	200	EA	\$5.00	\$1,000.00
Binding	50	EA	\$5.00	\$250.00
Delivery Services: (Actual Cost with Supporting Documents)				
USPS Priority Mail (Flat Rate Envelope)	2500	EA	\$7.75	\$19,375.00
USPS Priority Mail (Small Flat Rate Box)	20	EA	\$8.30	\$166.00
USPS Priority Mail (Medium Flat Rate Box)	15	EA	\$15.05	\$225.75
FedEx	20	EA	\$40.00	\$800.00
Miscellaneous: (Actual Cost with Supporting Documents)				
Records Search	5	EA	\$1,000.00	\$5,000.00
Permit Fees	5	EA	\$15,000.00	\$75,000.00
Filing Fees	5	EA	\$2,500.00	\$12,500.00
Filing Fees	5	EA	\$50.00	\$250.00
Newspaper Notices	10	EA	\$1,250.00	\$12,500.00
Public Meeting/Hearing costs (refreshments, etc)	8	EA	\$250.00	\$2,000.00
Subtotal				\$137,658.25
Subconsultant 1:				
Subconsultant 2:				
Subconsultant 3:				
Subconsultant 4:				
Subconsultant 5:				

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Project Director	\$282.77	--	--	7/1/2020	6/30/2021	\$93.80		\$76.50 - \$111.10
	\$291.25	--	--	7/1/2021	6/30/2022	\$96.62	3.00%	\$78.80 - \$114.43
	\$299.99	--	--	7/1/2022	6/30/2023	\$99.51	3.00%	\$81.16 - \$117.87
	\$308.99	--	--	7/1/2023	6/30/2024	\$102.50	3.00%	\$83.60 - \$121.40
	\$318.26	--	--	7/1/2024	6/30/2025	\$105.57	3.00%	\$86.10 - \$125.04
Senior Project Director	\$346.67	--	--	7/1/2020	6/30/2021	\$115.00		\$95.00 - \$135.00
	\$357.07	--	--	7/1/2021	6/30/2022	\$118.45	3.00%	\$97.85 - \$139.05
	\$367.79	--	--	7/1/2022	6/30/2023	\$122.00	3.00%	\$100.79 - \$143.22
	\$378.82	--	--	7/1/2023	6/30/2024	\$125.66	3.00%	\$103.81 - \$147.52
	\$390.18	--	--	7/1/2024	6/30/2025	\$129.43	3.00%	\$106.92 - \$151.94

Notes:

1. Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Zeisler, Amanda Senior Consultant II P/T Exempt	\$147.01	--	--	7/1/2020	6/30/2021	\$48.77		Not Applicable
	\$151.42	--	--	7/1/2021	6/30/2022	\$50.23	3.00%	
	\$155.96	--	--	7/1/2022	6/30/2023	\$51.74	3.00%	
	\$160.64	--	--	7/1/2023	6/30/2024	\$53.29	3.00%	
	\$165.46	--	--	7/1/2024	6/30/2025	\$54.89	3.00%	
Assistant Consultant	\$97.97	--	--	7/1/2020	6/30/2021	\$32.50		\$25.00 - \$40.00
	\$100.91	--	--	7/1/2021	6/30/2022	\$33.48	3.00%	\$25.75 - \$41.20
	\$103.94	--	--	7/1/2022	6/30/2023	\$34.48	3.00%	\$26.52 - \$42.44
	\$107.06	--	--	7/1/2023	6/30/2024	\$35.51	3.00%	\$27.32 - \$43.71
	\$110.27	--	--	7/1/2024	6/30/2025	\$36.58	3.00%	\$28.14 - \$45.02
Associate Consultant I	\$99.83	--	--	7/1/2020	6/30/2021	\$33.12		\$24.00 - \$42.23
	\$102.82	--	--	7/1/2021	6/30/2022	\$34.11	3.00%	\$24.72 - \$43.50
	\$105.91	--	--	7/1/2022	6/30/2023	\$35.13	3.00%	\$25.46 - \$44.80
	\$109.08	--	--	7/1/2023	6/30/2024	\$36.19	3.00%	\$26.23 - \$46.15
	\$112.36	--	--	7/1/2024	6/30/2025	\$37.27	3.00%	\$27.01 - \$47.53
Associate Consultant II	\$112.15	--	--	7/1/2020	6/30/2021	\$37.20		\$29.41 - \$45.00
	\$115.51	--	--	7/1/2021	6/30/2022	\$38.32	3.00%	\$30.29 - \$46.35
	\$118.98	--	--	7/1/2022	6/30/2023	\$39.47	3.00%	\$31.20 - \$47.74
	\$122.55	--	--	7/1/2023	6/30/2024	\$40.65	3.00%	\$32.13 - \$49.17
	\$126.23	--	--	7/1/2024	6/30/2025	\$41.87	3.00%	\$33.10 - \$50.65
Associate Consultant III	\$128.99	--	--	7/1/2020	6/30/2021	\$42.79		\$30.58 - \$55.00
	\$132.86	--	--	7/1/2021	6/30/2022	\$44.07	3.00%	\$31.50 - \$56.65
	\$136.85	--	--	7/1/2022	6/30/2023	\$45.40	3.00%	\$32.44 - \$58.35
	\$140.95	--	--	7/1/2023	6/30/2024	\$46.76	3.00%	\$33.41 - \$60.10
	\$145.18	--	--	7/1/2024	6/30/2025	\$48.16	3.00%	\$34.42 - \$61.90
Senior Consultant I	\$144.37	--	--	7/1/2020	6/30/2021	\$47.89		\$35.78 - \$60.00
	\$148.70	--	--	7/1/2021	6/30/2022	\$49.33	3.00%	\$36.86 - \$61.80
	\$153.17	--	--	7/1/2022	6/30/2023	\$50.81	3.00%	\$37.96 - \$63.65
	\$157.76	--	--	7/1/2023	6/30/2024	\$52.33	3.00%	\$39.10 - \$65.56
	\$162.49	--	--	7/1/2024	6/30/2025	\$53.90	3.00%	\$40.28 - \$67.53
Senior Consultant II	\$158.26	--	--	7/1/2020	6/30/2021	\$52.50		\$40.00 - \$65.00
	\$163.01	--	--	7/1/2021	6/30/2022	\$54.08	3.00%	\$41.20 - \$66.95
	\$167.90	--	--	7/1/2022	6/30/2023	\$55.70	3.00%	\$42.44 - \$68.96
	\$172.94	--	--	7/1/2023	6/30/2024	\$57.37	3.00%	\$43.71 - \$71.03
	\$178.13	--	--	7/1/2024	6/30/2025	\$59.09	3.00%	\$45.02 - \$73.16
Senior Consultant III	\$176.52	--	--	7/1/2020	6/30/2021	\$58.56		\$47.12 - \$70.00
	\$181.82	--	--	7/1/2021	6/30/2022	\$60.31	3.00%	\$48.53 - \$72.10
	\$187.28	--	--	7/1/2022	6/30/2023	\$62.12	3.00%	\$49.98 - \$74.26
	\$192.89	--	--	7/1/2023	6/30/2024	\$63.99	3.00%	\$51.48 - \$76.49
	\$198.68	--	--	7/1/2024	6/30/2025	\$65.91	3.00%	\$53.03 - \$78.79
Managing Consultant	\$175.32	--	--	7/1/2020	6/30/2021	\$58.16		\$50.37 - \$65.95
	\$180.58	--	--	7/1/2021	6/30/2022	\$59.90	3.00%	\$51.88 - \$67.93
	\$186.00	--	--	7/1/2022	6/30/2023	\$61.70	3.00%	\$53.43 - \$69.97
	\$191.58	--	--	7/1/2023	6/30/2024	\$63.55	3.00%	\$55.04 - \$72.07
	\$197.32	--	--	7/1/2024	6/30/2025	\$65.46	3.00%	\$56.69 - \$74.23
Sr Technical Analyst	\$221.57	--	--	7/1/2020	6/30/2021	\$73.50		\$62.00 - \$85.00
	\$228.22	--	--	7/1/2021	6/30/2022	\$75.71	3.00%	\$63.86 - \$87.55
	\$235.06	--	--	7/1/2022	6/30/2023	\$77.98	3.00%	\$65.78 - \$90.18
	\$242.11	--	--	7/1/2023	6/30/2024	\$80.32	3.00%	\$67.75 - \$92.88
	\$249.38	--	--	7/1/2024	6/30/2025	\$82.72	3.00%	\$69.78 - \$95.67
Technical Director	\$252.38	--	--	7/1/2020	6/30/2021	\$83.72		\$62.44 - \$105.00
	\$259.95	--	--	7/1/2021	6/30/2022	\$86.23	3.00%	\$64.31 - \$108.15
	\$267.75	--	--	7/1/2022	6/30/2023	\$88.82	3.00%	\$66.24 - \$111.39
	\$275.78	--	--	7/1/2023	6/30/2024	\$91.48	3.00%	\$68.23 - \$114.74
	\$284.05	--	--	7/1/2024	6/30/2025	\$94.23	3.00%	\$70.27 - \$118.18

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Underwood, Andrew Associate Consultant I Non Exempt ON-CALL EMPLOYEE	\$55.51	\$87.86	\$100.36	7/1/2020	6/30/2021	\$25.00		Not Applicable
	\$57.17	\$90.50	\$103.37	7/1/2021	6/30/2022	\$25.75	3.00%	
	\$58.89	\$93.21	\$106.48	7/1/2022	6/30/2023	\$26.52	3.00%	
	\$60.66	\$96.01	\$109.67	7/1/2023	6/30/2024	\$27.32	3.00%	
	\$62.48	\$98.89	\$112.96	7/1/2024	6/30/2025	\$28.14	3.00%	
Unverzagt, Lance Senior Consultant III F/T Exempt	\$152.18	--	--	7/1/2020	6/30/2021	\$50.48		Not Applicable
	\$156.74	--	--	7/1/2021	6/30/2022	\$52.00	3.00%	
	\$161.44	--	--	7/1/2022	6/30/2023	\$53.56	3.00%	
	\$166.29	--	--	7/1/2023	6/30/2024	\$55.16	3.00%	
	\$171.28	--	--	7/1/2024	6/30/2025	\$56.82	3.00%	
Van Sant, Richard Managing Consultant F/T Exempt	\$151.83	--	--	7/1/2020	6/30/2021	\$50.37		Not Applicable
	\$156.38	--	--	7/1/2021	6/30/2022	\$51.88	3.00%	
	\$161.08	--	--	7/1/2022	6/30/2023	\$53.43	3.00%	
	\$165.91	--	--	7/1/2023	6/30/2024	\$55.04	3.00%	
	\$170.89	--	--	7/1/2024	6/30/2025	\$56.69	3.00%	
Vargas, Benjamin Senior Consultant III F/T Exempt	\$164.29	--	--	7/1/2020	6/30/2021	\$54.50		Not Applicable
	\$169.22	--	--	7/1/2021	6/30/2022	\$56.14	3.00%	
	\$174.30	--	--	7/1/2022	6/30/2023	\$57.82	3.00%	
	\$179.53	--	--	7/1/2023	6/30/2024	\$59.55	3.00%	
	\$184.91	--	--	7/1/2024	6/30/2025	\$61.34	3.00%	
Washington, Kathie Sr Technical Analyst F/T Exempt	\$208.42	--	--	7/1/2020	6/30/2021	\$69.14		Not Applicable
	\$214.67	--	--	7/1/2021	6/30/2022	\$71.21	3.00%	
	\$221.11	--	--	7/1/2022	6/30/2023	\$73.35	3.00%	
	\$227.74	--	--	7/1/2023	6/30/2024	\$75.55	3.00%	
	\$234.57	--	--	7/1/2024	6/30/2025	\$77.81	3.00%	
Watts, Claudia Associate Consultant II F/T Exempt	\$88.64	--	--	7/1/2020	6/30/2021	\$29.41		Not Applicable
	\$91.30	--	--	7/1/2021	6/30/2022	\$30.29	3.00%	
	\$94.04	--	--	7/1/2022	6/30/2023	\$31.20	3.00%	
	\$96.86	--	--	7/1/2023	6/30/2024	\$32.13	3.00%	
	\$99.77	--	--	7/1/2024	6/30/2025	\$33.10	3.00%	
Wegscheider, Frank Senior Consultant II Non Exempt ON-CALL EMPLOYEE	\$116.57	\$184.51	\$210.76	7/1/2020	6/30/2021	\$52.50		Not Applicable
	\$120.07	\$190.05	\$217.09	7/1/2021	6/30/2022	\$54.08	3.00%	
	\$123.67	\$195.75	\$223.60	7/1/2022	6/30/2023	\$55.70	3.00%	
	\$127.38	\$201.62	\$230.31	7/1/2023	6/30/2024	\$57.37	3.00%	
	\$131.20	\$207.67	\$237.22	7/1/2024	6/30/2025	\$59.09	3.00%	
Whisman, Russell Senior Consultant II F/T Exempt	\$156.77	--	--	7/1/2020	6/30/2021	\$52.00		Not Applicable
	\$161.47	--	--	7/1/2021	6/30/2022	\$53.56	3.00%	
	\$166.32	--	--	7/1/2022	6/30/2023	\$55.17	3.00%	
	\$171.31	--	--	7/1/2023	6/30/2024	\$56.83	3.00%	
	\$176.45	--	--	7/1/2024	6/30/2025	\$58.53	3.00%	
Wong, Terrance Senior Consultant III F/T Exempt	\$174.22	--	--	7/1/2020	6/30/2021	\$57.79		Not Applicable
	\$179.45	--	--	7/1/2021	6/30/2022	\$59.53	3.00%	
	\$184.83	--	--	7/1/2022	6/30/2023	\$61.31	3.00%	
	\$190.38	--	--	7/1/2023	6/30/2024	\$63.15	3.00%	
	\$196.09	--	--	7/1/2024	6/30/2025	\$65.05	3.00%	
Yasui, Youji Senior Consultant III F/T Exempt	\$180.84	--	--	7/1/2020	6/30/2021	\$59.99		Not Applicable
	\$186.27	--	--	7/1/2021	6/30/2022	\$61.79	3.00%	
	\$191.86	--	--	7/1/2022	6/30/2023	\$63.64	3.00%	
	\$197.61	--	--	7/1/2023	6/30/2024	\$65.55	3.00%	
	\$203.54	--	--	7/1/2024	6/30/2025	\$67.52	3.00%	
Yates, Timothy Senior Consultant I F/T Exempt	\$132.07	--	--	7/1/2020	6/30/2021	\$43.81		Not Applicable
	\$136.03	--	--	7/1/2021	6/30/2022	\$45.12	3.00%	
	\$140.11	--	--	7/1/2022	6/30/2023	\$46.48	3.00%	
	\$144.31	--	--	7/1/2023	6/30/2024	\$47.87	3.00%	
	\$148.64	--	--	7/1/2024	6/30/2025	\$49.31	3.00%	

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Smith, Shannon Associate Consultant I F/T Non Exempt FIELD EMPLOYEE	\$71.30	\$83.80	\$96.30	7/1/2020	6/30/2021	\$25.00		Not Applicable
	\$73.44	\$86.31	\$99.19	7/1/2021	6/30/2022	\$25.75	3.00%	
	\$75.64	\$88.90	\$102.16	7/1/2022	6/30/2023	\$26.52	3.00%	
	\$77.91	\$91.57	\$105.23	7/1/2023	6/30/2024	\$27.32	3.00%	
	\$80.24	\$94.31	\$108.38	7/1/2024	6/30/2025	\$28.14	3.00%	
Smolik, Kent Technician Trainee Non Exempt ON-CALL EMPLOYEE	\$59.95	\$94.89	\$108.39	7/1/2020	6/30/2021	\$27.00		Not Applicable
	\$61.75	\$97.74	\$111.64	7/1/2021	6/30/2022	\$27.81	3.00%	
	\$63.60	\$100.67	\$114.99	7/1/2022	6/30/2023	\$28.64	3.00%	
	\$65.51	\$103.69	\$118.44	7/1/2023	6/30/2024	\$29.50	3.00%	
	\$67.47	\$106.80	\$122.00	7/1/2024	6/30/2025	\$30.39	3.00%	
Sparks, Michael Senior Consultant I F/T Exempt FIELD EMPLOYEE	\$137.77	--	--	7/1/2020	6/30/2021	\$48.31		Not Applicable
	\$141.90	--	--	7/1/2021	6/30/2022	\$49.76	3.00%	
	\$146.16	--	--	7/1/2022	6/30/2023	\$51.25	3.00%	
	\$150.54	--	--	7/1/2023	6/30/2024	\$52.79	3.00%	
	\$155.06	--	--	7/1/2024	6/30/2025	\$54.37	3.00%	
Spears-Lebrun, Linnea Senior Consultant II P/T Exempt FIELD EMPLOYEE	\$153.83	--	--	7/1/2020	6/30/2021	\$53.94		Not Applicable
	\$158.45	--	--	7/1/2021	6/30/2022	\$55.56	3.00%	
	\$163.20	--	--	7/1/2022	6/30/2023	\$57.23	3.00%	
	\$168.10	--	--	7/1/2023	6/30/2024	\$58.94	3.00%	
	\$173.14	--	--	7/1/2024	6/30/2025	\$60.71	3.00%	
Stein, Bradley Senior Consultant II F/T Exempt	\$140.31	--	--	7/1/2020	6/30/2021	\$46.55		Not Applicable
	\$144.52	--	--	7/1/2021	6/30/2022	\$47.94	3.00%	
	\$148.86	--	--	7/1/2022	6/30/2023	\$49.38	3.00%	
	\$153.32	--	--	7/1/2023	6/30/2024	\$50.86	3.00%	
	\$157.92	--	--	7/1/2024	6/30/2025	\$52.39	3.00%	
Stewart, Matthew Associate Consultant I F/T Exempt FIELD EMPLOYEE	\$75.67	--	--	7/1/2020	6/30/2021	\$26.53		Not Applicable
	\$77.94	--	--	7/1/2021	6/30/2022	\$27.33	3.00%	
	\$80.28	--	--	7/1/2022	6/30/2023	\$28.15	3.00%	
	\$82.68	--	--	7/1/2023	6/30/2024	\$28.99	3.00%	
	\$85.17	--	--	7/1/2024	6/30/2025	\$29.86	3.00%	
Tong, Vincent Associate Consultant II F/T Exempt	\$129.35	--	--	7/1/2020	6/30/2021	\$42.91		Not Applicable
	\$133.23	--	--	7/1/2021	6/30/2022	\$44.20	3.00%	
	\$137.23	--	--	7/1/2022	6/30/2023	\$45.52	3.00%	
	\$141.34	--	--	7/1/2023	6/30/2024	\$46.89	3.00%	
	\$145.59	--	--	7/1/2024	6/30/2025	\$48.29	3.00%	
Toscano, Eduardo Technician Trainee Non Exempt ON-CALL EMPLOYEE	\$53.29	\$84.35	\$96.35	7/1/2020	6/30/2021	\$24.00		Not Applicable
	\$54.89	\$86.88	\$99.24	7/1/2021	6/30/2022	\$24.72	3.00%	
	\$56.53	\$89.49	\$102.22	7/1/2022	6/30/2023	\$25.46	3.00%	
	\$58.23	\$92.17	\$105.28	7/1/2023	6/30/2024	\$26.23	3.00%	
	\$59.98	\$94.94	\$108.44	7/1/2024	6/30/2025	\$27.01	3.00%	
Trisal, Shilpa Sr Technical Analyst P/T Exempt	\$209.65	--	--	7/1/2020	6/30/2021	\$69.55		Not Applicable
	\$215.94	--	--	7/1/2021	6/30/2022	\$71.63	3.00%	
	\$222.42	--	--	7/1/2022	6/30/2023	\$73.78	3.00%	
	\$229.09	--	--	7/1/2023	6/30/2024	\$76.00	3.00%	
	\$235.96	--	--	7/1/2024	6/30/2025	\$78.27	3.00%	
Turner, Debra Senior Consultant II P/T Exempt	\$144.68	--	--	7/1/2020	6/30/2021	\$47.99		Not Applicable
	\$149.02	--	--	7/1/2021	6/30/2022	\$49.43	3.00%	
	\$153.49	--	--	7/1/2022	6/30/2023	\$50.92	3.00%	
	\$158.09	--	--	7/1/2023	6/30/2024	\$52.44	3.00%	
	\$162.84	--	--	7/1/2024	6/30/2025	\$54.02	3.00%	
Tuttle, William Project Director F/T Exempt	\$236.11	--	--	7/1/2020	6/30/2021	\$78.32		Not Applicable
	\$243.20	--	--	7/1/2021	6/30/2022	\$80.67	3.00%	
	\$250.49	--	--	7/1/2022	6/30/2023	\$83.09	3.00%	
	\$258.01	--	--	7/1/2023	6/30/2024	\$85.59	3.00%	
	\$265.75	--	--	7/1/2024	6/30/2025	\$88.16	3.00%	

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	Straight ³	OT (1.5x)	OT (2x)	From	To			
Roderick, Margaret Assistant Consultant F/T Exempt	\$93.98	--	--	7/1/2020	6/30/2021	\$31.18		Not Applicable
	\$96.80	--	--	7/1/2021	6/30/2022	\$32.11	3.00%	
	\$99.70	--	--	7/1/2022	6/30/2023	\$33.07	3.00%	
	\$102.69	--	--	7/1/2023	6/30/2024	\$34.07	3.00%	
	\$105.77	--	--	7/1/2024	6/30/2025	\$35.09	3.00%	
Rondone, Alison Technical Director F/T Exempt FIELD EMPLOYEE	\$178.07	--	--	7/1/2020	6/30/2021	\$62.44		Not Applicable
	\$183.41	--	--	7/1/2021	6/30/2022	\$64.31	3.00%	
	\$188.91	--	--	7/1/2022	6/30/2023	\$66.24	3.00%	
	\$194.58	--	--	7/1/2023	6/30/2024	\$68.23	3.00%	
	\$200.41	--	--	7/1/2024	6/30/2025	\$70.27	3.00%	
Ruzi, Eugen Senior Consultant I F/T Exempt FIELD EMPLOYEE	\$115.38	--	--	7/1/2020	6/30/2021	\$40.46		Not Applicable
	\$118.84	--	--	7/1/2021	6/30/2022	\$41.67	3.00%	
	\$122.41	--	--	7/1/2022	6/30/2023	\$42.92	3.00%	
	\$126.08	--	--	7/1/2023	6/30/2024	\$44.21	3.00%	
	\$129.86	--	--	7/1/2024	6/30/2025	\$45.54	3.00%	
Rzeszutko, Jakob Associate Consultant I F/T Exempt	\$81.42	--	--	7/1/2020	6/30/2021	\$27.01		Not Applicable
	\$83.86	--	--	7/1/2021	6/30/2022	\$27.82	3.00%	
	\$86.38	--	--	7/1/2022	6/30/2023	\$28.65	3.00%	
	\$88.97	--	--	7/1/2023	6/30/2024	\$29.51	3.00%	
	\$91.64	--	--	7/1/2024	6/30/2025	\$30.40	3.00%	
Sanchez, Carla Technician Trainee Non Exempt ON-CALL EMPLOYEE	\$48.85	\$77.32	\$88.32	7/1/2020	6/30/2021	\$22.00		Not Applicable
	\$50.31	\$79.64	\$90.97	7/1/2021	6/30/2022	\$22.66	3.00%	
	\$51.82	\$82.03	\$93.70	7/1/2022	6/30/2023	\$23.34	3.00%	
	\$53.38	\$84.49	\$96.51	7/1/2023	6/30/2024	\$24.04	3.00%	
	\$54.98	\$87.02	\$99.41	7/1/2024	6/30/2025	\$24.76	3.00%	
Schwartz, Paul Senior Consultant II F/T Exempt	\$149.11	--	--	7/1/2020	6/30/2021	\$49.46		Not Applicable
	\$153.59	--	--	7/1/2021	6/30/2022	\$50.95	3.00%	
	\$158.19	--	--	7/1/2022	6/30/2023	\$52.48	3.00%	
	\$162.94	--	--	7/1/2023	6/30/2024	\$54.05	3.00%	
	\$167.83	--	--	7/1/2024	6/30/2025	\$55.67	3.00%	
Seklecki, Emily Associate Consultant II F/T Exempt	\$90.23	--	--	7/1/2020	6/30/2021	\$29.93		Not Applicable
	\$92.94	--	--	7/1/2021	6/30/2022	\$30.83	3.00%	
	\$95.72	--	--	7/1/2022	6/30/2023	\$31.75	3.00%	
	\$98.60	--	--	7/1/2023	6/30/2024	\$32.71	3.00%	
	\$101.55	--	--	7/1/2024	6/30/2025	\$33.69	3.00%	
Shattuck, Paul Associate Consultant II Non Exempt ON-CALL EMPLOYEE	\$62.17	\$98.41	\$112.41	7/1/2020	6/30/2021	\$28.00		Not Applicable
	\$64.03	\$101.36	\$115.78	7/1/2021	6/30/2022	\$28.84	3.00%	
	\$65.96	\$104.40	\$119.25	7/1/2022	6/30/2023	\$29.71	3.00%	
	\$67.93	\$107.53	\$122.83	7/1/2023	6/30/2024	\$30.60	3.00%	
	\$69.97	\$110.76	\$126.52	7/1/2024	6/30/2025	\$31.51	3.00%	
Sheppard, Dawn Associate Consultant I F/T Non Exempt	\$84.92	--	--	7/1/2020	6/30/2021	\$28.17		Not Applicable
	\$87.47	--	--	7/1/2021	6/30/2022	\$29.02	3.00%	
	\$90.09	--	--	7/1/2022	6/30/2023	\$29.89	3.00%	
	\$92.79	--	--	7/1/2023	6/30/2024	\$30.78	3.00%	
	\$95.58	--	--	7/1/2024	6/30/2025	\$31.71	3.00%	
Smith, Benjamin Senior Consultant II Non Exempt ON-CALL EMPLOYEE	\$111.02	\$175.73	\$200.73	7/1/2020	6/30/2021	\$50.00		Not Applicable
	\$114.35	\$181.00	\$206.75	7/1/2021	6/30/2022	\$51.50	3.00%	
	\$117.78	\$186.43	\$212.95	7/1/2022	6/30/2023	\$53.05	3.00%	
	\$121.31	\$192.02	\$219.34	7/1/2023	6/30/2024	\$54.64	3.00%	
	\$124.95	\$197.78	\$225.92	7/1/2024	6/30/2025	\$56.28	3.00%	

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	Straight ³	OT (1.5x)	OT (2x)	From	To			
Moskus, Eric Associate Consultant III F/T Exempt FTE	\$123.19 \$126.89 \$130.69 \$134.61 \$138.65	-- -- -- -- --	-- -- -- -- --	7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$40.87 \$42.09 \$43.35 \$44.65 \$45.99	 3.00% 3.00% 3.00% 3.00%	Not Applicable
Mountain-Castro, Jenelle Assistant Consultant P/T Non Exempt FIELD EMPLOYEE	\$101.44 \$104.48 \$107.62 \$110.85 \$114.17	\$119.23 \$122.80 \$126.49 \$130.28 \$134.19	\$137.01 \$141.12 \$145.35 \$149.72 \$154.21	7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$35.57 \$36.64 \$37.74 \$38.87 \$40.03	 3.00% 3.00% 3.00% 3.00%	Not Applicable
Mulder, Joel Managing Consultant F/T Exempt FIELD EMPLOYEE	\$170.00 \$175.10 \$180.35 \$185.76 \$191.34	-- -- -- -- --	-- -- -- -- --	7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$59.61 \$61.40 \$63.24 \$65.14 \$67.09	 3.00% 3.00% 3.00% 3.00%	Not Applicable
Nichols, Greg Senior Consultant III F/T Exempt	\$176.87 \$182.18 \$187.64 \$193.27 \$199.07	-- -- -- -- --	-- -- -- -- --	7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$58.67 \$60.43 \$62.25 \$64.11 \$66.04	 3.00% 3.00% 3.00% 3.00%	Not Applicable
Pacholski, Emily Associate Consultant III F/T Exempt	\$94.20 \$97.03 \$99.94 \$102.94 \$106.03	-- -- -- -- --	-- -- -- -- --	7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$31.25 \$32.19 \$33.15 \$34.15 \$35.17	 3.00% 3.00% 3.00% 3.00%	Not Applicable
Paul, Daniel Senior Consultant II P/T Exempt	\$150.24 \$154.75 \$159.39 \$164.17 \$169.09	-- -- -- -- --	-- -- -- -- --	7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$49.84 \$51.33 \$52.87 \$54.46 \$56.09	 3.00% 3.00% 3.00% 3.00%	Not Applicable
Payne, Rebecca Senior Consultant I P/T Exempt FIELD EMPLOYEE	\$137.68 \$141.81 \$146.06 \$150.44 \$154.96	-- -- -- -- --	-- -- -- -- --	7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$48.28 \$49.72 \$51.22 \$52.75 \$54.34	 3.00% 3.00% 3.00% 3.00%	Not Applicable
Pham, Peter Assistant Consultant F/T Exempt FIELD EMPLOYEE	\$81.25 \$83.69 \$86.20 \$88.78 \$91.45	-- -- -- -- --	-- -- -- -- --	7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$28.49 \$29.34 \$30.23 \$31.13 \$32.07	 3.00% 3.00% 3.00% 3.00%	Not Applicable
Rachman, Alexandra Technician Trainee Non Exempt ON-CALL EMPLOYEE	\$51.07 \$52.60 \$54.18 \$55.80 \$57.48	\$80.83 \$83.26 \$85.76 \$88.33 \$90.98	\$92.33 \$95.10 \$97.96 \$100.90 \$103.92	7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$23.00 \$23.69 \$24.40 \$25.13 \$25.89	 3.00% 3.00% 3.00% 3.00%	Not Applicable
Richards, Phillip Senior Consultant II F/T Exempt FIELD EMPLOYEE	\$139.18 \$143.36 \$147.66 \$152.09 \$156.65	-- -- -- -- --	-- -- -- -- --	7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$48.80 \$50.27 \$51.74 \$53.21 \$54.93	 3.00% 3.00% 3.00% 3.00%	Not Applicable
Robles, Araceli Technician Trainee Non Exempt ON-CALL EMPLOYEE	\$53.29 \$54.89 \$56.53 \$58.23 \$59.98	\$84.35 \$86.88 \$89.49 \$92.17 \$94.94	\$96.35 \$99.24 \$102.22 \$105.28 \$108.44	7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$24.00 \$24.72 \$25.46 \$26.23 \$27.01	 3.00% 3.00% 3.00% 3.00%	Not Applicable

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Markham, John Senior Consultant II F/T Exempt FIELD EMPLOYEE	\$166.55	--	--	7/1/2020	6/30/2021	\$58.40		Not Applicable
	\$171.55	--	--	7/1/2021	6/30/2022	\$60.15	3.00%	
	\$176.69	--	--	7/1/2022	6/30/2023	\$61.96	3.00%	
	\$181.99	--	--	7/1/2023	6/30/2024	\$63.82	3.00%	
	\$187.45	--	--	7/1/2024	6/30/2025	\$65.73	3.00%	
Martin, Colleen Senior Consultant I P/T Exempt FIELD EMPLOYEE	\$108.26	--	--	7/1/2020	6/30/2021	\$37.96		Not Applicable
	\$111.51	--	--	7/1/2021	6/30/2022	\$39.10	3.00%	
	\$114.85	--	--	7/1/2022	6/30/2023	\$40.27	3.00%	
	\$118.30	--	--	7/1/2023	6/30/2024	\$41.48	3.00%	
	\$121.85	--	--	7/1/2024	6/30/2025	\$42.73	3.00%	
Mathias, John Assistant Consultant F/T Non Exempt FIELD EMPLOYEE	\$107.66	\$126.53	\$145.41	7/1/2020	6/30/2021	\$37.75		Not Applicable
	\$110.89	\$130.33	\$149.77	7/1/2021	6/30/2022	\$38.88	3.00%	
	\$114.21	\$134.24	\$154.26	7/1/2022	6/30/2023	\$40.05	3.00%	
	\$117.64	\$138.27	\$158.89	7/1/2023	6/30/2024	\$41.25	3.00%	
	\$121.17	\$142.41	\$163.66	7/1/2024	6/30/2025	\$42.49	3.00%	
Mathias, Marissa Associate Consultant I F/T Exempt	\$97.50	--	--	7/1/2020	6/30/2021	\$32.34		Not Applicable
	\$100.43	--	--	7/1/2021	6/30/2022	\$33.31	3.00%	
	\$103.44	--	--	7/1/2022	6/30/2023	\$34.31	3.00%	
	\$106.54	--	--	7/1/2023	6/30/2024	\$35.34	3.00%	
	\$109.74	--	--	7/1/2024	6/30/2025	\$36.40	3.00%	
McCormick, Donna Project Director P/T Exempt FIELD EMPLOYEE	\$230.50	--	--	7/1/2020	6/30/2021	\$80.83		Not Applicable
	\$237.42	--	--	7/1/2021	6/30/2022	\$83.25	3.00%	
	\$244.54	--	--	7/1/2022	6/30/2023	\$85.75	3.00%	
	\$251.88	--	--	7/1/2023	6/30/2024	\$88.32	3.00%	
	\$259.43	--	--	7/1/2024	6/30/2025	\$90.97	3.00%	
McFalls, Matthew Senior Consultant III F/T Exempt	\$173.23	--	--	7/1/2020	6/30/2021	\$57.46		Not Applicable
	\$178.42	--	--	7/1/2021	6/30/2022	\$59.19	3.00%	
	\$183.78	--	--	7/1/2022	6/30/2023	\$60.96	3.00%	
	\$189.29	--	--	7/1/2023	6/30/2024	\$62.79	3.00%	
	\$194.97	--	--	7/1/2024	6/30/2025	\$64.68	3.00%	
McGinnis, Patrick Senior Consultant II F/T Exempt	\$139.54	--	--	7/1/2020	6/30/2021	\$46.29		Not Applicable
	\$143.73	--	--	7/1/2021	6/30/2022	\$47.68	3.00%	
	\$148.04	--	--	7/1/2022	6/30/2023	\$49.11	3.00%	
	\$152.48	--	--	7/1/2023	6/30/2024	\$50.58	3.00%	
	\$157.06	--	--	7/1/2024	6/30/2025	\$52.10	3.00%	
Menvielle, Jordan Technician Trainee Non Exempt ON-CALL EMPLOYEE	\$56.06	\$88.74	\$101.37	7/1/2020	6/30/2021	\$25.25		Not Applicable
	\$57.75	\$91.40	\$104.41	7/1/2021	6/30/2022	\$26.01	3.00%	
	\$59.48	\$94.15	\$107.54	7/1/2022	6/30/2023	\$26.79	3.00%	
	\$61.26	\$96.97	\$110.77	7/1/2023	6/30/2024	\$27.59	3.00%	
	\$63.10	\$99.88	\$114.09	7/1/2024	6/30/2025	\$28.42	3.00%	
Mitrovich, Milan Senior Consultant III F/T Exempt	\$181.16	--	--	7/1/2020	6/30/2021	\$60.10		Not Applicable
	\$186.60	--	--	7/1/2021	6/30/2022	\$61.90	3.00%	
	\$192.20	--	--	7/1/2022	6/30/2023	\$63.76	3.00%	
	\$197.96	--	--	7/1/2023	6/30/2024	\$65.67	3.00%	
	\$203.90	--	--	7/1/2024	6/30/2025	\$67.64	3.00%	
Morales, Cynthia Technician Trainee Non Exempt ON-CALL EMPLOYEE	\$62.17	\$98.41	\$112.41	7/1/2020	6/30/2021	\$28.00		Not Applicable
	\$64.03	\$101.36	\$115.78	7/1/2021	6/30/2022	\$28.84	3.00%	
	\$65.96	\$104.40	\$119.25	7/1/2022	6/30/2023	\$29.71	3.00%	
	\$67.93	\$107.53	\$122.83	7/1/2023	6/30/2024	\$30.60	3.00%	
	\$69.97	\$110.76	\$126.52	7/1/2024	6/30/2025	\$31.51	3.00%	
Morgan, Harcourt Project Director* F/T Exempt	\$246.38	--	--	7/1/2020	6/30/2021	\$81.73		Not Applicable
	\$253.77	--	--	7/1/2021	6/30/2022	\$84.18	3.00%	
	\$261.39	--	--	7/1/2022	6/30/2023	\$86.71	3.00%	
	\$269.23	--	--	7/1/2023	6/30/2024	\$89.31	3.00%	
	\$277.30	--	--	7/1/2024	6/30/2025	\$91.99	3.00%	

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Lattig, Jesse Senior Consultant II F/T Exempt	\$152.18	--	--	7/1/2020	6/30/2021	\$50.48		Not Applicable
	\$156.74	--	--	7/1/2021	6/30/2022	\$52.00	3.00%	
	\$161.44	--	--	7/1/2022	6/30/2023	\$53.56	3.00%	
	\$166.29	--	--	7/1/2023	6/30/2024	\$55.16	3.00%	
	\$171.28	--	--	7/1/2024	6/30/2025	\$56.82	3.00%	
Layden, Ryan Associate Consultant II F/T Exempt	\$123.96	--	--	7/1/2020	6/30/2021	\$41.12		Not Applicable
	\$127.68	--	--	7/1/2021	6/30/2022	\$42.35	3.00%	
	\$131.51	--	--	7/1/2022	6/30/2023	\$43.63	3.00%	
	\$135.46	--	--	7/1/2023	6/30/2024	\$44.93	3.00%	
	\$139.52	--	--	7/1/2024	6/30/2025	\$46.28	3.00%	
Leight, Debra Managing Consultant F/T Exempt	\$182.88	--	--	7/1/2020	6/30/2021	\$60.67		Not Applicable
	\$188.37	--	--	7/1/2021	6/30/2022	\$62.49	3.00%	
	\$194.02	--	--	7/1/2022	6/30/2023	\$64.36	3.00%	
	\$199.84	--	--	7/1/2023	6/30/2024	\$66.29	3.00%	
	\$205.83	--	--	7/1/2024	6/30/2025	\$68.28	3.00%	
Lin, Frances Associate Consultant II Non Exempt ON-CALL EMPLOYEE	\$79.93	\$126.52	\$144.52	7/1/2020	6/30/2021	\$36.00		Not Applicable
	\$82.33	\$130.32	\$148.86	7/1/2021	6/30/2022	\$37.08	3.00%	
	\$84.80	\$134.23	\$153.33	7/1/2022	6/30/2023	\$38.19	3.00%	
	\$87.34	\$138.26	\$157.93	7/1/2023	6/30/2024	\$39.34	3.00%	
	\$89.96	\$142.40	\$162.66	7/1/2024	6/30/2025	\$40.52	3.00%	
Lisecki, Lee Senior Project Director P/T Exempt	\$288.35	--	--	7/1/2020	6/30/2021	\$95.65		Not Applicable
	\$297.01	--	--	7/1/2021	6/30/2022	\$98.52	3.00%	
	\$305.92	--	--	7/1/2022	6/30/2023	\$101.48	3.00%	
	\$315.09	--	--	7/1/2023	6/30/2024	\$104.52	3.00%	
	\$324.55	--	--	7/1/2024	6/30/2025	\$107.66	3.00%	
Lohstroh, Brian Senior Consultant III Non Exempt ON-CALL EMPLOYEE	\$155.42	\$246.02	\$281.02	7/1/2020	6/30/2021	\$70.00		Not Applicable
	\$160.09	\$253.40	\$289.45	7/1/2021	6/30/2022	\$72.10	3.00%	
	\$164.89	\$261.00	\$298.13	7/1/2022	6/30/2023	\$74.26	3.00%	
	\$169.84	\$268.83	\$307.08	7/1/2023	6/30/2024	\$76.49	3.00%	
	\$174.93	\$276.90	\$316.29	7/1/2024	6/30/2025	\$78.79	3.00%	
Loop, Jackson Assistant Consultant Non Exempt ON-CALL EMPLOYEE	\$55.51	\$87.86	\$100.36	7/1/2020	6/30/2021	\$25.00		Not Applicable
	\$57.17	\$90.50	\$103.37	7/1/2021	6/30/2022	\$25.75	3.00%	
	\$58.89	\$93.21	\$106.48	7/1/2022	6/30/2023	\$26.52	3.00%	
	\$60.66	\$96.01	\$109.67	7/1/2023	6/30/2024	\$27.32	3.00%	
	\$62.48	\$98.89	\$112.96	7/1/2024	6/30/2025	\$28.14	3.00%	
Lopez, Yareli Technician Trainee Non Exempt ON-CALL EMPLOYEE	\$51.07	\$80.83	\$92.33	7/1/2020	6/30/2021	\$23.00		Not Applicable
	\$52.60	\$83.26	\$95.10	7/1/2021	6/30/2022	\$23.69	3.00%	
	\$54.18	\$85.76	\$97.96	7/1/2022	6/30/2023	\$24.40	3.00%	
	\$55.80	\$88.33	\$100.90	7/1/2023	6/30/2024	\$25.13	3.00%	
	\$57.48	\$90.98	\$103.92	7/1/2024	6/30/2025	\$25.89	3.00%	
Magee, Laura Assistant Consultant Non Exempt ON-CALL EMPLOYEE	\$77.71	\$123.01	\$140.51	7/1/2020	6/30/2021	\$35.00		Not Applicable
	\$80.04	\$126.70	\$144.72	7/1/2021	6/30/2022	\$36.05	3.00%	
	\$82.44	\$130.50	\$149.07	7/1/2022	6/30/2023	\$37.13	3.00%	
	\$84.92	\$134.42	\$153.54	7/1/2023	6/30/2024	\$38.25	3.00%	
	\$87.47	\$138.45	\$158.14	7/1/2024	6/30/2025	\$39.39	3.00%	
Malloy, Kidada Assistant Consultant F/T Exempt	\$88.70	--	--	7/1/2020	6/30/2021	\$29.42		Not Applicable
	\$91.36	--	--	7/1/2021	6/30/2022	\$30.31	3.00%	
	\$94.10	--	--	7/1/2022	6/30/2023	\$31.21	3.00%	
	\$96.92	--	--	7/1/2023	6/30/2024	\$32.15	3.00%	
	\$99.83	--	--	7/1/2024	6/30/2025	\$33.12	3.00%	
Mangrich, Makela Managing Consultant P/T Exempt	\$160.49	--	--	7/1/2020	6/30/2021	\$53.24		Not Applicable
	\$165.31	--	--	7/1/2021	6/30/2022	\$54.84	3.00%	
	\$170.27	--	--	7/1/2022	6/30/2023	\$56.48	3.00%	
	\$175.37	--	--	7/1/2023	6/30/2024	\$58.18	3.00%	
	\$180.63	--	--	7/1/2024	6/30/2025	\$59.92	3.00%	

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	Straight ³	OT (1.5x)	OT (2x)	From	To			
Hurtado Rocio	\$84.74	\$98.79	\$112.85	7/1/2020	6/30/2021	\$28.11		
Assistant Consultant	\$87.28	\$101.76	\$116.23	7/1/2021	6/30/2022	\$28.95	3.00%	Not Applicable
F/T Non Exempt	\$89.90	\$104.81	\$119.72	7/1/2022	6/30/2023	\$29.82	3.00%	
	\$92.60	\$107.95	\$123.31	7/1/2023	6/30/2024	\$30.72	3.00%	
	\$95.37	\$111.19	\$127.01	7/1/2024	6/30/2025	\$31.64	3.00%	
Ireland, Michael	\$170.34	--	--	7/1/2020	6/30/2021	\$56.51		
Senior Consultant III	\$175.46	--	--	7/1/2021	6/30/2022	\$58.20	3.00%	Not Applicable
F/T Exempt	\$180.72	--	--	7/1/2022	6/30/2023	\$59.95	3.00%	
	\$186.14	--	--	7/1/2023	6/30/2024	\$61.75	3.00%	
	\$191.72	--	--	7/1/2024	6/30/2025	\$63.60	3.00%	
Irvin, Elizabeth	\$142.20	--	--	7/1/2020	6/30/2021	\$47.17		
Associate Consultant III	\$146.47	--	--	7/1/2021	6/30/2022	\$48.59	3.00%	Not Applicable
P/T Exempt	\$150.86	--	--	7/1/2022	6/30/2023	\$50.04	3.00%	
	\$155.39	--	--	7/1/2023	6/30/2024	\$51.55	3.00%	
	\$160.05	--	--	7/1/2024	6/30/2025	\$53.09	3.00%	
Jameson, Megan	\$173.93	--	--	7/1/2020	6/30/2021	\$60.99		
Managing Consultant*	\$179.15	--	--	7/1/2021	6/30/2022	\$62.82	3.00%	Not Applicable
P/T Exempt	\$184.53	--	--	7/1/2022	6/30/2023	\$64.70	3.00%	
FIELD EMPLOYEE	\$190.06	--	--	7/1/2023	6/30/2024	\$66.65	3.00%	
	\$195.77	--	--	7/1/2024	6/30/2025	\$68.64	3.00%	
Janssen, Nicholas	\$128.94	--	--	7/1/2020	6/30/2021	\$45.21		
Associate Consultant III	\$132.81	--	--	7/1/2021	6/30/2022	\$46.57	3.00%	Not Applicable
F/T Exempt	\$136.79	--	--	7/1/2022	6/30/2023	\$47.97	3.00%	
FIELD EMPLOYEE	\$140.90	--	--	7/1/2023	6/30/2024	\$49.41	3.00%	
	\$145.12	--	--	7/1/2024	6/30/2025	\$50.89	3.00%	
Johnston, Shawn	\$137.24	--	--	7/1/2020	6/30/2021	\$45.53		
Senior Consultant II	\$141.36	--	--	7/1/2021	6/30/2022	\$46.89	3.00%	Not Applicable
F/T Exempt	\$145.60	--	--	7/1/2022	6/30/2023	\$48.30	3.00%	
	\$149.96	--	--	7/1/2023	6/30/2024	\$49.75	3.00%	
	\$154.46	--	--	7/1/2024	6/30/2025	\$51.24	3.00%	
Jones, Tanya	\$134.47	--	--	7/1/2020	6/30/2021	\$44.61		
Senior Consultant II	\$138.51	--	--	7/1/2021	6/30/2022	\$45.95	3.00%	Not Applicable
F/T Exempt	\$142.66	--	--	7/1/2022	6/30/2023	\$47.32	3.00%	
	\$146.94	--	--	7/1/2023	6/30/2024	\$48.74	3.00%	
	\$151.35	--	--	7/1/2024	6/30/2025	\$50.21	3.00%	
Klinefelter, Kristen	\$100.31	--	--	7/1/2020	6/30/2021	\$35.17		
Associate Consultant II	\$103.32	--	--	7/1/2021	6/30/2022	\$36.23	3.00%	Not Applicable
F/T Exempt	\$106.42	--	--	7/1/2022	6/30/2023	\$37.31	3.00%	
FIELD EMPLOYEE	\$109.61	--	--	7/1/2023	6/30/2024	\$38.43	3.00%	
	\$112.90	--	--	7/1/2024	6/30/2025	\$39.59	3.00%	
Kohn, William	\$141.63	--	--	7/1/2020	6/30/2021	\$46.98		
Senior Consultant III	\$145.88	--	--	7/1/2021	6/30/2022	\$48.39	3.00%	Not Applicable
F/T Exempt	\$150.26	--	--	7/1/2022	6/30/2023	\$49.84	3.00%	
	\$154.77	--	--	7/1/2023	6/30/2024	\$51.34	3.00%	
	\$159.41	--	--	7/1/2024	6/30/2025	\$52.88	3.00%	
Kolesky, Lea	\$55.51	\$87.86	\$100.36	7/1/2020	6/30/2021	\$25.00		
Associate Consultant I	\$57.17	\$90.50	\$103.37	7/1/2021	6/30/2022	\$25.75	3.00%	Not Applicable
Non Exempt	\$58.89	\$93.21	\$106.48	7/1/2022	6/30/2023	\$26.52	3.00%	
ON-CALL EMPLOYEE	\$60.66	\$96.01	\$109.67	7/1/2023	6/30/2024	\$27.32	3.00%	
	\$62.48	\$98.89	\$112.96	7/1/2024	6/30/2025	\$28.14	3.00%	
Lal, Tanvi	\$100.31	--	--	7/1/2020	6/30/2021	\$35.17		
Managing Consultant	\$103.32	--	--	7/1/2021	6/30/2022	\$36.23	3.00%	Not Applicable
F/T Exempt	\$106.42	--	--	7/1/2022	6/30/2023	\$37.31	3.00%	
FIELD EMPLOYEE	\$109.61	--	--	7/1/2023	6/30/2024	\$38.43	3.00%	
	\$112.90	--	--	7/1/2024	6/30/2025	\$39.59	3.00%	

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	Straight ³	OT (1.5x)	OT (2x)	From	To			
Haley, Bradley Senior Consultant III F/T Exempt	\$142.03	--	--	7/1/2020	6/30/2021	\$47.12		Not Applicable
	\$146.29	--	--	7/1/2021	6/30/2022	\$48.53	3.00%	
	\$150.68	--	--	7/1/2022	6/30/2023	\$49.98	3.00%	
	\$155.20	--	--	7/1/2023	6/30/2024	\$51.48	3.00%	
Haley, Talia Senior Consultant II F/T Exempt	\$159.86	--	--	7/1/2024	6/30/2025	\$53.03	3.00%	Not Applicable
	\$173.92	--	--	7/1/2020	6/30/2021	\$57.69		
	\$179.13	--	--	7/1/2021	6/30/2022	\$59.42	3.00%	
	\$184.51	--	--	7/1/2022	6/30/2023	\$61.21	3.00%	
Halterman, Sarah Associate Consultant II F/T Exempt	\$190.04	--	--	7/1/2023	6/30/2024	\$63.04	3.00%	Not Applicable
	\$195.74	--	--	7/1/2024	6/30/2025	\$64.93	3.00%	
	\$89.62	--	--	7/1/2020	6/30/2021	\$29.73		
	\$92.31	--	--	7/1/2021	6/30/2022	\$30.62	3.00%	
Hardie, Jon Peter Senior Consultant III* F/T Exempt	\$95.07	--	--	7/1/2022	6/30/2023	\$31.54	3.00%	Not Applicable
	\$97.93	--	--	7/1/2023	6/30/2024	\$32.48	3.00%	
	\$100.86	--	--	7/1/2024	6/30/2025	\$33.46	3.00%	
	\$184.75	--	--	7/1/2020	6/30/2021	\$61.29		
Herrera, Victor Technician Trainee Non Exempt ON-CALL EMPLOYEE	\$190.29	--	--	7/1/2021	6/30/2022	\$63.12	3.00%	Not Applicable
	\$196.00	--	--	7/1/2022	6/30/2023	\$65.02	3.00%	
	\$201.88	--	--	7/1/2023	6/30/2024	\$66.97	3.00%	
	\$207.94	--	--	7/1/2024	6/30/2025	\$68.98	3.00%	
Hickman, James Senior Consultant II F/T Exempt	\$44.41	\$70.29	\$80.29	7/1/2020	6/30/2021	\$20.00		Not Applicable
	\$45.74	\$72.40	\$82.70	7/1/2021	6/30/2022	\$20.60	3.00%	
	\$47.11	\$74.57	\$85.18	7/1/2022	6/30/2023	\$21.22	3.00%	
	\$48.52	\$76.81	\$87.74	7/1/2023	6/30/2024	\$21.85	3.00%	
Higginson, Jonathan Senior Consultant III F/T Exempt	\$49.98	\$79.11	\$90.37	7/1/2024	6/30/2025	\$22.51	3.00%	Not Applicable
	\$148.84	--	--	7/1/2020	6/30/2021	\$49.38		
	\$153.31	--	--	7/1/2021	6/30/2022	\$50.86	3.00%	
	\$157.91	--	--	7/1/2022	6/30/2023	\$52.38	3.00%	
Hilton, Elizabeth Associate Consultant III Non Exempt ON-CALL EMPLOYEE	\$162.65	--	--	7/1/2023	6/30/2024	\$53.95	3.00%	Not Applicable
	\$167.53	--	--	7/1/2024	6/30/2025	\$55.57	3.00%	
	\$181.67	--	--	7/1/2020	6/30/2021	\$60.26		
	\$187.12	--	--	7/1/2021	6/30/2022	\$62.07	3.00%	
Hodal, Stephanie Assistant Consultant Non Exempt ON-CALL EMPLOYEE	\$192.73	--	--	7/1/2022	6/30/2023	\$63.93	3.00%	Not Applicable
	\$198.51	--	--	7/1/2023	6/30/2024	\$65.85	3.00%	
	\$204.47	--	--	7/1/2024	6/30/2025	\$67.83	3.00%	
	\$76.60	\$121.25	\$138.50	7/1/2020	6/30/2021	\$34.50		
Hoisington, Gregory Managing Consultant* F/T Exempt FIELD EMPLOYEE	\$78.90	\$124.89	\$142.66	7/1/2021	6/30/2022	\$35.54	3.00%	Not Applicable
	\$81.27	\$128.64	\$146.94	7/1/2022	6/30/2023	\$36.60	3.00%	
	\$83.71	\$132.50	\$151.34	7/1/2023	6/30/2024	\$37.70	3.00%	
	\$86.22	\$136.47	\$155.89	7/1/2024	6/30/2025	\$38.83	3.00%	
Horwath, Sarah Associate Consultant III F/T Exempt FIELD EMPLOYEE	\$66.61	\$105.44	\$120.44	7/1/2020	6/30/2021	\$30.00		Not Applicable
	\$68.61	\$108.60	\$124.05	7/1/2021	6/30/2022	\$30.90	3.00%	
	\$70.67	\$111.86	\$127.77	7/1/2022	6/30/2023	\$31.83	3.00%	
	\$72.79	\$115.21	\$131.60	7/1/2023	6/30/2024	\$32.78	3.00%	
Horsington, Gregory Managing Consultant* F/T Exempt FIELD EMPLOYEE	\$74.97	\$118.67	\$135.55	7/1/2024	6/30/2025	\$33.77	3.00%	Not Applicable
	\$177.60	--	--	7/1/2020	6/30/2021	\$62.28		
	\$182.93	--	--	7/1/2021	6/30/2022	\$64.14	3.00%	
	\$188.42	--	--	7/1/2022	6/30/2023	\$66.07	3.00%	
Horwath, Sarah Associate Consultant III F/T Exempt FIELD EMPLOYEE	\$194.07	--	--	7/1/2023	6/30/2024	\$68.05	3.00%	Not Applicable
	\$199.89	--	--	7/1/2024	6/30/2025	\$70.09	3.00%	
	\$114.02	--	--	7/1/2020	6/30/2021	\$39.98		
	\$117.44	--	--	7/1/2021	6/30/2022	\$41.18	3.00%	
Horwath, Sarah Associate Consultant III F/T Exempt FIELD EMPLOYEE	\$120.96	--	--	7/1/2022	6/30/2023	\$42.41	3.00%	Not Applicable
	\$124.59	--	--	7/1/2023	6/30/2024	\$43.69	3.00%	
	\$128.33	--	--	7/1/2024	6/30/2025	\$45.00	3.00%	

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Fleury, Scott Project Director F/T Exempt	\$251.76	--	--	7/1/2020	6/30/2021	\$83.52		Not Applicable
	\$259.32	--	--	7/1/2021	6/30/2022	\$86.02	3.00%	
	\$267.10	--	--	7/1/2022	6/30/2023	\$88.60	3.00%	
	\$275.11	--	--	7/1/2023	6/30/2024	\$91.26	3.00%	
	\$283.36	--	--	7/1/2024	6/30/2025	\$94.00	3.00%	
Flores, Marisa Senior Consultant I F/T Exempt	\$145.66	--	--	7/1/2020	6/30/2021	\$48.32		Not Applicable
	\$150.03	--	--	7/1/2021	6/30/2022	\$49.77	3.00%	
	\$154.54	--	--	7/1/2022	6/30/2023	\$51.26	3.00%	
	\$159.17	--	--	7/1/2023	6/30/2024	\$52.80	3.00%	
	\$163.95	--	--	7/1/2024	6/30/2025	\$54.39	3.00%	
Galindo, Sara Technician Trainee Non Exempt ON-CALL EMPLOYEE	\$57.73	\$91.38	\$104.38	7/1/2020	6/30/2021	\$26.00		Not Applicable
	\$59.46	\$94.12	\$107.51	7/1/2021	6/30/2022	\$26.78	3.00%	
	\$61.24	\$96.94	\$110.73	7/1/2022	6/30/2023	\$27.58	3.00%	
	\$63.08	\$99.85	\$114.06	7/1/2023	6/30/2024	\$28.41	3.00%	
	\$64.97	\$102.85	\$117.48	7/1/2024	6/30/2025	\$29.26	3.00%	
Garcia, Johnnie Associate Consultant II F/T Exempt	\$133.74	--	--	7/1/2020	6/30/2021	\$44.36		Not Applicable
	\$137.75	--	--	7/1/2021	6/30/2022	\$45.70	3.00%	
	\$141.88	--	--	7/1/2022	6/30/2023	\$47.07	3.00%	
	\$146.14	--	--	7/1/2023	6/30/2024	\$48.48	3.00%	
	\$150.53	--	--	7/1/2024	6/30/2025	\$49.93	3.00%	
Gasca, Stephanie Senior Consultant III F/T Exempt	\$176.61	--	--	7/1/2020	6/30/2021	\$58.59		Not Applicable
	\$181.91	--	--	7/1/2021	6/30/2022	\$60.34	3.00%	
	\$187.37	--	--	7/1/2022	6/30/2023	\$62.16	3.00%	
	\$192.99	--	--	7/1/2023	6/30/2024	\$64.02	3.00%	
	\$198.78	--	--	7/1/2024	6/30/2025	\$65.94	3.00%	
Goncalves, Marcus Associate Consultant II Non Exempt ON-CALL EMPLOYEE	\$88.81	\$140.58	\$160.58	7/1/2020	6/30/2021	\$40.00		Not Applicable
	\$91.48	\$144.80	\$165.40	7/1/2021	6/30/2022	\$41.20	3.00%	
	\$94.22	\$149.14	\$170.36	7/1/2022	6/30/2023	\$42.44	3.00%	
	\$97.05	\$153.62	\$175.47	7/1/2023	6/30/2024	\$43.71	3.00%	
	\$99.96	\$158.23	\$180.74	7/1/2024	6/30/2025	\$45.02	3.00%	
Grande, Tamar Assistant Consultant P/T Non Exempt FIELD EMPLOYEE	\$80.48	\$94.59	\$108.70	7/1/2020	6/30/2021	\$28.22		Not Applicable
	\$82.89	\$97.43	\$111.96	7/1/2021	6/30/2022	\$29.07	3.00%	
	\$85.38	\$100.35	\$115.32	7/1/2022	6/30/2023	\$29.94	3.00%	
	\$87.94	\$103.36	\$118.78	7/1/2023	6/30/2024	\$30.84	3.00%	
	\$90.58	\$106.46	\$122.34	7/1/2024	6/30/2025	\$31.76	3.00%	
Greeley, Caitlin Associate Consultant I Non Exempt ON-CALL EMPLOYEE	\$53.29	\$84.35	\$96.35	7/1/2020	6/30/2021	\$24.00		Not Applicable
	\$54.89	\$86.88	\$99.24	7/1/2021	6/30/2022	\$24.72	3.00%	
	\$56.53	\$89.49	\$102.22	7/1/2022	6/30/2023	\$25.46	3.00%	
	\$58.23	\$92.17	\$105.28	7/1/2023	6/30/2024	\$26.23	3.00%	
	\$59.98	\$94.94	\$108.44	7/1/2024	6/30/2025	\$27.01	3.00%	
Guerrero, Meris Managing Consultant P/T Exempt	\$157.94	--	--	7/1/2020	6/30/2021	\$52.39		Not Applicable
	\$162.68	--	--	7/1/2021	6/30/2022	\$53.97	3.00%	
	\$167.56	--	--	7/1/2022	6/30/2023	\$55.58	3.00%	
	\$172.59	--	--	7/1/2023	6/30/2024	\$57.25	3.00%	
	\$177.77	--	--	7/1/2024	6/30/2025	\$58.97	3.00%	
Gutierrez, Antonette Senior Consultant I Non Exempt ON-CALL EMPLOYEE	\$133.22	\$210.87	\$240.87	7/1/2020	6/30/2021	\$60.00		Not Applicable
	\$137.22	\$217.20	\$248.10	7/1/2021	6/30/2022	\$61.80	3.00%	
	\$141.33	\$223.72	\$255.54	7/1/2022	6/30/2023	\$63.65	3.00%	
	\$145.57	\$230.43	\$263.21	7/1/2023	6/30/2024	\$65.56	3.00%	
	\$149.94	\$237.34	\$271.10	7/1/2024	6/30/2025	\$67.53	3.00%	
Gutierrez, Pamela Technician Trainee Non Exempt ON-CALL EMPLOYEE	\$48.85	\$77.32	\$88.32	7/1/2020	6/30/2021	\$22.00		Not Applicable
	\$50.31	\$79.64	\$90.97	7/1/2021	6/30/2022	\$22.66	3.00%	
	\$51.82	\$82.03	\$93.70	7/1/2022	6/30/2023	\$23.34	3.00%	
	\$53.38	\$84.49	\$96.51	7/1/2023	6/30/2024	\$24.04	3.00%	
	\$54.98	\$87.02	\$99.41	7/1/2024	6/30/2025	\$24.76	3.00%	

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Czaban, Emily Senior Consultant II P/T Exempt	\$141.01	--	--	7/1/2020	6/30/2021	\$46.78		Not Applicable
	\$145.24	--	--	7/1/2021	6/30/2022	\$48.18	3.00%	
	\$149.59	--	--	7/1/2022	6/30/2023	\$49.62	3.00%	
	\$154.08	--	--	7/1/2023	6/30/2024	\$51.11	3.00%	
	\$158.71	--	--	7/1/2024	6/30/2025	\$52.65	3.00%	
Davis, Colleen Managing Consultant F/T Exempt	\$170.17	--	--	7/1/2020	6/30/2021	\$56.45		Not Applicable
	\$175.28	--	--	7/1/2021	6/30/2022	\$58.14	3.00%	
	\$180.53	--	--	7/1/2022	6/30/2023	\$59.89	3.00%	
	\$185.95	--	--	7/1/2023	6/30/2024	\$61.68	3.00%	
	\$191.53	--	--	7/1/2024	6/30/2025	\$63.53	3.00%	
DeJulio, Anthony Project Director F/T Exempt	\$298.85	--	--	7/1/2020	6/30/2021	\$99.14		Not Applicable
	\$307.82	--	--	7/1/2021	6/30/2022	\$102.11	3.00%	
	\$317.05	--	--	7/1/2022	6/30/2023	\$105.17	3.00%	
	\$326.56	--	--	7/1/2023	6/30/2024	\$108.33	3.00%	
	\$336.36	--	--	7/1/2024	6/30/2025	\$111.58	3.00%	
De La Torre, Scott Associate Consultant I Non Exempt ON-CALL EMPLOYEE	\$55.51	\$87.86	\$100.36	7/1/2020	6/30/2021	\$25.00		Not Applicable
	\$57.17	\$90.50	\$103.37	7/1/2021	6/30/2022	\$25.75	3.00%	
	\$58.89	\$93.21	\$106.48	7/1/2022	6/30/2023	\$26.52	3.00%	
	\$60.66	\$96.01	\$109.67	7/1/2023	6/30/2024	\$27.32	3.00%	
	\$62.48	\$98.89	\$112.96	7/1/2024	6/30/2025	\$28.14	3.00%	
Dickson, Crysta Senior Consultant II Non Exempt ON-CALL EMPLOYEE	\$144.32	\$228.45	\$260.95	7/1/2020	6/30/2021	\$65.00		Not Applicable
	\$148.65	\$235.30	\$268.77	7/1/2021	6/30/2022	\$66.95	3.00%	
	\$153.11	\$242.36	\$276.84	7/1/2022	6/30/2023	\$68.96	3.00%	
	\$157.71	\$249.63	\$285.14	7/1/2023	6/30/2024	\$71.03	3.00%	
	\$162.44	\$257.12	\$293.70	7/1/2024	6/30/2025	\$73.16	3.00%	
Dix, Kelsey Associate Consultant I F/T Exempt FIELD EMPLOYEE	\$76.26	--	--	7/1/2020	6/30/2021	\$26.74		Not Applicable
	\$78.54	--	--	7/1/2021	6/30/2022	\$27.54	3.00%	
	\$80.90	--	--	7/1/2022	6/30/2023	\$28.37	3.00%	
	\$83.33	--	--	7/1/2023	6/30/2024	\$29.22	3.00%	
	\$85.83	--	--	7/1/2024	6/30/2025	\$30.09	3.00%	
Droessler, Rachel Associate Consultant III F/T Exempt	\$92.18	--	--	7/1/2020	6/30/2021	\$30.58		Not Applicable
	\$94.95	--	--	7/1/2021	6/30/2022	\$31.50	3.00%	
	\$97.80	--	--	7/1/2022	6/30/2023	\$32.44	3.00%	
	\$100.73	--	--	7/1/2023	6/30/2024	\$33.41	3.00%	
	\$103.75	--	--	7/1/2024	6/30/2025	\$34.42	3.00%	
Duncan, David Associate Consultant III F/T Exempt FIELD EMPLOYEE	\$94.57	--	--	7/1/2020	6/30/2021	\$33.16		Not Applicable
	\$97.41	--	--	7/1/2021	6/30/2022	\$34.16	3.00%	
	\$100.33	--	--	7/1/2022	6/30/2023	\$35.18	3.00%	
	\$103.34	--	--	7/1/2023	6/30/2024	\$36.24	3.00%	
	\$106.44	--	--	7/1/2024	6/30/2025	\$37.32	3.00%	
Evert, Tristan Senior Consultant I F/T Exempt	\$113.34	--	--	7/1/2020	6/30/2021	\$37.60		Not Applicable
	\$116.74	--	--	7/1/2021	6/30/2022	\$38.73	3.00%	
	\$120.25	--	--	7/1/2022	6/30/2023	\$39.89	3.00%	
	\$123.85	--	--	7/1/2023	6/30/2024	\$41.09	3.00%	
	\$127.57	--	--	7/1/2024	6/30/2025	\$42.32	3.00%	
Feldman, Jessica Senior Consultant III F/T Exempt	\$154.04	--	--	7/1/2020	6/30/2021	\$51.10		Not Applicable
	\$158.66	--	--	7/1/2021	6/30/2022	\$52.63	3.00%	
	\$163.42	--	--	7/1/2022	6/30/2023	\$54.21	3.00%	
	\$168.32	--	--	7/1/2023	6/30/2024	\$55.84	3.00%	
	\$173.37	--	--	7/1/2024	6/30/2025	\$57.51	3.00%	
Flacy, Meagan Associate Consultant I F/T Exempt	\$81.52	--	--	7/1/2020	6/30/2021	\$27.04		Not Applicable
	\$83.97	--	--	7/1/2021	6/30/2022	\$27.85	3.00%	
	\$86.48	--	--	7/1/2022	6/30/2023	\$28.69	3.00%	
	\$89.08	--	--	7/1/2023	6/30/2024	\$29.55	3.00%	
	\$91.75	--	--	7/1/2024	6/30/2025	\$30.44	3.00%	

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	Straight ³	OT (1.5x)	OT (2x)	From	To			
Castaneda, Katrina Assistant Consultant Non Exempt ON-CALL EMPLOYEE	\$55.51	\$87.86	\$100.36	7/1/2020	6/30/2021	\$25.00		Not Applicable
	\$57.17	\$90.50	\$103.37	7/1/2021	6/30/2022	\$25.75	3.00%	
	\$58.89	\$93.21	\$106.48	7/1/2022	6/30/2023	\$26.52	3.00%	
	\$60.66	\$96.01	\$109.67	7/1/2023	6/30/2024	\$27.32	3.00%	
	\$62.48	\$98.89	\$112.96	7/1/2024	6/30/2025	\$28.14	3.00%	
Cervantes, Lanika Senior Consultant I P/T Exempt	\$147.12	--	--	7/1/2020	6/30/2021	\$48.80		Not Applicable
	\$151.54	--	--	7/1/2021	6/30/2022	\$50.27	3.00%	
	\$156.08	--	--	7/1/2022	6/30/2023	\$51.78	3.00%	
	\$160.76	--	--	7/1/2023	6/30/2024	\$53.33	3.00%	
	\$165.59	--	--	7/1/2024	6/30/2025	\$54.93	3.00%	
Chandler, Scot Associate Consultant II Non Exempt ON-CALL EMPLOYEE	\$95.48	\$151.13	\$172.63	7/1/2020	6/30/2021	\$43.00		Not Applicable
	\$98.34	\$155.66	\$177.80	7/1/2021	6/30/2022	\$44.29	3.00%	
	\$101.29	\$160.33	\$183.14	7/1/2022	6/30/2023	\$45.62	3.00%	
	\$104.33	\$165.14	\$188.63	7/1/2023	6/30/2024	\$46.99	3.00%	
	\$107.46	\$170.09	\$194.29	7/1/2024	6/30/2025	\$48.40	3.00%	
Cherry, Kenneth Associate Consultant I F/T Non Exempt FIELD EMPLOYEE	\$120.43	\$141.55	\$162.66	7/1/2020	6/30/2021	\$42.23		Not Applicable
	\$124.05	\$145.80	\$167.54	7/1/2021	6/30/2022	\$43.50	3.00%	
	\$127.77	\$150.17	\$172.57	7/1/2022	6/30/2023	\$44.80	3.00%	
	\$131.60	\$154.67	\$177.75	7/1/2023	6/30/2024	\$46.15	3.00%	
	\$135.55	\$159.31	\$183.08	7/1/2024	6/30/2025	\$47.53	3.00%	
Chmiel, Karolina Senior Consultant I F/T Exempt	\$116.70	--	--	7/1/2020	6/30/2021	\$38.71		Not Applicable
	\$120.20	--	--	7/1/2021	6/30/2022	\$39.87	3.00%	
	\$123.81	--	--	7/1/2022	6/30/2023	\$41.07	3.00%	
	\$127.52	--	--	7/1/2023	6/30/2024	\$42.30	3.00%	
	\$131.35	--	--	7/1/2024	6/30/2025	\$43.57	3.00%	
Classon, Tracey Associate Consultant II F/T Exempt	\$126.36	--	--	7/1/2020	6/30/2021	\$41.92		Not Applicable
	\$130.15	--	--	7/1/2021	6/30/2022	\$43.18	3.00%	
	\$134.06	--	--	7/1/2022	6/30/2023	\$44.47	3.00%	
	\$138.08	--	--	7/1/2023	6/30/2024	\$45.80	3.00%	
	\$142.22	--	--	7/1/2024	6/30/2025	\$47.18	3.00%	
Cooper, Keith Sr Technical Analyst* F/T Exempt FIELD EMPLOYEE	\$197.92	--	--	7/1/2020	6/30/2021	\$69.40		Not Applicable
	\$203.85	--	--	7/1/2021	6/30/2022	\$71.48	3.00%	
	\$209.97	--	--	7/1/2022	6/30/2023	\$73.63	3.00%	
	\$216.27	--	--	7/1/2023	6/30/2024	\$75.83	3.00%	
	\$222.76	--	--	7/1/2024	6/30/2025	\$78.11	3.00%	
Corpuz, Monica Senior Consultant III F/T Exempt	\$152.18	--	--	7/1/2020	6/30/2021	\$50.48		Not Applicable
	\$156.74	--	--	7/1/2021	6/30/2022	\$52.00	3.00%	
	\$161.44	--	--	7/1/2022	6/30/2023	\$53.56	3.00%	
	\$166.29	--	--	7/1/2023	6/30/2024	\$55.16	3.00%	
	\$171.28	--	--	7/1/2024	6/30/2025	\$56.82	3.00%	
Coutoutso, Jill Associate Consultant II Non Exempt ON-CALL EMPLOYEE	\$99.92	\$158.15	\$180.65	7/1/2020	6/30/2021	\$45.00		Not Applicable
	\$102.91	\$162.90	\$186.07	7/1/2021	6/30/2022	\$46.35	3.00%	
	\$106.00	\$167.79	\$191.66	7/1/2022	6/30/2023	\$47.74	3.00%	
	\$109.18	\$172.82	\$197.41	7/1/2023	6/30/2024	\$49.17	3.00%	
	\$112.46	\$178.00	\$203.33	7/1/2024	6/30/2025	\$50.65	3.00%	
Cox, Nara Associate Consultant I F/T Non Exempt	\$82.03	\$95.63	\$109.24	7/1/2020	6/30/2021	\$27.21		Not Applicable
	\$84.49	\$98.50	\$112.51	7/1/2021	6/30/2022	\$28.03	3.00%	
	\$87.02	\$101.45	\$115.89	7/1/2022	6/30/2023	\$28.87	3.00%	
	\$89.63	\$104.50	\$119.37	7/1/2023	6/30/2024	\$29.73	3.00%	
	\$92.32	\$107.63	\$122.95	7/1/2024	6/30/2025	\$30.63	3.00%	
Crawford, Karen Technical Director* F/T Exempt	\$213.36	--	--	7/1/2020	6/30/2021	\$70.78		Not Applicable
	\$219.76	--	--	7/1/2021	6/30/2022	\$72.90	3.00%	
	\$226.36	--	--	7/1/2022	6/30/2023	\$75.09	3.00%	
	\$233.15	--	--	7/1/2023	6/30/2024	\$77.34	3.00%	
	\$240.14	--	--	7/1/2024	6/30/2025	\$79.66	3.00%	

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Brylski, Phillip Sr Technical Analyst Non Exempt ON-CALL EMPLOYEE	\$188.73	\$298.74	\$341.24	7/1/2020	6/30/2021	\$85.00		Not Applicable
	\$194.39	\$307.70	\$351.47	7/1/2021	6/30/2022	\$87.55	3.00%	
	\$200.22	\$316.93	\$362.02	7/1/2022	6/30/2023	\$90.18	3.00%	
	\$206.23	\$326.44	\$372.88	7/1/2023	6/30/2024	\$92.88	3.00%	
	\$212.42	\$336.23	\$384.06	7/1/2024	6/30/2025	\$95.67	3.00%	
Bryne, Stephen Senior Consultant III F/T Exempt FIELD EMPLOYEE	\$141.36	--	--	7/1/2020	6/30/2021	\$49.57		Not Applicable
	\$145.60	--	--	7/1/2021	6/30/2022	\$51.06	3.00%	
	\$149.97	--	--	7/1/2022	6/30/2023	\$52.59	3.00%	
	\$154.47	--	--	7/1/2023	6/30/2024	\$54.17	3.00%	
	\$159.11	--	--	7/1/2024	6/30/2025	\$55.79	3.00%	
Buehler, David Project Director P/T Exempt	\$261.51	--	--	7/1/2020	6/30/2021	\$86.75		Not Applicable
	\$269.35	--	--	7/1/2021	6/30/2022	\$89.35	3.00%	
	\$277.43	--	--	7/1/2022	6/30/2023	\$92.03	3.00%	
	\$285.76	--	--	7/1/2023	6/30/2024	\$94.79	3.00%	
	\$294.33	--	--	7/1/2024	6/30/2025	\$97.64	3.00%	
Bursan, Andrew Senior Consultant I F/T Exempt	\$112.20	--	--	7/1/2020	6/30/2021	\$37.22		Not Applicable
	\$115.57	--	--	7/1/2021	6/30/2022	\$38.34	3.00%	
	\$119.03	--	--	7/1/2022	6/30/2023	\$39.49	3.00%	
	\$122.60	--	--	7/1/2023	6/30/2024	\$40.67	3.00%	
	\$126.28	--	--	7/1/2024	6/30/2025	\$41.89	3.00%	
Buscombe, Brittany Senior Consultant I F/T Exempt FIELD EMPLOYEE	\$131.09	--	--	7/1/2020	6/30/2021	\$45.97		Not Applicable
	\$135.02	--	--	7/1/2021	6/30/2022	\$47.34	3.00%	
	\$139.07	--	--	7/1/2022	6/30/2023	\$48.76	3.00%	
	\$143.24	--	--	7/1/2023	6/30/2024	\$50.23	3.00%	
	\$147.54	--	--	7/1/2024	6/30/2025	\$51.73	3.00%	
Byram, Saadia Associate Consultant I F/T Non Exempt FIELD EMPLOYEE	\$110.65	\$130.05	\$149.45	7/1/2020	6/30/2021	\$38.80		Not Applicable
	\$113.97	\$133.95	\$153.94	7/1/2021	6/30/2022	\$39.96	3.00%	
	\$117.39	\$137.97	\$158.55	7/1/2022	6/30/2023	\$41.16	3.00%	
	\$120.91	\$142.11	\$163.31	7/1/2023	6/30/2024	\$42.40	3.00%	
	\$124.54	\$146.37	\$168.21	7/1/2024	6/30/2025	\$43.67	3.00%	
Calantas, Keoni Associate Consultant II F/T Exempt	\$120.54	--	--	7/1/2020	6/30/2021	\$39.99		Not Applicable
	\$124.15	--	--	7/1/2021	6/30/2022	\$41.18	3.00%	
	\$127.88	--	--	7/1/2022	6/30/2023	\$42.42	3.00%	
	\$131.71	--	--	7/1/2023	6/30/2024	\$43.69	3.00%	
	\$135.67	--	--	7/1/2024	6/30/2025	\$45.00	3.00%	
Calhoun, April Senior Consultant III P/T Exempt	\$148.80	--	--	7/1/2020	6/30/2021	\$49.36		Not Applicable
	\$153.26	--	--	7/1/2021	6/30/2022	\$50.84	3.00%	
	\$157.86	--	--	7/1/2022	6/30/2023	\$52.37	3.00%	
	\$162.60	--	--	7/1/2023	6/30/2024	\$53.94	3.00%	
	\$167.47	--	--	7/1/2024	6/30/2025	\$55.56	3.00%	
Calvert, Brian Project Director* F/T Exempt FIELD EMPLOYEE	\$276.38	--	--	7/1/2020	6/30/2021	\$96.91		Not Applicable
	\$284.67	--	--	7/1/2021	6/30/2022	\$99.82	3.00%	
	\$293.21	--	--	7/1/2022	6/30/2023	\$102.81	3.00%	
	\$302.00	--	--	7/1/2023	6/30/2024	\$105.90	3.00%	
	\$311.06	--	--	7/1/2024	6/30/2025	\$109.07	3.00%	
Cariapa, Namrata Senior Consultant III F/T Exempt	\$159.79	--	--	7/1/2020	6/30/2021	\$53.01		Not Applicable
	\$164.59	--	--	7/1/2021	6/30/2022	\$54.60	3.00%	
	\$169.52	--	--	7/1/2022	6/30/2023	\$56.24	3.00%	
	\$174.61	--	--	7/1/2023	6/30/2024	\$57.92	3.00%	
	\$179.85	--	--	7/1/2024	6/30/2025	\$59.66	3.00%	
Casey, Courtney Associate Consultant I F/T Exempt	\$107.27	--	--	7/1/2020	6/30/2021	\$35.58		Not Applicable
	\$110.49	--	--	7/1/2021	6/30/2022	\$36.65	3.00%	
	\$113.80	--	--	7/1/2022	6/30/2023	\$37.75	3.00%	
	\$117.21	--	--	7/1/2023	6/30/2024	\$38.88	3.00%	
	\$120.73	--	--	7/1/2024	6/30/2025	\$40.05	3.00%	

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Barrera, Mario Senior Consultant II F/T Exempt	\$127.05	--	--	7/1/2020	6/30/2021	\$42.15		Not Applicable
	\$130.86	--	--	7/1/2021	6/30/2022	\$43.41	3.00%	
	\$134.79	--	--	7/1/2022	6/30/2023	\$44.71	3.00%	
	\$138.83	--	--	7/1/2023	6/30/2024	\$46.05	3.00%	
	\$143.00	--	--	7/1/2024	6/30/2025	\$47.44	3.00%	
Barsotti, Gabrielle Associate Consultant I Non Exempt ON-CALL EMPLOYEE	\$82.15	\$130.04	\$148.54	7/1/2020	6/30/2021	\$37.00		Not Applicable
	\$84.62	\$133.94	\$152.99	7/1/2021	6/30/2022	\$38.11	3.00%	
	\$87.16	\$137.96	\$157.58	7/1/2022	6/30/2023	\$39.25	3.00%	
	\$89.77	\$142.10	\$162.31	7/1/2023	6/30/2024	\$40.43	3.00%	
	\$92.46	\$146.36	\$167.18	7/1/2024	6/30/2025	\$41.64	3.00%	
Beckstrom, Chad Project Director F/T Exempt	\$294.74	--	--	7/1/2020	6/30/2021	\$97.77		Not Applicable
	\$303.58	--	--	7/1/2021	6/30/2022	\$100.70	3.00%	
	\$312.69	--	--	7/1/2022	6/30/2023	\$103.73	3.00%	
	\$322.07	--	--	7/1/2023	6/30/2024	\$106.84	3.00%	
	\$331.73	--	--	7/1/2024	6/30/2025	\$110.04	3.00%	
Belcourt, Andrew Senior Consultant I F/T Exempt	\$146.11	--	--	7/1/2020	6/30/2021	\$48.47		Not Applicable
	\$150.49	--	--	7/1/2021	6/30/2022	\$49.92	3.00%	
	\$155.00	--	--	7/1/2022	6/30/2023	\$51.42	3.00%	
	\$159.66	--	--	7/1/2023	6/30/2024	\$52.96	3.00%	
	\$164.44	--	--	7/1/2024	6/30/2025	\$54.55	3.00%	
Bender, Kenneth Technician Trainee Non Exempt ON-CALL EMPLOYEE	\$53.29	\$84.35	\$96.35	7/1/2020	6/30/2021	\$24.00		Not Applicable
	\$54.89	\$86.88	\$99.24	7/1/2021	6/30/2022	\$24.72	3.00%	
	\$56.53	\$89.49	\$102.22	7/1/2022	6/30/2023	\$25.46	3.00%	
	\$58.23	\$92.17	\$105.28	7/1/2023	6/30/2024	\$26.23	3.00%	
	\$59.98	\$94.94	\$108.44	7/1/2024	6/30/2025	\$27.01	3.00%	
Berkley, Jason Sr Technical Analyst Non Exempt ON-CALL EMPLOYEE	\$144.32	\$228.45	\$260.95	7/1/2020	6/30/2021	\$65.00		Not Applicable
	\$148.65	\$235.30	\$268.77	7/1/2021	6/30/2022	\$66.95	3.00%	
	\$153.11	\$242.36	\$276.84	7/1/2022	6/30/2023	\$68.96	3.00%	
	\$157.71	\$249.63	\$285.14	7/1/2023	6/30/2024	\$71.03	3.00%	
	\$162.44	\$257.12	\$293.70	7/1/2024	6/30/2025	\$73.16	3.00%	
Bertman, Sarah Technician Trainee Non Exempt ON-CALL EMPLOYEE	\$53.29	\$84.35	\$96.35	7/1/2020	6/30/2021	\$24.00		Not Applicable
	\$54.89	\$86.88	\$99.24	7/1/2021	6/30/2022	\$24.72	3.00%	
	\$56.53	\$89.49	\$102.22	7/1/2022	6/30/2023	\$25.46	3.00%	
	\$58.23	\$92.17	\$105.28	7/1/2023	6/30/2024	\$26.23	3.00%	
	\$59.98	\$94.94	\$108.44	7/1/2024	6/30/2025	\$27.01	3.00%	
Beyen, Miriam Associate Consultant I F/T Non Exempt	\$79.19	\$92.33	\$105.46	7/1/2020	6/30/2021	\$26.27		Not Applicable
	\$81.57	\$95.10	\$108.63	7/1/2021	6/30/2022	\$27.06	3.00%	
	\$84.02	\$97.95	\$111.88	7/1/2022	6/30/2023	\$27.87	3.00%	
	\$86.54	\$100.89	\$115.24	7/1/2023	6/30/2024	\$28.71	3.00%	
	\$89.13	\$103.92	\$118.70	7/1/2024	6/30/2025	\$29.57	3.00%	
Bilse, Mary Senior Consultant III F/T Exempt	\$165.73	--	--	7/1/2020	6/30/2021	\$54.98		Not Applicable
	\$170.70	--	--	7/1/2021	6/30/2022	\$56.62	3.00%	
	\$175.82	--	--	7/1/2022	6/30/2023	\$58.32	3.00%	
	\$181.09	--	--	7/1/2023	6/30/2024	\$60.07	3.00%	
	\$186.53	--	--	7/1/2024	6/30/2025	\$61.88	3.00%	
Brabec, Brittany Associate Consultant I F/T Non Exempt	\$108.16	\$126.10	\$144.04	7/1/2020	6/30/2021	\$35.88		Not Applicable
	\$111.41	\$129.89	\$148.36	7/1/2021	6/30/2022	\$36.96	3.00%	
	\$114.75	\$133.78	\$152.81	7/1/2022	6/30/2023	\$38.07	3.00%	
	\$118.19	\$137.80	\$157.40	7/1/2023	6/30/2024	\$39.21	3.00%	
	\$121.74	\$141.93	\$162.12	7/1/2024	6/30/2025	\$40.38	3.00%	
Brulot, Jean-Luc Associate Consultant I F/T Exempt	\$113.09	--	--	7/1/2020	6/30/2021	\$37.51		Not Applicable
	\$116.48	--	--	7/1/2021	6/30/2022	\$38.64	3.00%	
	\$119.97	--	--	7/1/2022	6/30/2023	\$39.80	3.00%	
	\$123.57	--	--	7/1/2023	6/30/2024	\$40.99	3.00%	
	\$127.28	--	--	7/1/2024	6/30/2025	\$42.22	3.00%	

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Note: Mark-ups are Not Allowed.

Consultant ICF Jones & Stokes, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. _____ Contract No. _____ Participation Amount \$ \$250,000 (Estimate) Date: 8/21/2020

For Combined Rate	Fringe Benefit % + General & Administrative %	=		Combined ICR %
For Home Office Rate	Fringe Benefit % + General & Administrative %	=	174.05%	Home Office ICR %
For Field Office Rate	Fringe Benefit % + General & Administrative %	=	159.26%	Field Office ICR %
For On-Call Employee Rate	Fringe Benefit % + General & Administrative %	=	101.85%	On-Call Employee ICR %
		FEE	=	10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Adame, Ibeth Technician Trainee Non Exempt ON-CALL EMPLOYEE	\$55.51	\$87.86	\$100.36	7/1/2020	6/30/2021	\$25.00		Not Applicable
	\$57.17	\$90.50	\$103.37	7/1/2021	6/30/2022	\$25.75	3.00%	
	\$58.89	\$93.21	\$106.48	7/1/2022	6/30/2023	\$26.52	3.00%	
	\$60.66	\$96.01	\$109.67	7/1/2023	6/30/2024	\$27.32	3.00%	
	\$62.48	\$98.89	\$112.96	7/1/2024	6/30/2025	\$28.14	3.00%	
Amling, Michael Senior Project Director F/T Exempt	\$312.56	--	--	7/1/2020	6/30/2021	\$103.68		Not Applicable
	\$321.94	--	--	7/1/2021	6/30/2022	\$106.79	3.00%	
	\$331.59	--	--	7/1/2022	6/30/2023	\$110.00	3.00%	
	\$341.54	--	--	7/1/2023	6/30/2024	\$113.30	3.00%	
	\$351.79	--	--	7/1/2024	6/30/2025	\$116.70	3.00%	
Anderson, Keturah Senior Consultant III P/T Exempt	\$192.17	--	--	7/1/2020	6/30/2021	\$63.75		Not Applicable
	\$197.93	--	--	7/1/2021	6/30/2022	\$65.66	3.00%	
	\$203.87	--	--	7/1/2022	6/30/2023	\$67.63	3.00%	
	\$209.99	--	--	7/1/2023	6/30/2024	\$69.66	3.00%	
	\$216.29	--	--	7/1/2024	6/30/2025	\$71.75	3.00%	
Atchison, Patrick Project Director F/T Exempt	\$230.62	--	--	7/1/2020	6/30/2021	\$76.50		Not Applicable
	\$237.54	--	--	7/1/2021	6/30/2022	\$78.80	3.00%	
	\$244.67	--	--	7/1/2022	6/30/2023	\$81.16	3.00%	
	\$252.01	--	--	7/1/2023	6/30/2024	\$83.60	3.00%	
	\$259.57	--	--	7/1/2024	6/30/2025	\$86.10	3.00%	
Avila, Kimberly Project Director F/T Exempt	\$252.51	--	--	7/1/2020	6/30/2021	\$83.76		Not Applicable
	\$260.08	--	--	7/1/2021	6/30/2022	\$86.28	3.00%	
	\$267.88	--	--	7/1/2022	6/30/2023	\$88.86	3.00%	
	\$275.92	--	--	7/1/2023	6/30/2024	\$91.53	3.00%	
	\$284.20	--	--	7/1/2024	6/30/2025	\$94.28	3.00%	
Baker, Sarah Senior Consultant III F/T Exempt	\$167.19	--	--	7/1/2020	6/30/2021	\$55.46		Not Applicable
	\$172.21	--	--	7/1/2021	6/30/2022	\$57.13	3.00%	
	\$177.37	--	--	7/1/2022	6/30/2023	\$58.84	3.00%	
	\$182.69	--	--	7/1/2023	6/30/2024	\$60.60	3.00%	
	\$188.18	--	--	7/1/2024	6/30/2025	\$62.42	3.00%	
Baker, Vincent Associate Consultant I F/T Exempt FIELD EMPLOYEE	\$68.44	--	--	7/1/2020	6/30/2021	\$24.00		Not Applicable
	\$70.50	--	--	7/1/2021	6/30/2022	\$24.72	3.00%	
	\$72.61	--	--	7/1/2022	6/30/2023	\$25.46	3.00%	
	\$74.79	--	--	7/1/2023	6/30/2024	\$26.23	3.00%	
	\$77.04	--	--	7/1/2024	6/30/2025	\$27.01	3.00%	
Barkley, Jessie Technical Director F/T Exempt	\$206.96	--	--	7/1/2020	6/30/2021	\$68.65		Not Applicable
	\$213.17	--	--	7/1/2021	6/30/2022	\$70.71	3.00%	
	\$219.56	--	--	7/1/2022	6/30/2023	\$72.83	3.00%	
	\$226.15	--	--	7/1/2023	6/30/2024	\$75.02	3.00%	
	\$232.94	--	--	7/1/2024	6/30/2025	\$77.27	3.00%	

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Firm: CNS Engineers, Inc.

Name: James J. Lu

Title *: President

Signature : 

Date of Certification (mm/dd/yyyy): 7/14/2020

Email: james.lu@cnsenginc.com

Phone Number: (951) 687-1005 Ext. 104

Address: 11870 Pierce Street, Suite 265, Riverside, CA 92505

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information authorized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

Bridge and Road Design, Project Management

2. Proposed ODC items should be consistently billed regardless of client and contract type.
3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
10. Add additional pages if necessary.
11. Subconsultants must provide their own cost proposals.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Subconsultant: CNS Engineers, Inc. Prime Consultant Subconsultant

Project No. _____ Contract No. _____

Date: 7/14/2020

SCHEDULE OF OTHER DIRECT COST ITEMS (Estimate Purpose Only)				
Description of Item	Quantity	Unit	Unit Cost	Total
Travel: (Actual Cost with Supporting Documents)				
Airfare	4	EA	\$350.00	\$1,400.00
Rental Car	6	EA	\$65.00	\$390.00
Mileage (IRS Std Rate)	2500	MI	\$0.575	\$1,437.50
Parking	50	EA	\$10.00	\$500.00
Per Diem (Meals, Incidental and Lodging - Riverside County)	10	EA	\$173.00	\$1,730.00
Reproduction: (Outside Services / Actual Cost with Supporting Documents)				
8 1/2" x 11" black and white	6000	EA	\$0.06	\$360.00
11" x 17" black and white	2000	EA	\$0.10	\$200.00
8 1/2" x 11" color	500	EA	\$0.15	\$75.00
11" x 17" color	150	EA	\$0.30	\$45.00
24" x 36" color board	50	EA	\$16.00	\$800.00
24" x 36" color	50	EA	\$8.00	\$400.00
Full Size Mylar	50	EA	\$15.00	\$750.00
24" x 36" Full Size Paper	200	EA	\$5.00	\$1,000.00
Binding	50	EA	\$5.00	\$250.00
Delivery Services: (Actual Cost with Supporting Documents)				
USPS Priority Mail (Flat Rate Envelope)	40	EA	\$7.75	\$310.00
USPS Priority Mail (Small Flat Rate Box)	20	EA	\$8.30	\$166.00
USPS Priority Mail (Medium Flat Rate Box)	15	EA	\$15.05	\$225.75
FedEx	20	EA	\$40.00	\$800.00
Miscellaneous: (Actual Cost with Supporting Documents)				
Utility Potholing	40	EA	\$900.00	\$36,000.00
Permit Fees	10	EA	\$1,500.00	\$15,000.00
Subtotal				\$61,839.25
Subconsultant 1:				
Subconsultant 2:				
Subconsultant 3:				
Subconsultant 4:				
Subconsultant 5:				

IMPORTANT NOTES:

1. List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
	\$94.10	--	--	7/1/2021	6/30/2022	\$32.96	3.00%	\$29.87 - \$36.05
	\$96.92	--	--	7/1/2022	6/30/2023	\$33.95	3.00%	\$30.77 - \$37.13
	\$99.83	--	--	7/1/2023	6/30/2024	\$34.97	3.00%	\$31.69 - \$38.25
	\$102.82	--	--	7/1/2024	6/30/2025	\$36.02	3.00%	\$32.64 - \$39.39
Senior CADD Designer	\$122.76	--	--	7/1/2020	6/30/2021	\$43.00		\$38.00 - \$48.00
	\$126.45	--	--	7/1/2021	6/30/2022	\$44.29	3.00%	\$39.14 - \$49.44
	\$130.24	--	--	7/1/2022	6/30/2023	\$45.62	3.00%	\$40.31 - \$50.92
	\$134.15	--	--	7/1/2023	6/30/2024	\$46.99	3.00%	\$41.52 - \$52.45
	\$138.17	--	--	7/1/2024	6/30/2025	\$48.40	3.00%	\$42.77 - \$54.02
CADD Designer	\$91.36	--	--	7/1/2020	6/30/2021	\$32.00		\$26.00 - \$38.00
	\$94.10	--	--	7/1/2021	6/30/2022	\$32.96	3.00%	\$26.78 - \$39.14
	\$96.92	--	--	7/1/2022	6/30/2023	\$33.95	3.00%	\$27.58 - \$40.31
	\$99.83	--	--	7/1/2023	6/30/2024	\$34.97	3.00%	\$28.41 - \$41.52
	\$102.82	--	--	7/1/2024	6/30/2025	\$36.02	3.00%	\$29.26 - \$42.77

Notes:

1. Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Note: Mark-ups are Not Allowed.

Consultant CNS Engineers, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. _____ Contract No. _____ Participation Amount \$ \$1,600,000 (Estimate) Date: 8/21/2020

For Combined Rate	Fringe Benefit % + General & Administrative %	=	159.54%	Combined ICR %
For Home Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Home Office ICR %
For Field Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Field Office ICR %
FEE		=	10.00%	

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Jong-Jiann (James) Lu Senior Project Manager * Structures Manager	\$267.79	--	--	7/1/2020	6/30/2021	\$93.80		Not Applicable
	\$275.83	--	--	7/1/2021	6/30/2022	\$96.61	3.00%	
	\$284.10	--	--	7/1/2022	6/30/2023	\$99.51	3.00%	
	\$292.63	--	--	7/1/2023	6/30/2024	\$102.50	3.00%	
	\$301.40	--	--	7/1/2024	6/30/2025	\$105.57	3.00%	
Senior Project Manager	\$248.38	--	--	7/1/2020	6/30/2021	\$87.00		\$76.00 - \$98.00
	\$255.83	--	--	7/1/2021	6/30/2022	\$89.61	3.00%	\$78.28 - \$100.94
	\$263.51	--	--	7/1/2022	6/30/2023	\$92.30	3.00%	\$80.63 - \$103.97
	\$271.41	--	--	7/1/2023	6/30/2024	\$95.07	3.00%	\$83.05 - \$107.09
	\$279.55	--	--	7/1/2024	6/30/2025	\$97.92	3.00%	\$85.54 - \$110.30
Project Manager	\$196.99	--	--	7/1/2020	6/30/2021	\$69.00		\$62.00 - \$76.00
	\$202.90	--	--	7/1/2021	6/30/2022	\$71.07	3.00%	\$63.86 - \$78.28
	\$208.99	--	--	7/1/2022	6/30/2023	\$73.20	3.00%	\$65.78 - \$80.63
	\$215.26	--	--	7/1/2023	6/30/2024	\$75.40	3.00%	\$67.75 - \$83.05
	\$221.71	--	--	7/1/2024	6/30/2025	\$77.66	3.00%	\$69.78 - \$85.54
Senior Bridge Engineer	\$182.72	--	--	7/1/2020	6/30/2021	\$64.00		\$54.00 - \$74.00
	\$188.20	--	--	7/1/2021	6/30/2022	\$65.92	3.00%	\$55.62 - \$76.22
	\$193.84	--	--	7/1/2022	6/30/2023	\$67.90	3.00%	\$57.29 - \$78.51
	\$199.66	--	--	7/1/2023	6/30/2024	\$69.93	3.00%	\$59.01 - \$80.86
	\$205.65	--	--	7/1/2024	6/30/2025	\$72.03	3.00%	\$60.78 - \$83.29
Senior Roadway Engineer	\$182.72	--	--	7/1/2020	6/30/2021	\$64.00		\$54.00 - \$74.00
	\$188.20	--	--	7/1/2021	6/30/2022	\$65.92	3.00%	\$55.62 - \$76.22
	\$193.84	--	--	7/1/2022	6/30/2023	\$67.90	3.00%	\$57.29 - \$78.51
	\$199.66	--	--	7/1/2023	6/30/2024	\$69.93	3.00%	\$59.01 - \$80.86
	\$205.65	--	--	7/1/2024	6/30/2025	\$72.03	3.00%	\$60.78 - \$83.29
Project Engineer	\$145.60	--	--	7/1/2020	6/30/2021	\$51.00		\$46.00 - \$56.00
	\$149.97	--	--	7/1/2021	6/30/2022	\$52.53	3.00%	\$47.38 - \$57.68
	\$154.47	--	--	7/1/2022	6/30/2023	\$54.11	3.00%	\$48.80 - \$59.41
	\$159.10	--	--	7/1/2023	6/30/2024	\$55.73	3.00%	\$50.27 - \$61.19
	\$163.88	--	--	7/1/2024	6/30/2025	\$57.40	3.00%	\$51.77 - \$63.03
Design Engineer III	\$139.89	--	--	7/1/2020	6/30/2021	\$49.00		\$46.00 - \$52.00
	\$144.09	--	--	7/1/2021	6/30/2022	\$50.47	3.00%	\$46.00 - \$52.00
	\$148.41	--	--	7/1/2022	6/30/2023	\$51.98	3.00%	\$46.00 - \$52.00
	\$152.86	--	--	7/1/2023	6/30/2024	\$53.54	3.00%	\$48.30 - \$54.60
	\$157.45	--	--	7/1/2024	6/30/2025	\$55.15	3.00%	\$50.72 - \$57.33
Design Engineer II	\$121.33	--	--	7/1/2020	6/30/2021	\$42.50		\$39.00 - \$46.00
	\$124.97	--	--	7/1/2021	6/30/2022	\$43.78	3.00%	\$40.17 - \$47.38
	\$128.72	--	--	7/1/2022	6/30/2023	\$45.09	3.00%	\$41.38 - \$48.80
	\$132.59	--	--	7/1/2023	6/30/2024	\$46.44	3.00%	\$42.62 - \$50.27
	\$136.56	--	--	7/1/2024	6/30/2025	\$47.83	3.00%	\$43.89 - \$51.77
Design Engineer I	\$105.63	--	--	7/1/2020	6/30/2021	\$37.00		\$35.00 - \$39.00
	\$108.80	--	--	7/1/2021	6/30/2022	\$38.11	3.00%	\$36.05 - \$40.17
	\$112.07	--	--	7/1/2022	6/30/2023	\$39.25	3.00%	\$37.13 - \$41.38
	\$115.43	--	--	7/1/2023	6/30/2024	\$40.43	3.00%	\$38.25 - \$42.62
	\$118.89	--	--	7/1/2024	6/30/2025	\$41.64	3.00%	\$39.39 - \$43.89
Assistant Design Engineer	\$91.36	--	--	7/1/2020	6/30/2021	\$32.00		\$29.00 - \$35.00

1 The total amount of services to be performed under this contract shall not exceed [Two Million and Five Hundred
2 Thousand Dollars (\$2,500,000)] unless approved in writing by the COUNTY.

3 **ARTICLE CVI • BILLING RATES**

4 Billing rates are subject to the following:

5 **A. PREMIUM OVERTIME PEMIUM OVERTIME**

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

10 **B. BILLING RATES**

11 Billing rates shown herein are in effect for five (5) years from the effective date of the contract.
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- 1 NCM Engineering Corporation
- 2 KOA Corporation
- 3 Albert A. Webb Associates
- 4 CL Surveying and Mapping, Inc.
- 5 CASC Engineering and Consulting, Inc.
- 6 Tatsumi and Partners, Inc.
- 7 Overland, Pacific & Cutler, LLC.
- 8 Value Management Strategies, Inc.
- 9 Falcon Engineering Services, Inc.

ARTICLE CIII • INVOICING

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

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

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

ARTICLE CIV • PAYMENT

27 Progress payments shall be made in accordance with the On-Call Services Agreement ARTICLE V; ALLOWABLE
28 COSTS AND PAYMENTS.

ARTICLE CV • COST PROPOSAL

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regardless if a Notice of Final Acceptance has been issued or not. The final invoice shall be submitted within 60 calendar days after completion of CONSULTANT's work as required by ARTICLE V ALLOWABLE COSTS AND PAYMENTS. CONSULTANT may request a Notice of Final Acceptance determination when, in its opinion, it has satisfactorily completed all covenants as stipulated in this contract.

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ATTACHMENT B • SCHEDULE OF SERVICES

ARTICLE BI • INTRODUCTION

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 AGREEMENT shall permit the issuance of Task Orders until June 30, 2025. All Task Order services authorized in this Contract shall be completed no later than June 30, 2025.

Contract expiration time frames for issuance of work authorizations:

Contract Execution Date to June 30, 2025

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, plans, 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 AGREEMENT 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 to deny CONSULTANT of any available civil legal remedies in the event of a dispute

C. FINAL ACCEPTANCE

When COUNTY determines that CONSULTANT has satisfactorily completed the services, COUNTY may give CONSULTANT a written Notice of Final Acceptance. CONSULTANT shall not incur any further costs hereunder unless so specified in the Notice of Final Acceptance. No payment will be made for any work performed after the contract end date as provided in ARTICLE IV PERFORMANCE PERIOD unless extended by amendment

1 reviewing bridge planning studies, Type Selection Reports, as well as all progress submittals for bridge
2 Plans, Specifications, and Estimates (PS&E) prepared as part of various Development and Capital
3 Improvement projects for compliance with guidelines, constructability, and Quality Assurance.

4 15. Evaluating and establishing programing for Highway Bridge Program.

5 16. Perform value engineering.

6
7 **B. ENVIRONMENTAL TASKS**

8 1. Prepare NEPA and CEQA environmental documents to comply with the Federal and State regulations.

9 2. Prepare all environmental technical studies.

10 3. Perform all environmental surveys.

11 4. Prepare any environmental report as needed.

12 5. Prepare Water Quality Management Plan.

13 6. Prepare and process regulatory permits (404, 408, 401, 1602).

14 7. Provide coordination services with Tribes, regulatory agencies, resource agencies and stakeholder
15 groups.

16 8. Provide construction monitoring services as needed.

Schedules will be prepared for each specific assignment.

ARTICLE AIII • SCOPE OF WORK

The scope of work for this contract is to provide engineering and environmental services on an on-call basis to the County of Riverside Transportation Department for bridges and miscellaneous structures related TASK ORDERS throughout the COUNTY. Services will be performed at the request of the COUNTY CONTRACT ADMINISTRATOR. CONSULTANT and/or COUNTY shall prepare a written scope of work and schedule for each WORK ASSIGNMENT. CONSULTANT and COUNTY shall negotiate and establish a budget that is consistent with the scope of work and the CONSULTANT 's billing rates as provided in Appendix C. Each TASK ORDER shall be memorialized in writing and approved by the TLMA Director and by the CONSULTING CONTRACT MANAGER or authorized designees. The yearly sum of the authorized budget for CONSULTANT 's TASK ORDERS shall not exceed the maximum annual amount as defined in Appendix C.

The CONSULTANT may be required to provide engineering and environmental on-call services that include but are not limited to the following:

A. ENGINEERING TASKS

1. Perform planning studies.
2. Perform traffic impact studies.
3. Perform drainage analysis and prepare hydrology reports.
4. Perform quantity take offs and prepare engineer estimates.
5. Prepare bridge plans and specifications.
6. Prepare roadway/highway engineering plans and specifications.
7. Structural Plans and specifications.
8. Prepare landscaping plans and specifications.
9. Prepare NPDES erosion control plans/ WQMP implementation plans.
10. Prepare Right-of-way requirement maps.
11. Perform utility coordination activities.
12. Perform public outreach.
13. Provide support during the construction phase of the project.
14. Provide other bridge and structural engineering related professional services as required, such as,

- Traffic design shall be in accordance with the Manual of Uniform Traffic Control Devices (MUTCD) and the California Supplement.
- All bridges located in the unincorporated COUNTY area shall be designed in accordance with the current edition of the Caltrans Bridge Design Specifications manual available at this website:
<http://www.dot.ca.gov/hq/esc/techpubs/>
- Microstation (compatible with current County version) software will be used for plan preparation.

4. Project Files

Project files shall be indexed in accordance with CALTRANS Project Development Uniform File System.

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 CONTRACT ADMINISTRATOR has been secured. The key personnel for performance on this contract is:

Name	Position
James J. Lu, PE, SE	Project Manager
Quy Nguyen, PE	Structures Lead Engineer
Steve Hosford, PE	Roadway/Highway Lead Engineer
Brian Calvert	Environmental Lead

ARTICLE AII • PROJECT ADMINISTRATION

A. PROJECT MANAGEMENT

The CONSULTING CONTRACT MANAGER will maintain ongoing liaison with the COUNTY CONTRACT ADMINISTRATOR and other effected agencies to promote effective coordination during the course of working on assignment.

B. COST ACCOUNTING

The CONSULTANT will prepare monthly reports of expenditures for each on-call assignment. Expenditures include direct labor costs, other direct costs and subconsultant costs. These reports will be included as supporting data for invoices presented to the COUNTY every month.

C. SCHEDULING

1 current CALTRANS regulations, policies, procedures, manuals and standards including compliance with
2 Federal Highway Administration (FHWA) requirements and/or COUNTY Road Standards as appropriate.
3 Caltrans guidelines for the technical studies and the environmental document will follow the guidance
4 available as of the date that the studies are initiated. The technical reports prepared to support the
5 environmental documents will follow the format for Caltrans Project Reports. Improvements of local roads
6 may be prepared in accordance with COUNTY standards in lieu of CALTRANS standards as directed by the
7 COUNTY CONTRACT ADMINISTRATOR. CONSULTANT will prepare fact sheets for County approval,
8 documenting the exceptions to mandatory and advisory design standards. All documents shall be prepared
9 using English Standard Units and dimensions.

10 1. Environmental

11 The procedures to be followed and the content of the environmental surveys, environmental technical reports
12 and environmental documents are set forth in CALTRANS Project Development Procedures Manual (PDPM),
13 CALTRANS Environmental Handbook, CALTRANS Transportation Laboratory technical manuals for
14 environmental studies, FHWA's Technical Advisory T6640.8A and on CALTRANS Standard Environmental
15 Reference (SER) at the CALTRANS website.

16 Federal and State requirements for environmental analysis and impact assessment, as set forth in the
17 National Environmental Policy Act (NEPA), the California Environmental Quality Act (CEQA) and other
18 applicable Federal and State regulations, must be satisfied.

19 2. Preliminary Survey/Aerial Topographical Mapping

20 All preliminary surveys and aerial mapping shall be performed by COUNTY. If for some reason COUNTY
21 cannot perform preliminary surveys and aerial mapping, CONSULTANT will be asked to perform these tasks.

22 3. Design

23 The design standards used for any project should equal or exceed the minimum standards given in Caltrans
24 Local Assistance Procedures Manual (LAPM), Chapter 11, and Design Standards. Taking into account costs,
25 traffic volumes, traffic and safety benefits, right of way, socio- economic; and environmental impacts allows for
26 the use of lower standards only when such use best satisfies the given situation. All exceptions from
27 accepted standards shall be justified, documented and retained in the project files.

- 28 • Roadway design shall be in accordance with the current CALTRANS Highway Design Manual and its
29 revisions and/or COUNTY Road Standards as appropriate.

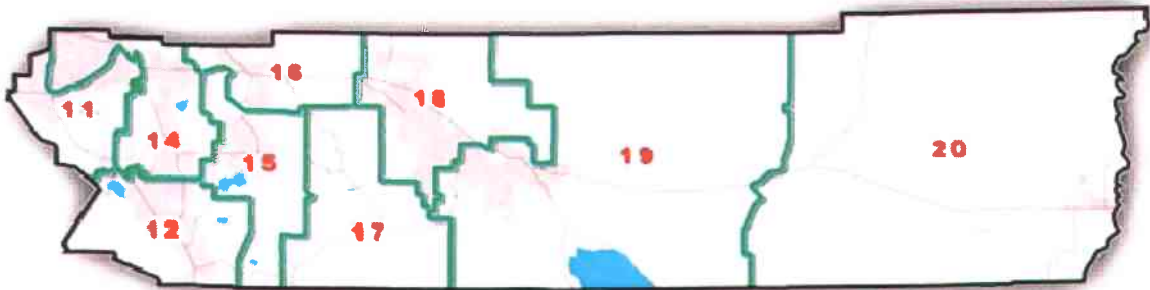
ATTACHMENT A • ARTICLE AI • INTRODUCTION

A. DESCRIPTION

Services provided under this contract include performing engineering and environmental services on an on-call basis to the County of Riverside Transportation Department for work assignments related to bridges, roadway and miscellaneous structures located throughout the Eastern Region of County Road Maintenance Districts 17, 18, 19 and 20. CONSULTANT will provide technical, administrative, managerial and other types of services in support of COUNTY operations.

B. LOCATION

The On-Call services are for the Eastern Region of County Road Maintenance Districts 17, 18, 19 and 20.



C. COORDINATION

CONSULTANT may be required to coordinate with other involved agencies. Coordination may include, but will not necessarily be limited to the following:

- Relevant Cities
- Regional Water Quality Control Board
- Federal and State Resource Agencies
- CALTRANS
- Federal Highway Administration
- Utility Companies

All meetings with outside agencies will be scheduled by CONSULTANT with approval of COUNTY.


D. STANDARDS

The preliminary plans, technical reports, and environmental documents shall be prepared in accordance with

1 ARTICLE XXXIV • APPROVALS

2 COUNTY Approvals

3 RECOMMENDED FOR APPROVAL:

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6 _____

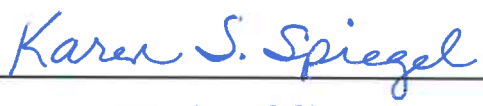
7 MARK LANCASTER
8 Director of Transportation

9
10 APPROVED AS TO FORM:
11 GREGORY P. PRIAMOS, County Counsel

12 
13 _____

14 By Deputy Kristine Bell-Valdez

15
16 APPROVAL BY THE BOARD OF SUPERVISORS

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18 
19 _____

20 **KAREN SPIEGEL**
21 PRINTED NAME
22 Chair, Riverside County Board of Supervisors

23 ATTEST:

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25 
26 _____

27 KECIA HARPER-IHEM
28 Clerk of the Board (SEAL)
29

CONSULTANT Approvals

CONSULTANT:



James J. Lu
PRINTED NAME

President
TITLE

CONSULTANT:



Lily H. Huang
PRINTED NAME

Chief Financial Officer
TITLE

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

14 **ARTICLE XXXII NOTIFICATION**

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

19 **ARTICLE XXXIII CONTRACT**

20 The two parties to this contract, who are the before named CONSULTANT and the before named COUNTY, hereby
21 agree that this contract constitutes the entire agreement which is made and concluded in duplicate between the two
22 parties. Both of these parties for and in consideration of the payments to be made, conditions mentioned, and work
23 to be performed; each agree to diligently perform in accordance with the terms and conditions of this contract as
24 evidenced by the signatures below.

1 shall not authorize CONSULTANT to further disclose such information, or disseminate the same on any other
2 occasion.

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

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

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

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

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

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

18 **ARTICLE XXIX LEGAL COMPLIANCE**

19 CONSULTANT shall comply with all Federal, State and local laws, statutes, ordinances, rules and regulations, and
20 the orders and decrees of any courts or administrative bodies or tribunals currently in effect and in any manner
21 affecting the performance of this Agreement, including, without limitation, workers' compensation laws and licensing
22 and regulations. Failure to comply by CONSULTANT may be grounds for termination by the COUNTY.

23 **ARTICLE XXX EVALUATION OF CONSULTANT**

24 CONSULTANT's performance may be evaluated by COUNTY. A copy of the evaluation will be sent to
25 CONSULTANT for comments. The evaluation together with the comments shall be retained as part of the contract
26 record. Preparation or processing of a performance evaluation shall not affect the contract end date as defined in
27 "ARTICLE IV PERFORMANCE PERIOD".

28 **ARTICLE XXXI RETENTION OF FUNDS**

29 A. Any subcontract entered into as a result of this Contract shall contain all of the provisions of this Article.

1 entered into.

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

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

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

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

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

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

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

25 **ARTICLE XXVII CONFIDENTIALITY OF DATA**

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

29 B. Permission to disclose information on one occasion, or public hearing held by COUNTY relating to the contract,

1 endorsement and attachments thereto evidencing coverage's set forth herein and the insurance
2 required herein is in full force and effect. CONSULTANT shall not commence operations until the
3 COUNTY has been furnished original Certificate (s) of Insurance and certified original copies of
4 endorsements and if requested, certified original policies of insurance including all endorsements and
5 any and all other attachments as required in this Section. An individual authorized by the insurance
6 carrier to do so on its behalf shall sign the original endorsements for each policy and the Certificate of
7 Insurance.

8 d. It is understood and agreed to by the parties hereto that the CONSULTANT'S insurance shall be
9 construed as primary insurance, and the COUNTY'S insurance and/or deductibles and/or self-insured
10 retention's or self-insured programs shall not be construed as contributory.

11 e. If, during the term of this Agreement or any extension thereof, there is a material change in the scope
12 of services; or, there is a material change in the equipment to be used in the performance of the scope
13 of work; or, the term of this Agreement, including any extensions thereof, exceeds five (5) years; the
14 COUNTY reserves the right to adjust the types of insurance and the monetary limits of liability required
15 under this Agreement, if in the County Risk Manager's reasonable judgment, the amount or type of
16 insurance carried by the CONSULTANT has become inadequate.

17 f. CONSULTANT shall pass down the insurance obligations contained herein to all tiers of subconsultants
18 working under this Agreement.

19 g. The insurance requirements contained in this Agreement may be met with a program(s) of self-
20 insurance acceptable to the COUNTY.

21 h. CONSULTANT agrees to notify COUNTY of any claim by a third party or any incident or event that may
22 give rise to a claim arising from the performance of this Agreement.

23 **ARTICLE XXV OWNERSHIP OF DATA**

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

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

1 of this Agreement and CONSULTANT shall purchase at his sole expense either 1) an Extended Reporting
2 Endorsement (also, known as Tail Coverage); or 2) Prior Dates Coverage from new insurer with a
3 retroactive date back to the date of, or prior to, the inception of this Agreement; or 3) demonstrate through
4 Certificates of Insurance that CONSULTANT has Maintained continuous coverage with the same or original
5 insurer. Coverage provided under items; 1), 2), or 3) will continue as long as the law allows.

6 5. General Insurance Provisions - All lines:

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

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

19 c. CONSULTANT shall cause CONSULTANT'S insurance carrier(s) to furnish the County of Riverside
20 with either 1) a properly executed original Certificate(s) of Insurance and certified original copies of
21 Endorsements effecting coverage as required herein, and 2) if requested to do so orally or in writing by
22 the County Risk Manager, provide original Certified copies of policies including all Endorsements and
23 all attachments thereto, showing such insurance is in full force and effect. Further, said Certificate(s)
24 and policies of insurance shall contain the covenant of the insurance carrier(s) that thirty (30) days
25 written notice shall be given to the County of Riverside prior to any material modification, cancellation,
26 expiration or reduction in coverage of such insurance. In the event of a material modification,
27 cancellation, expiration, or reduction in coverage, this Agreement shall terminate forthwith, unless the
28 County of Riverside receives, prior to such effective date, another properly executed original Certificate
29 of Insurance and original copies of endorsements or certified original policies, including all

1 insurance coverage's during the term of this Agreement. As respects to the insurance section only, the
2 COUNTY herein refers to the County of Riverside, its Agencies, Districts, Special Districts, and Departments,
3 their respective directors, officers, Board of Supervisors, employees, elected or appointed officials, agents or
4 representatives as Additional Insureds.

5 1. Workers' Compensation:

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

11 2. Commercial General Liability:

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

19 3. Vehicle Liability:

20 If vehicles or mobile equipment are used in the performance of the obligations under this Agreement, then
21 CONSULTANT shall maintain liability insurance for all owned, non-owned or hired vehicles so used in an
22 amount not less than \$1,000,000 per occurrence combined single limit. If such insurance contains a general
23 aggregate limit, it shall apply separately to this agreement or be no less than two (2) times the occurrence
24 limit. Policy shall name the COUNTY as Additional Insureds.

25 4. Professional Liability

26 CONSULTANT shall maintain Professional Liability Insurance providing coverage for the CONSULTANT's
27 performance of work included within this Agreement, with a limit of liability of not less then \$1,000,000 per
28 occurrence and \$2,000,000 annual aggregate. If CONSULTANT's Professional Liability Insurance is written
29 on a claims made basis rather than an occurrence basis, such insurance shall continue through the term

1 their respective employees, agents, representatives, or independent contractors. The Indemnitees shall
2 be entitled to the defense, and indemnification provided for hereunder regardless of whether the Loss is, in
3 part, caused or contributed to by the acts or omissions of an Indemnitee or any other person or entity;
4 provided, however, that nothing contained herein shall be construed as obligating CONSULTANT to
5 indemnify and hold harmless any Indemnitee to the extent not required under the provisions of this section.
6 CONSULTANT shall defend and pay, all costs and fees, including but not limited to attorney fees, cost of
7 investigation, and defense, in any loss, suits, claims, demands, actions, or proceedings to the extent and
8 in proportion to the percentage, such costs and fees arise out of, pertain to, or relate to the negligence,
9 recklessness or willful misconduct of CONSULTANT arising out of or from the performance of professional
10 design services under this Agreement. The duty to defend applies to any alleged or actual negligence,
11 recklessness, willful misconduct of CONSULTANT. The cost for defense shall apply whether or not
12 CONSULTANT is a party to the lawsuit and shall apply whether or not CONSULTANT is directly liable to
13 the plaintiffs in the lawsuit. The duty to defend applies even if Indemnitees are alleged or found to be actively
14 negligent, but only in proportion to the percentage of fault or negligence of CONSULTANT.

- 15 2. Without affecting the rights of COUNTY under any other provision of this Agreement, CONSULTANT shall
16 not be required to indemnify or hold harmless or provide defense or defense costs to an Indemnitee for a
17 Loss due to that Indemnitee's negligence, recklessness or willful misconduct; provided, however, that such
18 negligence, recklessness or willful misconduct has been determined by agreement of CONSULTANT and
19 Indemnitee or has been adjudged by the findings of a court of competent jurisdiction.
- 20 3. CONSULTANT agrees to obtain or cause to be obtained executed defense and indemnity agreements with
21 provisions identical to those set forth in this section from each and every Subconsultant, of every Tier.
- 22 4. CONSULTANT's indemnification obligations under this Agreement shall not be limited by the amount or
23 type of damages, compensation or benefits payable under any policy of insurance, workers' compensation
24 acts, disability benefit acts or other employee benefit acts.
- 25 5. The Indemnitees shall be entitled to recover their attorneys' fees, costs and expert and consultant costs in
26 pursuing or enforcing their right to defense and/or indemnification under this Agreement.

27 **B. INSURANCE**

28 Without limiting or diminishing the CONSULTANT'S obligation to indemnify or hold the COUNTY harmless,
29 CONSULTANT shall procure and maintain or cause to be maintained, at its sole cost and expense, the following

1 deeper.

2 **ARTICLE XXIV INDEMNIFICATION AND INSURANCE**

3 **A. Basic Indemnity**

4 1. To the fullest extent permitted by applicable law, CONSULTANT agrees to defend (through legal counsel
5 reasonably acceptable to COUNTY), indemnify, and hold harmless the County of Riverside, its Agencies,
6 Districts, Departments and Special Districts, Board of Supervisors, elected and appointed officials, and
7 each of their respective directors, members officers, employees, agents, volunteers and representatives
8 ("Indemnitees") and each of them from any and all Losses that arise out of or relate to any act or omission
9 constituting ordinary and not professional negligence (including, without limitation, negligent breach of
10 contract), recklessness, or willful misconduct on the part of CONSULTANT or its subconsultants or their
11 respective employees, agents, representatives, or independent contractors.

12 2. "Losses" shall mean any and all economic and non-economic losses, costs, liabilities, claims, damages,
13 actions, judgements, settlements and expenses, including, without limitation, full and actual attorney's fees
14 (including, without limitation, attorney's fees for trial and on appeal), expert and non-expert witness fees,
15 arbitrator and arbitration fees and mediator and mediation fees.3.CONSULTANT further agrees to and
16 shall indemnify and hold harmless the Indemnitees from all liability arising from suits, claims, demands,
17 actions, or proceedings made by agents, employees or subcontractors of CONSULTANT for salary, wages,
18 compensation, health benefits, insurance, retirement or any other benefit not explicitly set forth in this
19 contract and arising out of work performed for COUNTY pursuant to this contract. The Indemnitees shall
20 be entitled to the defense and indemnification provided for hereunder regardless of whether the Loss is in
21 part caused or contributed to by the acts or omissions of an Indemnitee or any other person or entity;
22 provided however, that nothing contained herein shall be construed as obligating CONSULTANT to
23 indemnify and hold harmless any Indemnitee to the extent not required under the provisions of Paragraph
24 B. below.

25 **B. Indemnity for Design Professional Services**

26 1. To the fullest extent permitted by Applicable Law, CONSULTANT agrees to defend (through legal counsel
27 reasonably acceptable to COUNTY), indemnify and hold harmless the Indemnitees, and each of them,
28 against any and all Losses that arise out of, pertain to, or relate to, any negligence, recklessness or willful
29 misconduct constituting professional negligence on the part of CONSULTANT or its Subconsultants, or

1 of such commission, percentage, brokerage, or contingent fee.

2 **ARTICLE XXI DISPUTES**

3 A. Any dispute, other than audit, concerning a question of fact arising under this contract that is not disposed of
4 by agreement shall be decided by a committee consisting of COUNTY's Contract Administrator and Department
5 Head, who may consider written or verbal information submitted by CONSULTANT.

6 B. Not later than 30 days after completion of all deliverables necessary to complete the plans, specifications and
7 estimate, CONSULTANT may request review by COUNTY Governing Board of unresolved claims or disputes,
8 other than audit. The request for review will be submitted in writing.

9 C. Neither the pendency of a dispute, nor its consideration by the committee will excuse CONSULTANT from full
10 and timely performance in accordance with the terms of this contract.

11 **ARTICLE XXII INSPECTION OF WORK**

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

15 **ARTICLE XXIII SAFETY**

16 A. CONSULTANT shall comply with OSHA regulations applicable to CONSULTANT regarding necessary safety
17 equipment or procedures. CONSULTANT shall comply with safety instructions issued by COUNTY Safety
18 Officer and other COUNTY representatives. CONSULTANT personnel shall wear hard hats and safety vests
19 at all times while working on the construction project site.

20 B. Pursuant to the authority contained in Section §591 of the Vehicle Code, COUNTY has determined that such
21 areas are within the limits of the project and are open to public traffic. CONSULTANT shall comply with all of
22 the requirements set forth in Divisions 11, 12, 13, 14, and 15 of the Vehicle Code. CONSULTANT shall take
23 all reasonably necessary precautions for safe operation of its vehicles and the protection of the traveling public
24 from injury and damage from such vehicles.

25 C. Any subcontract entered into as a result of this contract, shall contain all of the provisions of this Article.

26 D. In the event CONSULTANT performs trenching of five feet or deeper in the performance any service provided
27 under this Agreement, CONSULTANT must have a Division of Occupational Safety and Health (CAL-OSHA)
28 permit(s), as outlined in California Labor Code Sections 6500 and 6705, prior to the initiation of any practices,
29 work, method, operation, or process related to the construction or excavation of trenches which are five feet or

1 agency, and dates of action.

- 2 C. Exceptions to the System for Award Management (SAM) maintained by the General Services Administration
3 are to be determined by the Federal Highway Administration.

4 **ARTICLE XVIII FUNDING REQUIREMENTS**

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

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

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

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

16 **ARTICLE XIX CHANGE IN TERMS**

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

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

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

23 **ARTICLE XX CONTINGENT FEE**

24 CONSULTANT warrants, by execution of this contract that no person or selling agency has been employed, or
25 retained, to solicit or secure this contract upon an agreement or understanding, for a commission, percentage,
26 brokerage, or contingent fee, excepting bona fide employees, or bona fide established commercial or selling
27 agencies maintained by CONSULTANT for the purpose of securing business. For breach or violation of this
28 warranty, COUNTY has the right to annul this contract without liability; pay only for the value of the work actually
29 performed, or in its discretion to deduct from the contract price or consideration, or otherwise recover the full amount

1 California Code of Regulations, are incorporated into this Contract by reference and made a part hereof as if
2 set forth in full. CONSULTANT and its subconsultants shall give written notice of their obligations under this
3 clause to labor organizations with which they have a collective bargaining or other Agreement.

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

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

17 **ARTICLE XVII DEBARMENT AND SUSPENSION CERTIFICATION**

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

28 B. Exceptions will not necessarily result in denial of recommendation for award, but will be considered in
29 determining CONSULTANT responsibility. Disclosures must indicate to whom exceptions apply, initiating

1 any state or federal loan; the entering into of any cooperative agreement, and the extension, continuation,
2 renewal, amendment, or modification of any state or federal contract, grant, loan, or cooperative agreement.

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

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

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

15 **ARTICLE XVI STATEMENT OF COMPLIANCE**

16 A. CONSULTANT's signature affixed herein, and dated, shall constitute a certification under penalty of perjury
17 under the laws of the State of California that CONSULTANT has, unless exempt, complied with, the
18 nondiscrimination program requirements of Government Code Section 12990 and Title 2, California Code of
19 Regulations, Section 11102.

20 B. During the performance of this Contract, CONSULTANT and its subconsultants shall not unlawfully
21 discriminate, harass, or allow harassment against any employee or applicant for employment because of sex,
22 race, color, ancestry, religious, national origin, ethnic group identification, age, physical disability (including HIV
23 and AIDS), mental disability, medical condition (e.g., cancer), age (over 40), genetic information, marital status,
24 or sexual orientation. CONSULTANT and subconsultants shall insure that the evaluation and treatment of their
25 employees and applicants for employment are free from such discrimination and harassment. CONSULTANT
26 and subconsultants shall comply with the provisions of the Fair Employment and Housing Act (Gov. Code
27 §12990 (a-f) et seq.) and the applicable regulations promulgated thereunder (California Code of Regulations,
28 Title 2, Section 7285 et seq.). The applicable regulations of the Fair Employment and Housing Commission
29 implementing Government Code Section 12990 (a-f), set forth in Chapter 5 of Division 4 of Title 2 of the

1 contracts.

2 **ARTICLE XIII CONFLICT OF INTEREST**

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

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

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

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

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

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

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

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

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

1 be submitted with the request, or the absence of bidding must be adequately justified.

- 2 C. Any equipment purchased as a result of this contract is subject to the following: "CONSULTANT shall maintain
3 an inventory of all nonexpendable property. Nonexpendable property is defined as having a useful life of at
4 least two years and an acquisition cost of \$5,000 or more. If the purchased equipment needs replacement and
5 is sold or traded in, COUNTY shall receive a proper refund or credit at the conclusion of the contract, or if the
6 contract is terminated, CONSULTANT may either keep the equipment and credit COUNTY in an amount equal
7 to its fair market value, or sell such equipment at the best price obtainable at a public or private sale, in
8 accordance with established COUNTY procedures; and credit COUNTY in an amount equal to the sales price.
9 If CONSULTANT elects to keep the equipment, fair market value shall be determined at CONSULTANT's
10 expense, on the basis of a competent independent appraisal of such equipment. Appraisals shall be obtained
11 from an appraiser mutually agreeable to by COUNTY and CONSULTANT, if it is determined to sell the
12 equipment, the terms and conditions of such sale must be approved in advance by COUNTY.

13 **ARTICLE XII STATE PREVAILING WAGE RATES**

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

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

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

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

29 **Note:** The Federal "Payment of Predetermined Minimum Wage" applies only to federal-aid construction

1 recommendations, or to ensure that the federal, state or local governments have access to CPA work papers,
2 will be considered a breach of contract terms and cause for termination of the contract and disallowance of prior
3 reimbursed costs.

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

6 **ARTICLE X SUBCONTRACTING**

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

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

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

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

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

23 **ARTICLE XI EQUIPMENT PURCHASE**

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

28 B. For purchase of any item, service or consulting work not covered in CONSULTANT's Compensation Plan and
29 exceeding \$5,000 prior authorization by COUNTY's Contract Administrator; three competitive quotations must

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

11 **ARTICLE IX AUDIT REVIEW PROCEDURES**

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

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

- 1 L. If the Consultant fails to satisfactorily complete a deliverable according to the schedule set forth in a Task Order,
2 no payment will be made until the deliverable has been satisfactorily completed.
- 3 M. Task Orders may not be used to amend this Agreement and may not exceed the scope of work under this
4 Agreement.
- 5 N. The total amount payable by COUNTY for all Task Orders resulting from this contract shall not exceed **Two**
6 **Million and Five Hundred Thousand Dollars (\$2,500,000).**
- 7 O. It is understood and agreed that there is no guarantee, either expressed or implied that this dollar amount will
8 be authorized under this contract through Task Orders.

9 **ARTICLE VI TERMINATION**

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

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

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

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

29 For the purpose of determining compliance with Public Contract Code 10115, et seq. and Title 21, California Code

1 in the cost proposal and identified in the cost proposal and in the executed Task Order.

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

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

9 E. Reimbursement for transportation and subsistence costs shall not exceed the rates as specified in the approved
10 Compensation Plan.

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

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

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

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

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

28 K. The total amount payable by COUNTY for an individual Task Order shall not exceed the amount agreed to in
29 the Task Order. Additional services or budget will require the issuance of a new Task Order.

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 contingent upon approval by COUNTY, and CONSULTANT shall commence
18 work after notification to proceed by COUNTY'S Contract Administrator. The contract shall end on June 30,
19 2025 and cannot be extended by contract amendment.

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

22 C. The period of performance shall be in accordance with the requirements set forth in each Task Order. No work
23 can be performed on any Task Order beyond the expiration date of this contract, the terms of this contract
24 cannot be extended by contract amendment

25 **ARTICLE V ALLOWABLE COSTS AND PAYMENTS**

26 A. CONSULTANT will be reimbursed for hours worked at the hourly rates specified in CONSULTANTs Cost
27 Proposal. The specified hourly rates shall include direct salary costs, employee benefits, overhead, and fee.
28 These rates are not adjustable for the performance period set forth in this Contract.

29 B. In addition, CONSULTANT will be reimbursed for incurred (actual) direct costs other than salary costs that are

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 CNS ENGINEERS, INC., a California Corporation, hereinafter
5 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 James J. Lu, PE, SE

10 Located at:

11 11870 Pierce Street, Suite 265, Riverside, CA 92505

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

13 Umer Ahmed, PE

14 Located at:

15 4080 Lemon Street, 8th Floor, Riverside, CA 92501

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.

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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

Contract No.: 21-02-003
Termination Date: June 30, 2025
Amount Authorized: \$2,500,000 over 5 years
State Funding:

ON-CALL SERVICES AGREEMENT

for

**Engineering and Environmental Services for Bridge, Structure,
Interchange, and Roadway Projects**

between

County of Riverside • Transportation Department

and

CNS Engineers, Inc.



MAR 09 2021 3.29

Certification of Direct Costs:

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

1. Generally Accepted Accounting Principles (GAAP)
2. Terms and conditions of the contract
3. Title 23 United States Code Section 112 -Letting of Contracts
4. 48 Code of Federal Regulations Part 31 -Contract Cost Principles and Procedures
5. 23 Code of Federal Regulations Part 172 -Procurement, Management, and Administration of Engineering and Design Related Service
6. 48 Code of Federal Regulations Part 9904 -Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Name: Julie Beeman	Title*: President
Signature: <u><i>Julie Beeman</i></u>	Date of Certification (mm/dd/yyyy): <u>8/25/2020</u>
Email: <u>beeman@ecspenvironmental.com</u>	Phone No.: <u>(949) 234-6070</u>
Address: <u>30900 Rancho Viejo Rd. #100, San Juan Capistrano, CA 92675</u>	

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract.

biological and cultural resource services

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Ben Scherzer, Archaeologist, Paleontologist	\$117.54			7/1/2024	6/30/2025	\$40.59	3.00%	NA
	\$81.09			7/1/2020	6/30/2021	\$28.00		
	\$83.52			7/1/2021	6/30/2022	\$28.84	3.00%	
	\$86.03			7/1/2022	6/30/2023	\$29.71	3.00%	
	\$88.61			7/1/2023	6/30/2024	\$30.60	3.00%	
	\$91.27			7/1/2024	6/30/2025	\$31.51	3.00%	

Notes:

1. Key Personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The Cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ICR) * (1+Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognized agency or
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ²	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Mike Ryan, Field Tech	\$83.52	NA		7/1/2021	6/30/2022	\$28.84	3.00%	NA
	\$86.03			7/1/2022	6/30/2023	\$29.71	3.00%	
	\$88.61			7/1/2023	6/30/2024	\$30.60	3.00%	
	\$91.27			7/1/2024	6/30/2025	\$31.51	3.00%	
Tony Kuhner, Field Tech	\$86.88	NA		7/1/2020	6/30/2021	\$30.00		NA
	\$89.49			7/1/2021	6/30/2022	\$30.90	3.00%	
	\$92.17			7/1/2022	6/30/2023	\$31.83	3.00%	
	\$94.94			7/1/2023	6/30/2024	\$32.78	3.00%	
Jason Miller, Field Tech	\$86.88	NA		7/1/2020	6/30/2021	\$30.00		NA
	\$89.49			7/1/2021	6/30/2022	\$30.90	3.00%	
	\$92.17			7/1/2022	6/30/2023	\$31.83	3.00%	
	\$94.94			7/1/2023	6/30/2024	\$32.78	3.00%	
Michael Stokes, Field tech	\$86.88	NA		7/1/2020	6/30/2021	\$30.00		NA
	\$89.49			7/1/2021	6/30/2022	\$30.90	3.00%	
	\$92.17			7/1/2022	6/30/2023	\$31.83	3.00%	
	\$94.94			7/1/2023	6/30/2024	\$32.78	3.00%	
Hugh Wagner, Paleontologist	\$97.79	NA		7/1/2024	6/30/2025	\$33.77	3.00%	NA
	\$86.88			7/1/2020	6/30/2021	\$40.00		
	\$119.32			7/1/2021	6/30/2022	\$41.20	3.00%	
	\$122.90			7/1/2022	6/30/2023	\$42.44	3.00%	
Steven Brierty, NA	\$126.58	NA		7/1/2023	6/30/2024	\$43.71	3.00%	NA
	\$130.38			7/1/2024	6/30/2025	\$45.02	3.00%	
	\$86.88			7/1/2020	6/30/2021	\$30.00		
	\$89.49			7/1/2021	6/30/2022	\$30.90	3.00%	
Linda Bo, Production Coordinator	\$92.17	NA		7/1/2022	6/30/2023	\$31.83	3.00%	NA
	\$94.94			7/1/2023	6/30/2024	\$32.78	3.00%	
	\$97.79			7/1/2024	6/30/2025	\$33.77	3.00%	
	\$107.44			7/1/2020	6/30/2021	\$37.10		
Shelly Bird, Senior Planner	\$110.67	NA		7/1/2021	6/30/2022	\$38.21	3.00%	NA
	\$113.99			7/1/2022	6/30/2023	\$39.36	3.00%	
	\$117.41			7/1/2023	6/30/2024	\$40.54	3.00%	
	\$120.93			7/1/2024	6/30/2025	\$41.76	3.00%	
Shelly Bird, Senior Planner	\$104.43	NA		7/1/2020	6/30/2021	\$36.06		NA
	\$107.57			7/1/2021	6/30/2022	\$37.14	3.00%	
	\$110.79			7/1/2022	6/30/2023	\$38.26	3.00%	
	\$114.12			7/1/2023	6/30/2024	\$39.40	3.00%	

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Lynne Tilden, APM	\$98.89	NA		7/1/2023	6/30/2024	\$34.15	3.00%	NA
	\$101.86			7/1/2024	6/30/2025	\$35.17	3.00%	
	\$96.96			7/1/2020	6/30/2021	\$33.48		
	\$99.87			7/1/2021	6/30/2022	\$34.48	3.00%	
	\$102.87			7/1/2022	6/30/2023	\$35.52	3.00%	
	\$105.95			7/1/2023	6/30/2024	\$36.58	3.00%	
\$109.13	7/1/2024	6/30/2025	\$37.68	3.00%				
Sierra Coleman, Asst. Project Manager	\$80.40	NA		7/1/2020	6/30/2021	\$27.76		NA
	\$82.81			7/1/2021	6/30/2022	\$28.59	3.00%	
	\$85.29			7/1/2022	6/30/2023	\$29.45	3.00%	
	\$87.85			7/1/2023	6/30/2024	\$30.33	3.00%	
	\$90.49			7/1/2024	6/30/2025	\$31.24	3.00%	
Jake Puchalski, Project Coordinator	\$60.82	NA		7/1/2020	6/30/2021	\$21.00		NA
	\$62.64			7/1/2021	6/30/2022	\$21.63	3.00%	
	\$64.52			7/1/2022	6/30/2023	\$22.28	3.00%	
	\$66.46			7/1/2023	6/30/2024	\$22.95	3.00%	
	\$68.45			7/1/2024	6/30/2025	\$23.64	3.00%	
Chris Eljenhom, Project Coord.	\$62.64	NA		7/1/2020	6/30/2021	\$21.63		NA
	\$64.52			7/1/2021	6/30/2022	\$22.28	3.00%	
	\$66.46			7/1/2022	6/30/2023	\$22.95	3.00%	
	\$68.45			7/1/2023	6/30/2024	\$23.64	3.00%	
	\$70.50			7/1/2024	6/30/2025	\$24.34	3.00%	
Carrie Lambert, Field Tech	\$75.30	NA		7/1/2020	6/30/2021	\$26.00		NA
	\$77.56			7/1/2021	6/30/2022	\$26.78	3.00%	
	\$79.88			7/1/2022	6/30/2023	\$27.58	3.00%	
	\$82.28			7/1/2023	6/30/2024	\$28.41	3.00%	
	\$84.75			7/1/2024	6/30/2025	\$29.26	3.00%	
Jeff Cassidy, Field Tech	\$75.30	NA		7/1/2020	6/30/2021	\$26.00		NA
	\$77.56			7/1/2021	6/30/2022	\$26.78	3.00%	
	\$79.88			7/1/2022	6/30/2023	\$27.58	3.00%	
	\$82.28			7/1/2023	6/30/2024	\$28.41	3.00%	
	\$84.75			7/1/2024	6/30/2025	\$29.26	3.00%	
Albert Knight, Field Tech	\$81.09	NA		7/1/2020	6/30/2021	\$28.00		NA
	\$83.52			7/1/2021	6/30/2022	\$28.84	3.00%	
	\$86.03			7/1/2022	6/30/2023	\$29.71	3.00%	
	\$88.61			7/1/2023	6/30/2024	\$30.60	3.00%	
	\$91.27			7/1/2024	6/30/2025	\$31.51	3.00%	
\$81.09			7/1/2020	6/30/2021	\$28.00			

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Wade Caffrey, Director Regulatory	\$148.97	NA		7/1/2020	6/30/2021	\$51.44		NA
	\$153.44			7/1/2021	6/30/2022	\$52.98	3.00%	
	\$158.05			7/1/2022	6/30/2023	\$54.57	3.00%	
	\$162.79			7/1/2023	6/30/2024	\$56.21	3.00%	
	\$167.67			7/1/2024	6/30/2025	\$57.90	3.00%	
Dan Bott, Director CEQA	\$174.05	NA		7/1/2020	6/30/2021	\$60.10		NA
	\$179.28			7/1/2021	6/30/2022	\$61.90	3.00%	
	\$184.65			7/1/2022	6/30/2023	\$63.76	3.00%	
	\$190.19			7/1/2023	6/30/2024	\$65.67	3.00%	
	\$195.90			7/1/2024	6/30/2025	\$67.64	3.00%	
Pat Maxon, Director Cultural	\$174.05	NA		7/1/2020	6/30/2021	\$60.10		NA
	\$179.28			7/1/2021	6/30/2022	\$61.90	3.00%	
	\$184.65			7/1/2022	6/30/2023	\$63.76	3.00%	
	\$190.19			7/1/2023	6/30/2024	\$65.67	3.00%	
	\$195.90			7/1/2024	6/30/2025	\$67.64	3.00%	
Kathy Douglas, Project Manager	\$93.98	NA		7/1/2020	6/30/2021	\$32.45		NA
	\$96.80			7/1/2021	6/30/2022	\$33.42	3.00%	
	\$99.70			7/1/2022	6/30/2023	\$34.43	3.00%	
	\$102.69			7/1/2023	6/30/2024	\$35.46	3.00%	
	\$105.77			7/1/2024	6/30/2025	\$36.52	3.00%	
Carla Marriner, Sr. Project Manager	\$115.06	NA		7/1/2020	6/30/2021	\$39.73		NA
	\$118.51			7/1/2021	6/30/2022	\$40.92	3.00%	
	\$122.07			7/1/2022	6/30/2023	\$42.15	3.00%	
	\$125.73			7/1/2023	6/30/2024	\$43.41	3.00%	
	\$129.50			7/1/2024	6/30/2025	\$44.72	3.00%	
Max Ketabi, Project Mgr.	\$98.09	NA		7/1/2020	6/30/2021	\$33.87		NA
	\$101.03			7/1/2021	6/30/2022	\$34.89	3.00%	
	\$104.06			7/1/2022	6/30/2023	\$35.93	3.00%	
	\$107.19			7/1/2023	6/30/2024	\$37.01	3.00%	
	\$110.40			7/1/2024	6/30/2025	\$38.12	3.00%	
Darcy Hardwick, PM	\$90.50	NA		7/1/2020	6/30/2021	\$31.25		NA
	\$93.22			7/1/2021	6/30/2022	\$32.19	3.00%	
	\$96.01			7/1/2022	6/30/2023	\$33.15	3.00%	
	\$98.89			7/1/2023	6/30/2024	\$34.15	3.00%	
	\$101.86			7/1/2024	6/30/2025	\$35.17	3.00%	
Molly Burdick-Whipp, PM	\$90.50	NA		7/1/2020	6/30/2021	\$31.25		NA
	\$93.22			7/1/2021	6/30/2022	\$32.19	3.00%	
	\$96.01			7/1/2022	6/30/2023	\$33.15	3.00%	

EXHIBIT 10-H COST PROPOSAL
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

2020 BILLING RATES

Note: Mark-ups are Not Allowed

Consultant **VCS Environmental** Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. TBD by Task Order Contract No. TBD Participation Amount \$100,000 est. over 5 years Date 8/25/2020

Office Staff Rate $\frac{\text{Fringe \%}}{62.01\%} + \frac{\text{Overhead \%}}{0.00\%} + \frac{\text{G\&A \%}}{101.27\%} = \frac{\text{Combined Indirect Cost Rate (ICR) \%}}{163.28\%}$

(= 0% if Included in OH) (= 0% if Included in OH) FEE % = 10%

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Julie Beeman, President	\$264.27	NA		7/1/2020	6/30/2021	\$91.25		NA
	\$272.20			7/1/2021	6/30/2022	\$93.99	3.00%	
	\$280.36			7/1/2022	6/30/2023	\$96.81	3.00%	
	\$288.77			7/1/2023	6/30/2024	\$99.71	3.00%	
	\$297.44			7/1/2024	6/30/2025	\$102.70	3.00%	
Erin Hayes, Director Biology	\$160.12	NA		7/1/2020	6/30/2021	\$55.29		NA
	\$164.93			7/1/2021	6/30/2022	\$56.95	3.00%	
	\$169.88			7/1/2022	6/30/2023	\$58.66	3.00%	
	\$174.97			7/1/2023	6/30/2024	\$60.42	3.00%	
	\$180.22			7/1/2024	6/30/2025	\$62.23	3.00%	

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3

Certification of Direct Costs:


I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement

Prime Consultant or Subconsultant Certifying:

Name: Adolfo Mota Title*: President

Signature:  Date of Certification (mm/dd/yyyy): 07/06/2020

Email: amota@m-aengineering.com Phone Number: 619 518-1947

Address: 1000 S Fremont Ave, Unit 31, Suite 1201, Alhambra, CA 91803

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

Civil engineering design services

COST PROPOSAL

ADM 2033 (Rev. 08/02)

SUBCONSULTANT: MA Engineering

Contract #TBD by Task Order

Participation Amount: \$25,000 est. over 5 years

Attachment: 1

Subconsultant: MA Engineering Date: July 6, 2020

Page: 1 of 1

	Fringe Benefit %		Overhead %		General Administration %	Combined %
NORMAL	31.34%	+	45.35%	+	40.5%	= 117.20%
OVERTIME	31.34%	+	45.35%	+	40.5%	= 117.20%
			FEE %			
			6.0%			

BILLING INFORMATION

CALCULATION INFORMATION

Name / Classification ¹	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate ²	Hourly Range for Class
	Straight	Overtime	From	To			
Javier Tiscareno, PE	145.05	N/A	7/6/2020	12/31/2020	0.0%	63.00	N/A
Task Lead	149.40	N/A	1/1/2021	12/31/2021	3.0%	64.89	N/A
Exempt/Full Time Employee	153.89	N/A	1/2/2022	12/31/2022	3.0%	66.84	N/A
	158.51	N/A	1/3/2023	12/31/2023	3.0%	68.85	N/A
	163.28	N/A	1/4/2024	12/31/2024	3.0%	70.92	N/A
Cesar Tiscareno, PE	138.14	N/A	7/6/2020	12/31/2020	0.0%	60.00	N/A
Senior Engineer	142.28	N/A	1/1/2021	12/31/2021	3.0%	61.80	N/A
Exempt/Full Time Employee	146.54	N/A	1/2/2022	12/31/2022	3.0%	63.65	N/A
	150.94	N/A	1/3/2023	12/31/2023	3.0%	65.56	N/A
	155.48	N/A	1/4/2024	12/31/2024	3.0%	67.53	N/A
Annette Martinez	103.60	N/A	7/6/2020	12/31/2020	0.0%	45.00	N/A
Assitant Engineer	106.71	N/A	1/1/2021	12/31/2021	3.0%	46.35	N/A
Exempt/Full Time Employee	109.91	N/A	1/2/2022	12/31/2022	3.0%	47.74	N/A
	113.21	N/A	1/3/2023	12/31/2023	3.0%	49.17	N/A
	116.61	N/A	1/4/2024	12/31/2024	3.0%	50.65	N/A
Jason Pham	66.77	N/A	7/6/2020	12/31/2020	0.0%	29.00	N/A
Design Engineer	67.78	N/A	1/1/2021	12/31/2021	1.5%	29.44	N/A
Exempt/Full Time Employee	69.81	N/A	1/2/2022	12/31/2022	3.0%	30.32	N/A
	71.90	N/A	1/3/2023	12/31/2023	3.0%	31.23	N/A
	74.07	N/A	1/4/2024	12/31/2024	3.0%	32.17	N/A
Dustin Breithaupt	66.77	N/A	7/6/2020	12/31/2020	0.0%	29.00	N/A
Design Engineer	68.77	N/A	1/1/2021	12/31/2021	3.0%	29.87	N/A
Exempt/Full Time Employee	70.84	N/A	1/2/2022	12/31/2022	3.0%	30.77	N/A
	72.96	N/A	1/3/2023	12/31/2023	3.0%	31.69	N/A
	75.15	N/A	1/4/2024	12/31/2024	3.0%	32.64	N/A
Ronald Mones, PE	126.63	N/A	7/6/2020	12/31/2020	0.0%	55.00	N/A
Project Engineer	130.43	N/A	1/1/2021	12/31/2021	3.0%	56.65	N/A
Exempt/Full Time Employee	134.34	N/A	1/2/2022	12/31/2022	3.0%	58.35	N/A
	138.37	N/A	1/3/2023	12/31/2023	3.0%	60.10	N/A
	142.51	N/A	1/4/2024	12/31/2024	3.0%	61.90	N/A
	0.00	N/A	6/10/2019	5/31/2020	0.0%	0.00	N/A
	0.00	N/A	6/1/2020	5/31/2021	1.5%	0.00	N/A
	0.00	N/A	6/1/2021	5/31/2022	3.0%	0.00	N/A
	0.00	N/A	6/1/2022	5/31/2023	3.0%	0.00	N/A
	0.00	N/A	6/1/2023	5/31/2024	3.0%	0.00	N/A

1. For all key team members that are listed on the Prime Consultant's Organization Chart, list the name and corresponding job classification. For all other employees (i.e. support staff/non-professional) list only the job classification. Teams members subject to FLSA are not eligible for overtime.

2. For named employees enter the actual hourly rate. For classifications only, list the average hourly rate for that classification.

3. Note employees/classifications that are subject to prevailing wage requirements with an asterisk (*).

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Firm: KOA Corporation

Name: Ming Guan

Title *: Vice President

Signature : 

Date of Certification (mm/dd/yyyy): 7/9/2020

Email: mguan@koacorp.com

Phone Number: 909-890-9693

Address: 3190 C Shelby Street, Ontario, CA 91764

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information authorized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

As-needed traffic study.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Subconsultant: KOA Corporation Prime Consultant Subconsultant

Project No. _____ Contract No. _____

Date: 7/9/2020

SCHEDULE OF OTHER DIRECT COST ITEMS (Estimate Purpose Only)				
Description of Item	Quantity	Unit	Unit Cost	Total
Travel: (Actual Cost with Supporting Documents)				
Airfare		EA	\$350.00	\$0.00
Rental Car		EA	\$65.00	\$0.00
Mileage		MI	\$0.575	\$0.00
Parking		EA	\$10.00	\$0.00
Per Diem (Meals, Incidental and Lodging - Riverside County)		EA	\$173.00	\$0.00
Reproduction: (Outside Services / Actual Cost with Supporting Documents)				
8 1/2" x 11" black and white		EA	\$0.06	\$0.00
11" x 17" black and white		EA	\$0.10	\$0.00
8 1/2" x 11" color		EA	\$0.15	\$0.00
11" x 17" color		MI	\$0.30	\$0.00
24" x 36" color board		EA	\$16.00	\$0.00
24" x 36" color		EA	\$8.00	\$0.00
Full Size Mylar		EA	\$15.00	\$0.00
24" x 36" Full Size Paper		EA	\$5.00	\$0.00
Binding		MI	\$5.00	\$0.00
Delivery Services: (Actual Cost with Supporting Documents)				
Priority Mail (Flat Rate Envelope)		EA	\$7.75	\$0.00
Priority Mail (Small Flat Rate Box)		EA	\$8.30	\$0.00
Priority Mail (Medium Flat Rate Box)		EA	\$15.05	\$0.00
FedEx		EA	\$40.00	\$0.00
Miscellaneous: (Actual Cost with Supporting Documents)				
Utility Potholing		EA	\$700.00	\$0.00
Permit Fees		EA	\$1,500.00	\$0.00
Subtotal				\$0.00
Subconsultant 1:				
Subconsultant 2:				
Subconsultant 3:				

IMPORTANT NOTES:

- List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.
- Proposed ODC items should be consistently billed regardless of client and contract type.
- Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
- Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
- If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
- If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
- The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
- Add additional pages if necessary.
- Subconsultants must provide their own cost proposals.

EXHIBIT 10-H2 COST PROPOSAL

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Note: Mark-ups are Not Allowed.

Consultant

KOA Corporation

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. _____

Contract No. _____ Participation Amount \$ TBD

Date: 7/9/2020

For Combined Rate	Fringe Benefit % + General & Administrative %	=	147.39%	Combined ICR %
For Home Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Home Office ICR %
For Field Office Rate	Fringe Benefit % + General & Administrative %	=	N/A	Field Office ICR %
		FEE	=	10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Min Zhou Principal Engineer	\$289.31	--	--	7/1/2020	6/30/2021	\$106.00		Not Applicable
	\$289.31	--	--	7/1/2021	6/30/2022	\$106.00	0.00%	
	\$289.31	--	--	7/1/2022	6/30/2023	\$106.00	0.00%	
	\$303.77	--	--	7/1/2023	6/30/2024	\$111.30	5.00%	
	\$318.99	--	--	7/1/2024	6/30/2025	\$116.87	5.00%	
Charlie Schwinger Senior Engineer I	\$218.35	--	--	7/1/2020	6/30/2021	\$80.00		
	\$218.35	--	--	7/1/2021	6/30/2022	\$80.00	0.00%	
	\$218.35	--	--	7/1/2022	6/30/2023	\$80.00	0.00%	
	\$229.26	--	--	7/1/2023	6/30/2024	\$84.00	5.00%	
	\$240.73	--	--	7/1/2024	6/30/2025	\$88.20	5.00%	
Ming Guan Senior Engineer II	\$196.84	--	--	7/1/2020	6/30/2021	\$72.12		
	\$196.84	--	--	7/1/2021	6/30/2022	\$72.12	0.00%	
	\$196.84	--	--	7/1/2022	6/30/2023	\$72.12	0.00%	
	\$206.68	--	--	7/1/2023	6/30/2024	\$75.73	5.00%	
	\$217.01	--	--	7/1/2024	6/30/2025	\$79.51	5.00%	
Clyde Prem Senior Planner	\$196.51	--	--	7/1/2020	6/30/2021	\$72.00		
	\$196.51	--	--	7/1/2021	6/30/2022	\$72.00	0.00%	
	\$196.51	--	--	7/1/2022	6/30/2023	\$72.00	0.00%	
	\$206.34	--	--	7/1/2023	6/30/2024	\$75.60	5.00%	
	\$216.65	--	--	7/1/2024	6/30/2025	\$79.38	5.00%	
Associate Engineer I	\$143.29	\$169.54	\$195.79	7/1/2020	6/30/2021	\$52.50		\$45.00 - \$60.00
	\$143.29	\$169.54	\$195.79	7/1/2021	6/30/2022	\$52.50	0.00%	\$45.00 - \$60.00
	\$143.29	\$169.54	\$195.79	7/1/2022	6/30/2023	\$52.50	0.00%	\$45.00 - \$60.00
	\$150.45	\$178.02	\$205.58	7/1/2023	6/30/2024	\$55.13	5.00%	\$47.25 - \$63.00
	\$157.98	\$186.92	\$215.86	7/1/2024	6/30/2025	\$57.88	5.00%	\$49.61 - \$66.15
Associate Engineer II	\$109.17	\$129.17	\$149.17	7/1/2020	6/30/2021	\$40.00		\$29.00 - \$45.00
	\$109.17	\$129.17	\$149.17	7/1/2021	6/30/2022	\$40.00	0.00%	\$29.00 - \$45.00
	\$109.17	\$129.17	\$149.17	7/1/2022	6/30/2023	\$40.00	0.00%	\$29.00 - \$45.00
	\$114.63	\$135.63	\$156.63	7/1/2023	6/30/2024	\$42.00	5.00%	\$30.45 - \$47.25
	\$120.36	\$142.41	\$164.46	7/1/2024	6/30/2025	\$44.10	5.00%	\$31.97 - \$49.61
Associate Planner I	\$116.00	\$137.25	\$158.50	7/1/2020	6/30/2021	\$42.50		\$35.00 - \$50.00
	\$116.00	\$137.25	\$158.50	7/1/2021	6/30/2022	\$42.50	0.00%	\$35.00 - \$50.00
	\$116.00	\$137.25	\$158.50	7/1/2022	6/30/2023	\$42.50	0.00%	\$35.00 - \$50.00
	\$121.89	\$144.11	\$166.42	7/1/2023	6/30/2024	\$44.63	5.00%	\$36.75 - \$52.50
	\$127.89	\$151.31	\$174.74	7/1/2024	6/30/2025	\$46.86	5.00%	\$38.59 - \$55.13
Associate Planner II	\$90.34	\$106.89	\$123.44	7/1/2020	6/30/2021	\$33.10		\$25.00 - \$35.00
	\$90.34	\$106.89	\$123.44	7/1/2021	6/30/2022	\$33.10	0.00%	\$0.00 - \$0.00
	\$90.34	\$106.89	\$123.44	7/1/2022	6/30/2023	\$33.10	0.00%	\$0.00 - \$0.00
	\$94.86	\$112.24	\$129.61	7/1/2023	6/30/2024	\$34.76	5.00%	\$0.00 - \$0.00
	\$99.60	\$117.85	\$136.09	7/1/2024	6/30/2025	\$36.49	5.00%	\$0.00 - \$0.00

Notes:

1. Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3

Certification of Direct Costs:

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Name: Marisa Greenway Title*: Principal

Signature: Marisa Greenway Digitally signed by Marisa Greenway
Date: 2020.07.08 14:30:35 -07'00' Date of Certification (mm/dd/yyyy): 07/01/2020

Email: marisa@thegreenwaygroup.net Phone Number: 714-292-6308

Address: 2625 Hawk Circle, Corona, CA 92882

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

Public Outreach

EXHIBIT 10-H COST PROPOSAL PAGE 2 OF 2
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant The Greenway Group, Inc Prime Consultant Subconsultant
 Project No TBD by Task Order Contract No TBD Date _____

SCHEDULE OF OTHER DIRECT COST ITEMS				
PRIME CONSULTANT				
DESCRIPTION OF ITEMS	Quantity	Unit	Unit Cost	Total
Travel			Actuals	TBD
Mileage			Per IRS Rate	TBD
Printing & Reproduction			Actuals	TBD
Fedex/UPS USPS			Actuals	TBD
				\$0.00
				\$0.00
				\$0.00
Subconsultant 1				
Subconsultant 2				
Subconsultant 3				
Subconsultant 4				
Subconsultant 5				

IMPORTANT NOTES:

1. List direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentations.
2. Proposed ODC items should be consistently billed regardless of client and contract type.
3. Items when incurred for the same purpose in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
6. Travel related costs should be pre-approved by the contracting agency, and shall not exceed current State Department of Personnel Administration rules.
7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is their standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.

**EXHIBIT 10-H COST PROPOSAL
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)**

2020 BILLING RATES

Note: Mark-ups are Not Allowed

Consultant: The Greenway Group, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No: TBD by Task Order Contract No: TBD Participation Amount: \$25,000 est. over 5 years Date: 7/1/2020

Office Staff Rate: Fringe % + Overhead % + G&A % = Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH)

(= 0% if Included in OH)

FEE %

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg hourly rate	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Marisa Greenway	\$127.60	\$127.60	\$127.60	7/1/2020	6/30/2021	\$80.00	0.00%	Not Applicable
Community Liaison	\$131.43	\$131.43	\$131.43	7/1/2021	6/30/2022	\$82.40	3.00%	
	\$135.37	\$135.37	\$135.37	7/1/2022	6/30/2023	\$84.87	3.00%	
	\$139.43	\$139.43	\$139.43	7/1/2023	6/30/2024	\$87.42	3.00%	
	\$143.61	\$143.61	\$143.61	7/1/2024	6/30/2025	\$90.04	3.00%	

Notes:

1. Key Personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The Cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ICR) * (1+Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognized agency or
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3

Certification of Direct Costs:

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Name: Marisa Greenway Title*: Principal

Signature: Marisa Greenway Digitally signed by Marisa Greenway
Date: 2020.07.08 14:30:35 -07'00' Date of Certification (mm/dd/yyyy): 07/01/2020

Email: marisa@thegreenwaygroup.net Phone Number: 714-292-6308

Address: 2625 Hawk Circle, Corona, CA 92882

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

Public Outreach

EXHIBIT 10-H COST PROPOSAL PAGE 2 OF 2
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant The Greenway Group, Inc Prime Consultant Subconsultant
 Project No TBD by Task Order Contract No TBD Date _____

SCHEDULE OF OTHER DIRECT COST ITEMS				
PRIME CONSULTANT				
DESCRIPTION OF ITEMS	Quantity	Unit	Unit Cost	Total
Travel			Actuals	TBD
Mileage			Per IRS Rate	TBD
Printing & Reproduction			Actuals	TBD
Fedex/UPS/USPS			Actuals	TBD
				\$0.00
				\$0.00
				\$0.00
				\$0.00
Subconsultant 1				
Subconsultant 2				
Subconsultant 3				
Subconsultant 4				
Subconsultant 5				

IMPORTANT NOTES

1. List direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentations.
2. Proposed ODC items should be consistently billed regardless of client and contract type.
3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is their standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.

**EXHIBIT 10-H COST PROPOSAL
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)**

2020 BILLING RATES

Note: Mark-ups are Not Allowed

Consultant The Greenway Group, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. TBD by Task Order Contract No. TBD Participation Amount \$25,000 est. over 5 years Date 7/1/2020

Office Staff Rate $\frac{\text{Fringe \%}}{20.00\%} + \frac{\text{Overhead \%}}{15.00\%} + \frac{\text{G\&A \%}}{10.00\%} = \frac{\text{Combined Indirect Cost Rate (ICR) \%}}{45.00\%}$

(= 0% if Included in OH)

(= 0% if Included in OH)

FEE % = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates			Effective date of hourly rate		Actual or Avg hourly rate	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Marisa Greenway	\$127.60	\$127.60	\$127.60	7/1/2020	6/30/2021	\$80.00	0.00%	Not Applicable
Community Liaison	\$131.43	\$131.43	\$131.43	7/1/2021	6/30/2022	\$82.40	3.00%	
	\$135.37	\$135.37	\$135.37	7/1/2022	6/30/2023	\$84.87	3.00%	
	\$139.43	\$139.43	\$139.43	7/1/2023	6/30/2024	\$87.42	3.00%	
	\$143.61	\$143.61	\$143.61	7/1/2024	6/30/2025	\$90.04	3.00%	

Notes

1. Key Personnel **must** be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The Cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ICR) * (1+Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognized agency or
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3

Certification of Direct Costs:

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. [Title 23 United States Code Section 112](#) - Letting of Contracts
- 10. [48 Code of Federal Regulations Part 31](#) - Contract Cost Principles and Procedures
- 11. [23 Code of Federal Regulations Part 172](#) - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. [48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board](#) (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Name: Karen Starr Title*: President

Signature:  Date of Certification (mm/dd/yyyy): 08/05/2020

Email: proposalteam@epicland.com Phone Number: (951) 321-1800

Address: 3850 Vine Street, Suite 200, Riverside, CA 92507

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

Utility Coordination

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3
 SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant: **Epic Land Solutions, Inc.**

Prime Consultant Subconsultant

Project No. TBD by Task Order

Contract No. TBD

Date 07/06/2020

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage costs	TBD	per mile	0.575	
Property Ownership and Tenant Data	TBD	per month	\$ 100.00	
Shipping/Postage	TBD	per parcel	at cost	
Subconsultant/Vendor Services	TBD	TBD	at cost	
Test				
Vehicle				
Subconsultant 1:				
Subconsultant 2:				
Subconsultant 3:				
Subconsultant 4:				
Subconsultant 5:				

Note: Add additional pages if necessary

Notes:

- List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.
- Proposed ODC items should be consistently billed regardless of client and contract type.
- Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
- Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
- If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
- If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
- The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
- Add additional pages if necessary.
- Subconsultants must provide their own cost proposals.

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 3
 SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Consultant: **Epic Land Solutions, Inc.** Prime Subconsultant 2nd Tier Subconsultant
 Project No. TBD by Task Order Contract No. TBD Participation Amount \$ 100,000 est. over 5 years Date 8/5/2020

For Combined Rate				
	Fringe Benefit %	+ General & Administrative %	=	174.56 Combined ICR% (see below)
STRAIGHT	Fringe Benefit % 49.49%	Overhead % 67.12%	General 45.00%	Indirect Rate % 161.61%
OVERTIME	49.49%	67.12%	45.00%	161.61%
FEE % = 10%				

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification		Hourly Billing Rates			Effective Date of Hourly Rate		Actual or Avg Hourly Rate	% of \$ Increase	Hourly Range - for Classifications Only
		Straight	OT (1.5x)	OT (2X)	From	To			
Curtis Bibolet*	Utility Coordination Manager	\$143.89	\$143.89	\$143.89	1/1/2020	12/31/2020	\$50.00	3%	Not Applicable
		\$148.20	\$148.20	\$148.20	1/1/2021	12/31/2021	\$51.50	3%	
		\$152.66	\$152.66	\$152.66	1/1/2022	12/31/2022	\$53.05	3%	
Ryan Ackland	Utility Coordinator	\$76.09	\$76.09	\$76.09	1/1/2020	12/31/2020	\$26.44	3%	Not Applicable
		\$78.36	\$78.36	\$78.36	1/1/2021	12/31/2021	\$27.23	3%	
		\$80.72	\$80.72	\$80.72	1/1/2022	12/31/2022	\$28.05	3%	
Kim Bibolet	Advisory Manager	\$172.95	\$172.95	\$172.95	1/1/2020	12/31/2020	\$60.10	3%	Not Applicable
		\$178.13	\$178.13	\$178.13	1/1/2021	12/31/2021	\$61.90	3%	
		\$183.48	\$183.48	\$183.48	1/1/2022	12/31/2022	\$63.76	3%	
Darcy Mendoza	Right of Way Project Manager	\$117.61	\$117.61	\$117.61	1/1/2020	12/31/2020	\$40.87	3%	Not Applicable
		\$121.15	\$121.15	\$121.15	1/1/2021	12/31/2021	\$42.10	3%	
		\$124.78	\$124.78	\$124.78	1/1/2022	12/31/2022	\$43.36	3%	
Kari Anvick	Right of way Project Manager	\$139.05	\$139.05	\$139.05	1/1/2020	12/31/2020	\$48.32	3%	Not Applicable
		\$143.22	\$143.22	\$143.22	1/1/2021	12/31/2021	\$49.77	3%	
		\$147.51	\$147.51	\$147.51	1/1/2022	12/31/2022	\$51.26	3%	
BJ Swanner	Right of Way Planning Lead	\$172.95	\$172.95	\$172.95	1/1/2020	12/31/2020	\$60.10	3%	Not Applicable
		\$178.13	\$178.13	\$178.13	1/1/2021	12/31/2021	\$61.90	3%	
		\$183.48	\$183.48	\$183.48	1/1/2022	12/31/2022	\$63.76	3%	
Kelsey Kaszas	Right of Way Planner	\$131.43	\$131.43	\$131.43	1/1/2020	12/31/2020	\$45.67	3%	Not Applicable
		\$135.37	\$135.37	\$135.37	1/1/2021	12/31/2021	\$47.04	3%	
		\$139.43	\$139.43	\$139.43	1/1/2022	12/31/2022	\$48.45	3%	

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3**Certification of Direct Costs:**

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

7. Generally Accepted Accounting Principles (GAAP)
8. Terms and conditions of the contract
9. Title 23 United States Code Section 112 - Letting of Contracts
10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Name: Michelle A. Jones Title*: President
 Signature: Michelle A. Jones Digitally signed by Michelle A. Jones
Date: 2020.08.05 15:43:30 -07'00 Date of Certification (mm/dd/yyyy): 08/04/2020
 Email: mjones@entechnorthwest.com Phone Number: 951-506-0055 x303
 Address: 43410 Business Park Drive, Temecula, CA 92590

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

Air quality, noise and vibration studies

EXHIBIT 10-H COST PROPOSAL PAGE 2 OF 2
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant Entech Northwest, Inc. dBA Entech Consulting Prime Consultant Subconsultant
 Group
 Project No. TBD by Task Order Contract No. TBD Date 8/4/2020

SCHEDULE OF OTHER DIRECT COST ITEMS				
PRIME CONSULTANT				
DESCRIPTION OF ITEMS	Quantity	Unit	Unit Cost	Total
Sound Level Meter	1.00	\$/meter	\$750	\$750.00
Travel			per IRS rate	TBD
Mileage			actuals	TBD
				\$0.00
				\$0.00
				\$0.00
				\$0.00
Subconsultant 1:				
Subconsultant 2:				
Subconsultant 3:				
Subconsultant 4:				
Subconsultant 5:				

IMPORTANT NOTES:

- List direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentations.
- Proposed ODC items should be consistently billed regardless of client and contract type.
- Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
- Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
- If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
- If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is their standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
- The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.

EXHIBIT 10-H COST PROPOSAL
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

2020 BILLING RATES

Note: Mark-ups are Not Allowed

Consultant Entech Northwest, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. TBD by Task Order Contract No. TBD Participation Amount \$75,000 est. over 5 years Date 8/4/2020

Office Staff Rate + + = Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH) (= 0% if Included in OH)

FEE % =

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range for classifications only	
	Straight	OT(1.5x)	OT(2x)	From	To				
Michelle A. Jones* Senior Air/Noise Analyst	\$185.54	\$185.54	\$185.54	7/1/2020	6/30/2021	\$63.00	0.00%	Not Applicable	
	\$191.11	\$191.11	\$191.11	7/1/2021	6/30/2022	\$64.89	3.00%		
	\$196.84	\$196.84	\$196.84	7/1/2022	6/30/2023	\$66.84	3.00%		
	\$202.75	\$202.75	\$202.75	7/1/2023	6/30/2024	\$68.84	3.00%		
	\$208.83	\$208.83	\$208.83	7/1/2024	6/30/2025	\$70.91	3.00%		
Sr. Air/Noise Analyst	\$176.71	\$176.71	\$176.71	7/1/2020	6/30/2021	\$60.00	0.00%	\$45.00	\$75.00
	\$182.01	\$182.01	\$182.01	7/1/2021	6/30/2022	\$61.80	3.00%	\$46.35	\$77.25
	\$187.47	\$187.47	\$187.47	7/1/2022	6/30/2023	\$63.65	3.00%	\$47.74	\$79.57
	\$193.09	\$193.09	\$193.09	7/1/2023	6/30/2024	\$65.56	3.00%	\$49.17	\$81.95
	\$198.89	\$198.89	\$198.89	7/1/2024	6/30/2025	\$67.53	3.00%	\$50.65	\$84.41
Staff Air/Noise Analyst	\$88.35	\$103.35	\$118.35	7/1/2020	6/30/2021	\$30.00	3.00%	\$25.00	\$45.00
	\$91.00	\$106.45	\$121.90	7/1/2021	6/30/2022	\$30.90	3.00%	\$25.75	\$46.35
	\$93.73	\$109.65	\$125.56	7/1/2022	6/30/2023	\$31.83	3.00%	\$26.52	\$47.74
	\$96.55	\$112.94	\$129.33	7/1/2023	6/30/2024	\$32.78	3.00%	\$27.32	\$49.17
	\$99.44	\$116.33	\$133.21	7/1/2024	6/30/2025	\$33.77	3.00%	\$28.14	\$50.65

Notes:

- Key Personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
- The Cost proposal format shall not be amended.
- Billing rate = actual hourly rate * (1+ICR) * (1+Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognized agency or
- For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3


Certification of Direct Costs:

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

7. Generally Accepted Accounting Principles (GAAP)
8. Terms and conditions of the contract
9. [Title 23 United States Code Section 112](#) - Letting of Contracts
10. [48 Code of Federal Regulations Part 31](#) - Contract Cost Principles and Procedures
11. [23 Code of Federal Regulations Part 172](#) - Procurement, Management, and Administration of Engineering and Design Related Service
12. [48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board](#) (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Name: Hubert Law, PhD, PE Title *: Principal
 Signature:  Date of Certification (mm/dd/yyyy): 7/6/2020
 Email: h.law@earthmech.com Phone Number: 714-751-3826
 Address: Earth Mechanics, Inc., 17800 Newhope Street, Suite B, Fountain Valley, CA 92708

- * An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

541330 - Geotechnical and Earthquake Engineering Services
 541380 - Laboratory Testing

EXHIBIT 10-H2 COST PROPOSAL Page 2 of 3

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant Earth Mechanics, Inc. Prime Consultant Subconsultant
Project No. TBD by Task Order Contract No. TBD Date 7/6/2020

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs	0	Mile	0.58	\$TBD
Per Diem	0	Day	CT Travel Guide	\$TBD
Rental Vehicle	0	Each	Actual	\$TBD
Parking/Tolls	0	Each	Actual	\$TBD
External Printing/Reproduction	0	Each	Actual	\$TBD
Delivery Services	0	Each	Actual	\$TBD
Drill Rig Rental				\$TBD
Laboratory Testing				\$TBD
Traffic Control				\$TBD
Waste Handling/Drum Disposal				\$TBD

Note: Add additional pages if necessary.

NOTES:

- List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.
- Proposed ODC items should be consistently billed regardless of client and contract type.
- Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
- Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
- If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
- If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
- The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
- Add additional pages if necessary.
- Subconsultants must provide their own cost proposals.

Sr. Technicians	\$ 133.85	NA	NA	2/1/2020	12/31/2020	\$ 42.63	0%	41.50	-	43.75
	\$ 137.86	NA	NA	1/1/2021	12/31/2021	\$ 43.90	3%	42.75	-	45.06
	\$ 142.00	NA	NA	1/1/2022	12/31/2022	\$ 45.22	3%	44.03	-	46.41
	\$ 146.26	NA	NA	1/1/2023	12/31/2023	\$ 46.58	3%	45.35	-	47.81
<i>Exempt</i>	\$ 150.64	NA	NA	1/1/2024	12/31/2024	\$ 47.97	3%	46.71	-	49.24
Technicians	\$ 63.59	\$ 95.38	\$ 127.17	2/1/2020	12/31/2020	\$ 20.25	0%	19.00	-	21.50
	\$ 65.49	\$ 98.24	\$ 130.99	1/1/2021	12/31/2021	\$ 20.86	3%	19.57	-	22.15
	\$ 67.46	\$ 101.19	\$ 134.92	1/1/2022	12/31/2022	\$ 21.48	3%	20.16	-	22.81
	\$ 69.48	\$ 104.22	\$ 138.96	1/1/2023	12/31/2023	\$ 22.13	3%	20.76	-	23.49
<i>Non-exempt</i>	\$ 71.57	\$ 107.35	\$ 143.13	1/1/2024	12/31/2024	\$ 22.79	3%	21.38	-	24.20

NOTES:

- Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
- The cost proposal format shall not be amended.
Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
 - For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 3

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
(NON- PREVAILING WAGE CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Consultant EARTH MECHANICS, INC. Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. TBD by Task Order Contract No. TBD Participation Amount \$ 150,000 est. over 5 years Date 7/6/2020

For Combined Rate	Fringe Benefit	79.45%	+	General & Administrative ¹	106.01%	=	Combined ICR	185.46%	
OR									
For Home Office Rate	Fringe Benefit	0.00%	+	General & Administrative	0.00%	=	Field Office ICR	0.0%	
For Field Office Rate	Fringe Benefit	0.00%	+	General & Administrative	0.00%	=	Field Office ICR	0.0%	
Fee								=	10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range – for Classification Only	
	Straight ³	To(1.5x)	To(2x)	From	To				
Hubert Law, PhD, PE* - Geotech. PIC Principal	\$ 279.47	NA	NA	2/1/2020	12/31/2020	\$ 89.00	0%	Not Applicable	
	\$ 287.85	NA	NA	1/1/2021	12/31/2021	\$ 91.67	3%		
	\$ 296.48	NA	NA	1/1/2022	12/31/2022	\$ 94.42	3%		
	\$ 305.38	NA	NA	1/1/2023	12/31/2023	\$ 97.25	3%		
	\$ 314.54	NA	NA	1/1/2024	12/31/2024	\$ 100.17	3%		
<i>Exempt</i>									
Alahesh Thurairajah, PE, GE* - Geotech. PM Senior Engineer	\$ 172.70	NA	NA	2/1/2020	12/31/2020	\$ 55.00	0%	Not Applicable	
	\$ 177.88	NA	NA	1/1/2021	12/31/2021	\$ 56.65	3%		
	\$ 183.22	NA	NA	1/1/2022	12/31/2022	\$ 58.35	3%		
	\$ 188.72	NA	NA	1/1/2023	12/31/2023	\$ 60.10	3%		
	\$ 194.38	NA	NA	1/1/2024	12/31/2024	\$ 61.90	3%		
<i>Exempt</i>									
Micheal Hoshiyama, PG, CEG* - Geologist Senior Project Geologist	\$ 150.72	NA	NA	2/1/2020	12/31/2020	\$ 48.00	0%	Not Applicable	
	\$ 155.24	NA	NA	1/1/2021	12/31/2021	\$ 49.44	3%		
	\$ 159.90	NA	NA	1/1/2022	12/31/2022	\$ 50.92	3%		
	\$ 164.70	NA	NA	1/1/2023	12/31/2023	\$ 52.45	3%		
	\$ 169.64	NA	NA	1/1/2024	12/31/2024	\$ 54.02	3%		
<i>Exempt</i>									
Principals	\$ 279.47	NA	NA	2/1/2020	12/31/2020	\$ 89.00	0%	89.00	- 89.00
	\$ 287.85	NA	NA	1/1/2021	12/31/2021	\$ 91.67	3%	91.67	- 91.67
	\$ 296.48	NA	NA	1/1/2022	12/31/2022	\$ 94.42	3%	94.42	- 94.42
	\$ 305.38	NA	NA	1/1/2023	12/31/2023	\$ 97.25	3%	97.25	- 97.25
	\$ 314.54	NA	NA	1/1/2024	12/31/2024	\$ 100.17	3%	100.17	- 100.17
<i>Exempt</i>									
Principal Engineers/Geologists	\$ 229.22	NA	NA	2/1/2020	12/31/2020	\$ 73.00	0%	66.00	- 80.00
	\$ 236.10	NA	NA	1/1/2021	12/31/2021	\$ 75.19	3%	67.98	- 82.40
	\$ 243.18	NA	NA	1/1/2022	12/31/2022	\$ 77.45	3%	70.02	- 84.87
	\$ 250.48	NA	NA	1/1/2023	12/31/2023	\$ 79.77	3%	72.12	- 87.42
	\$ 257.99	NA	NA	1/1/2024	12/31/2024	\$ 82.16	3%	74.28	- 90.04
<i>Exempt</i>									
Sr. Engineers/Geologists	\$ 186.83	NA	NA	2/1/2020	12/31/2020	\$ 59.50	0%	55.00	- 64.00
	\$ 192.44	NA	NA	1/1/2021	12/31/2021	\$ 61.29	3%	56.65	- 65.92
	\$ 198.21	NA	NA	1/1/2022	12/31/2022	\$ 63.12	3%	58.35	- 67.90
	\$ 204.16	NA	NA	1/1/2023	12/31/2023	\$ 65.02	3%	60.10	- 69.93
	\$ 210.28	NA	NA	1/1/2024	12/31/2024	\$ 66.97	3%	66.00	- 72.03
<i>Exempt</i>									
Sr. Project Engineers/Geologists	\$ 150.72	NA	NA	2/1/2020	12/31/2020	\$ 48.00	0%	48.00	- 48.00
	\$ 155.24	NA	NA	1/1/2021	12/31/2021	\$ 49.44	3%	49.44	- 49.44
	\$ 159.90	NA	NA	1/1/2022	12/31/2022	\$ 50.92	3%	50.92	- 50.92
	\$ 164.70	NA	NA	1/1/2023	12/31/2023	\$ 52.45	3%	52.45	- 52.45
	\$ 169.64	NA	NA	1/1/2024	12/31/2024	\$ 54.02	3%	54.02	- 54.02
<i>Exempt</i>									
Project Engineers/Geologists	\$ 143.66	NA	NA	2/1/2020	12/31/2020	\$ 45.75	0%	41.00	- 50.50
	\$ 147.97	NA	NA	1/1/2021	12/31/2021	\$ 47.12	3%	42.23	- 52.02
	\$ 152.41	NA	NA	1/1/2022	12/31/2022	\$ 48.54	3%	43.50	- 53.58
	\$ 156.98	NA	NA	1/1/2023	12/31/2023	\$ 49.99	3%	44.80	- 55.18
	\$ 161.69	NA	NA	1/1/2024	12/31/2024	\$ 51.49	3%	46.15	- 56.84
<i>Exempt</i>									
Sr. Staff Engineers/Geologists	\$ 132.67	NA	NA	2/1/2020	12/31/2020	\$ 42.25	0%	39.50	- 45.00
	\$ 136.65	NA	NA	1/1/2021	12/31/2021	\$ 43.52	3%	40.69	- 46.35
	\$ 140.75	NA	NA	1/1/2022	12/31/2022	\$ 44.82	3%	41.91	- 47.74
	\$ 144.97	NA	NA	1/1/2023	12/31/2023	\$ 46.17	3%	43.16	- 49.17
	\$ 149.32	NA	NA	1/1/2024	12/31/2024	\$ 47.55	3%	44.46	- 50.65
<i>Exempt</i>									
Staff Engineers/Geologists	\$ 105.19	NA	NA	2/1/2020	12/31/2020	\$ 33.50	0%	29.00	- 38.00
	\$ 108.35	NA	NA	1/1/2021	12/31/2021	\$ 34.51	3%	29.87	- 39.14
	\$ 111.60	NA	NA	1/1/2022	12/31/2022	\$ 35.54	3%	30.77	- 40.31
	\$ 114.95	NA	NA	1/1/2023	12/31/2023	\$ 36.61	3%	31.69	- 41.52
	\$ 118.39	NA	NA	1/1/2024	12/31/2024	\$ 37.70	3%	32.64	- 42.77
<i>Exempt</i>									

Exhibit 10-H2 Cost Proposal

Certification of Direct Costs:

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

7. Generally Accepted Accounting principals (GAAP)
8. Terms and conditions of the contract
9. Title 23 United States Code Section 112 - Letting of Contracts
10. 48 Code of Federal Regulations part 31 - Contract Cost Principals and Procedures
11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prme Consultant or Subconsultant Certifying: David Evans and Associates, Inc.

Name: Kim Rhodes Title: Vice President

Signature: *Kim S. Rhodes* Date of Certification (mm/dd/yyyy): 7/6/2020

Email: kim.rhodes@deainc.com Phone Number: (503) 223-6663

Address: Corporate: 2100 SW River Parkway; Portland, OR 97201

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President of Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

Design project studies and Plans, Specifications, and Estimates (PS&E) package preparation and approval for Civil Engineering and Landscape Architecture services.

**Exhibit 10-H2 Cost Proposal
Specific Rate of Compensation (Use for On-Call or As-Needed Contracts)
(Construction Engineering and Inspection Contracts)**

Consultant: David Evans and Associates, Inc.

	X
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Prime
Consultant Subconsultant

Project No: TBD by Task Order Contract No: TBD Participation Amount: \$25,000 est. over 5 years Date: 07/06/19

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs	as required	Mile	Per Current IRS Rate	
Printing and Reproduction/In House Printing:	as required	EA		
A. Copying B&W-8 1/2 x 11"	as required	EA	0.07	
B. Copying B&W-11"x17"	as required	EA	0.09	
C. Copying Color-8 1/2 x 11"	as required	EA	0.59	
D. Copying Color-11"x17"	as required	EA	0.89	
E. Xerox Bond	as required	SF	0.09	
F. Color Bond	as required	SF	0.13	
G. Outside Vendor Printing	as required	EA	Vendor Invoice	
Overnight Mail Service	as required	EA	Vendor Invoice	
Courier Service	as required	EA	Vendor Invoice	
Travel Expense	as required	EA	Current Caltrans Travel & Exp Guide	

Note: Add additional pages if necessary.

NOTES:

1. List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation
2. Proposed ODC items should be consistently billed regardless of client and contract type.
3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate
4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules

**Exhibit 10-H2 Cost Proposal
Specific Rate of Compensation (Use for On-Call or As-Needed Contracts)
(Construction Engineering and Inspection Contracts)**

Consultant: David Evans and Associates, Inc. X 2nd tier
Prime Consultant Subconsultant Subconsultant

Project No: TBD by Task Order Contract No: TBD Participation Amount: \$25,000 est. over 5 years Date: 07/06/20

For Combined Rate				
	Fringe Benefit %	Overhead %	FCCM %	Combined ICR%
NORMAL	0.00% +	177.42% +	0.47% =	177.89%
OVERTIME	0.00% +	177.42% +	0.47% =	177.89%
FEE %				10.00%

Name/Job Title/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		Actual Hourly Rate and/or Average Hourly Rate ²	% or \$ Increase	Hourly Range for Classifications Only
	Straight	Overtime	From	To			
Jon S. Oen, CID	130.63	130.63	03/01/19	02/28/20	42.74		N/A
Landscape Irrigation Designer	137.16	137.16	03/01/20	02/28/21	44.88	5.0%	
	144.02	144.02	03/01/21	02/28/22	47.12	5.0%	
NON-EXEMPT	151.22	151.22	03/01/22	02/28/23	49.48	5.0%	
Chosei Kusano, PLA	131.67	131.67	03/01/19	02/28/20	43.08		N/A
Landscape Architect	138.25	138.25	03/01/20	02/28/21	45.23	5.0%	
	145.16	145.16	03/01/21	02/28/22	47.50	5.0%	
EXEMPT- Salary	152.42	152.42	03/01/22	02/28/23	49.87	5.0%	
Monique Quintero	88.39	88.39	03/01/19	02/28/20	28.92		N/A
Landscape Designer	92.81	92.81	03/01/20	02/28/21	30.37	5.0%	
	97.45	97.45	03/01/21	02/28/22	31.88	5.0%	
NON-EXEMPT	102.32	102.32	03/01/22	02/28/23	33.48	5.0%	
Rachel Wells	87.90	87.90	03/01/19	02/28/20	28.76		N/A
Landscape Designer	92.29	92.29	03/01/20	02/28/21	30.20	5.0%	
	96.91	96.91	03/01/21	02/28/22	31.71	5.0%	
NON-EXEMPT	101.75	101.75	03/01/22	02/28/23	33.29	5.0%	
Zaneta Kam	116.14	116.14	03/01/19	02/28/20	38.00		N/A
Landscape Designer	121.95	121.95	03/01/20	02/28/21	39.90	5.0%	
	128.04	128.04	03/01/21	02/28/22	41.90	5.0%	
NON-EXEMPT	134.45	134.45	03/01/22	02/28/23	43.99	5.0%	

- Key Personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principals. Subconsultants will provide their own cost proposals.
- The cost proposal format shall not be amended.
- Billing rate = actual hourly rate * (1+ICR)*(1+Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultants annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principals for reimbursement.
- For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.
- Hourly rates for new employees hired after 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.
- DEA does not have an audited field rate from its cognizant agent (ODOT), therefore, the combined Indirect Cost Rate shown above applies to both home and field offices.
- Loaded Hourly Billing Rates - the formula has been changed so that FCCM is applied after fee/profit.
 =(Actual Hrly Rate x (1+OH) x (1+Fee)) + (Actual Hrly Rate x FCCM)
 David Evans and Associates, Inc. certifies that the FCCM was calculated and is applied to the cost proposal in accordance to Federal cost principals.

**Exhibit 10-H2 Cost Proposal
Specific Rate of Compensation (Use for On-Call or As-Needed Contracts)
(Construction Engineering and Inspection Contracts)**

Consultant: David Evans and Associates, Inc. X
 Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. TBD by Task Order Contract No. TBD Participation Amount: \$25,000 est. over 5 years Date: 07/06/20

For Combined Rate				
	Fringe Benefit %	Overhead %	FCCM %	Combined ICR%
NORMAL	0.00% +	177.42% +	0.47% =	177.89%
OVERTIME	0.00% +	177.42% +	0.47% =	177.89%
FEE %				10.00%

BILLING INFORMATION		CALCULATION INFORMATION					
Name/Job Title/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		Actual Hourly Rate and/or Average Hourly Rate ¹	% or \$ Increase	Hourly Range for Classifications Only
	Straight	Overtime	From	To			
Kim S. Rhodes, PLA*	239.92	239.92	03/01/19	02/28/20	78.50		N/A
Contract Manager	251.92	251.92	03/01/20	02/28/21	82.43	5.0%	
	264.51	264.51	03/01/21	02/28/22	86.55	5.0%	
EXEMPT- Salary	277.74	277.74	03/01/22	02/28/23	90.87	5.0%	
Todd Holmes, PLA	173.29	173.29	03/01/19	02/28/20	56.70		N/A
Landscape Architect	181.96	181.96	03/01/20	02/28/21	59.54	5.0%	
	191.06	191.06	03/01/21	02/28/22	62.51	5.0%	
EXEMPT- Salary	200.61	200.61	03/01/22	02/28/23	65.64	5.0%	
Heath Habig, PLA	160.46	160.46	03/01/19	02/28/20	52.50		N/A
Landscape Architect, PLA	168.48	168.48	03/01/20	02/28/21	55.13	5.0%	
	176.90	176.90	03/01/21	02/28/22	57.88	5.0%	
EXEMPT-Salary	185.75	185.75	03/01/22	02/28/23	60.78	5.0%	
Danny Wang	129.95	129.95	03/01/19	02/28/20	42.52		N/A
Landscape Designer	136.45	136.45	03/01/20	02/28/21	44.65	5.0%	
	143.28	143.28	03/01/21	02/28/22	46.88	5.0%	
NON-EXEMPT	150.44	150.44	03/01/22	02/28/23	49.22	5.0%	

- 1 Key Personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principals. Subconsultants will provide their own cost proposals.
- 2 The cost proposal format shall not be amended.
- 3 Billing rate = actual hourly rate * (1+ICR)*(1+Fee) Indirect cost rates shall be updated on an annual basis in accordance with the consultants annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principals for reimbursement.
- 4 For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.
- 5 Hourly rates for new employees hired after 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.
- 6 DEA does not have an audited field rate from its cognizant agent (ODOT), therefore, the combined Indirect Cost Rate shown above applies to both home and field.
- 7 Loaded Hourly Billing Rates - the formula has been changed so that FCCM is applied after fee/profit.
 =(Actual Hrly Rate x (1+OH) x (1+Fee)) + (Actual Hrly Rate x FCCM)
 David Evans and Associates, Inc. certifies that the FCCM was calculated and is applied to the cost proposal in accordance to Federal cost principals.

Exhibit 10-H1 Cost Proposal Page x of x
Actual Cost-Plus-Fixed Fee or lump sum (Firm Fixed Price) contracts
(Design, Engineering and Environmental Studies)

Certification of Direct Costs:

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:


1. Generally Accepted Accounting Principles (GAAP)
2. Terms and conditions of the contract
3. **Title 23 United States Code Section 112** - Letting of Contracts
4. **48 Code of Federal Regulations Part 31** - Contract Cost Principles and Procedures
5. **23 Code of Federal Regulations Part 172** - Procurement, Management, and Administration of Engineering and Design Related Service
6. **48 Code of Federal Regulations Part 9904** - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Local governments are responsible for applying only cognizant agency approved or Caltrans accepted Indirect Cost Rate(s).

Prime Consultant or Subconsultant Certifying:

Name: Nicholas Coates Title:* Vice President

Signature:  Certification Date: 7/7/2020

Email: nick.coates@coastsurvey.com Phone: 714-918-6266

Address: 15031 Parkway Loop, Suite B, Tustin, CA 92780

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

Land Surveying Services



EXHIBIT 10-H2 COST PROPOSAL Page 13 of 19
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant Coast Surveying, Inc. Prime Consultant Subconsultant
 Project No. TBD by Task Order Contract No. TBD Date 7/6/2020

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Items	Quantity	Unit	Unit Cost	Total
Mileage Costs				N/A
Equipment Rental and Supplies				N/A
Permit Fees				N/A
Plan Sheets				N/A
Test				N/A
Vehicle				N/A
Subconsultant 1:				N/A
Subconsultant 2:				N/A
Subconsultant 3:				N/A
Subconsultant 4:				N/A
Subconsultant 5:				N/A

Note: Add additional pages if necessary.

NOTES:

- List direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.
- Proposed ODC items should be consistently billed regardless of client and contract type.
- Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
- Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 19
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Markups are Not Allowed

Consultant Coast Surveying, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant
Project No. TBD Contract No. TBD Participation Amount _____ Date 7/6/2020 Revised 10/26/20

For Combined Rate Overhead	+	Fringe Benefit %	+	General & Administration %	=	Combined Indirect Cost Rate (ICR) %
		19.09%		83.26%		35.07%
						137.42%
For Home Office Rate Overhead	+	Fringe Benefit %	+	General & Administration %	=	Home Office ICR %
		19.09%		83.26%		35.07%
						137.42%
For Field Office Rate Overhead	+	Fringe Benefit %	+	General & Administration %	=	Field Office ICR %
		19.09%		83.26%		35.07%
						137.42%
FEE % =						10.00%

BILLING INFORMATION				CALCULATION INFORMATION				
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Nick Coates - Project Manager	\$177.59	\$266.39	\$355.18	9/1/2020	8/31/2021	\$68.00		Not Applicable
	\$182.92	\$274.38	\$365.84	9/1/2021	8/31/2022	\$70.04	3.00%	
	\$188.40	\$282.60	\$376.80	9/1/2022	8/31/2023	\$72.14	3.00%	
	\$194.07	\$291.10	\$388.14	9/1/2023	8/31/2024	\$74.31	3.00%	
	\$199.89	\$299.84	\$399.79	9/1/2024	8/31/2025	\$76.54	3.00%	
PLS **Survey Coordinator	\$143.64	\$215.46	\$287.28	9/1/2020	8/31/2021	\$55.00		Not Applicable
	\$147.93	\$221.92	\$295.90	9/1/2021	8/31/2022	\$56.65	3.00%	
	\$152.39	\$228.58	\$304.78	9/1/2022	8/31/2023	\$58.35	3.00%	
	\$156.96	\$235.44	\$313.92	9/1/2023	8/31/2024	\$60.10	3.00%	
	\$161.66	\$242.49	\$323.32	9/1/2024	8/31/2025	\$61.90	3.00%	
Survey Analyst	\$124.05	\$186.08	\$248.10	9/1/2020	8/31/2021	\$47.50		Not Applicable
	\$127.79	\$191.68	\$255.57	9/1/2021	8/31/2022	\$48.93	3.00%	
	\$131.60	\$197.40	\$263.20	9/1/2022	8/31/2023	\$50.39	3.00%	
	\$135.54	\$203.31	\$271.09	9/1/2023	8/31/2024	\$51.90	3.00%	
	\$139.62	\$209.43	\$279.23	9/1/2024	8/31/2025	\$53.46	3.00%	
**Party Chief	\$141.31	\$211.97	\$282.63	9/1/2020	8/31/2021	\$54.11		Not Applicable
	\$145.55	\$218.32	\$291.09	9/1/2021	8/31/2022	\$55.73	3.00%	
	\$149.93	\$224.90	\$299.87	9/1/2022	8/31/2023	\$57.41	3.00%	
	\$154.43	\$231.64	\$308.85	9/1/2023	8/31/2024	\$59.13	3.00%	
	\$159.05	\$238.57	\$318.10	9/1/2024	8/31/2025	\$60.90	3.00%	
**Chairman	\$127.13	\$190.70	\$254.27	9/1/2020	8/31/2021	\$48.68		Not Applicable
	\$130.95	\$196.42	\$261.89	9/1/2021	8/31/2022	\$50.14	3.00%	
	\$134.86	\$202.30	\$269.73	9/1/2022	8/31/2023	\$51.64	3.00%	
	\$138.91	\$208.37	\$277.82	9/1/2023	8/31/2024	\$53.19	3.00%	
	\$143.09	\$214.64	\$286.18	9/1/2024	8/31/2025	\$54.79	3.00%	

(Add pages as necessary)

NOTES:

- Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
- The cost proposal format shall not be amended.
- Billing rate = actual hourly rate * (1 + ICR) * (1 + Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
- For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3

Certification of Direct Costs:

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- 9. Title 23 United States Code Section 112 - Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Name: Omar Jaradat, PhD Title*: Vice President
 Signature:  Date of Certification (mm/dd/yyyy): 07/10/2020
 Email: OJaradat@moffattnichol.com Phone Number: 657.261.2650
 Address: 555 Anton Blvd., Ste. 400, Costa Mesa, CA 92626

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract

List services the consultant is providing under the proposed contract:

Engineering & Environmental Services for Bridges, Structures, Interchange & Roadway on an On-Call Basis

EXHIBIT 10-H2 COST PROPOSAL PAGE 2 OF 2
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant Moffatt & Nichol Prime Consultant Subconsultant
 Project No. TBD by Task Order Contract No. TBD Date 7/9/2020

SCHEDULE OF OTHER DIRECT COST ITEMS				
PRIME CONSULTANT				
DESCRIPTION OF ITEMS	Quantity	Unit	Unit Cost	Total
Travel			At cost	TBD
Mileage			Per IRS Rate	TBD
Printing			At cost	TBD
Postage			At cost	TBD
				\$0.00
				\$0.00
				\$0.00
				\$0.00
Subconsultant 1:				
Subconsultant 2:				
Subconsultant 3:				
Subconsultant 4:				
Subconsultant 5:				

IMPORTANT NOTES:

- List direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentations.
- Proposed ODC items should be consistently billed regardless of client and contract type.
- Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
- Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
- If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
- If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is their standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
- The Cost Proposal will not be amended. All costs must comply with the Federal cost principles.

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ¹	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Veronica Chocholek/Technical Writer	\$144.77	NA		7/1/2020	6/30/2021	\$47.00		NA
	\$149.11			7/1/2021	6/30/2022	\$48.41	3.00%	
	\$153.58			7/1/2022	6/30/2023	\$49.86	3.00%	
	\$158.19			7/1/2023	6/30/2024	\$51.36	3.00%	
	\$162.93			7/1/2024	6/30/2025	\$52.90	3.00%	
Beth Adams/General Clerical	\$72.57	\$108.85	\$145.13	7/1/2020	6/30/2021	\$23.56		NA
	\$74.74	\$112.12	\$149.49	7/1/2021	6/30/2022	\$24.27	3.00%	
	\$76.99	\$115.48	\$153.97	7/1/2022	6/30/2023	\$24.99	3.00%	
	\$79.30	\$118.94	\$158.59	7/1/2023	6/30/2024	\$25.74	3.00%	
	\$81.68	\$122.51	\$163.35	7/1/2024	6/30/2025	\$26.52	3.00%	
Nicole Moreira/General Clerical	\$81.44	\$122.16	\$162.88	7/1/2020	6/30/2021	\$26.44		NA
	\$83.88	\$125.82	\$167.76	7/1/2021	6/30/2022	\$27.23	3.00%	
	\$86.40	\$129.60	\$172.80	7/1/2022	6/30/2023	\$28.05	3.00%	
	\$88.99	\$133.48	\$177.98	7/1/2023	6/30/2024	\$28.89	3.00%	
	\$91.66	\$137.49	\$183.32	7/1/2024	6/30/2025	\$29.76	3.00%	

Notes:

1. Key Personnel **must** be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The Cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ICR) * (1+Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognized agency or
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
David Gardner/Staff Engineer	\$102.41	\$153.62	\$204.83	7/1/2020	6/30/2021	\$33.25		NA
	\$105.49	\$158.23	\$210.97	7/1/2021	6/30/2022	\$34.25	3.00%	
	\$108.65	\$162.98	\$217.30	7/1/2022	6/30/2023	\$35.27	3.00%	
	\$111.91	\$167.87	\$223.82	7/1/2023	6/30/2024	\$36.33	3.00%	
	\$115.27	\$172.90	\$230.53	7/1/2024	6/30/2025	\$37.42	3.00%	
Ali Hammad/Staff Engineer	\$136.26	\$204.40	\$272.53	7/1/2020	6/30/2021	\$44.24		NA
	\$140.35	\$210.53	\$280.70	7/1/2021	6/30/2022	\$45.57	3.00%	
	\$144.56	\$216.84	\$289.13	7/1/2022	6/30/2023	\$46.93	3.00%	
	\$148.90	\$223.35	\$297.80	7/1/2023	6/30/2024	\$48.34	3.00%	
	\$153.37	\$230.05	\$306.73	7/1/2024	6/30/2025	\$49.79	3.00%	
Eric Turner/Environmental Professional	\$166.20	NA		7/1/2020	6/30/2021	\$53.96		NA
	\$171.19			7/1/2021	6/30/2022	\$55.58	3.00%	
	\$176.32			7/1/2022	6/30/2023	\$57.25	3.00%	
	\$181.61			7/1/2023	6/30/2024	\$58.96	3.00%	
	\$187.06			7/1/2024	6/30/2025	\$60.73	3.00%	
Tonia McMahon/Environmental Professional	\$150.22	NA		7/1/2020	6/30/2021	\$48.77		NA
	\$154.72			7/1/2021	6/30/2022	\$50.23	3.00%	
	\$159.37			7/1/2022	6/30/2023	\$51.74	3.00%	
	\$164.15			7/1/2023	6/30/2024	\$53.29	3.00%	
	\$169.07			7/1/2024	6/30/2025	\$54.89	3.00%	
Iyad Karoutli/Senior Technician	\$200.21	NA		7/1/2020	6/30/2021	\$65.00		NA
	\$206.21			7/1/2021	6/30/2022	\$66.95	3.00%	
	\$212.40			7/1/2022	6/30/2023	\$68.96	3.00%	
	\$218.77			7/1/2023	6/30/2024	\$71.03	3.00%	
	\$225.33			7/1/2024	6/30/2025	\$73.16	3.00%	
Ferdinand Simpson/Designer	\$161.71	\$242.56	\$323.41	7/1/2020	6/30/2021	\$52.50		NA
	\$166.56	\$249.84	\$333.11	7/1/2021	6/30/2022	\$54.08	3.00%	
	\$171.55	\$257.33	\$343.11	7/1/2022	6/30/2023	\$55.70	3.00%	
	\$176.70	\$265.05	\$353.40	7/1/2023	6/30/2024	\$57.37	3.00%	
	\$182.00	\$273.00	\$364.00	7/1/2024	6/30/2025	\$59.09	3.00%	
Jesse Prado/CADD I	\$104.72	\$157.09	\$209.45	7/1/2020	6/30/2021	\$34.00		NA
	\$107.87	\$161.80	\$215.73	7/1/2021	6/30/2022	\$35.02	3.00%	
	\$111.10	\$166.65	\$222.20	7/1/2022	6/30/2023	\$36.07	3.00%	
	\$114.43	\$171.65	\$228.87	7/1/2023	6/30/2024	\$37.15	3.00%	
	\$117.87	\$176.80	\$235.73	7/1/2024	6/30/2025	\$38.27	3.00%	

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Margaret Schwertner/Engineer III	\$159.40	NA		7/1/2020	6/30/2021	\$51.75		NA
	\$164.18			7/1/2021	6/30/2022	\$53.30	3.00%	
	\$169.10			7/1/2022	6/30/2023	\$54.90	3.00%	
	\$174.18			7/1/2023	6/30/2024	\$56.55	3.00%	
	\$179.40			7/1/2024	6/30/2025	\$58.25	3.00%	
Qing Wang/Engineer III	\$173.26	NA		7/1/2020	6/30/2021	\$56.25		NA
	\$178.45			7/1/2021	6/30/2022	\$57.94	3.00%	
	\$183.81			7/1/2022	6/30/2023	\$59.68	3.00%	
	\$189.32			7/1/2023	6/30/2024	\$61.47	3.00%	
	\$195.00			7/1/2024	6/30/2025	\$63.31	3.00%	
Sudarshni Ramesh/Engineer I	\$150.93	\$226.39	\$301.85	7/1/2020	6/30/2021	\$49.00		NA
	\$155.45	\$233.18	\$310.91	7/1/2021	6/30/2022	\$50.47	3.00%	
	\$160.12	\$240.18	\$320.23	7/1/2022	6/30/2023	\$51.98	3.00%	
	\$164.92	\$247.38	\$329.84	7/1/2023	6/30/2024	\$53.54	3.00%	
	\$169.87	\$254.80	\$339.74	7/1/2024	6/30/2025	\$55.15	3.00%	
Nick Velazquez/Engineer I	\$144.77	NA		7/1/2020	6/30/2021	\$47.00		NA
	\$149.11			7/1/2021	6/30/2022	\$48.41	3.00%	
	\$153.58			7/1/2022	6/30/2023	\$49.86	3.00%	
	\$158.19			7/1/2023	6/30/2024	\$51.36	3.00%	
	\$162.93			7/1/2024	6/30/2025	\$52.90	3.00%	
Amy Williams/Engineer I	\$133.28	NA		7/1/2020	6/30/2021	\$43.27		NA
	\$137.27			7/1/2021	6/30/2022	\$44.57	3.00%	
	\$141.39			7/1/2022	6/30/2023	\$45.91	3.00%	
	\$145.63			7/1/2023	6/30/2024	\$47.28	3.00%	
	\$150.00			7/1/2024	6/30/2025	\$48.70	3.00%	
Julie Tran/Staff Engineer	\$109.34	\$164.02	\$218.69	7/1/2020	6/30/2021	\$35.50		NA
	\$112.62	\$168.94	\$225.25	7/1/2021	6/30/2022	\$36.57	3.00%	
	\$116.00	\$174.00	\$232.01	7/1/2022	6/30/2023	\$37.66	3.00%	
	\$119.48	\$179.22	\$238.97	7/1/2023	6/30/2024	\$38.79	3.00%	
	\$123.07	\$184.60	\$246.14	7/1/2024	6/30/2025	\$39.96	3.00%	
Kevin Minn/Staff Engineer	\$118.43	\$177.65	\$236.86	7/1/2020	6/30/2021	\$38.45		NA
	\$121.98	\$182.97	\$243.97	7/1/2021	6/30/2022	\$39.60	3.00%	
	\$125.64	\$188.46	\$251.29	7/1/2022	6/30/2023	\$40.79	3.00%	
	\$129.41	\$194.12	\$258.82	7/1/2023	6/30/2024	\$42.02	3.00%	
	\$133.29	\$199.94	\$266.59	7/1/2024	6/30/2025	\$43.28	3.00%	

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Jeremy Patapoff/Senior Engineer	\$211.91	NA		7/1/2020	6/30/2021	\$68.80		NA
	\$218.27			7/1/2021	6/30/2022	\$70.86	3.00%	
	\$224.82			7/1/2022	6/30/2023	\$72.99	3.00%	
	\$231.56			7/1/2023	6/30/2024	\$75.18	3.00%	
	\$238.51			7/1/2024	6/30/2025	\$77.44	3.00%	
Johnny Liu/Senior Engineer	\$218.69	NA		7/1/2020	6/30/2021	\$71.00		NA
	\$225.25			7/1/2021	6/30/2022	\$73.13	3.00%	
	\$232.01			7/1/2022	6/30/2023	\$75.32	3.00%	
	\$238.97			7/1/2023	6/30/2024	\$77.58	3.00%	
	\$246.14			7/1/2024	6/30/2025	\$79.91	3.00%	
Ron Butler/Senior Engineer	\$194.51	NA		7/1/2020	6/30/2021	\$63.15		NA
	\$200.34			7/1/2021	6/30/2022	\$65.04	3.00%	
	\$206.35			7/1/2022	6/30/2023	\$67.00	3.00%	
	\$212.55			7/1/2023	6/30/2024	\$69.01	3.00%	
	\$218.92			7/1/2024	6/30/2025	\$71.08	3.00%	
Kijun Ahn/Senior Engineer	\$233.01	NA		7/1/2020	6/30/2021	\$75.65		NA
	\$240.00			7/1/2021	6/30/2022	\$77.92	3.00%	
	\$247.20			7/1/2022	6/30/2023	\$80.26	3.00%	
	\$254.62			7/1/2023	6/30/2024	\$82.66	3.00%	
	\$262.26			7/1/2024	6/30/2025	\$85.14	3.00%	
Miguel Carbuccia/Senior Engineer	\$214.71	NA		7/1/2020	6/30/2021	\$69.71		NA
	\$221.16			7/1/2021	6/30/2022	\$71.80	3.00%	
	\$227.79			7/1/2022	6/30/2023	\$73.96	3.00%	
	\$234.62			7/1/2023	6/30/2024	\$76.17	3.00%	
	\$241.66			7/1/2024	6/30/2025	\$78.46	3.00%	
Farinaz Jalaie/Engineer III	\$190.97	NA		7/1/2020	6/30/2021	\$62.00		NA
	\$196.70			7/1/2021	6/30/2022	\$63.86	3.00%	
	\$202.60			7/1/2022	6/30/2023	\$65.78	3.00%	
	\$208.67			7/1/2023	6/30/2024	\$67.75	3.00%	
	\$214.93			7/1/2024	6/30/2025	\$69.78	3.00%	
Garrett Dekker/Engineer III	\$200.98	NA		7/1/2020	6/30/2021	\$65.25		NA
	\$207.01			7/1/2021	6/30/2022	\$67.21	3.00%	
	\$213.22			7/1/2022	6/30/2023	\$69.22	3.00%	
	\$219.61			7/1/2023	6/30/2024	\$71.30	3.00%	
	\$226.20			7/1/2024	6/30/2025	\$73.44	3.00%	

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Georgia Medina/Roadway Lead*/ Senior Engineer	\$252.57	NA		7/1/2020	6/30/2021	\$82.00		NA
	\$260.15			7/1/2021	6/30/2022	\$84.46	3.00%	
	\$267.95			7/1/2022	6/30/2023	\$86.99	3.00%	
	\$275.99			7/1/2023	6/30/2024	\$89.60	3.00%	
	\$284.27			7/1/2024	6/30/2025	\$92.29	3.00%	
Stephanie Oslick/Environmental Lead*/ Senior Engineer	\$248.20	NA		7/1/2020	6/30/2021	\$80.58		NA
	\$255.64			7/1/2021	6/30/2022	\$83.00	3.00%	
	\$263.31			7/1/2022	6/30/2023	\$85.49	3.00%	
	\$271.21			7/1/2023	6/30/2024	\$88.05	3.00%	
	\$279.35			7/1/2024	6/30/2025	\$90.69	3.00%	
Weixia Jin/Hydraulics Lead*/ Senior Engineer	\$246.41	NA		7/1/2020	6/30/2021	\$80.00		NA
	\$253.80			7/1/2021	6/30/2022	\$82.40	3.00%	
	\$261.42			7/1/2022	6/30/2023	\$84.87	3.00%	
	\$269.26			7/1/2023	6/30/2024	\$87.42	3.00%	
	\$277.34			7/1/2024	6/30/2025	\$90.04	3.00%	
Jared Cole/Structural Lead*/ Senior Engineer	\$224.08	NA		7/1/2020	6/30/2021	\$72.75		NA
	\$230.80			7/1/2021	6/30/2022	\$74.93	3.00%	
	\$237.72			7/1/2022	6/30/2023	\$77.18	3.00%	
	\$244.86			7/1/2023	6/30/2024	\$79.50	3.00%	
	\$252.20			7/1/2024	6/30/2025	\$81.88	3.00%	
Gary Antonucci/Principal Engineer	\$331.11	NA		7/1/2020	6/30/2021	\$107.50		NA
	\$341.05			7/1/2021	6/30/2022	\$110.73	3.00%	
	\$351.28			7/1/2022	6/30/2023	\$114.05	3.00%	
	\$361.81			7/1/2023	6/30/2024	\$117.47	3.00%	
	\$372.67			7/1/2024	6/30/2025	\$120.99	3.00%	
Perry Schacht/Principal Engineer	\$282.60	NA		7/1/2020	6/30/2021	\$91.75		NA
	\$291.08			7/1/2021	6/30/2022	\$94.50	3.00%	
	\$299.81			7/1/2022	6/30/2023	\$97.34	3.00%	
	\$308.80			7/1/2023	6/30/2024	\$100.26	3.00%	
	\$318.07			7/1/2024	6/30/2025	\$103.27	3.00%	
Jesse Hwang/Supervisory Engineer	\$281.37	NA		7/1/2020	6/30/2021	\$91.35		NA
	\$289.81			7/1/2021	6/30/2022	\$94.09	3.00%	
	\$298.50			7/1/2022	6/30/2023	\$96.91	3.00%	
	\$307.46			7/1/2023	6/30/2024	\$99.82	3.00%	
	\$316.68			7/1/2024	6/30/2025	\$102.82	3.00%	

EXHIBIT 10-H2 COST PROPOSAL
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

BILLING RATES

Note: Mark-ups are Not Allowed

Consultant Moffatt & Nichol x Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. TBD by Task Order Contract No. TBD Participation Amount \$1,875,000 est. over 5 years Date 7/9/2020

Office Staff Rate Fringe % 55.98% + Overhead % 0.00% + G&A % 124.03% = Combined Indirect Cost Rate (ICR) % 180.01%

(= 0% if Included in OH)

(= 0% if Included in OH)

FEE % = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Omar Jaradat/Principal in Charge/ Principal Engineer	\$324.89			7/1/2020	6/30/2021	\$105.48		NA
	\$334.64			7/1/2021	6/30/2022	\$108.64	3.00%	
	\$344.68			7/1/2022	6/30/2023	\$111.90	3.00%	
	\$355.02			7/1/2023	6/30/2024	\$115.26	3.00%	
	\$365.67			7/1/2024	6/30/2025	\$118.72	3.00%	
Keith Gillfillan/QA/QC Lead/ Principal Engineer	\$331.20			7/1/2020	6/30/2021	\$107.53		NA
	\$341.14			7/1/2021	6/30/2022	\$110.76	3.00%	
	\$351.37			7/1/2022	6/30/2023	\$114.08	3.00%	
	\$361.92			7/1/2023	6/30/2024	\$117.50	3.00%	
	\$372.77			7/1/2024	6/30/2025	\$121.03	3.00%	
Khaled Allam/Project Manager*/ Supervisory Engineer	\$256.05			7/1/2020	6/30/2021	\$83.13		NA
	\$263.73			7/1/2021	6/30/2022	\$85.62	3.00%	
	\$271.64			7/1/2022	6/30/2023	\$88.19	3.00%	
	\$279.79			7/1/2023	6/30/2024	\$90.84	3.00%	
	\$288.19			7/1/2024	6/30/2025	\$93.56	3.00%	

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ARTICLE CVI • BILLING RATES

Billing rates are subject to the following:

A. PREMIUM 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 five (5) years from the effective date of the contract.

- 1 Epic Land Solutions, Inc.
- 2 The Greenway Group, Inc.
- 3 KOA Corporation
- 4 MA Engineering
- 5 VCS Environmental

6 **ARTICLE CIII • INVOICING**

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

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

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

21
22 **ARTICLE CIV • PAYMENT**

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

25 **ARTICLE CV • COST PROPOSAL**

26 The total amount of services to be performed under this contract shall not exceed \$2,500,000 (Two Million, Five
27 Hundred Thousand Dollars) unless approved in writing by the COUNTY.

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:

- Coast Surveying, Inc.
- David Evans & Associates, Inc.
- Earth Mechanics, Inc.
- Entec Northwest, Inc.

1 regardless if a Notice of Final Acceptance has been issued or not. The final invoice shall be submitted within
2 60 calendar days after completion of CONSULTANT's work as required by ARTICLE V ALLOWABLE COSTS
3 AND PAYMENTS. CONSULTANT may request a Notice of Final Acceptance determination when, in its opinion,
4 it has satisfactorily completed all covenants as stipulated in this contract.
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ATTACHMENT B • SCHEDULE OF SERVICES

ARTICLE BI • INTRODUCTION

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 AGREEMENT shall permit the issuance of Task Orders until June 30, 2025. All Task Order services authorized in this Contract shall be completed no later than June 30, 2025.

Contract expiration time frames for issuance of work authorizations:

Contract	Execution Date to June 30, 2025
----------	---------------------------------

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, plans, 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 AGREEMENT 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 to deny CONSULTANT of any available civil legal remedies in the event of a dispute

C. FINAL ACCEPTANCE

When COUNTY determines that CONSULTANT has satisfactorily completed the services, COUNTY may give CONSULTANT a written Notice of Final Acceptance. CONSULTANT shall not incur any further costs hereunder unless so specified in the Notice of Final Acceptance. No payment will be made for any work performed after the contract end date as provided in ARTICLE IV PERFORMANCE PERIOD unless extended by amendment

1 progress submittals for bridge Plans, Specifications, and Estimates (PS&E) prepared as part of various
2 Development and Capital Improvement projects for compliance with guidelines, constructability, and
3 Quality Assurance.

4 15. Evaluating and establishing programming for Highway Bridge Program.

5 **B. ENVIRONMENTAL TASKS**

- 6 1. Prepare NEPA and CEQA environmental documents to comply with the Federal and State regulations.
7 2. Prepare all environmental technical studies.
8 3. Perform all environmental surveys.
9 4. Prepare any environmental report as needed.
10 5. Prepare Water Quality Management Plan.
11 6. Prepare and process regulatory permits (404, 408, 401, 1602).
12 7. Provide coordination services with Tribes, regulatory agencies, resource agencies and stakeholder
13 groups.
14 8. Provide construction monitoring services as needed.

ARTICLE AIII • SCOPE OF WORK

The scope of work for this contract is to provide engineering and environmental services on an on-call basis to the County of Riverside Transportation Department for bridges and miscellaneous structures related TASK ORDERS throughout the COUNTY. Services will be performed at the request of the COUNTY CONTRACT ADMINISTRATOR. CONSULTANT and/or COUNTY shall prepare a written scope of work and schedule for each WORK ASSIGNMENT. CONSULTANT and COUNTY shall negotiate and establish a budget that is consistent with the scope of work and the CONSULTANT 's billing rates as provided in Appendix C. Each TASK ORDER shall be memorialized in writing and approved by the TLMA Director and by the CONSULTING CONTRACT MANAGER or authorized designees. The yearly sum of the authorized budget for CONSULTANT 's TASK ORDERS shall not exceed the maximum annual amount as defined in Appendix C.

The CONSULTANT may be required to provide engineering and environmental on-call services that include but are not limited to the following:

A. ENGINEERING TASKS

1. Perform planning studies.
2. Perform traffic impact studies.
3. Perform drainage analysis and prepare hydrology reports.
4. Perform quantity take offs and prepare engineer estimates.
5. Prepare bridge plans and specifications.
6. Prepare roadway/highway engineering plans and specifications.
7. Structural Plans and specifications.
8. Prepare landscaping plans and specifications.
9. Prepare NPDES erosion control plans/ WQMP implementation plans.
10. Prepare Right-of-way requirement maps.
11. Perform utility coordination activities.
12. Perform public outreach.
13. Provide support during the construction phase of the project.
14. Provide other bridge and structural engineering related professional services as required, such as, reviewing bridge planning studies, Type Selection Reports, performing Value Analysis as well as all

- Traffic design shall be in accordance with the Manual of Uniform Traffic Control Devices (MUTCD) and the California Supplement.
- All bridges located in the unincorporated COUNTY area shall be designed in accordance with the current edition of the Caltrans Bridge Design Specifications manual available at this website:
<http://www.dot.ca.gov/hq/esc/techpubs/>
- Microstation (compatible with current County version) software will be used for plan preparation.

4. Project Files

Project files shall be indexed in accordance with CALTRANS Project Development Uniform File System.

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 CONTRACT ADMINISTRATOR has been secured. The key personnel for performance on this contract is:

Name	Position
Khaled Allam, PhD, PE, SE	Project Manager
Georgia Medina, PE	Roadway/Highway Lead Engineer
Stephanie Oslick, AICP	Environmental Lead

ARTICLE AII • PROJECT ADMINISTRATION

A. PROJECT MANAGEMENT

The CONSULTING CONTRACT MANAGER will maintain ongoing liaison with the COUNTY CONTRACT ADMINISTRATOR and other effected agencies to promote effective coordination during the course of working on assignment.

B. COST ACCOUNTING

The CONSULTANT will prepare monthly reports of expenditures for each on-call assignment. Expenditures include direct labor costs, other direct costs and subconsultant costs. These reports will be included as supporting data for invoices presented to the COUNTY every month.

C. SCHEDULING

Schedules will be prepared for each specific assignment.

1 current CALTRANS regulations, policies, procedures, manuals and standards including compliance with
2 Federal Highway Administration (FHWA) requirements and/or COUNTY Road Standards as appropriate.
3 Caltrans guidelines for the technical studies and the environmental document will follow the guidance
4 available as of the date that the studies are initiated. The technical reports prepared to support the
5 environmental documents will follow the format for Caltrans Project Reports. Improvements of local roads
6 may be prepared in accordance with COUNTY standards in lieu of CALTRANS standards as directed by the
7 COUNTY CONTRACT ADMINISTRATOR. CONSULTANT will prepare fact sheets for County approval,
8 documenting the exceptions to mandatory and advisory design standards. All documents shall be prepared
9 using English Standard Units and dimensions.

10 1. Environmental

11 The procedures to be followed and the content of the environmental surveys, environmental technical reports
12 and environmental documents are set forth in CALTRANS Project Development Procedures Manual (PDPM),
13 CALTRANS Environmental Handbook, CALTRANS Transportation Laboratory technical manuals for
14 environmental studies, FHWA's Technical Advisory T6640.8A and on CALTRANS Standard Environmental
15 Reference (SER) at the CALTRANS website.

16 Federal and State requirements for environmental analysis and impact assessment, as set forth in the
17 National Environmental Policy Act (NEPA), the California Environmental Quality Act (CEQA) and other
18 applicable Federal and State regulations, must be satisfied.

19 2. Preliminary Survey/Aerial Topographical Mapping

20 All preliminary surveys and aerial mapping shall be performed by COUNTY. If for some reason COUNTY
21 cannot perform preliminary surveys and aerial mapping, CONSULTANT will be asked to perform these tasks.

22 3. Design

23 The design standards used for any project should equal or exceed the minimum standards given in Caltrans
24 Local Assistance Procedures Manual (LAPM), Chapter 11, and Design Standards. Taking into account costs,
25 traffic volumes, traffic and safety benefits, right of way, socio-economic; and environmental impacts allows for
26 the use of lower standards only when such use best satisfies the given situation. All exceptions from
27 accepted standards shall be justified, documented and retained in the project files.

- 28 • Roadway design shall be in accordance with the current CALTRANS Highway Design Manual and its
29 revisions and/or COUNTY Road Standards as appropriate.

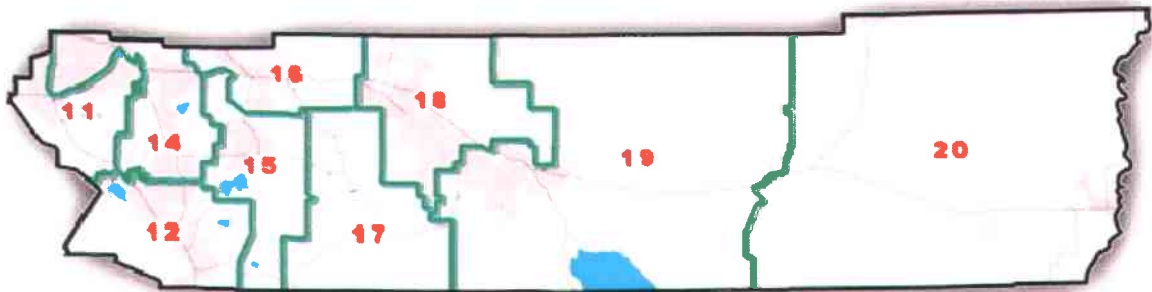
ATTACHMENT A • ARTICLE AI • INTRODUCTION

A. DESCRIPTION

Services provided under this contract include performing engineering and environmental services on an on-call basis to the County of Riverside Transportation Department for work assignments related to bridges, roadway and miscellaneous structures located throughout County Road Maintenance Districts 11, 12, 14, 15 and 16. CONSULTANT will provide technical, administrative, managerial and other types of services in support of COUNTY operations.

B. LOCATION

The On-Call services are for County Road Maintenance Western Region (Districts 11, 12, 14, 15 and 16).



C. COORDINATION

CONSULTANT may be required to coordinate with other involved agencies. Coordination may include, but will not necessarily be limited to the following:

- Relevant Cities
- Regional Water Quality Control Board
- Federal and State Resource Agencies
- CALTRANS
- Federal Highway Administration
- Utility Companies

All meetings with outside agencies will be scheduled by CONSULTANT with approval of COUNTY.

D. STANDARDS

The preliminary plans, technical reports, and environmental documents shall be prepared in accordance with

ARTICLE XXXIV • APPROVALS

COUNTY Approvals

RECOMMENDED FOR APPROVAL:



MARK LANCASTER

Director of Transportation

APPROVED AS TO FORM:

GREGORY P. PRIAMOS, County Counsel



By Deputy County Counsel Kristine Bell Valdez

APPROVAL BY THE BOARD OF SUPERVISORS



KAREN SPIEGEL

PRINTED NAME

Chair, Riverside County Board of Supervisors

ATTEST:



KECIA HARPER-IHEM

Clerk of the Board (SEAL)

CONSULTANT Approvals

CONSULTANT:



Omar Jaradat

PRINTED NAME

Vice President

TITLE

CONSULTANT:



Jim McCluskie

PRINTED NAME

Vice President

TITLE

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

14 **ARTICLE XXXII NOTIFICATION**

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

19 **ARTICLE XXXIII CONTRACT**

20 The two parties to this contract, who are the before named CONSULTANT and the before named COUNTY, hereby
21 agree that this contract constitutes the entire agreement which is made and concluded in duplicate between the two
22 parties. Both of these parties for and in consideration of the payments to be made, conditions mentioned, and work
23 to be performed; each agree to diligently perform in accordance with the terms and conditions of this contract as
24 evidenced by the signatures below.

1 shall not authorize CONSULTANT to further disclose such information, or disseminate the same on any other
2 occasion.

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

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

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

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

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

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

18 **ARTICLE XXIX LEGAL COMPLIANCE**

19 CONSULTANT shall comply with all Federal, State and local laws, statutes, ordinances, rules and regulations, and
20 the orders and decrees of any courts or administrative bodies or tribunals currently in effect and in any manner
21 affecting the performance of this Agreement, including, without limitation, workers' compensation laws and licensing
22 and regulations. Failure to comply by CONSULTANT may be grounds for termination by the COUNTY.

23 **ARTICLE XXX EVALUATION OF CONSULTANT**

24 CONSULTANT's performance may be evaluated by COUNTY. A copy of the evaluation will be sent to
25 CONSULTANT for comments. The evaluation together with the comments shall be retained as part of the contract
26 record. Preparation or processing of a performance evaluation shall not affect the contract end date as defined in
27 "ARTICLE IV PERFORMANCE PERIOD".

28 **ARTICLE XXXI RETENTION OF FUNDS**

29 A. Any subcontract entered into as a result of this Contract shall contain all of the provisions of this Article.

1 entered into.

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

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

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

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

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

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

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

25 **ARTICLE XXVII CONFIDENTIALITY OF DATA**

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

29 B. Permission to disclose information on one occasion, or public hearing held by COUNTY relating to the contract,

1 endorsements and attachments thereto evidencing coverage's set forth herein and the insurance
2 required herein is in full force and effect. CONSULTANT shall not commence operations until the
3 COUNTY has been furnished original Certificate (s) of Insurance and certified original copies of
4 endorsements and if requested, certified original policies of insurance including all endorsements and
5 any and all other attachments as required in this Section. An individual authorized by the insurance
6 carrier to do so on its behalf shall sign the original endorsements for each policy and the Certificate of
7 Insurance.

8 d. It is understood and agreed to by the parties hereto that the CONSULTANT'S insurance shall be
9 construed as primary insurance, and the COUNTY'S insurance and/or deductibles and/or self-insured
10 retention's or self-insured programs shall not be construed as contributory.

11 e. If, during the term of this Agreement or any extension thereof, there is a material change in the scope
12 of services; or, there is a material change in the equipment to be used in the performance of the scope
13 of work; or, the term of this Agreement, including any extensions thereof, exceeds five (5) years; the
14 COUNTY reserves the right to adjust the types of insurance and the monetary limits of liability required
15 under this Agreement, if in the County Risk Manager's reasonable judgment, the amount or type of
16 insurance carried by the CONSULTANT has become inadequate.

17 f. CONSULTANT shall pass down the insurance obligations contained herein to all tiers of subconsultants
18 working under this Agreement.

19 g. The insurance requirements contained in this Agreement may be met with a program(s) of self-
20 insurance acceptable to the COUNTY.

21 h. CONSULTANT agrees to notify COUNTY of any claim by a third party or any incident or event that may
22 give rise to a claim arising from the performance of this Agreement.

23 **ARTICLE XXV OWNERSHIP OF DATA**

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

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

1 of this Agreement and CONSULTANT shall purchase at his sole expense either 1) an Extended Reporting
2 Endorsement (also, known as Tail Coverage); or 2) Prior Dates Coverage from new insurer with a
3 retroactive date back to the date of, or prior to, the inception of this Agreement; or 3) demonstrate through
4 Certificates of Insurance that CONSULTANT has Maintained continuous coverage with the same or original
5 insurer. Coverage provided under items; 1), 2), or 3) will continue as long as the law allows.

6 5. General Insurance Provisions - All lines:

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

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

19 c. CONSULTANT shall cause CONSULTANT'S insurance carrier(s) to furnish the County of Riverside
20 with either 1) a properly executed original Certificate(s) of Insurance and certified original copies of
21 Endorsements effecting coverage as required herein, and 2) if requested to do so orally or in writing by
22 the County Risk Manager, provide original Certified copies of policies including all Endorsements and
23 all attachments thereto, showing such insurance is in full force and effect. Further, said Certificate(s)
24 and policies of insurance shall contain the covenant of the insurance carrier(s) that thirty (30) days
25 written notice shall be given to the County of Riverside prior to any material modification, cancellation,
26 expiration or reduction in coverage of such insurance. In the event of a material modification,
27 cancellation, expiration, or reduction in coverage, this Agreement shall terminate forthwith, unless the
28 County of Riverside receives, prior to such effective date, another properly executed original Certificate
29 of Insurance and original copies of endorsements or certified original policies, including all

1 insurance coverage's during the term of this Agreement. As respects to the insurance section only, the
2 COUNTY herein refers to the County of Riverside, its Agencies, Districts, Special Districts, and Departments,
3 their respective directors, officers, Board of Supervisors, employees, elected or appointed officials, agents or
4 representatives as Additional Insureds.

5 1. Workers' Compensation:

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

11 2. Commercial General Liability:

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

19 3. Vehicle Liability:

20 If vehicles or mobile equipment are used in the performance of the obligations under this Agreement, then
21 CONSULTANT shall maintain liability insurance for all owned, non-owned or hired vehicles so used in an
22 amount not less than \$1,000,000 per occurrence combined single limit. If such insurance contains a general
23 aggregate limit, it shall apply separately to this agreement or be no less than two (2) times the occurrence
24 limit. Policy shall name the COUNTY as Additional Insureds.

25 4. Professional Liability

26 CONSULTANT shall maintain Professional Liability Insurance providing coverage for the CONSULTANT's
27 performance of work included with this Agreement, with a limit of liability of not less than \$1,000,000 per
28 occurrence and \$2,000,000 annual aggregate. If CONSULTANT's Professional Liability Insurance is written
29 on a claims made basis rather than an occurrence basis, such insurance shall continue through the term

1 their respective employees, agents, representatives, or independent contractors. The Indemnitees shall
2 be entitled to the defense, and indemnification provided for hereunder regardless of whether the Loss is, in
3 part, caused or contributed to by the acts or omissions of an Indemnitee or any other person or entity;
4 provided, however, that nothing contained herein shall be construed as obligating CONSULTANT to
5 indemnify and hold harmless any Indemnitee to the extent not required under the provisions of this section.
6 CONSULTANT shall defend and pay, all costs and fees, including but not limited to attorney fees, cost of
7 investigation, and defense, in any loss, suits, claims, demands, actions, or proceedings to the extent and
8 in proportion to the percentage, such costs and fees arise out of, pertain to, or relate to the negligence,
9 recklessness or willful misconduct of CONSULTANT arising out of or from the performance of professional
10 design services under this Agreement. The duty to defend applies to any alleged or actual negligence,
11 recklessness, willful misconduct of CONSULTANT. The cost for defense shall apply whether or not
12 CONSULTANT is a party to the lawsuit and shall apply whether or not CONSULTANT is directly liable to
13 the plaintiffs in the lawsuit. The duty to defend applies even if Indemnitees are alleged or found to be actively
14 negligent, but only in proportion to the percentage of fault or negligence of CONSULTANT.

- 15 2. Without affecting the rights of COUNTY under any other provision of this Agreement, CONSULTANT shall
16 not be required to indemnify or hold harmless or provide defense or defense costs to an Indemnitee for a
17 Loss due to that Indemnitee's negligence, recklessness or willful misconduct; provided, however, that such
18 negligence, recklessness or willful misconduct has been determined by agreement of CONSULTANT and
19 Indemnitee or has been adjudged by the findings of a court of competent jurisdiction.
- 20 3. CONSULTANT agrees to obtain or cause to be obtained executed defense and indemnity agreements with
21 provisions identical to those set forth in this section from each and every Subconsultant, of every Tier.
- 22 4. CONSULTANT's indemnification obligations under this Agreement shall not be limited by the amount or
23 type of damages, compensation or benefits payable under any policy of insurance, workers' compensation
24 acts, disability benefit acts or other employee benefit acts.
- 25 5. The Indemnitees shall be entitled to recover their attorneys' fees, costs and expert and consultant costs in
26 pursuing or enforcing their right to defense and/or indemnification under this Agreement.

27 **B. INSURANCE**

28 Without limiting or diminishing the CONSULTANT'S obligation to indemnify or hold the COUNTY harmless,
29 CONSULTANT shall procure and maintain or cause to be maintained, at its sole cost and expense, the following

1 deeper.

2 **ARTICLE XXIV INDEMNIFICATION AND INSURANCE**

3 A. Basic Indemnity

4 1. To the fullest extent permitted by applicable law, CONSULTANT agrees to defend (through legal counsel
5 reasonably acceptable to COUNTY), indemnify, and hold harmless the County of Riverside, its Agencies,
6 Districts, Departments and Special Districts, Board of Supervisors, elected and appointed officials, and
7 each of their respective directors, members officers, employees, agents, volunteers and representatives
8 ("Indemnitees") and each of them from any and all Losses that arise out of or relate to any act or omission
9 constituting ordinary and not professional negligence (including, without limitation, negligent breach of
10 contract), recklessness, or willful misconduct on the part of CONSULTANT or its subconsultants or their
11 respective employees, agents, representatives, or independent contractors.

12 2. "Losses" shall mean any and all economic and non-economic losses, costs, liabilities, claims, damages,
13 actions, judgements, settlements and expenses, including, without limitation, full and actual attorney's fees
14 (including, without limitation, attorney's fees for trial and on appeal), expert and non-expert witness fees,
15 arbitrator and arbitration fees and mediator and mediation fees.3. CONSULTANT further agrees to and
16 shall indemnify and hold harmless the Indemnitees from all liability arising from suits, claims, demands,
17 actions, or proceedings made by agents, employees or subcontractors of CONSULTANT for salary, wages,
18 compensation, health benefits, insurance, retirement or any other benefit not explicitly set forth in this
19 contract and arising out of work performed for COUNTY pursuant to this contract. The Indemnitees shall
20 be entitled to the defense and indemnification provided for hereunder regardless of whether the Loss is in
21 part caused or contributed to by the acts or omissions of an Indemnitee or any other person or entity;
22 provided however, that nothing contained herein shall be construed as obligating CONSULTANT to
23 indemnify and hold harmless any Indemnitee to the extent not required under the provisions of Paragraph
24 B. below.

25 B. Indemnity for Design Professional Services

26 1. To the fullest extent permitted by Applicable Law, CONSULTANT agrees to defend (through legal counsel
27 reasonably acceptable to COUNTY), indemnify and hold harmless the Indemnitees, and each of them,
28 against any and all Losses that arise out of, pertain to, or relate to, any negligence, recklessness or willful
29 misconduct constituting professional negligence on the part of CONSULTANT or its Subconsultants, or

1 of such commission, percentage, brokerage, or contingent fee.

2 **ARTICLE XXI DISPUTES**

3 A. Any dispute, other than audit, concerning a question of fact arising under this contract that is not disposed of
4 by agreement shall be decided by a committee consisting of COUNTY's Contract Administrator and Department
5 Head, who may consider written or verbal information submitted by CONSULTANT.

6 B. Not later than 30 days after completion of all deliverables necessary to complete the plans, specifications and
7 estimate, CONSULTANT may request review by COUNTY Governing Board of unresolved claims or disputes,
8 other than audit. The request for review will be submitted in writing.

9 C. Neither the pendency of a dispute, nor its consideration by the committee will excuse CONSULTANT from full
10 and timely performance in accordance with the terms of this contract.

11 **ARTICLE XXII INSPECTION OF WORK**

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

15 **ARTICLE XXIII SAFETY**

16 A. CONSULTANT shall comply with OSHA regulations applicable to CONSULTANT regarding necessary safety
17 equipment or procedures. CONSULTANT shall comply with safety instructions issued by COUNTY Safety
18 Officer and other COUNTY representatives. CONSULTANT personnel shall wear hard hats and safety vests
19 at all times while working on the construction project site.

20 B. Pursuant to the authority contained in Section §591 of the Vehicle Code, COUNTY has determined that such
21 areas are within the limits of the project and are open to public traffic. CONSULTANT shall comply with all of
22 the requirements set forth in Divisions 11, 12, 13, 14, and 15 of the Vehicle Code. CONSULTANT shall take
23 all reasonably necessary precautions for safe operation of its vehicles and the protection of the traveling public
24 from injury and damage from such vehicles.

25 C. Any subcontract entered into as a result of this contract, shall contain all of the provisions of this Article.

26 D. In the event CONSULTANT performs trenching of five feet or deeper in the performance any service provided
27 under this Agreement, CONSULTANT must have a Division of Occupational Safety and Health (CAL-OSHA)
28 permit(s), as outlined in California Labor Code Sections 6500 and 6705, prior to the initiation of any practices,
29 work, method, operation, or process related to the construction or excavation of trenches which are five feet or

1 agency, and dates of action.

- 2 C. Exceptions to the System for Award Management (SAM) maintained by the General Services Administration
3 are to be determined by the Federal Highway Administration.

4 **ARTICLE XVIII FUNDING REQUIREMENTS**

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

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

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

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

16 **ARTICLE XIX CHANGE IN TERMS**

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

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

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

23 **ARTICLE XX CONTINGENT FEE**

24 CONSULTANT warrants, by execution of this contract that no person or selling agency has been employed, or
25 retained, to solicit or secure this contract upon an agreement or understanding, for a commission, percentage,
26 brokerage, or contingent fee, excepting bona fide employees, or bona fide established commercial or selling
27 agencies maintained by CONSULTANT for the purpose of securing business. For breach or violation of this
28 warranty, COUNTY has the right to annul this contract without liability; pay only for the value of the work actually
29 performed, or in its discretion to deduct from the contract price or consideration, or otherwise recover the full amount

1 California Code of Regulations, are incorporated into this Contract by reference and made a part hereof as if
2 set forth in full. CONSULTANT and its subconsultants shall give written notice of their obligations under this
3 clause to labor organizations with which they have a collective bargaining or other Agreement.

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

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

17 **ARTICLE XVII DEBARMENT AND SUSPENSION CERTIFICATION**

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

28 B. Exceptions will not necessarily result in denial of recommendation for award, but will be considered in
29 determining CONSULTANT responsibility. Disclosures must indicate to whom exceptions apply, initiating

1 any state or federal loan; the entering into of any cooperative agreement, and the extension, continuation,
2 renewal, amendment, or modification of any state or federal contract, grant, loan, or cooperative agreement.

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

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

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

15 **ARTICLE XVI STATEMENT OF COMPLIANCE**

16 A. CONSULTANT's signature affixed herein, and dated, shall constitute a certification under penalty of perjury
17 under the laws of the State of California that CONSULTANT has, unless exempt, complied with, the
18 nondiscrimination program requirements of Government Code Section 12990 and Title 2, California Code of
19 Regulations, Section 11102.

20 B. During the performance of this Contract, CONSULTANT and its subconsultants shall not unlawfully
21 discriminate, harass, or allow harassment against any employee or applicant for employment because of sex,
22 race, color, ancestry, religious, national origin, ethnic group identification, age, physical disability (including HIV
23 and AIDS), mental disability, medical condition (e.g., cancer), age (over 40), genetic information, marital status,
24 or sexual orientation. CONSULTANT and subconsultants shall insure that the evaluation and treatment of their
25 employees and applicants for employment are free from such discrimination and harassment. CONSULTANT
26 and subconsultants shall comply with the provisions of the Fair Employment and Housing Act (Gov. Code
27 §12990 (a-f) et seq.) and the applicable regulations promulgated thereunder (California Code of Regulations,
28 Title 2, Section 7285 et seq.). The applicable regulations of the Fair Employment and Housing Commission
29 implementing Government Code Section 12990 (a-f), set forth in Chapter 5 of Division 4 of Title 2 of the

1 contracts.

2 **ARTICLE XIII CONFLICT OF INTEREST**

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

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

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

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

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

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

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

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

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

1 be submitted with the request, or the absence of bidding must be adequately justified.

2 C. Any equipment purchased as a result of this contract is subject to the following: "CONSULTANT shall maintain
3 an inventory of all nonexpendable property. Nonexpendable property is defined as having a useful life of at
4 least two years and an acquisition cost of \$5,000 or more. If the purchased equipment needs replacement and
5 is sold or traded in, COUNTY shall receive a proper refund or credit at the conclusion of the contract, or if the
6 contract is terminated, CONSULTANT may either keep the equipment and credit COUNTY in an amount equal
7 to its fair market value, or sell such equipment at the best price obtainable at a public or private sale, in
8 accordance with established COUNTY procedures; and credit COUNTY in an amount equal to the sales price.
9 If CONSULTANT elects to keep the equipment, fair market value shall be determined at CONSULTANT's
10 expense, on the basis of a competent independent appraisal of such equipment. Appraisals shall be obtained
11 from an appraiser mutually agreeable to by COUNTY and CONSULTANT, if it is determined to sell the
12 equipment, the terms and conditions of such sale must be approved in advance by COUNTY.

13 **ARTICLE XII STATE PREVAILING WAGE RATES**

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

16 A. CONSULTANT shall comply with the State of California's General Prevailing Wage Rate requirements in
17 accordance with California Labor Code, Section 1770, and all Federal, State, and local laws and ordinances
18 applicable to the work.

19 B. Any subcontract entered into as a result of this contract, if for more than \$25,000 for public works construction
20 or more than \$15,000 for the alteration, demolition, repair, or maintenance of public works, shall contain all of
21 the provisions of this Article, unless the awarding agency has an approved labor compliance program by the
22 Director of Industrial Relations.

23 C. When prevailing wages apply to the services described in the scope of work, transportation and subsistence
24 costs shall be reimbursed at the minimum rates set by the Department of Industrial Relations (DIR) as outlined
25 in the applicable Prevailing Wage Determination. See <http://www.dir.ca.gov>.

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

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

29 **Note:** The Federal "Payment of Predetermined Minimum Wage" applies only to federal-aid construction

1 recommendations, or to ensure that the federal, state or local governments have access to CPA work papers,
2 will be considered a breach of contract terms and cause for termination of the contract and disallowance of prior
3 reimbursed costs.

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

6 **ARTICLE X SUBCONTRACTING**

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

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

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

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

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

23 **ARTICLE XI EQUIPMENT PURCHASE**

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

28 B. For purchase of any item, service or consulting work not covered in CONSULTANT's Compensation Plan and
29 exceeding \$5,000 prior authorization by COUNTY's Contract Administrator, three competitive quotations must

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

11 **ARTICLE IX AUDIT REVIEW PROCEDURES**

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

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

1 L. If the Consultant fails to satisfactorily complete a deliverable according to the schedule set forth in a Task Order,
2 no payment will be made until the deliverable has been satisfactorily completed.

3 M. Task Orders may not be used to amend this Agreement and may not exceed the scope of work under this
4 Agreement.

5 N. The total amount payable by COUNTY for all Task Orders resulting from this contract shall not \$2,500,000 (Two
6 Million, Five Hundred Thousand Dollars).

7 O. It is understood and agreed that there is no guarantee, either expressed or implied that this dollar amount will
8 be authorized under this contract through Task Orders.

9 **ARTICLE VI TERMINATION**

10 A. COUNTY reserves the right to terminate this contract upon thirty (30) calendar days written notice to
11 CONSULTANT with the reasons for termination stated in the notice.

12 B. COUNTY may terminate this contract with CONSULTANT should CONSULTANT fail to perform the covenants
13 herein contained at the time and in the manner herein provided. In the event of such termination, COUNTY
14 may proceed with the work in any manner deemed proper by COUNTY. If COUNTY terminates this contract
15 with CONSULTANT, COUNTY shall pay CONSULTANT the sum due to CONSULTANT under this contract
16 prior to termination, unless the cost of completion to COUNTY exceeds the funds remaining in the contract. In
17 which case the overage shall be deducted from any sum due CONSULTANT under this contract and the
18 balance, if any, shall be paid to CONSULTANT upon demand.

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

20 A. CONSULTANT agrees that the Contract Cost Principles and Procedures, 48 CFR, Federal Acquisition
21 Regulations System, Chapter 1, Part 31.000 et seq., shall be used to determine the cost allowability of individual
22 items.

23 B. CONSULTANT also agrees to comply with federal procedures in accordance with 2 CFR, Part 200, Uniform
24 Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards.

25 C. Any costs for which payment has been made to CONSULTANT that are determined by subsequent audit to be
26 unallowable under 2 CFR, Part 200 and 48 CFR, Federal Acquisition Regulations System, Chapter 1, Part
27 31.000 et seq., are subject to repayment by CONSULTANT to COUNTY.

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

29 For the purpose of determining compliance with Public Contract Code 10115, et seq. and Title 21, California Code

1 in the cost proposal and identified in the cost proposal and in the executed Task Order.

- 2 C. Specific assignments will be authorized to CONSULTANT through issuance of Task Orders.
- 3 D. Each Task Order will identify the scope of services, expected results, deliverables, period of performance and
4 will designate a COUNTY Task Coordinator. CONSULTANT shall prepare a Cost Estimate, including a written
5 estimate of the number of hours and hourly rates per staff person, any anticipated reimbursable expenses,
6 overhead, fee if any, and total dollar amount. After agreement has been reached on the negotiable items and
7 total cost, the finalized Task Order shall be prepared in accordance with the format as specified in the County
8 Consulting Services Manual and shall be signed by both COUNTY and CONSULTANT.
- 9 E. Reimbursement for transportation and subsistence costs shall not exceed the rates as specified in the approved
10 Compensation Plan.
- 11 F. Progress payments for each Task Order will be made monthly in arrears based on services provided and
12 allowable costs incurred.
- 13 G. CONSULTANT shall not commence performance of work or services until this AGREEMENT has been
14 approved by COUNTY and notification to proceed has been issued by COUNTY's Contract Administrator. No
15 payment will be made prior to approval or for any work performed prior to approval of this AGREEMENT.
- 16 H. A Task Order is of no force or effect until returned to COUNTY and signed by an authorized representative of
17 COUNTY. No expenditures are authorized on a assignment and work shall not commence until a Task Order
18 for that assignment has been executed by COUNTY.
- 19 I. CONSULTANT will be reimbursed, as promptly as fiscal procedures will permit upon receipt by COUNTY's
20 Contract Administrator of itemized invoices. Separate invoices itemizing all costs are required for all work
21 performed under each Task Order. Invoices shall be submitted no later than 45 calendar days after the
22 performance of work for which CONSULTANT is billing, or upon completion of the Task Order. Invoices shall
23 follow the format stipulated in the COUNTY's Consulting Services Manual. Credits due COUNTY that include
24 any equipment purchased under the provisions of Article XI Equipment Purchase of this contract, must be
25 reimbursed by CONSULTANT prior to the expiration or termination of this contract. Invoices shall be mailed to
26 COUNTY's Contract Administrator at the address provided in Article I.
- 27 J. The period of performance for Task Orders shall be in accordance with time frame specified in each Task Order.
- 28 K. The total amount payable by COUNTY for an individual Task Order shall not exceed the amount agreed to in
29 the Task Order. Additional services or budget will require the issuance of a new Task Order.

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 contingent upon approval by COUNTY, and CONSULTANT shall commence
18 work after notification to proceed by COUNTY'S Contract Administrator. The contract shall end on 6/30/2025,
19 and cannot be extended by any contract amendment.

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

22 C. The period of performance shall be in accordance with the requirements set forth in each Task Order. No work
23 can be performed on any Task Order beyond the expiration date of this contract, the terms of this contract
24 cannot be extended by contract amendment.

25 **ARTICLE V ALLOWABLE COSTS AND PAYMENTS**

26 A. CONSULTANT will be reimbursed for hours worked at the hourly rates specified in CONSULTANTs Cost
27 Proposal. The specified hourly rates shall include direct salary costs, employee benefits, overhead, and fee.
28 These rates are not adjustable for the performance period set forth in this Contract.

29 B. In addition, CONSULTANT will be reimbursed for incurred (actual) direct costs other than salary costs that are

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 MOFFATT & NICHOL, a California Corporation, hereinafter referred
5 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 Khaled Allam, PhD, PE, SE

10 Located at:

11 555 Anton Boulevard, Suite 400, Costa Mesa, CA 92626

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

13 Umer Ahmed, PE

14 Located at:

15 4080 Lemon Street, 8th Floor, Riverside, CA 92501

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.

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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

Contract No.:

Termination Date:

June 30, 2029

Amount Authorized:

\$2,500,000 over 5 years

State Funding:



ON-CALL SERVICES AGREEMENT

for

**Engineering and Environmental Services for Bridge, Structure,
Interchange, and Roadway Projects**

between

County of Riverside • Transportation Department

and

Moffatt & Nichol



Contract No.: 21-02-002
Termination Date: June 30, 2025
Amount Authorized: \$2,500,000 over 5 years
State Funding:

ON-CALL SERVICES AGREEMENT

for

**Engineering and Environmental Services for Bridge, Structure,
Interchange, and Roadway Projects**

between

County of Riverside • Transportation Department

and

Moffatt & Nichol



MAR 09 2021

3.29

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

The Transportation Department has reviewed the staff billing rates of both firms (Moffatt & Nichol and CNS Engineers, Inc.). The billing rates in these contracts are within the range of acceptable industry practice for the engineering services. Also, the staff billing rates will remain fixed through the contract period ending on June 30, 2025.

ATTACHMENTS:

On-call Services Agreement – Moffatt & Nichol

On-call Services Agreement – CNS Engineers



Jason Farin, Principal Management Analyst 3/2/2021

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

A Request for Qualifications (RFQ) was published on the Transportation Department's website and the Press Enterprise newspaper to establish a pre-qualified list of consultants to provide Engineering and Environmental services for various projects identified in the TIP. To comply with the funding requirements, the department opted to use Caltrans Local Assistance Procedures Manual (LAPM) Chapter 10 two-step process. Sixteen (16) firms submitted Statement of Qualifications (SOQ) as a first step in the selection process, which were carefully reviewed and evaluated by representatives of the Department. All firms selected in the first step were requested to submit their technical proposals and oral presentations. The selection committee concluded the final ranking for the on-call consultants, according to the criteria set forth in the request for proposals and selected the top two qualified firms (Moffatt & Nichol and CNS Engineers, Inc). The Moffatt & Nichol and CNS Engineers, Inc. will be assigned on-call services contracts based on two geographically designated areas within the County. Area one will be assigned to Moffatt & Nichol to include County Road Maintenance Districts 11, 12, 14, 15 and 16 (western region). Area two will be assigned to CNS Engineers Inc. to include County Road Maintenance Districts 17, 18, 19 and 20 (eastern region). Task orders will be issued on an as-needed basis and will be distributed to the contracted firms in each of the geographical areas.

The County has negotiated with Moffatt & Nichol and CNS Engineers, Inc. the staff billing rates through June 30, 2025. Each contract is for an annual amount not to exceed \$500,000 per fiscal year for a five-year term. Funding for the services provided for each assignment will come from the respective project funds and no County General funds will be used.

Impact on Residents and Businesses

Aggressively pursuing the HBP and local matching funds, programming, developing, and subsequently delivering the bridge projects will enable the County of Riverside to maintain and prolong the service life of its existing bridges and achieve a sustainable bridge inventory with the optimal use of available funds.

On-call contracts provide the flexibility needed to engage consultants, based on their expertise, to address critical bridge projects in a short period of time.

SUPPLEMENTAL:

Additional Fiscal Information

There are no General Funds associated with this agreement. Funding varies by project and include (HBP), Toll Credits, State Seismic Bond (Proposition 1B), Measure "A," Transportation Uniform Mitigation Fee (TUMF), Road and Bridge Benefit Districts, Federal and State grant funds, Gas Tax, developer contributions, and other local funds including those provided by constituent cities.

Contract History and Price Reasonableness

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

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$1,000,000	\$1,000,000	\$ 5,000,000	\$ 0
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: Varies by project (Federal, State and Local Transportation Funds). There are no General Funds used in this project.			Budget Adjustment: No For Fiscal Year: 20/21-24/25	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The County of Riverside Transportation Department (Department) owns and operates 116 bridges connecting the 2,200 miles of County maintained road system. To rehabilitate and replace the existing transportation infrastructure, the Department requires outside engineering and environmental services to deliver Capital Improvement projects identified and funded in the Transportation Improvement Program (TIP). The Department utilizes the services of on-call consultants to augment its core in-house design staff on an “as needed” basis. Selected on-call consultants provide a variety of engineering and environmental services to assist the county staff in delivering projects involving bridges and other miscellaneous transportation facilities.

The primary sources of funds for these bridges and other facilities improvements are Federal Highway Bridge Program (HBP) funds, State Transportation funds and local funds such as TUMF, Measure A and gasoline tax.

Time to time, the Department also assists other jurisdictions in delivering their major improvement projects because of the experience and a history of successful project delivery. Currently, the Department is managing three bridge replacement projects over the Santa Ana River (i.e. Hamner Avenue Bridge in the City of Norco, and Mission Boulevard and Market Street Bridge replacement projects in the City of Jurupa Valley). These projects are funded through the Federal Highway Bridge Program (HBP), State Proposition 1B and other local fund sources.

The total amount of programmed bridge work as identified in the FY 20/21 approved Transportation Improvements Program (TIP) is nearly \$200,000,000. Of that amount, \$11,805,000 has been authorized by the State and Federal Highway Administration (FHWA) to initiate the preliminary engineering and environmental clearance work. This funding was accomplished as part of the County-Wide Bridge Program. The Department will continue its efforts to fund the county bridges on the eligible bridge list as well as those bridges identified as “scour critical” for either replacement or rehabilitation. This will continue to fund additional, much needed bridge projects during the upcoming fiscal years as the funding applications are processed and approved by the State.

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



ITEM: 3.29
(ID # 13507)

MEETING DATE:
Tuesday, March 09, 2021

FROM : TLMA-TRANSPORTATION:

SUBJECT: TRANSPORTATION AND LAND MANAGEMENT AGENCY/TRANSPORTATION:
Approval of the Services Agreement by and between the County of Riverside and Moffatt & Nichol; and the County of Riverside and CNS Engineers, Inc. for On-Call Engineering and Environmental Services for FY 20/21-24/25; All Districts. [\$1,000,000 Annual Cost, \$5,000,000 Total Cost - Federal, State, and Local Funds 100%]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Services Agreement by and between the County of Riverside and Moffatt & Nichol (western region) and the County of Riverside and CNS Engineers, Inc. (eastern region) for On-Call Engineering and Environmental Services for Fiscal Year 20/21-24/25 and authorize the Chairwoman of the Board to execute the same.

ACTION:Policy


Mark Lancaster, Director of Transportation 2/16/2021

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Jeffries, seconded by Supervisor Washington 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: March 9, 2021
xc: Transp.

Kecia R. Harper
Clerk of the Board

By: 
Deputy