

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



ITEM: 3.105
(ID # 25523)

MEETING DATE:
Tuesday, August 27, 2024

FROM : TLMA-TRANSPORTATION

SUBJECT: TRANSPORTATION AND LAND MANAGEMENT AGENCY/TRANSPORTATION:
Approval of the On-Call Services Agreement by and between the County of Riverside and Mark Thomas & Company, Inc., for Roadway/Highway Engineering Services for FY 24/25-28/29. All Districts. [\$3,000,000 Total Cost - Capital Funds and Deposit Based Fees 100%]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the On-Call Services Agreement between the County of Riverside and Mark Thomas & Company, Inc. for Roadway/Highway Engineering Services for Fiscal Years 24/25-28/29 and authorize the Chairman of the Board to execute the same; and
2. Authorize the Director of Transportation to approve a no-cost time extension to complete ongoing tasks for Fiscal Years 29/30 – 30/31, as provided for in the agreement and approved as to form by County Counsel.

ACTION:Policy


Dennis Acuna, Director of Transportation 8/9/2024

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: August 27, 2024
xc: Trans.

Kimberly A. Rector
Clerk of the Board

By: 
Deputy

**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	\$ 600,000	\$ 600,000	\$ 3,000,000	\$ 0
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: Capital Funds and Deposit Based Fees (100%). There are no General Funds used on this project.			Budget Adjustment: No	
			For Fiscal Year: 24/25 – 28/29	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The County of Riverside Transportation Department (Transportation Department) requires outside Roadway/Highway Engineering services to support delivery of road improvement projects identified and funded in the Transportation Improvement Program (TIP) and to meet the demands of the development community.

The Transportation Department issued a Request for Proposals for Traffic Engineering and Highway/Roadway Engineering Services. 22 firms submitted proposals for Highway/Roadway Engineering support services and the top 14 ranked firms, based upon an evaluation of the proposals, were invited to interview. The written proposals and interviews were evaluated by representatives of the Transportation Department.

Mark Thomas & Company, Inc. was selected as one of the top ranked firms to provide Roadway/Highway Engineering services on an “as-needed” basis, estimated at a not to exceed amount of \$3,000,000 for a period of five years. The terms of the agreement provide the County with the option to extend the agreement for two (2) additional years to complete ongoing tasks. The agreement and rates for services were developed through negotiations between Mark Thomas & Company, Inc. and the Transportation Department. This on-call services agreement for roadway/highway engineering will only be for locally funded projects.

Impact on Residents and Businesses

This On-Call Roadway/Highway Engineering Services Agreement provides the flexibility needed to engage consultants in providing additional Roadway/Highway engineering support services necessary to deliver critical TIP projects and to meet the demands of the development community.

Additional Fiscal Information

All associated agreement costs will be funded using Deposit Based Fees or Local Funds. No General Funds will be used for this agreement.

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

Contract History and Price Reasonableness

The Transportation Department has negotiated billing rates with Mark Thomas & Company, Inc. and they are within range of acceptable industry practice for engineering services.

ATTACHMENT:

On-Call Services Agreement for Roadway/Highway Engineering with Mark Thomas & Company, Inc.



Jason Farin, Principal Management Analyst 8/22/2024



Aaron Gettis, Chief of Deputy County Counsel 8/18/2024

Contract No.: 24-07-003
Termination Date: 06/30/2029
Amount Authorized: \$3,000,000
Federal Funding: [No]
State Funding: [No]

ON-CALL SERVICES AGREEMENT

for

ROADWAY/HIGHWAY ENGINEERING

between

County of Riverside • Transportation Department

and

Mark Thomas & Company, Inc.



AUG 27 2024

3.105

Table of Contents

ARTICLE I INTRODUCTION	3
ARTICLE II CONSULTANT'S REPORTS OR MEETINGS	4
ARTICLE III STATEMENT OF WORK	5
ARTICLE IV PERFORMANCE PERIOD	5
ARTICLE V ALLOWABLE COSTS AND PAYMENTS	6
ARTICLE VI TERMINATION	8
ARTICLE VII COST PRINCIPLES AND ADMINISTRATIVE REQUIREMENTS	9
ARTICLE VIII RETENTION OF RECORDS/AUDIT	9
ARTICLE IX AUDIT REVIEW PROCEDURES	10
ARTICLE X SUBCONTRACTING	12
ARTICLE XI EQUIPMENT PURCHASE AND OTHER CAPITAL EXPENDITURES	12
ARTICLE XII STATE PREVAILING WAGE RATES	13
ARTICLE XIII CONFLICT OF INTEREST	18
ARTICLE XIV REBATES, KICKBACKS OR OTHER UNLAWFUL CONSIDERATION	19
ARTICLE XV PROHIBITION OF EXPENDING COUNTY STATE OR FEDERAL FUNDS FOR LOBBYING	19
ARTICLE XVI NON-DISCRIMINATION CLAUSE AND STATEMENT OF COMPLIANCE	20
ARTICLE XVII DEBARMENT AND SUSPENSION CERTIFICATION	22
ARTICLE XVIII DISADVANTAGED BUSINESS ENTERPRISES (DBE) PARTICIPATION	22
ARTICLE XIX INDEMNIFICATION AND INSURANCE	27
ARTICLE XX FUNDING REQUIREMENTS	32
ARTICLE XXI CHANGE IN TERMS	32
ARTICLE XXII CONTINGENT FEE	33
ARTICLE XXIII DISPUTES	33
ARTICLE XXIV INSPECTION OF WORK	33
ARTICLE XXV SAFETY	34
ARTICLE XXVI OWNERSHIP OF DATA	34
ARTICLE XXVII CLAIMS FILED BY COUNTY'S CONSTRUCTION CONTRACTOR	35
ARTICLE XXVIII CONFIDENTIALITY OF DATA	35
ARTICLE XXIX NATIONAL LABOR RELATIONS BOARD CERTIFICATION	36
ARTICLE XXX LEGAL COMPLIANCE	36
ARTICLE XXXI EVALUATION OF CONSULTANT	37
ARTICLE XXXII RETENTION OF FUNDS	37
ARTICLE XXXIII TITLE VI ASSURANCES	37
ARTICLE XXXIV NOTIFICATION	37
ARTICLE XXXV CONTRACT	37
ARTICLE XXXVI SIGNATURES	39

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
Title VI Assurances.....	D1

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29

1 **ARTICLE I INTRODUCTION**

2 A. This On-Call Services Agreement (hereinafter referred to as "Agreement") is entered into this _____ day of
3 _____, 20_____, by and between the COUNTY OF RIVERSIDE, a political subdivision of the State
4 of California, (hereinafter referred to as "COUNTY") and MARK THOMAS & COMPANY, INC., a California
5 corporation, (hereinafter referred to as "CONSULTANT").

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

8 The CONSULTANT Project Manager shall be:

9 Joshua Cospers, PE, PLS

10 Located at:

11 4200 Concourse Street, Suite 330

12 Ontario, CA 91764

13 The COUNTY Contract Administrator shall be:

14 Alfredo Martinez

15 Located at:

16 3525 14th Street

17 Riverside, CA 92501

18 C. CONSULTANT shall perform:

19 The covenants set forth in Article III entitled Statement of Work.

20 In accordance with the time frames set forth in Article IV entitled Performance Period.

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

22 D. CONSULTANT in the performance of this Agreement, shall act in an independent capacity. It is understood
23 and agreed that CONSULTANT (including CONSULTANT's employees) is an independent contractor and that
24 no relationship of employer-employee exists between the parties hereto. CONSULTANT's assigned personnel
25 shall not be entitled to any benefits payable to employees of COUNTY. During the term of this Agreement and
26 for one (1) year thereafter, CONSULTANT shall not solicit or encourage any employee, vendor or independent
27 contractor of COUNTY to leave or terminate their relationship with COUNTY for any reason.

28 E. COUNTY is not required to make any deductions or withholdings from the compensation payable to
29 CONSULTANT under the provisions of the Agreement, and is not required to issue W-2 Forms for income and

1 employment tax purposes for any of CONSULTANT's assigned personnel. CONSULTANT, in the performance
2 of its obligations hereunder, is only subject to the control or direction of the COUNTY as to the designation of
3 tasks to be performed and the results to be accomplished.

4 F. Any third party person(s) employed by CONSULTANT shall be entirely and exclusively under the direction,
5 supervision, and control of CONSULTANT. CONSULTANT hereby indemnifies and holds COUNTY harmless
6 from any and all claims that may be made against COUNTY based upon any contention by any third party that
7 an employer-employee relationship exists by reason of this Agreement.

8 G. Without the written consent of COUNTY, this Agreement is not assignable or transferable by CONSULTANT
9 either in whole or in part. Except as expressly authorized herein, CONSULTANT shall not subcontract any work,
10 without the prior written approval of the COUNTY.

11 H. CONSULTANT shall be as fully responsible to the COUNTY for the acts and omissions of its contractors and
12 subcontractors or subconsultants, and of persons either directly or indirectly employed by them, in the same
13 manner as persons directly employed by CONSULTANT.

14 I. No alteration or variation of the terms of this Agreement shall be valid, unless made in writing and signed by
15 the authorized representatives of both parties; and no oral understanding or agreement not incorporated herein,
16 shall be binding on any of the parties hereto.

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

20 K. COUNTY is designated as the lead agency for each project set forth in each Task Order and is working
21 cooperatively with other agencies in the effort to complete the projects.

22 L. Other public agencies that may be involved with the projects including, but not limited to cooperative, funding,
23 reviewing, regulatory or operating agencies are listed below and will hereinafter be collectively referred to as
24 the "AGENCIES":

- 25 • Various federal, state, and/or local agencies which may include but not be limited to railroad companies,
26 utility companies, and Cities

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

28 A. To ensure understanding and performance of the Agreement objectives, meetings between COUNTY,
29 AGENCIES, and CONSULTANT shall be held as often as deemed necessary (typically at least monthly). All

1 work objectives, CONSULTANT's work schedule, the terms of the Agreement and any other related issues will
2 be discussed and/or resolved. CONSULTANT shall keep minutes of meetings and distribute copies of minutes
3 as appropriate. Progress reporting shall conform with the contract administration requirements of the
4 COUNTY's Consulting Services Manual including providing updated copies of the following documents at each
5 project coordination meeting:

- 6 • Meeting Agendas
- 7 • Meeting Sign-in Sheets
- 8 • Meeting Minutes (Prior Meeting)
- 9 • Action Items Tracking List
- 10 • Deliverables Tracking List
- 11 • Schedule Summary

12 B. CONSULTANT shall submit progress reports on each specific project in accordance with the Task Order.
13 These reports shall be submitted at least once a month. The report should be sufficiently detailed for the
14 COUNTY Contract Administrator to determine, if CONSULTANT is performing to expectations, or is on
15 schedule; to provide communication of interim findings, and to sufficiently address any difficulties or special
16 problems encountered, so remedies can be developed.

17 C. CONSULTANT Project Manager shall meet with COUNTY Contract Administrator, as needed, to discuss
18 progress on the project(s).

19 **ARTICLE III STATEMENT OF WORK**

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

24 **ARTICLE IV PERFORMANCE PERIOD**

25 A. This Agreement shall go into effect upon the execution of this Agreement by both parties, and CONSULTANT
26 shall commence work after written notification to proceed by COUNTY Contract Administrator. The Agreement
27 shall end on June 30, 2029, unless extended by a written amendment signed by the authorized representatives
28 of both parties.

29 B. CONSULTANT is advised that any recommendation for Agreement award is not binding on COUNTY until the

1 Agreement is fully executed and approved by COUNTY.

- 2 C. The period of performance for each specific project shall be in accordance with the Task Order for that project
3 and Attachment B, Schedule of Services, which is attached hereto and incorporated herein by reference. If
4 work on a Task Order is in progress on the expiration date of this Agreement, the period of performance of this
5 Agreement shall be extended by a written amendment signed by the authorized representatives of both parties
6 prior to the expiration of the period of performance to cover the time needed to complete the Task Order in
7 progress only. An amendment extending the period of performance of this Agreement to cover the time needed
8 to complete a Task Order in progress may be signed by the Director of Transportation if authorized by the
9 COUNTY Board of Supervisors.

10 **ARTICLE V ALLOWABLE COSTS AND PAYMENTS**

- 11 A. CONSULTANT will be reimbursed for hours worked at the hourly rates specified in the CONSULTANT's
12 approved Compensation Plan set forth in Attachment C, Compensation Plan, which is attached hereto and
13 incorporated herein by reference. The specified hourly rates shall include direct salary costs, employee benefits,
14 prevailing wages, employer payments, overhead, and fee. These rates are not adjustable for the period of
15 performance set forth in this Agreement.

- 16 B. In addition, CONSULTANT will be reimbursed for incurred (actual) direct costs other than salary costs that are
17 in the approved Compensation Plan and identified in the executed Task Order.

- 18 C. Specific projects will be assigned to CONSULTANT through issuance of Task Orders.

- 19 D. After a project to be performed under this Agreement is identified by COUNTY, COUNTY will prepare a draft
20 Task Order; less the cost estimate. A draft Task Order will identify the scope of services, expected results,
21 project deliverables, period of performance, project schedule and will designate the COUNTY Contract
22 Administrator. The draft Task Order will be delivered to CONSULTANT for review. CONSULTANT shall return
23 the draft Task Order within ten (10) calendar days along with a Cost Estimate, including a written estimate of
24 the number of hours and hourly rates per staff person, any anticipated reimbursable expenses, overhead, fee
25 if any, and total dollar amount. After agreement has been reached on the negotiable items and total cost; the
26 finalized Task Order shall be signed by the authorized representatives of both COUNTY and CONSULTANT.
27 Task Orders may be executed by the Director of Transportation if authorized by the COUNTY Board of
28 Supervisors.

- 29 E. Task Orders may be negotiated for a lump sum (Firm Fixed Price) or for specific rates of compensation, both

1 of which must be based on the labor and other rates set forth in CONSULTANT's approved Compensation
2 Plan. CONSULTANT shall be responsible for any future adjustments to prevailing wage rates including, but not
3 limited to, base hourly rates and employer payments as determined by the Department of Industrial Relations.
4 CONSULTANT is responsible for paying the appropriate rate, including escalations that take place during the
5 period of performance of the Agreement.

6 F. Reimbursement for transportation and subsistence costs shall not exceed the rates as specified in the approved
7 Compensation Plan. CONSULTANT will be responsible for transportation and subsistence costs in excess of
8 State rates.

9 G. When milestone cost estimates are included in the approved Compensation Plan, CONSULTANT shall obtain
10 prior written approval in the form of a written amendment signed by the authorized representatives of both
11 parties for a revised milestone cost estimate from the COUNTY Contract Administrator before exceeding such
12 estimate.

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

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

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

21 K. CONSULTANT will be reimbursed, as promptly as fiscal procedures will permit, upon receipt by COUNTY
22 Contract Administrator of itemized invoices in duplicate. Separate invoices itemizing all costs are required for
23 all work performed under each Task Order. Invoices shall be submitted no later than thirty (30) calendar days
24 after the performance of work for which CONSULTANT is billing, or upon completion of the Task Order. Invoices
25 shall detail the work performed on each milestone, on each project as applicable. Invoices shall follow the
26 format stipulated for the approved Compensation Plan using the Project-Specific & Multi-Phase Contract
27 Invoice Templates provided in the COUNTY Consulting Services Manual and shall reference this Agreement
28 number, project title and Task Order number. Credits due COUNTY that include any equipment purchased
29 under the provisions of Article XI Equipment Purchase and Other Capital Expenditures, must be reimbursed by

CONSULTANT prior to the expiration or termination of this Agreement. Final invoice must contain the final cost and all credits due COUNTY including any equipment purchased under the provisions of Article XI Equipment Purchase and Other Capital Expenditures of this Agreement. The final invoice shall be submitted within sixty (60) calendar days after completion of CONSULTANT's work. **Final invoices not submitted within sixty (60) calendar days after completion of CONSULTANT's work will not be paid.** Invoices shall be mailed to COUNTY Contract Administrator at the address provided in Article I, paragraph B.

L. The period of performance for Task Orders shall be in accordance with dates specified in the Task Order and Attachment B, Schedule of Services. No Task Order will be written which extends beyond the expiration date of this Agreement.

M. The total amount payable by COUNTY for an individual Task Order shall not exceed the amount agreed to in the Task Order, unless authorized by a written amendment signed by the authorized representatives of both parties.

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

O. Task Orders may not be used to amend the language (or the terms) of this Agreement nor to exceed the scope of services under this Agreement.

P. The total amount payable by COUNTY for all Task Orders resulting from this Agreement shall not exceed \$3,000,000. It is understood and agreed that there is no guarantee, either expressed or implied that this dollar amount will be authorized under this Agreement through Task Orders.

Q. The services included under the terms of this Agreement are funded in whole or in part as noted below:

Federal funds: are included are not included

State funds: are included are not included

ARTICLE VI TERMINATION

A. This Agreement may be terminated by COUNTY, provided that COUNTY gives not less than thirty (30) calendar days' written notice (delivered by certified mail, return receipt requested) to CONSULTANT of COUNTY's termination. Upon termination, COUNTY may proceed with the work in any manner deemed proper by COUNTY. COUNTY shall be entitled to all work, including but not limited to, reports, investigations, appraisals, inventories, studies, analyses, drawings and date estimates performed to that date, whether complete or not.

B. COUNTY may temporarily suspend this Agreement, at no additional cost to COUNTY, provided that

1 CONSULTANT is given written notice (delivered by certified mail, return receipt requested) of temporary
2 suspension. If COUNTY gives such notice of temporary suspension, CONSULTANT shall immediately suspend
3 its activities under this Agreement. A temporary suspension may be issued concurrent with the notice of
4 termination.

5 C. Notwithstanding any provisions of this Agreement, CONSULTANT shall not be relieved of liability to COUNTY
6 for damages sustained by COUNTY by virtue of any breach of this Agreement by CONSULTANT, and COUNTY
7 may withhold any payments due to CONSULTANT until such time as the exact amount of damages, if any, due
8 to COUNTY from CONSULTANT is determined.

9 D. In the event of termination, COUNTY shall pay CONSULTANT the sum due to CONSULTANT under this
10 Agreement prior to termination, unless the cost of completion to COUNTY exceeds the funds remaining in the
11 Agreement. In which case the overage shall be deducted from any sum due CONSULTANT under this
12 Agreement and the balance, if any, shall be paid to CONSULTANT upon demand.

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

14 A. The CONSULTANT agrees that 48 CFR 31, Contract Cost Principles and Procedures, shall be used to
15 determine the allowability of individual terms of cost.

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

18 C. Any costs for which payment has been made to CONSULTANT that are determined by subsequent audit to be
19 unallowable under 48 CFR 31 or 2 CFR 200 are subject to repayment by CONSULTANT to COUNTY.

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

21 The CONSULTANT, subconsultants, and COUNTY shall maintain and make available for inspection all books,
22 documents, papers, accounting records, independent CPA Audited Indirect Cost Rate workpapers, and other
23 evidence pertaining to the performance of the Agreement including, but not limited to, the costs of administering the
24 Agreement. All parties, including the CONSULTANT's Independent CPA, shall make such workpapers and
25 materials available at their respective offices at all reasonable times during the Agreement period and for three (3)
26 years from the date of final payment under the Agreement and records for real property and equipment acquired
27 with federal funds must be retained for three (3) years after final disposition. COUNTY, Caltrans Auditor, FHWA,
28 or any duly authorized representative of the federal government having jurisdiction under federal laws or regulations
29 (including the basis of federal funding in whole or in part) shall have access to any books, records, and documents

1 of the CONSULTANT, subconsultants, and the CONSULTANT's Independent CPA, that are pertinent to the
2 Agreement for audits, examinations, workpaper review, excerpts, and transactions, and copies thereof shall be
3 furnished if requested without limitation.

4 **ARTICLE IX AUDIT REVIEW PROCEDURES**

5 A. Any dispute concerning a question of fact arising under an interim or post audit of this Agreement that is not
6 disposed of by agreement, shall be reviewed by COUNTY's Chief Financial Officer.

7 B. Not later than thirty (30) days after issuance of the final audit report, CONSULTANT may request a review by
8 COUNTY's Chief Financial Officer of unresolved audit issues. The request for review will be submitted in
9 writing.

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

12 D. CONSULTANT and subconsultant agreements, including Cost Proposals and Indirect Cost Rates (ICR), may
13 be subject to audits or reviews such as, but not limited to, an agreement audit, an incurred cost audit, an ICR
14 Audit, or a CPA ICR audit work paper review. If selected for audit or review, the Agreement, Cost Proposal and
15 ICR and related work papers, if applicable, will be reviewed to verify compliance with 48 CFR 31 and other
16 related laws and regulations. In the instances of a CPA ICR audit work paper review it is CONSULTANT's
17 responsibility to ensure federal, state, or local government officials are allowed full access to the CPA's work
18 papers including making copies as necessary. The Agreement, Cost Proposal, and ICR shall be adjusted by
19 CONSULTANT and approved by COUNTY Contract Administrator to conform to the audit or review
20 recommendations. CONSULTANT agrees that individual terms of costs identified in the audit report shall be
21 incorporated into the Agreement by this reference if directed by COUNTY at its sole discretion. Refusal by
22 CONSULTANT to incorporate audit or review recommendations, or to ensure that the federal, state or local
23 governments have access to CPA work papers, will be considered a breach of Agreement terms and cause for
24 termination of this Agreement and disallowance of prior reimbursed costs.

25 E. CONSULTANT's Cost Proposal may be subject to a CPA ICR Audit Work Paper Review and/or audit by the
26 Independent Office of Audits and Investigations (IOAI). IOAI, at its sole discretion, may review and/or audit and
27 approve the CPA ICR documentation. The Cost Proposal shall be adjusted by the CONSULTANT and
28 approved by the COUNTY Contract Administrator to conform to the Work Paper Review recommendations
29 included in the management letter or audit recommendations included in the audit report. Refusal by the

1 CONSULTANT to incorporate the Work Paper Review recommendations included in the management letter or
2 audit recommendations included in the audit report will be considered a breach of the Agreement terms and
3 cause for termination of the Agreement and disallowance of prior reimbursed costs.

4 1. During IOAI's review of the ICR audit work papers created by the CONSULTANT's independent CPA, IOAI
5 will work with the CPA and/or CONSULTANT toward a resolution of issues that arise during the review.
6 Each party agrees to use its best efforts to resolve any audit disputes in a timely manner. If IOAI identifies
7 significant issues during the review and is unable to issue a cognizant approval letter, COUNTY will
8 reimburse the CONSULTANT at an accepted ICR until a FAR (Federal Acquisition Regulation) compliant
9 ICR {e.g. 48 CFR, Part 31; GAGAS (Generally Accepted Auditing Standards); CAS (Cost Accounting
10 Standards), if applicable; in accordance with procedures and guidelines of the American Association of
11 State Highways and Transportation Officials (AASHTO) Audit Guide; and other applicable procedures and
12 guidelines} is received and approved by IOAI. Accepted rates will be as follows:

- 13 a. If the proposed rate is less than one hundred fifty percent (150%) - the accepted rate reimbursed
14 will be ninety percent (90%) of the proposed rate.
- 15 b. If the proposed rate is between one hundred fifty percent (150%) and two hundred percent (200%)
16 - the accepted rate will be eighty-five percent (85%) of the proposed rate.
- 17 c. If the proposed rate is greater than two hundred percent (200%) - the accepted rate will be seventy-
18 five percent (75%) of the proposed rate.

19 2. If IOAI is unable to issue a cognizant letter per Article IX.E.1. above, IOAI may require CONSULTANT to
20 submit a revised independent CPA-audited ICR and audit report within three (3) months of the effective
21 date of the management letter. IOAI will then have up to six (6) months to review the CONSULTANT's
22 and/or the independent CPA's revisions.

23 3. If the CONSULTANT fails to comply with the provisions of this Article IX.E, or if IOAI is still unable to issue
24 a cognizant approval letter after the revised independent CPA audited ICR is submitted, overhead cost
25 reimbursement will be limited to the accepted ICR that was established upon initial rejection of the ICR and
26 set forth in Article IX.E.1. above for all rendered services. In this event, this accepted ICR will become the
27 actual and final ICR for reimbursement purposes under this Agreement.

28 4. CONSULTANT may submit to COUNTY final invoice only when all of the following items have occurred:
29 (1) IOAI accepts or rejects the original or revised independent CPA audited ICR; (2) all work under this

1 Agreement has been completed to the satisfaction of COUNTY; and, (3) IOAI has issued its final ICR review
2 letter. The CONSULTANT MUST SUBMIT ITS FINAL INVOICE TO COUNTY no later than sixty (60) days
3 after occurrence of the last of these items. The accepted ICR will apply to this Agreement and all other
4 agreements executed between COUNTY and the CONSULTANT, either as a prime or subconsultant, with
5 the same fiscal period ICR.

6 **ARTICLE X SUBCONTRACTING**

7 A. Nothing contained in this Agreement or otherwise, shall create any contractual relation between COUNTY and
8 any subconsultant(s), and no subagreement 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 shall be subcontracted without written authorization by COUNTY Contract Administrator,
16 except that which is expressly identified in the CONSULTANT's Cost Proposal.

17 C. Any subagreement entered into as a result of this Agreement, shall contain all the provisions stipulated in this
18 entire Agreement to be applicable to subconsultants unless otherwise noted.

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

21 E. Any substitution of subconsultants must be approved in writing by COUNTY Contract Administrator in advance
22 of assigning work to a substitute subconsultant.

23 **ARTICLE XI EQUIPMENT PURCHASE AND OTHER CAPITAL EXPENDITURES**

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

28 B. For purchase of any item, service or consulting work not covered in CONSULTANT's approved Cost Proposal
29 and exceeding five thousand dollars (\$5,000), with prior authorization by COUNTY Contract Administrator, three

1 competitive quotations must be submitted with the request, or the absence of quotations must be adequately
2 justified.

3 C. Any equipment purchased with funds provided under the terms of this Agreement is subject to the following:

- 4 1. CONSULTANT shall maintain an inventory of all nonexpendable property. Nonexpendable property is
5 defined as having a useful life of at least two years and an acquisition cost of five thousand dollars (\$5,000)
6 or more. If the purchased equipment needs replacement and is sold or traded in, COUNTY shall receive a
7 proper refund or credit at the conclusion of the Agreement, or if the Agreement is terminated,
8 CONSULTANT may either keep the equipment and credit COUNTY in an amount equal to its fair market
9 value, or sell such equipment at the best price obtainable at a public or private sale, in accordance with
10 established COUNTY procedures; and credit COUNTY in an amount equal to the sales price. If
11 CONSULTANT elects to keep the equipment, fair market value shall be determined at CONSULTANT's
12 expense, on the basis of a competent independent appraisal of such equipment. Appraisals shall be
13 obtained from an appraiser mutually agreeable to by COUNTY and CONSULTANT, if it is determined to
14 sell the equipment, the terms and conditions of such sale must be approved in advance by COUNTY.
- 15 2. Regulation 2 CFR 200 requires a credit to federal funds when participating equipment with a fair market
16 value greater than five thousand dollars (\$5,000) is credited to the project.

17 **ARTICLE XII STATE PREVAILING WAGE RATES**

- 18 A. No CONSULTANT or subconsultant may be awarded an agreement containing public work elements unless
19 registered with the Department of Industrial Relations (DIR) pursuant to Labor Code §1725.5. Registration with
20 DIR must be maintained throughout the entire term of this Agreement, including any subsequent amendments.
- 21 B. The CONSULTANT shall comply with all of the applicable provisions of the California Labor Code requiring the
22 payment of prevailing wages. The General Prevailing Wage Rate Determinations applicable to work under this
23 Agreement are available and on file with the Department of Transportation's Regional/District Labor Compliance
24 Officer (<https://dot.ca.gov/programs/construction/labor-compliance>). These wage rates are made a specific part
25 of this Agreement by reference pursuant to Labor Code §1773.2 and will be applicable to work performed at a
26 construction project site. Prevailing wages will be applicable to all inspection work performed at COUNTY
27 construction sites, at COUNTY facilities and at off-site locations that are set up by the construction contractor
28 or one of its subcontractors solely and specifically to serve COUNTY projects. Prevailing wage requirements
29 do not apply to inspection work performed at the facilities of vendors and commercial materials suppliers that

1 provide goods and services to the general public.

2 C. General Prevailing Wage Rate Determinations applicable to the projects may also be obtained from the
3 Department of Industrial Relations website at <http://www.dir.ca.gov>.

4 D. Payroll Records

5 1. Each CONSULTANT and subconsultant shall keep accurate certified payroll records and supporting
6 documents as mandated by Labor Code §1776 and as defined in 8 CCR §16000 showing the name,
7 address, social security number, work classification, straight time and overtime hours worked each day and
8 week, and the actual per diem wages paid to each journeyman, apprentice, worker, or other employee
9 employed by the CONSULTANT or subconsultant in connection with the public work. Each payroll record
10 shall contain or be verified by a written declaration that it is made under penalty of perjury, stating both of
11 the following:

- 12 a. The information contained in the payroll record is true and correct.
- 13 b. The employer has complied with the requirements of Labor Code §1771, §1811, and §1815 for any
14 work performed by his or her employees on the public works project.

15 2. The payroll records enumerated under paragraph (1) above shall be certified as correct by the
16 CONSULTANT under penalty of perjury. The payroll records and all supporting documents shall be made
17 available for inspection and copying by COUNTY representatives at all reasonable hours at the principal
18 office of the CONSULTANT. The CONSULTANT shall provide copies of certified payrolls or permit
19 inspection of its records as follows:

- 20 a. A certified copy of an employee's payroll record shall be made available for inspection or furnished
21 to the employee or the employee's authorized representative on request.
- 22 b. A certified copy of all payroll records enumerated in paragraph (1) above, shall be made available
23 for inspection or furnished upon request to a representative of COUNTY, the Division of Labor
24 Standards Enforcement and the Division of Apprenticeship Standards of the Department of Industrial
25 Relations. Certified payrolls submitted to COUNTY, the Division of Labor Standards Enforcement
26 and the Division of Apprenticeship Standards shall not be altered or obliterated by the
27 CONSULTANT.
- 28 c. The public shall not be given access to certified payroll records by the CONSULTANT. The
29 CONSULTANT is required to forward any requests for certified payrolls to the COUNTY Contract

1 Administrator by both email and regular mail on the business day following receipt of the request.

- 2 3. Each CONSULTANT shall submit a certified copy of the records enumerated in paragraph (1) above, to the
3 entity that requested the records within ten (10) calendar days after receipt of a written request.
- 4 4. Any copy of records made available for inspection as copies and furnished upon request to the public or
5 any public agency by COUNTY shall be marked or obliterated in such a manner as to prevent disclosure
6 of each individual's name, address, and social security number. The name and address of the
7 CONSULTANT or subconsultant performing the work shall not be marked or obliterated.
- 8 5. The CONSULTANT shall inform COUNTY of the location of the records enumerated under paragraph (1)
9 above, including the street address, city and county, and shall, within five (5) working days, provide a notice
10 of a change of location and address.
- 11 6. The CONSULTANT or subconsultant shall have ten (10) calendar days in which to comply subsequent to
12 receipt of written notice requesting the records enumerated in paragraph (1) above. In the event the
13 CONSULTANT or subconsultant fails to comply within the ten (10) day period, he or she shall, as a penalty
14 to COUNTY, forfeit one hundred dollars (\$100) for each calendar day, or portion thereof, for each worker,
15 until strict compliance is effectuated. Such penalties shall be withheld by COUNTY from payments then
16 due. CONSULTANT is not subject to a penalty assessment pursuant to this section due to the failure of a
17 subconsultant to comply with this section.

18 E. When prevailing wage rates apply, the CONSULTANT is responsible for verifying compliance with certified
19 payroll requirements. Invoice payment will not be made until the invoice is approved by the COUNTY Contract
20 Administrator.

21 F. Penalty

- 22 1. The CONSULTANT and any of its subconsultants shall comply with Labor Code §1774 and §1775.
23 Pursuant to Labor Code §1775, the CONSULTANT and any subconsultant shall forfeit to the COUNTY a
24 penalty of not more than two hundred dollars (\$200) for each calendar day, or portion thereof, for each
25 worker paid less than the prevailing rates as determined by the Director of DIR for the work or craft in which
26 the worker is employed for any public work done under the Agreement by the CONSULTANT or by its
27 subconsultant in violation of the requirements of the Labor Code and in particular, Labor Code §§1770 to
28 1780, inclusive.
- 29 2. The amount of this forfeiture shall be determined by the Labor Commissioner and shall be based on

1 consideration of mistake, inadvertence, or neglect of the CONSULTANT or subconsultant in failing to pay
2 the correct rate of prevailing wages, or the previous record of the CONSULTANT or subconsultant in
3 meeting their respective prevailing wage obligations, or the willful failure by the CONSULTANT or
4 subconsultant to pay the correct rates of prevailing wages. A mistake, inadvertence, or neglect in failing to
5 pay the correct rates of prevailing wages is not excusable if the CONSULTANT or subconsultant had
6 knowledge of the obligations under the Labor Code. The CONSULTANT is responsible for paying the
7 appropriate rate, including any escalations that take place during the term of the Agreement.

8 3. In addition to the penalty and pursuant to Labor Code §1775, the difference between the prevailing wage
9 rates and the amount paid to each worker for each calendar day or portion thereof for which each worker
10 was paid less than the prevailing wage rate shall be paid to each worker by the CONSULTANT or
11 subconsultant.

12 4. If a worker employed by a subconsultant on a public works project is not paid the general prevailing per
13 diem wages by the subconsultant, the prime CONSULTANT of the project is not liable for the penalties
14 described above unless the prime CONSULTANT had knowledge of that failure of the subconsultant to pay
15 the specified prevailing rate of wages to those workers or unless the prime CONSULTANT fails to comply
16 with all of the following requirements:

17 a. The Agreement executed between the CONSULTANT and the subconsultant for the performance
18 of work on public works projects shall include a copy of the requirements in Labor Code §§ 1771,
19 1775, 1776, 1777.5, 1813, and 1815.

20 b. The CONSULTANT shall monitor the payment of the specified general prevailing rate of per diem
21 wages by the subconsultant to the employees by periodic review of the certified payroll records of
22 the subconsultant.

23 c. Upon becoming aware of the subconsultant's failure to pay the specified prevailing rate of wages to
24 the subconsultant's workers, the CONSULTANT shall diligently take corrective action to halt or
25 rectify the failure, including but not limited to, retaining sufficient funds due the subconsultant for
26 work performed on the public works project.

27 d. Prior to making final payment to the subconsultant for work performed on the public works project,
28 the CONSULTANT shall obtain an affidavit signed under penalty of perjury from the subconsultant
29 that the subconsultant had paid the specified general prevailing rate of per diem wages to the

1 subconsultant's employees on the public works project and any amounts due pursuant to Labor
2 Code §1813.

3 5. Pursuant to Labor Code §1775, COUNTY shall notify the CONSULTANT on a public works project within
4 fifteen (15) calendar days of receipt of a complaint that a subconsultant has failed to pay workers the
5 general prevailing rate of per diem wages.

6 6. If COUNTY determines that employees of a subconsultant were not paid the general prevailing rate of per
7 diem wages and if COUNTY did not retain sufficient money under the Agreement to pay those employees
8 the balance of wages owed under the general prevailing rate of per diem wages, the CONSULTANT shall
9 withhold an amount of moneys due the subconsultant sufficient to pay those employees the general
10 prevailing rate of per diem wages if requested by COUNTY.

11 G. Hours of Labor

12 Eight (8) hours labor constitutes a legal day's work. The CONSULTANT shall forfeit, as a penalty to the
13 COUNTY, twenty-five dollars (\$25) for each worker employed in the execution of the Agreement by the
14 CONSULTANT or any of its subconsultants for each calendar day during which such worker is required or
15 permitted to work more than eight (8) hours in any one calendar day and forty (40) hours in any one calendar
16 week in violation of the provisions of the Labor Code, and in particular §§1810 to 1815 thereof, inclusive,
17 except that work performed by employees in excess of eight (8) hours per day, and forty (40) hours during any
18 one week, shall be permitted upon compensation for all hours worked in excess of eight (8) hours per day and
19 forty (40) hours in any week, at not less than one and one-half (1.5) times the basic rate of pay, as provided
20 in §1815.

21 H. Employment of Apprentices

22 1. Where either the prime Agreement or the subagreement exceeds thirty thousand dollars (\$30,000), the
23 CONSULTANT and any subconsultants under him or her shall comply with all applicable requirements of
24 Labor Code §§ 1777.5, 1777.6 and 1777.7 in the employment of apprentices.

25 2. CONSULTANTS and subconsultants are required to comply with all Labor Code requirements regarding
26 the employment of apprentices, including mandatory ratios of journey level to apprentice workers. Prior to
27 commencement of work, CONSULTANT and subconsultants are advised to contact the DIR Division of
28 Apprenticeship Standards website at <https://www.dir.ca.gov/das/>, for additional information regarding the
29 employment of apprentices and for the specific journey-to- apprentice ratios for the Agreement work. The

1 CONSULTANT is responsible for all subconsultants' compliance with these requirements. Penalties are
2 specified in Labor Code §1777.7.

3 **ARTICLE XIII CONFLICT OF INTEREST**

- 4 A. CONSULTANT shall cause itself, its respective employees, agents, representatives, or independent contractors
5 and its subconsultants as well as their respective employees, agents, representatives, or independent
6 contractors to comply with all applicable conflict of interest laws and regulations, including but not limited to the
7 Political Reform Act and California Government Code section 1090. Furthermore, CONSULTANT shall cause
8 itself, its respective employees, agents, representatives, or independent contractors and its subconsultants as
9 well as their respective employees, agents, representatives, or independent contractors to comply with the
10 COUNTY's Conflict of Interest Code. CONSULTANT further agrees to cause itself, its respective employees,
11 agents, representatives, or independent contractors to complete any statements of economic interest if required
12 by COUNTY or State law. Notwithstanding any other provision contained in this Agreement, for a breach or
13 violation of this provision, COUNTY shall have the right to immediately terminate this Agreement without liability
14 and seek any other remedy provided by law or equity or this Agreement.
- 15 B. During the term of this Agreement, the CONSULTANT shall disclose any financial, business, or other
16 relationship with COUNTY that may have an impact upon the outcome of this Agreement or any ensuing
17 COUNTY construction project. The CONSULTANT shall also list current clients who may have a financial
18 interest in the outcome of this Agreement or any ensuing COUNTY construction project which will follow.
- 19 C. CONSULTANT certifies that it has disclosed to COUNTY any actual, apparent, or potential conflicts of interest
20 that may exist relative to the services to be provided pursuant to this Agreement. CONSULTANT agrees to
21 advise COUNTY of any actual, apparent or potential conflicts of interest that may develop subsequent to the
22 date of execution of this Agreement.
- 23 D. CONSULTANT hereby certifies that it does not now have nor shall it acquire any financial or business interest
24 that would conflict with the performance of services under this Agreement.
- 25 E. The CONSULTANT (nor any subconsultant nor any firms affiliated with the CONSULTANT or any
26 subconsultant) shall not be eligible to perform any further phases of the projects or to bid on any construction
27 contract or on any Agreement to provide construction inspection for any construction project resulting from this
28 Agreement. An affiliated firm is one, which is subject to the control of the same persons, though joint ownership
29 or otherwise.

1 F. CONSULTANT's duties and services under this Agreement shall not include preparing or assisting the
2 COUNTY with any portion of the COUNTY's preparation of a request for proposals, request for qualifications,
3 or any other solicitation regarding a subsequent or additional contract with the COUNTY. The COUNTY
4 entering this Agreement shall at all times retain responsibility for public contracting, including with respect to
5 any subsequent phase of the projects. CONSULTANT's participation in the planning, discussions, or drawings
6 of project plans or specifications shall be limited to conceptual, preliminary, or initial plans or specifications.
7 CONSULTANT shall cooperate with the COUNTY to ensure that all bidders for a subsequent contract on any
8 subsequent phase of a project have access to the same information, including all conceptual, preliminary, or
9 initial plans or specifications prepared by CONSULTANT pursuant to this Agreement.

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

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

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

17 If Article V.Q identifies that federal funds are used, in whole or in part, to fund the services performed under this
18 Agreement and such federal funding will exceed \$150,000 then compliance with the provisions of Article XV as
19 described below is required. If Article V.Q identifies that services are not funded in whole or in part with federal
20 funds or such federal funding will be less than \$150,000 then compliance with the requirements of Article XV is not
21 required.

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

- 23 1. No state, federal or COUNTY appropriated funds have been paid or will be paid, by or on behalf of the
24 CONSULTANT, to any person for influencing or attempting to influence an officer or employee of any local,
25 state or federal agency, a Member of the State Legislature or United States Congress, an officer or
26 employee of the Legislature or Congress, or any employee of a Member of the Legislature or Congress in
27 connection with the awarding of making of this Agreement, or with the extension, continuation, renewal,
28 amendment, or modification of this Agreement.
- 29 2. If any funds other than federal appropriated funds have been paid or will be paid to any person for

1 influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an
2 officer or employee of Congress, or an employee of a Member of Congress in connection with this
3 Agreement, the CONSULTANT shall complete and submit Standard Form-LLL, "Disclosure Form to Report
4 Lobbying", in accordance with its instructions.

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

10 C. The CONSULTANT also agrees by signing this document that he or she shall require that the language of this
11 certification be included in all lower tier subagreements, which exceed one hundred thousand dollars
12 (\$100,000), and that all such subrecipients shall certify and disclose accordingly.

13 **ARTICLE XVI NON-DISCRIMINATION CLAUSE AND STATEMENT OF COMPLIANCE**

14 A. The CONSULTANT's signature affixed herein and dated shall constitute a certification under penalty of perjury
15 under the laws of the State of California that CONSULTANT has, unless exempt, complied with the
16 nondiscrimination program requirements of Government Code Section 12990 and 2 California Code of
17 Regulations (CCR) Section 8103.

18 B. During the performance of this Agreement, CONSULTANT and its subconsultants shall not deny the
19 Agreement's benefits to any person on the basis of race, religious creed, color, national origin, ancestry,
20 physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender
21 identity, gender expression, age, sexual orientation, or military and veteran status, nor shall they unlawfully
22 discriminate, harass, or allow harassment against any employee or applicant for employment because of race,
23 religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic
24 information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military
25 and veteran status. CONSULTANT and subconsultants shall insure that the evaluation and treatment of their
26 employees and applicants for employment are free from such discrimination and harassment.

27 C. CONSULTANT and subconsultants shall comply with the provisions of the Fair Employment and Housing Act
28 (Government Code Section 12990 et seq.), the applicable regulations promulgated there under (2 CCR Section
29 11000 et seq.), the provisions of Government Code Sections 11135-11139.5, and the regulations or standards

1 adopted by COUNTY to implement such article. The applicable regulations of the Fair Employment and
2 Housing Commission implementing Government Code Section 12990 (a-f), set forth 2 CCR Sections 8100-
3 8504, are incorporated into this Agreement by reference and made a part hereof as if set forth in full.

4 D. CONSULTANT shall permit access by representatives of the Department of Fair Employment and Housing and
5 the COUNTY upon reasonable notice at any time during the normal business hours, but in no case less than
6 twenty-four (24) hours' notice, to such of its books, records, accounts, and all other sources of information and
7 its facilities as said Department or COUNTY shall require to ascertain compliance with this cause.

8 E. CONSULTANT and its subconsultants shall give written notice of their obligations under this clause to labor
9 organizations with which they have a collective bargaining or other agreement.

10 F. CONSULTANT shall include the nondiscrimination and compliance provisions of this clause in all subcontracts
11 to perform work under this Agreement.

12 G. The CONSULTANT, with regard to the work under this Agreement, shall act in accordance with Title VI of the
13 Civil Rights Act of 1964 (42 U.S.C. Section 2000d et seq.). Title VI provides that the recipients of federal
14 assistance will implement and maintain a policy of nondiscrimination in which no person in the United States
15 shall, on the basis of race, color, national origin, religion, sex, age, disability, be excluded from participation in,
16 denied the benefits of or subject to discrimination under any program or activity by the recipients of federal
17 assistance or their assignees and successors in interest.

18 H. The CONSULTANT shall comply with regulations relative to non-discrimination in federally-assisted programs
19 of the U.S. Department of Transportation (49 CFR 21 – Effectuation of Title VI of the Civil Rights Act of 1964).
20 Specifically, the CONSULTANT shall not participate either directly or indirectly in the discrimination prohibited
21 by 49 CFR Section 21.5, including employment practices and the selection and retention of subconsultants.

22 I. CONSULTANT, subrecipient or subconsultant will never exclude any person from participation in, deny any
23 person the benefits of, or otherwise discriminate against anyone in connection with the award and performance
24 of any contract covered by 49 CFR 26 on the basis of race, color, sex, or national origin. In administering the
25 COUNTY components of DBE Program Plan, CONSULTANT, subrecipient or subconsultant will not, directly or
26 through contractual or other arrangements, use criteria or methods of administration that have the effect of
27 defeating or substantially impairing accomplishment of the objectives of the DBE Program Plan with respect to
28 individuals of a particular race, color, sex, or national origin.

ARTICLE XVII DEBARMENT AND SUSPENSION CERTIFICATION

A. The CONSULTANT's signature affixed herein shall constitute a certification under penalty of perjury under the laws of the State of California, that the CONSULTANT or any person associated therewith in the capacity of owner, partner, director, officer or manager:

1. Is not currently under suspension, debarment, voluntary exclusion, or determination of ineligibility by any federal agency;
2. Has not been suspended, debarred, voluntarily excluded, or determined ineligible by any federal agency within the past three (3) years;
3. Does not have a proposed debarment pending; and
4. Has not been indicted, convicted, or had a civil judgment rendered against it by a court of competent jurisdiction in any matter involving fraud or official misconduct within the past three (3) years.

B. Any exceptions to this certification must be disclosed to COUNTY. Exceptions will not necessarily result in denial of recommendation for award, but will be considered in determining responsibility. Disclosures must indicate the party to whom the exceptions apply, the initiating agency, and the dates of agency action.

C. Exceptions to the Federal Government excluded parties (<https://sam.gov/content/home>) maintained by the U.S. General Services Administration are to be determined by the Federal Highway Administration (FHWA).

ARTICLE XVIII DISADVANTAGED BUSINESS ENTERPRISES (DBE) PARTICIPATION

If Article V.Q identifies that Federal funds are used, in whole or in part, to fund the services performed under this Agreement then compliance with the provisions of Article XVIII as described below is required. If Article V.Q identifies that services are not funded in whole or in part with Federal funds than compliance with the requirements of Article XVIII is not required.

A. CONSULTANT or subconsultants shall take necessary and reasonable steps to ensure that DBEs have opportunities to participate in the Agreement (49 CFR 26). To ensure equal participation of DBEs provided in 49 CFR 26.5, the COUNTY shows a contract goal for DBEs. CONSULTANT shall make work available to DBEs and select work parts consistent with available DBE subconsultants and suppliers.

CONSULTANT shall meet the DBE goal shown elsewhere in these specials provisions or demonstrate that they made adequate good faith efforts to meet this goal. It is CONSULTANT's responsibility to verify at date of proposal opening that the DBE firm is certified as a DBE by using the California Unified Certification Program (CUCP) database and possesses the most specific available North American Industry Classification System

(NAICS) codes or work code applicable to the type of work the firm will perform on the Agreement. Additionally, the CONSULTANT is responsible to document the verification record by printing out the CUCP data for each DBE firm. A list of DBE's certified by the CUCP can be found at <https://dot.ca.gov/prgrams/civil-rights/dbe-search>.

All DBE participation will count toward the California Department of Transportation's federally mandated statewide overall DBE goal. Credit for materials or supplies CONSULTANT purchases from DBEs counts towards the goal in the following manner:

- 100 percent counts if the materials or supplies are obtained from a DBE manufacturer.
- 60 percent counts if the materials or supplies are purchased from a DBE regular dealer.
- Only fees, commissions, and charges for assistance in the procurement and delivery of materials or supplies count if obtained from a DBE that is neither a manufacturer nor regular dealer. 40 CFR 26.55 defines "manufacturer" and "regular dealer."

This Agreement is subject to 49 CFR 26 entitled "Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs." CONSULTANTS who enter into a federally-funded agreement will assist the COUNTY in a good faith efforts to achieve California's statewide overall DBE goal.

- B. The goal for DBE participation for this Agreement is N/A%. Participation by DBE CONSULTANT or subconsultants shall be in accordance with information contained in Exhibit 10-02: Consultant Contract DBE Commitment attached hereto and incorporated as part of the Agreement if applicable. If a DBE subconsultant is unable to perform, CONSULTANT must make a good faith effort to replace him/her with another DBE subconsultant, if the goal is not otherwise met.
- C. CONSULTANT can meet the DBE participation goal by either documenting commitments to DBEs to meet the Agreement goal, or by documenting adequate good faith efforts to meet the Agreement goal. An adequate good faith means that the CONSULTANT must show that it took all necessary and reasonable steps to achieve a DBE goal that, by their scope, intensity, and appropriateness to the objective, could reasonably be expected to meet the DBE goal. If CONSULTANT has not met the DBE goal, complete and submit Exhibit 15-H: DBE Information – Good Faith Efforts to document efforts to meet the goal. Refer to 49 CFR 26 for guidance regarding evaluation of good faith efforts to meet the DBE goal.

1 D. Contract Assurance

2 Under 49 CFR 26.13(b):

3 CONSULTANT, subrecipients or subconsultants shall not discriminate on the basis of race, color, national
4 origin, or sex in the performance of this Agreement. CONSULTANT shall carry out applicable requirements of
5 49 CFR 26 in the award and administration of federal-aid contracts.

6 Failure by the CONSULTANT to carry out these requirements is a material breach of this Agreement, which
7 may result in the termination of this Agreement or such other remedy as the recipient deems appropriate, which
8 may include, but is not limited to:

- 9 1) Withholding monthly progress payments;
- 10 2) Assessing sanctions;
- 11 3) Liquidated damages; and/or
- 12 4) Disqualifying CONSULTANT from future proposing as non-responsible

13 E. Termination and Substitution of DBE subconsultants

14 CONSULTANT shall utilize the specific DBE listed to perform the work and supply the materials for which each
15 is listed unless CONSULTANT or DBE subconsultant obtains the COUNTY's written consent. CONSULTANT
16 shall not terminate or substitute a listed DBE for convenience and perform the work with their own forces or
17 obtain materials from other sources without authorization from the COUNTY. Unless the COUNTY's consent
18 is provided, the CONSULTANT shall not be entitled to any payment for work or material unless it is performed
19 or supplied by the listed DBE on the Exhibit 10-02: Consultant Contract DBE Commitment form, included in the
20 Bid.

21 The COUNTY authorizes a request to use other forces or sources of materials if CONSULTANT shows any of
22 the following justifications:

- 23 1) Listed DBE fails or refuses to execute a written contract based on plans and specifications for the
24 project.
- 25 2) The COUNTY stipulate that a bond is a condition of executing the subcontract and the listed DBE
26 fails to meet the COUNTY's bond requirements.
- 27 3) Work requires a CONSULTANT's license and listed DBE does not have a valid license under
28 Contractors License Law.
- 29 4) Listed DBE fails or refuses to perform the work or furnish the listed materials (failing or refusing to

perform is not an allowable reason to remove a DBE if the failure or refusal is a result of bad faith or discrimination).

- 5) Listed DBE's work is unsatisfactory and not in compliance with the Agreement.
- 6) Listed DBE is ineligible to work on the project because of suspension or debarment.
- 7) Listed DBE becomes bankrupt or insolvent.
- 8) Listed DBE voluntarily withdraws with written notice from the Agreement.
- 9) Listed DBE is ineligible to receive credit for the type of work required.
- 10) Listed DBE owner dies or becomes disabled resulting in the inability to perform the work on the Agreement.
- 11) The COUNTY determines other documented good cause.

CONSULTANT shall notify the original DBE of the intent to use other forces or material sources and provide the reasons and provide the DBE with 5 days to respond to the notice and advise CONSULTANT and the COUNTY of the reasons why the use of other forces or sources of materials should not occur.

CONSULTANT's request to use other forces or material sources must include:

- 1) One or more of the reasons listed in the preceding paragraph.
- 2) Notices from CONSULTANT to the DBE regarding the request.
- 3) Notices for the DBEs to CONSULTANT regarding the request.

If a listed DBE is terminated or substituted, CONSULTANT must make good faith efforts to find another DBE to substitute for the original DBE. The substitute DBE must perform at least the same amount of work as the original DBE under the Agreement to the extent to meet or exceed the DBE goal.

F. Commitment and Utilization

The COUNTY's DBE program must include a monitoring and enforcement mechanism to ensure that DBE commitments reconcile to DBE utilization.

CONSULTANT shall:

- 1) Notify the COUNTY Contract Administrator or designated representative of any changes to its anticipated DBE participation.
- 2) Provide this notification before starting the affected work.
- 3) Maintain records including:
 - Name and business address of each 1st-tier subconsultant

- Name and business address of each DBE subconsultant, DBE vendor, and DBE trucking company, regardless of tier
- Date of payment and total amount paid to each business (see Exhibit 9-F: Monthly Disadvantaged Business Enterprise Payment)

If CONSULTANT is a DBE CONSULTANT, they shall include the date of work performed by their own forces and the corresponding value of the work.

If a DBE is decertified before completing its work, the DBE must notify CONSULTANT in writing of the decertified date. If a business becomes a certified DBE before completing its work, the business must notify CONSULTANT in writing of the certification date. CONSULTANT shall complete a Disadvantaged Business Enterprise (DBE) Certification Status Change, Exhibit 17-O, form and submit the form to the COUNTY within thirty (30) days of Agreement acceptance.

Upon work completion, CONSULTANT shall complete Exhibit 17-F: Final Report – Utilization of Disadvantaged Business Enterprises (DBE), First-Tier Subcontractors and submit it to the COUNTY within ninety (90) days of contract acceptance. The COUNTY will withhold \$10,000 until the form is submitted. The COUNTY will release the withhold upon submissions of the completed form.

In the COUNTY's reports of DBE participation to Caltrans, the COUNTY must display both commitments and attainments.

G. A DBE is only eligible to be counted toward the Agreement goal if it performs a commercially useful function (CUF) on the Agreement. CUF must be evaluated on an agreement by agreement basis. A DBE performs a CUF when it is responsible for execution of the work of the Agreement and is carrying out its responsibilities by actually performing, managing, and supervising the work involved. To perform a CUF, the DBE must also be responsible, with respect to quantity, ordering the material and installing (where applicable), and paying for the material itself, industry practices, whether the amount the firm is to be paid under the Agreement is commensurate with the work it is actually performing, and other relevant factors.

H. A DBE does not perform a CUF if its role is limited to that of an extra participant in a transaction, agreement, or project through which funds are passed in order to obtain the appearance of DBE participation. In determining whether a DBE is such an extra participant, examine similar transactions, particularly those in which DBEs do not participate.

I. A DBE does not perform or exercise responsibility for at least thirty percent (30%) of the total cost of its

1 Agreement with its own work force, or the DBE subcontracts a greater portion of the work of the Agreement
2 than would be expected on the basis of normal industry practice for the type of work involved, it will be presumed
3 that it is not performing a CUF.

4 J. CONSULTANT shall maintain records of materials purchases or supplied for all subcontracts entered into with
5 certified DBEs. The record shall show the name and business address of each DBE or vendor and the total
6 dollar amount actually paid each DBE or vendor, regardless of tier. The records shall show the date of payment
7 and the total dollar figure paid to all firms, DBE CONSULTANTS shall also show the date of work performed by
8 their own forces along with the corresponding dollar value of the work.

9 K. If a DBE subconsultant is decertified during the life of the Agreement, the decertified subconsultant shall notify
10 CONSULTANT in writing with the date of decertification. If a subconsultant becomes a certified DBE during
11 the life of the Agreement, the subconsultant shall notify CONSULTANT in writing with the date of certification.
12 Any changes should be reported to COUNTY Contract Administrator within thirty (30) calendar days.

13 L. After submitting an invoice for reimbursement that includes a payment to a DBE, but no later than the 10th of
14 the following month, the prime contractor/consultant shall complete and email the Exhibit 9-F: Disadvantaged
15 Business Enterprise Running Tally of Payments to business.support.unit@dot.ca.gov with a copy to the
16 Agency.

17 M. Any subcontract entered into as a result of this Agreement shall contain all of the provisions of this section.

18 **ARTICLE XIX INDEMNIFICATION AND INSURANCE**

19 A. Basic Indemnity

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

28 2. "Losses" shall mean any and all economic and non-economic losses, costs, liabilities, claims, damages,
29 actions, judgments, settlements and expenses, including, without limitation, full and actual attorney's fees

1 (including, without limitation, attorney's fees for trial and on appeal), expert and non-expert witness fees,
2 arbitrator and arbitration fees and mediator and mediation fees.

- 3 3. CONSULTANT further agrees to and shall indemnify and hold harmless the Indemnitees from all liability
4 arising from suits, claims, demands, actions, or proceedings made by agents, employees or subcontractors
5 of CONSULTANT for salary, wages, compensation, health benefits, insurance, retirement or any other
6 benefit not explicitly set forth in this Agreement and arising out of work performed for COUNTY pursuant to
7 this Agreement. The Indemnitees shall be entitled to the defense and indemnification provided for
8 hereunder regardless of whether the Loss is in part caused or contributed to by the acts or omissions of an
9 Indemnitee or any other person or entity; provided however, that nothing contained herein shall be
10 construed as obligating CONSULTANT to indemnify and hold harmless any Indemnitee to the extent not
11 required under the provisions of Paragraph B. below.

12 B. Indemnity for Design Professional Services

- 13 1. To the fullest extent permitted by Applicable Law, CONSULTANT agrees to defend (through legal counsel
14 reasonably acceptable to COUNTY), indemnify and hold harmless the Indemnitees, and each of them,
15 against any and all Losses that arise out of, pertain to, or relate to, any negligence, recklessness or willful
16 misconduct constituting professional negligence on the part of CONSULTANT or its subconsultants, or their
17 respective employees, agents, representatives, or independent contractors. The Indemnitees shall be
18 entitled to the defense, and indemnification provided for hereunder regardless of whether the Loss is, in
19 part, caused or contributed to by the acts or omissions of an Indemnitee or any other person or entity;
20 provided, however, that nothing contained herein shall be construed as obligating CONSULTANT to
21 indemnify and hold harmless any Indemnitee to the extent not required under the provisions of this section.
22 CONSULTANT shall defend and pay, all costs and fees, including but not limited to attorney fees, cost of
23 investigation, and defense, in any loss, suits, claims, demands, actions, or proceedings to the extent and
24 in proportion to the percentage, such costs and fees arise out of, pertain to, or relate to the negligence,
25 recklessness or willful misconduct of CONSULTANT arising out of or from the performance of professional
26 design services under this Agreement. The duty to defend applies to any alleged or actual negligence,
27 recklessness, willful misconduct of CONSULTANT. The cost for defense shall apply whether or not
28 CONSULTANT is a party to the lawsuit and shall apply whether or not CONSULTANT is directly liable to
29 the plaintiffs in the lawsuit. The duty to defend applies even if Indemnitees are alleged or found to be actively

1 negligent, but only in proportion to the percentage of fault or negligence of CONSULTANT.

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

14 C. INSURANCE

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

21 1. Workers' Compensation:

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

27 2. Commercial General Liability:

28 Commercial General Liability insurance coverage, including but not limited to, premises liability, unmodified
29 contractual liability, products and completed operations liability, personal and advertising injury, and cross

1 liability coverage, covering claims which may arise from or out of CONSULTANT's performance of its
2 obligations hereunder. Policy's limit of liability shall not be less than \$2,000,000 per occurrence combined
3 single limit. If such insurance contains a general aggregate limit, it shall apply separately to this Agreement
4 or be no less than two (2) times the occurrence limit. Policy shall name the COUNTY as Additional Insureds.

5 3. Vehicle Liability:

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

11 4. Professional Liability

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

21 5. General Insurance Provisions - All lines:

- 22 a. Any insurance carrier providing insurance coverage hereunder shall be admitted to the State of
23 California and have an A M BEST rating of not less than A: VIII (A:8) unless such requirements are
24 waived, in writing, by the COUNTY Risk Manager. If the COUNTY's Risk Manager waives a
25 requirement for a particular insurer such waiver is only valid for that specific insurer and only for one
26 policy term.
- 27 b. The CONSULTANT must declare its insurance self-insured retention for each coverage required
28 herein. If any such self-insured retention exceeds \$500,000 per occurrence each such retention shall
29 have the prior written consent of the COUNTY Risk Manager before the commencement of operations

1 under this Agreement. Upon notification of self-insured retention unacceptable to the COUNTY, and at
2 the election of the COUNTY's Risk Manager, CONSULTANT's carriers shall either; 1) reduce or
3 eliminate such self-insured retention as respects this Agreement with the COUNTY, or 2) procure a
4 bond which guarantees payment of losses and related investigations, claims administration, and
5 defense costs and expenses.

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

24 d. It is understood and agreed to by the parties hereto that the CONSULTANT's insurance shall be
25 construed as primary insurance, and the COUNTY's insurance and/or deductibles and/or self-insured
26 retentions or self-insured programs shall not be construed as contributory.

27 e. If, during the term of this Agreement or any extension thereof, there is a material change in the scope
28 of services; or, there is a material change in the equipment to be used in the performance of the scope
29 of services; or, the term of this Agreement, including any extensions thereof, exceeds five (5) years;

1 the COUNTY reserves the right to adjust the types of insurance and the monetary limits of liability
2 required under this Agreement, if in the COUNTY Risk Manager's reasonable judgment, the amount or
3 type of insurance carried by the CONSULTANT has become inadequate.

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

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

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

10 **ARTICLE XX FUNDING REQUIREMENTS**

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

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

18 C. It is mutually agreed that if sufficient funds are not appropriated, this Agreement may be amended to reflect any
19 reduction in funds.

20 D. COUNTY has the option to terminate the Agreement pursuant to Article VI Termination, or by mutual agreement
21 to amend the Agreement to reflect any reduction of funds.

22 **ARTICLE XXI CHANGE IN TERMS**

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

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

26 C. There shall be no change in CONSULTANT Project Manager or members of the project team, as listed as Key
27 Personnel in the approved Scope of Services, which is a part of this Agreement without prior written approval
28 by COUNTY Contract Administrator.

1 **ARTICLE XXII CONTINGENT FEE**

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

9 **ARTICLE XXIII DISPUTES**

10 A. Prior to either party commencing any legal action under this Agreement, the parties agree to try in good faith,
11 to settle any dispute amicably between them. If a dispute has not been settled after forty-five (45) days of good-
12 faith negotiations and as may be otherwise provided herein, then either party may commence legal action
13 against the other. This Agreement shall be governed by the laws of the State of California. Any legal action
14 related to the performance or interpretation of this Agreement shall be filed only in the Superior Court of the
15 State of California located in Riverside, California, and the parties waive any provision of law providing for a
16 change of venue to another location. In the event any provision in this Agreement is held by a court of competent
17 jurisdiction to be invalid, void, or unenforceable, the remaining provisions will nevertheless continue in full force
18 without being impaired or invalidated in any way.

19 B. Any dispute, other than audit, concerning a question of fact arising under this Agreement that is not disposed
20 of by agreement shall be decided by a committee consisting of COUNTY Contract Administrator and Director
21 of Transportation, or designee, who may consider written or verbal information submitted by CONSULTANT.

22 C. Not later than thirty (30) days after completion of all deliverables necessary to complete the plans, specifications
23 and estimate, CONSULTANT may request review by COUNTY Governing Board of unresolved claims or
24 disputes, other than audit. The request for review will be submitted in writing.

25 D. Neither the pendency of a dispute, nor its consideration by the committee will excuse CONSULTANT from full
26 and timely performance in accordance with the terms of this Agreement.

27 **ARTICLE XXIV INSPECTION OF WORK**

28 CONSULTANT and any subconsultant shall permit COUNTY, the state, and the FHWA if federal participating funds
29 are used in this Agreement; to review and inspect the project activities and files at all reasonable times during the

1 performance period of this Agreement.

2 **ARTICLE XXV SAFETY**

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

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

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

13 D. In the event CONSULTANT performs trenching of five (5) feet or deeper in the performance any service
14 provided under this Agreement, CONSULTANT must have a Division of Occupational Safety and Health (CAL-
15 OSHA) permit(s), as outlined in California Labor Code Sections 6500 and 6705, prior to the initiation of any
16 practices, work, method, operation, or process related to the construction or excavation of trenches which are
17 five (5) feet or deeper.

18 **ARTICLE XXVI OWNERSHIP OF DATA**

19 A. It is mutually agreed that all materials prepared by CONSULTANT under this Agreement shall become the
20 property of COUNTY, and CONSULTANT shall have no property rights therein whatsoever. Immediately, upon
21 termination, COUNTY shall be entitled to, and CONSULTANT shall deliver to COUNTY, reports, investigations,
22 appraisals, inventories, studies, analyses, drawings and data estimates performed to that date, whether
23 completed or not, and other such materials as may have been prepared or accumulated to date by
24 CONSULTANT in performing this Agreement which is not CONSULTANT's privileged information, as defined
25 by law, or CONSULTANT's personnel information, along with all other property belonging exclusively to
26 COUNTY which is in CONSULTANT's possession. Publication of the information derived from work performed
27 or data obtained in connection with services rendered under this Agreement must be approved in writing by
28 COUNTY.

29 B. Additionally, it is agreed that the Parties intend this to be an Agreement for services and each considers the

1 products and results of the services to be rendered by CONSULTANT hereunder to be work made for hire.
2 CONSULTANT acknowledges and agrees that the work (and all rights therein, including, without limitation,
3 copyright) belongs to and shall be the sole and exclusive property of COUNTY without restriction or limitation
4 upon its use or dissemination by COUNTY.

5 C. Nothing herein shall constitute or be construed to be any representation by CONSULTANT that the work product
6 is suitable in any way for any other project except the one detailed in this Agreement. Any reuse by COUNTY
7 for another project or project location shall be at COUNTY's sole risk.

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

11 **ARTICLE XXVII CLAIMS FILED BY COUNTY'S CONSTRUCTION CONTRACTOR**

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

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

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

24 **ARTICLE XXVIII CONFIDENTIALITY OF DATA**

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

28 B. Permission to disclose information on one occasion, or public hearing held by COUNTY relating to the
29 Agreement, shall not authorize CONSULTANT to further disclose such information, or disseminate the same

1 on any other occasion.

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

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

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

9 F. All information related to the construction estimate is confidential and shall not be disclosed by CONSULTANT
10 to any entity other than COUNTY, Caltrans, and/or FHWA. All of the materials prepared or assembled by
11 CONSULTANT pursuant to the performance of this Agreement are confidential and CONSULTANT agrees that
12 they shall not be made available to any individual or organization without the prior written approval of COUNTY
13 or except by court order. If CONSULTANT or any of its officers, employees, or subcontractors does voluntarily
14 provide information in violation of this Agreement, COUNTY has the right to reimbursement and indemnity from
15 CONSULTANT for any damages caused by CONSULTANT releasing the information, including, but not limited
16 to, COUNTY's attorney's fees and disbursements, including without limitation expert's fees and disbursements.

17 **ARTICLE XXIX NATIONAL LABOR RELATIONS BOARD CERTIFICATION**

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

23 **ARTICLE XXX LEGAL COMPLIANCE**

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

1 **ARTICLE XXXI EVALUATION OF CONSULTANT**

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

5 **ARTICLE XXXII RETENTION OF FUNDS**

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

20 **ARTICLE XXXIII TITLE VI ASSURANCES**

21 CONSULTANT shall comply with the assurances set forth in Attachment D, Title VI Assurances, as applicable,
22 which is attached hereto and incorporated herein by reference.

23 **ARTICLE XXXIV NOTIFICATION**

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

28 **ARTICLE XXXV CONTRACT**

- 29 A. The two parties to this Agreement, who are the before named CONSULTANT and the before named

1 COUNTY, hereby agree that this Agreement constitutes the entire agreement which is made and concluded
2 in triplicate between the two parties. Both of these parties for and in consideration of the payments to be
3 made, conditions mentioned, and work to be performed, each agree to diligently perform in accordance
4 with the terms and conditions of this Agreement as evidenced by the signatures below.

5 B. This Agreement may be executed in any number of counterparts, each of which will be an original, but all
6 of which together will constitute one instrument. Each party to this Agreement agrees to the use of
7 electronic signatures, such as digital signatures that meet the requirements of the California Uniform
8 Electronic Transactions Act ("CUETA") Cal. Civ. Code §§ 1633.1 to 1633.17), for executing this
9 Agreement. The parties further agree that the electronic signatures of the parties included in this
10 Agreement are intended to authenticate this writing and to have the same force and effect as manual
11 signatures. Electronic signature means an electronic sound, symbol, or process attached to or logically
12 associated with an electronic record and executed or adopted by a person with the intent to sign the
13 electronic record pursuant to the CUETA as amended from time to time. The CUETA authorizes use of an
14 electronic signature for transactions and contracts among parties in California, including a government
15 agency. Digital signature means an electronic identifier, created by computer, intended by the party using
16 it to have the same force and effect as the use of a manual signature, and shall be reasonably relied upon
17 by the parties. For purposes of this section, a digital signature is a type of "electronic signature" as defined
18 in subdivision (i) of Section 1633.2 of the Civil Code.

19
20 [SIGNATURE PAGE FOLLOWS]
21
22
23
24
25
26
27
28
29

ARTICLE XXXVI SIGNATURES

COUNTY Signatures

RECOMMENDED FOR APPROVAL:

 Dated: 8/12/2024

Director of Transportation

APPROVED AS TO FORM:

County Counsel

 Dated: _____

By Deputy

APPROVAL BY THE BOARD OF SUPERVISORS

 Dated: 8/27/2024

CHUCK WASHINGTON
PRINTED NAME

Chair, Riverside County Board of Supervisors

ATTEST:

 Deputy Dated: 8/27/2024

KIMBERLY RECTOR

Clerk of the Board (SEAL)

CONSULTANT Signatures

CONSULTANT:

 Dated: Jul 2, 2024

Zach Siviglia
PRINTED NAME

President
TITLE

CONSULTANT:

 Dated: Jul 2, 2024

R. Matt Brogan
PRINTED NAME

Secretary
TITLE









24-00016 - RCTD- On-Call Road & Highway Agmt

Final Audit Report

2024-07-02

Created:	2024-07-02
By:	Shelby Navarro (snavarro@markthomas.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAlibMGwylxdt-1NeFCVgu-MGDbJOIdcr

"24-00016 - RCTD- On-Call Road & Highway Agmt" History

-  Document created by Shelby Navarro (snavarro@markthomas.com)
2024-07-02 - 9:19:07 PM GMT
-  Document emailed to Zachary Siviglia (zsiviglia@markthomas.com) for signature
2024-07-02 - 9:30:14 PM GMT
-  Email viewed by Zachary Siviglia (zsiviglia@markthomas.com)
2024-07-02 - 9:35:09 PM GMT
-  Document e-signed by Zachary Siviglia (zsiviglia@markthomas.com)
Signature Date: 2024-07-02 - 9:37:20 PM GMT - Time Source: server
-  Document emailed to Matt Brogan (mbrogan@markthomas.com) for signature
2024-07-02 - 9:37:22 PM GMT
-  Email viewed by Matt Brogan (mbrogan@markthomas.com)
2024-07-02 - 10:36:25 PM GMT
-  Document e-signed by Matt Brogan (mbrogan@markthomas.com)
Signature Date: 2024-07-02 - 10:37:30 PM GMT - Time Source: server
-  Agreement completed.
2024-07-02 - 10:37:30 PM GMT

ATTACHMENT A • SCOPE OF SERVICES

TABLE OF CONTENTS

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

29

ARTICLE AI • INTRODUCTION	1
A. DESCRIPTION	1
B. LOCATION	1
C. COORDINATION	1
D. STANDARDS	2
E. QUALITY CONTROL	4
F. KEY PERSONNEL	5
G. COUNTY RESPONSIBILITIES	5
ARTICLE AII • CONTRACT ADMINISTRATION	6
A. CONTRACT MANAGEMENT	6
B. COST ACCOUNTING	6
C. SCHEDULING	6
ARTICLE AIII • SERVICES TO BE PROVIDED/SCOPE OF WORK	6
A. ROADWAY/HIGHWAY ENGINEERING TASKS	6

ARTICLE AI • INTRODUCTION

A. DESCRIPTION

CONSULTANT shall provide on-call services to augment COUNTY's in-house resources to deliver necessary Road Improvement Projects. CONSUTLANT represents and warrants that it has the required expertise and staff capabilities to meet project schedules and/or deadlines. Potential projects will be identified or funded in the Transportation Improvement Program (TIP).

The projects may require coordination with various Federal, State, and/or local agencies which may include but not be limited to railroad companies, utility companies, and Cities.

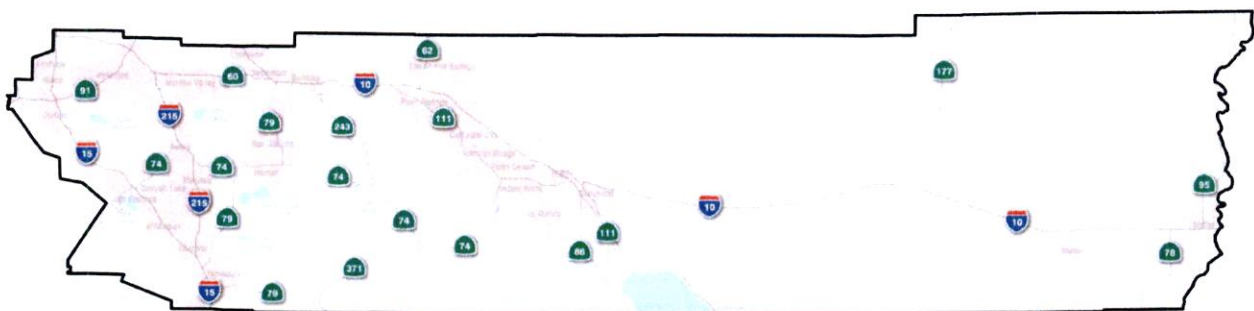
It is anticipated that only local funding will be used for these on-call services.

All work performed by CONSULTANT shall be per applicable COUNTY, AASHTO, and CALTRANS standard practices, regulations, policies, procedures, manuals and standards, as appropriate and may also include compliance with Federal Highway Administration requirements.

B. LOCATION

Task Orders may be for projects located anywhere within the jurisdictional boundaries of the County of Riverside as outlined in the map shown below.

Map of the County of Riverside



C. COORDINATION

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

D. STANDARDS

The Plans, Specifications and Estimates shall be prepared in accordance with current State Department of Transportation (CALTRANS) regulations, policies, procedures, manuals and standards including compliance with Federal Highway Administration (FHWA) requirements and/or COUNTY Road Standards as appropriate. Improvements of local roads may be prepared in accordance with COUNTY standards in lieu of CALTRANS standards as directed by the COUNTY Contract Administrator. CONSULTANT will prepare fact sheets for COUNTY approval, documenting the exceptions to mandatory and advisory design standards. All documents shall be prepared using English Standard Units and dimensions.

1. Environmental

Environmental documents and services shall be performed in accordance with CALTRANS Standard Environmental Reference (SER) including requirements of the California Environmental Quality Act (CEQA) and the National Environmental Policy Act (NEPA) if a project has a federal nexus.

2. Survey

Supplemental surveys shall be performed by the CONSULTANT in accordance with the current CALTRANS "Survey Manual" and its revisions. Work not covered by the manual shall be performed in accordance with accepted professional surveying standards as approved by COUNTY.

3. Design

Roadway design shall be in accordance with the current CALTRANS Highway Design Manual and its revisions and/or COUNTY Road Standards as appropriate. Traffic design shall be in accordance with the Manual of Uniform Traffic Control Devices (MUTCD) and the California Supplement. Basic design shall be in accordance with the approved Technical Report and final Environmental Document including any supplements and/or updates. Microstation (compatible with current CALTRANS version) software will be used as the design software.

4. Geographical Information System (GIS)

- a. "GIS Information" shall include GIS digital files (including the information or data contained therein) and any other information, data, or documentation from COUNTY GIS (regardless of medium or format) that is provided pursuant to this Agreement.
- b. CONSULTANT acknowledges that the unauthorized use, transfer, assignment, sublicensing, or

1 disclosure of the GIS information, documentation, or copies thereof will substantially diminish their
2 value to COUNTY. CONSULTANT acknowledges and agrees that COUNTY GIS information is a
3 valuable proprietary product, embodying substantial creative efforts, trade secrets, and confidential
4 information and ideas. COUNTY GIS information is and shall remain the sole property of COUNTY;
5 there is no intention of COUNTY to transfer ownership of COUNTY GIS information.

6 c. COUNTY GIS information is made available to CONSULTANT solely for use in the normal course of
7 CONSULTANT's business to produce reports, analysis, maps and other deliverables only for a specific
8 PROJECT and as described within the Scope of Services.

9 d. CONSULTANT agrees to indemnify and hold harmless COUNTY, its officers, employees and agents
10 from any and all liabilities, claims, actions, losses or damages relating to or arising from
11 CONSULTANT's use of COUNTY GIS information.

12 e. GIS information cannot be used for all purposes; GIS information may not be complete for all purposes.
13 Additional investigation or research by CONSULTANT into other sources will be required. GIS
14 information is intended only as an information base and is not intended to replace any legal records.
15 COUNTY has used and will continue to use its best efforts to correctly input into COUNTY GIS the
16 information contained in various legal and other records; but COUNTY accepts no responsibility for
17 any conflict with actual legal records or for information not transferred from legal records to COUNTY
18 GIS. COUNTY has attempted to update GIS information as often as is practically feasible. However,
19 CONSULTANT should be aware that GIS information may not be current and changes or additions to
20 the information contained in COUNTY GIS may not yet be reflected in COUNTY GIS.

21 f. COUNTY accepts no responsibility for the use of GIS information; COUNTY provides no warranty for
22 the use of COUNTY GIS or COUNTY GIS information by CONSULTANT. THE WARRANTIES
23 SPECIFICALLY SET FORTH IN THIS AGREEMENT ARE IN LIEU OF ALL OTHER WARRANTIES,
24 EXPRESS OR IMPLIED, INCLUDING THE WARRANTIES OF MERCHANTABILITY AND FITNESS
25 FOR A PARTICULAR PURPOSE; SUCH OTHER WARRANTIES ARE HEREBY EXCLUDED.

26 g. Final plans, drawings or other work products will be provided in an electronic format suitable for
27 inclusion within the COUNTY GIS or CADD Systems by CONSULTANT and will contain the
28
29

1 appropriate meta data and will be geographically registered using an appropriate coordinate system
2 such as the California State Plane Coordinate System NAD 83.

3 **5. Project Files**

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

5 **E. QUALITY CONTROL**

- 6
- 7 1. CONSULTANT shall implement and maintain the following quality control procedures during the
8 preparation of the plans and documents relating to this Agreement. CONSULTANT shall have a quality
9 control plan in effect during the entire time services are being performed under this Agreement. The plan
10 shall establish a process whereby calculations are independently checked, plans checked, corrected and
11 backchecked, and all job related correspondence and memoranda routed and received by affected
12 persons and then bound in appropriate job files. Where several drawings show different work in the same
13 area, means shall be provided to avoid conflicts and misalignment in both new and existing improvements.
14 Evidence that the quality control plan is functional may be requested by the COUNTY Contract
15 Administrator. All plans, calculations documents and other items submitted to the COUNTY Contract
16 Administrator for review shall be marked clearly as being fully checked and that the preparation of the
17 material followed the quality control plan established for the work.
- 18 2. CONSULTANT has total responsibility for the accuracy and completeness of all data, reports, plans,
19 specifications and estimates prepared for this Agreement and shall check all such material accordingly.
20 COUNTY will review all work product deliverables. The responsibility for accuracy and completeness of
21 such items remains solely that of CONSULTANT. Neither COUNTY'S review nor approval shall give rise
22 to any liability or responsibility on the part of COUNTY, or waive any of COUNTY'S rights, or relieve
23 CONSULTANT of its professional responsibilities or obligations under this Agreement.
- 24 3. The plans, designs, estimates, calculations, reports and other documents furnished in accordance with
25 the Scope of Services shall meet the criteria for acceptance and be a product of neat appearance, well
26 organized, technically and grammatically correct, checked and having the preparer and checker identified.
27 The minimum standard of appearance, organization and contents shall be of similar types produced by
28 COUNTY and AGENCIES. If any work product submitted is not complete and ready for use by COUNTY,
29

1 it shall be marked "Draft" or similar designation to indicate it is not ready for use by COUNTY. COUNTY
2 expects that all work product not so designated is ready for and can be used as a final product.

- 3
4 4. The page identifying preparers of engineering reports, the title sheet for specifications and each sheet of
5 plans, shall bear the professional seal, certificate number, registration classification, expiration date of the
6 certificate, and signature of the professional engineer(s) responsible for their preparation.

7 **F. KEY PERSONNEL**

8 The CONSULTANT has represented to the COUNTY that certain key personnel will perform the services and
9 if one or more of such personnel should become unavailable, CONSULTANT may substitute other personnel
10 of at least equal competence only after prior written approval by the COUNTY Contract Administrator has been
11 secured. The key personnel for performance of this Agreement are:

Assignment	Key Personnel
Principal in Charge	Darin Johnson, P.E
Project Manager	Joshua Cosper, P.E., P.L.S.
Lead Roadway Engineer	Paul Mittica, P.E
Lead Structures Engineer	Jason Hickey, P.E., S.E.
Lead Environmental Planner	Brian Calvert
QA/QC Engineer	Pat Somerville, P.E

18 **G. COUNTY RESPONSIBILITIES**

19 The following includes tasks to be completed by the COUNTY:

- COUNTY will provide standards, existing plans, and manuals when requested by CONSULTANT and available to COUNTY personnel.
- COUNTY will provide survey and land acquisition services generally as described below:
 - Provide survey controls.
 - Verify that COUNTY survey control points are still in place and undisturbed.
 - Provide survey records research, including grant deeds and right-of-way documents in support of right-of-way base mapping prepared by COUNTY surveyor.
 - Prepare existing right-of-way and parcel mapping.
 - Coordinate permits for right-of-entry with property owners.

- Obtain and review title reports, identify easements and encumbrances.
- Prepare appraisals for temporary and permanent right-of-way and perform appraisal review.
- Perform right-of-way negotiations and acquisitions.
- Certify new acquired right-of-way.

ARTICLE AII • CONTRACT ADMINISTRATION

A. CONTRACT MANAGEMENT

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

B. COST ACCOUNTING

The CONSULTANT will prepare and submit monthly invoices of expenditures for each on-call Task Order. All Invoices will include all supporting data.

C. SCHEDULING

Schedules will be prepared for each specific Task Order.

ARTICLE AIII • SERVICES TO BE PROVIDED/SCOPE OF WORK

The scope of work for this Agreement is to provide on-call services to the Riverside County Transportation Department for transportation related services located throughout Riverside County. Services will be performed at the request of the COUNTY Contract Administrator. The CONSULTANT may be required to provide on-call services that include but are not limited to the following:

A. ROADWAY/HIGHWAY ENGINEERING TASKS

1. Perform aerial or field survey as needed for the design of roadway projects, including centerline, right-of-way, and parcel mapping
2. Perform Geotechnical Investigations and reports
3. Perform drainage analysis and prepare hydrology reports.
4. Perform environmental studies and prepare environmental reports, including WQMPs.
5. Prepare National Environmental Policy Act (NEPA) and California Environmental Quality Act (CEQA) compliant Environmental Documents
6. Obtain required State and National Environmental Permits

- 1 7. Perform site investigations and measurements for the base mapping of resurfacing plans
- 2 8. Perform site investigations and measurements for ADA compliance and for determining required
- 3 improvements as part of roadway/highway engineering projects or separate ADA upgrade projects
- 4 (including completion of the COUNTY's ADA inspection form as needed).
- 5 9. Conduct/Participate in field review meetings for determining overall scope of projects
- 6 10. Perform quantity take offs and prepare engineer estimates.
- 7 11. Prepare/Review roadway/highway engineering plans and specifications.
- 8 12. Prepare/Review drainage engineering plans and specification
- 9 13. Prepare/Review landscaping plans and specifications.
- 10 14. Prepare/Review Structural Plans and specifications.
- 11 15. Prepare/Review Traffic Signal, Pavement Delineation, Signing, Street Light, traffic control plans and
- 12 specifications.
- 13 16. Prepare WQMP or TPG as required by the California Water Resources Control Board
- 14 17. Prepare Right-of-way requirement maps, legal descriptions, and plat maps.
- 15 18. Prepare government appraisal, conduct appraisal reviews, and prepare/preset offer packages.
- 16 19. Perform utility coordination activities, including potholing.
- 17 20. Perform public outreach.
- 18 21. Provide other roadway/highway engineering related professional services as required.
- 19 22. Obtain necessary Right of Entry/Encroachment Permits

20 *All plans shall be prepared and submitted using COUNTY approved versions of MicroStation V8i software.

ATTACHMENT B • SCHEDULE OF SERVICES

ARTICLE BI • INTRODUCTION

The CONSULTANT shall perform the covenants set forth in Attachment A, Scope of Services, in accordance with the performance requirements of ARTICLE IV PERFORMANCE PERIOD of this Agreement and with the following additional Performance Requirements below. All Task Orders authorized under this Agreement must be authorized no later than June 30, 2029. All services authorized by Task Orders shall be completed by the Agreement expiration date. If work on a Task Order is in progress on the expiration date of this Agreement, the period of performance of this Agreement shall be extended by a written amendment signed by the authorized representatives of both parties prior to the expiration of the period of performance to cover the time needed to complete the Task Order in progress only. An amendment extending the period of performance of this Agreement to cover the time needed to complete a Task Order in progress may be signed by the Director of Transportation if authorized by the COUNTY Board of Supervisors. If written amendment is executed, Task Order services authorized in this Agreement shall therefore be completed no later than June 30, 2031. 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

1 **C. FINAL ACCEPTANCE**

2 When COUNTY determines that CONSULTANT has satisfactorily completed the services, COUNTY may give
3 CONSULTANT a written Notice of Final Acceptance. CONSULTANT shall not incur any further costs hereunder
4 unless so specified in the Notice of Final Acceptance. No payment will be made for any work performed after
5 the Agreement end date as provided in ARTICLE IV PERFORMANCE PERIOD unless extended by
6 amendment regardless if a Notice of Final Acceptance has been issued or not. The final invoice shall be
7 submitted within 60 calendar days after completion of CONSULTANT's work as required by ARTICLE V
8 ALLOWABLE COSTS AND PAYMENTS. CONSULTANT may request a Notice of Final Acceptance
9 determination when, in its opinion, it has satisfactorily completed all covenants as stipulated in this Agreement.
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29

ATTACHMENT C • COMPENSATION PLAN

ARTICLE CI • INTRODUCTION

Satisfactory performance and completion of the services under this Agreement shall be compensated based upon the hourly rates specified herein and the negotiated cost estimate for each specific Task Order. Actual costs for any Task Order shall not exceed the authorized cost estimate. The sum of the Task Order cost estimates authorized shall not exceed the maximum amount of this Agreement.

ARTICLE CII • ELEMENTS OF COMPENSATION

Compensation for the services provided will be comprised of the following elements: HOURLY RATES, INCURRED (ACTUAL) DIRECT COSTS and OUTSIDE SERVICES.

A. HOURLY RATES

The specified hourly rates shall include direct salary costs, employee benefits, prevailing wages, employer payments, overhead and fee. These rates are not adjustable for the period of performance set forth in the Agreement.

B. INCURRED (ACTUAL) DIRECT COSTS

Additional incurred (actual) 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 cost. Travel by air and/or travel in excess of 100 miles 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 estimate for each Task Order and in conformance with the COUNTY Consulting Services Manual invoicing procedures. Firms proposed to provide subconsulting services under this Agreement are listed below:

NCM Engineering Corp.

ICF Jones & Stokes, Inc.

Fehr & Peers

Advantec Consulting Engineers, Inc.

Q3 Consulting, Inc

Earth Mechanics, Inc.

1 Geocon, Inc.

2 Monument ROW, Inc.

3 Costin Public Outreach Group

4
5 **ARTICLE CIII • INVOICING**

6 CONSULTANT shall submit invoices in accordance with ARTICLE V ALLOWABLE COSTS AND PAYMENTS
7 of the Agreement and with the following requirements.

- 8 1. Billings for hours worked, incurred (actual) direct costs and outside services shall be included in
9 CONSULTANT's monthly invoice submittals and be in conformance with the COUNTY's Consulting
10 Services Invoicing Procedures.
- 11 2. The charges for each individual assigned under this Agreement shall be listed separately.
- 12 3. Charges for incurred (actual) direct costs shall be accompanied by substantiating documentation such
13 as invoices, telephone logs, etc.
- 14 4. Each invoice shall bear a certification signed by the CONSULTANT Project Manager or an officer of
15 the firm which reads as follows:

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

19 **ARTICLE CIV • PAYMENT**

20 Progress payments shall be made in accordance with ARTICLE V ALLOWABLE COSTS AND PAYMENTS of the
21 Agreement. The total amount payable by COUNTY for all Task Orders resulting from this Agreement shall not
22 exceed \$3,000,000.
23

24 **ARTICLE CV • HOURLY RATES**

25 COUNTY shall pay CONSULTANT at the attached hourly rates. Hourly rates shall be applicable to both straight
26 time and overtime work unless payment of premium for overtime work is required by law, regulation or craft
27 agreement, or is otherwise specified in this Agreement.
28
29

Specific Rate of Compensation (On-Call or As-Needed Contracts)

Note: Mark-ups are Not Allowed

Consultant: Mark Thomas & Company, Inc.



Prime Consultant



Subconsultant



2nd Tier Subconsultant

Project No. _____

Contract

RCTD-On-Call Road/Highway

Participation Amount \$ _____

Date: 6/18/2024

For Combined Rate	Fringe Benefit 95.61% + General & Administrative 55.05%	=	Combined	150.66%
For Home Office Rate	Fringe Benefit ___% + General & Administrative ___%	=	Home Office	___%
For Field Office Rate	Fringe Benefit ___% + General & Administrative ___%	=	Field Office	___%

Fee			=	10%
-----	--	--	---	-----

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
	Straight	Overtime	From	To					
Principal	\$ 426.00	N/A	7/1/2024	6/30/2025		\$ 154.50	\$ 138.00	-	\$ 165.00
	\$ 438.78	N/A	7/1/2025	6/30/2026	3.00%	\$ 159.14	\$ 142.14	-	\$ 169.95
	\$ 451.94	N/A	7/1/2026	6/30/2027	3.00%	\$ 163.91	\$ 146.40	-	\$ 175.05
	\$ 465.50	N/A	7/1/2027	6/30/2028	3.00%	\$ 168.83	\$ 150.80	-	\$ 180.30
	\$ 479.46	N/A	7/1/2028	6/30/2029	3.00%	\$ 173.89	\$ 155.32	-	\$ 185.71
Sr. Engineering Manager (QA/QC) Pat Somerville, PE	\$ 397.68	N/A	7/1/2024	6/30/2025		\$ 144.23	\$ 112.00	-	\$ 148.00
	\$ 409.61	N/A	7/1/2025	6/30/2026	3.00%	\$ 148.56	\$ 115.36	-	\$ 152.44
	\$ 421.90	N/A	7/1/2026	6/30/2027	3.00%	\$ 153.01	\$ 118.82	-	\$ 157.01
	\$ 434.56	N/A	7/1/2027	6/30/2028	3.00%	\$ 157.60	\$ 122.39	-	\$ 161.72
	\$ 447.59	N/A	7/1/2028	6/30/2029	3.00%	\$ 162.33	\$ 126.06	-	\$ 166.58
Sr. Engineering Manager	\$ 380.00	N/A	7/1/2024	6/30/2025		\$ 137.82	\$ 112.00	-	\$ 148.00
	\$ 391.40	N/A	7/1/2025	6/30/2026	3.00%	\$ 141.95	\$ 115.36	-	\$ 152.44
	\$ 403.14	N/A	7/1/2026	6/30/2027	3.00%	\$ 146.21	\$ 118.82	-	\$ 157.01
	\$ 415.24	N/A	7/1/2027	6/30/2028	3.00%	\$ 150.60	\$ 122.39	-	\$ 161.72
	\$ 427.70	N/A	7/1/2028	6/30/2029	3.00%	\$ 155.12	\$ 126.06	-	\$ 166.58

Engineering Manager	\$ 319.00	N/A	7/1/2024	6/30/2025		\$ 115.69	\$ 105.00	-	\$ 126.00
	\$ 328.57	N/A	7/1/2025	6/30/2026	3.00%	\$ 119.16	\$ 108.15	-	\$ 129.78
	\$ 338.42	N/A	7/1/2026	6/30/2027	3.00%	\$ 122.74	\$ 111.39	-	\$ 133.67
	\$ 348.58	N/A	7/1/2027	6/30/2028	3.00%	\$ 126.42	\$ 114.74	-	\$ 137.68
	\$ 359.03	N/A	7/1/2028	6/30/2029	3.00%	\$ 130.21	\$ 118.18	-	\$ 141.81
Design Manager	\$ 319.00	N/A	7/1/2024	6/30/2025		\$ 115.69	\$ 101.00	-	\$ 126.00
	\$ 328.57	N/A	7/1/2025	6/30/2026	3.00%	\$ 119.16	\$ 104.03	-	\$ 129.78
	\$ 338.42	N/A	7/1/2026	6/30/2027	3.00%	\$ 122.74	\$ 107.15	-	\$ 133.67
	\$ 348.58	N/A	7/1/2027	6/30/2028	3.00%	\$ 126.42	\$ 110.37	-	\$ 137.68
	\$ 359.03	N/A	7/1/2028	6/30/2029	3.00%	\$ 130.21	\$ 113.68	-	\$ 141.81
Sr. Project Manager	\$ 265.00	N/A	7/1/2024	6/30/2025		\$ 96.11	\$ 75.00	-	\$ 107.00
	\$ 272.95	N/A	7/1/2025	6/30/2026	3.00%	\$ 98.99	\$ 77.25	-	\$ 110.21
	\$ 281.14	N/A	7/1/2026	6/30/2027	3.00%	\$ 101.96	\$ 79.57	-	\$ 113.52
	\$ 289.57	N/A	7/1/2027	6/30/2028	3.00%	\$ 105.02	\$ 81.95	-	\$ 116.92
	\$ 298.26	N/A	7/1/2028	6/30/2029	3.00%	\$ 108.17	\$ 84.41	-	\$ 120.43
Sr. Project Manager (Contract Manager) Josh Cosper, PE, PLS, QSD	\$ 256.67	N/A	7/1/2024	6/30/2025		\$ 93.09	\$ 75.00	-	\$ 107.00
	\$ 264.37	N/A	7/1/2025	6/30/2026	3.00%	\$ 95.88	\$ 77.25	-	\$ 110.21
	\$ 272.30	N/A	7/1/2026	6/30/2027	3.00%	\$ 98.76	\$ 79.57	-	\$ 113.52
	\$ 280.47	N/A	7/1/2027	6/30/2028	3.00%	\$ 101.72	\$ 81.95	-	\$ 116.92
	\$ 288.89	N/A	7/1/2028	6/30/2029	3.00%	\$ 104.77	\$ 84.41	-	\$ 120.43
Sr. Project Manager (Task Order Manager) Paul Martin, PE, TE	\$ 245.34	N/A	7/1/2024	6/30/2025		\$ 88.98	\$ 75.00	-	\$ 107.00
	\$ 252.70	N/A	7/1/2025	6/30/2026	3.00%	\$ 91.65	\$ 77.25	-	\$ 110.21
	\$ 260.28	N/A	7/1/2026	6/30/2027	3.00%	\$ 94.40	\$ 79.57	-	\$ 113.52
	\$ 268.09	N/A	7/1/2027	6/30/2028	3.00%	\$ 97.23	\$ 81.95	-	\$ 116.92
	\$ 276.13	N/A	7/1/2028	6/30/2029	3.00%	\$ 100.15	\$ 84.41	-	\$ 120.43
Sr. Project Manager (Task Order Manager) Paul Mittica, PE	\$ 239.44	N/A	7/1/2024	6/30/2025		\$ 86.84	\$ 75.00	-	\$ 107.00
	\$ 246.62	N/A	7/1/2025	6/30/2026	3.00%	\$ 89.45	\$ 77.25	-	\$ 110.21
	\$ 254.02	N/A	7/1/2026	6/30/2027	3.00%	\$ 92.13	\$ 79.57	-	\$ 113.52
	\$ 261.64	N/A	7/1/2027	6/30/2028	3.00%	\$ 94.89	\$ 81.95	-	\$ 116.92
	\$ 269.49	N/A	7/1/2028	6/30/2029	3.00%	\$ 97.74	\$ 84.41	-	\$ 120.43
Sr. Technical Lead	\$ 265.00	N/A	7/1/2024	6/30/2025		\$ 96.11	\$ 75.00	-	\$ 107.00
	\$ 272.95	N/A	7/1/2025	6/30/2026	3.00%	\$ 98.99	\$ 77.25	-	\$ 110.21
	\$ 281.14	N/A	7/1/2026	6/30/2027	3.00%	\$ 101.96	\$ 79.57	-	\$ 113.52
	\$ 289.57	N/A	7/1/2027	6/30/2028	3.00%	\$ 105.02	\$ 81.95	-	\$ 116.92
	\$ 298.26	N/A	7/1/2028	6/30/2029	3.00%	\$ 108.17	\$ 84.41	-	\$ 120.43
Sr. Technical Lead (Task Order Manager) Trisha Keith, PE	\$ 229.38	N/A	7/1/2024	6/30/2025		\$ 83.19	\$ 75.00	-	\$ 107.00
	\$ 236.26	N/A	7/1/2025	6/30/2026	3.00%	\$ 85.69	\$ 77.25	-	\$ 110.21
	\$ 243.35	N/A	7/1/2026	6/30/2027	3.00%	\$ 88.26	\$ 79.57	-	\$ 113.52
	\$ 250.65	N/A	7/1/2027	6/30/2028	3.00%	\$ 90.90	\$ 81.95	-	\$ 116.92
	\$ 258.17	N/A	7/1/2028	6/30/2029	3.00%	\$ 93.63	\$ 84.41	-	\$ 120.43

Project Manager	\$ 214.00	N/A	7/1/2024	6/30/2025		\$ 77.61	\$ 62.00	-	\$ 88.00
	\$ 220.42	N/A	7/1/2025	6/30/2026	3.00%	\$ 79.94	\$ 63.86	-	\$ 90.64
	\$ 227.03	N/A	7/1/2026	6/30/2027	3.00%	\$ 82.34	\$ 65.78	-	\$ 93.36
	\$ 233.84	N/A	7/1/2027	6/30/2028	3.00%	\$ 84.81	\$ 67.75	-	\$ 96.16
	\$ 240.85	N/A	7/1/2028	6/30/2029	3.00%	\$ 87.35	\$ 69.78	-	\$ 99.04
Project Manager (Task Order Manager) Ricky Chan, PE, PTOE	\$ 208.81	N/A	7/1/2024	6/30/2025		\$ 75.73	\$ 62.00	-	\$ 88.00
	\$ 215.07	N/A	7/1/2025	6/30/2026	3.00%	\$ 78.00	\$ 63.86	-	\$ 90.64
	\$ 221.52	N/A	7/1/2026	6/30/2027	3.00%	\$ 80.34	\$ 65.78	-	\$ 93.36
	\$ 228.17	N/A	7/1/2027	6/30/2028	3.00%	\$ 82.75	\$ 67.75	-	\$ 96.16
	\$ 235.01	N/A	7/1/2028	6/30/2029	3.00%	\$ 85.23	\$ 69.78	-	\$ 99.04
Technical Lead	\$ 214.00	N/A	7/1/2024	6/30/2025		\$ 77.61	\$ 62.00	-	\$ 88.00
	\$ 220.42	N/A	7/1/2025	6/30/2026	3.00%	\$ 79.94	\$ 63.86	-	\$ 90.64
	\$ 227.03	N/A	7/1/2026	6/30/2027	3.00%	\$ 82.34	\$ 65.78	-	\$ 93.36
	\$ 233.84	N/A	7/1/2027	6/30/2028	3.00%	\$ 84.81	\$ 67.75	-	\$ 96.16
	\$ 240.85	N/A	7/1/2028	6/30/2029	3.00%	\$ 87.35	\$ 69.78	-	\$ 99.04
Sr. Project Engineer	\$ 186.00	N/A	7/1/2024	6/30/2025		\$ 67.46	\$ 56.00	-	\$ 78.00
	\$ 191.58	N/A	7/1/2025	6/30/2026	3.00%	\$ 69.48	\$ 57.68	-	\$ 80.34
	\$ 197.33	N/A	7/1/2026	6/30/2027	3.00%	\$ 71.57	\$ 59.41	-	\$ 82.75
	\$ 203.25	N/A	7/1/2027	6/30/2028	3.00%	\$ 73.72	\$ 61.19	-	\$ 85.23
	\$ 209.35	N/A	7/1/2028	6/30/2029	3.00%	\$ 75.93	\$ 63.03	-	\$ 87.79
Sr. Technical Engineer	\$ 186.00	N/A	7/1/2024	6/30/2025		\$ 67.46	\$ 56.00	-	\$ 78.00
	\$ 191.58	N/A	7/1/2025	6/30/2026	3.00%	\$ 69.48	\$ 57.68	-	\$ 80.34
	\$ 197.33	N/A	7/1/2026	6/30/2027	3.00%	\$ 71.57	\$ 59.41	-	\$ 82.75
	\$ 203.25	N/A	7/1/2027	6/30/2028	3.00%	\$ 73.72	\$ 61.19	-	\$ 85.23
	\$ 209.35	N/A	7/1/2028	6/30/2029	3.00%	\$ 75.93	\$ 63.03	-	\$ 87.79
Project Engineer	\$ 164.00	N/A	7/1/2024	6/30/2025		\$ 59.48	\$ 50.00	-	\$ 70.00
	\$ 168.92	N/A	7/1/2025	6/30/2026	3.00%	\$ 61.26	\$ 51.50	-	\$ 72.10
	\$ 173.99	N/A	7/1/2026	6/30/2027	3.00%	\$ 63.10	\$ 53.05	-	\$ 74.26
	\$ 179.21	N/A	7/1/2027	6/30/2028	3.00%	\$ 65.00	\$ 54.64	-	\$ 76.49
	\$ 184.59	N/A	7/1/2028	6/30/2029	3.00%	\$ 66.95	\$ 56.28	-	\$ 78.79
Civil Engineering Designer	\$ 157.00	N/A	7/1/2024	6/30/2025		\$ 56.94	\$ 40.00	-	\$ 67.00
	\$ 161.71	N/A	7/1/2025	6/30/2026	3.00%	\$ 58.65	\$ 41.20	-	\$ 69.01
	\$ 166.56	N/A	7/1/2026	6/30/2027	3.00%	\$ 60.41	\$ 42.44	-	\$ 71.08
	\$ 171.56	N/A	7/1/2027	6/30/2028	3.00%	\$ 62.22	\$ 43.71	-	\$ 73.21
	\$ 176.70	N/A	7/1/2028	6/30/2029	3.00%	\$ 64.09	\$ 45.02	-	\$ 75.41
Design Engineer II	\$ 142.00	N/A	7/1/2024	6/30/2025		\$ 51.50	\$ 38.00	-	\$ 62.00
	\$ 146.26	N/A	7/1/2025	6/30/2026	3.00%	\$ 53.05	\$ 39.14	-	\$ 63.86
	\$ 150.65	N/A	7/1/2026	6/30/2027	3.00%	\$ 54.64	\$ 40.31	-	\$ 65.78
	\$ 155.17	N/A	7/1/2027	6/30/2028	3.00%	\$ 56.28	\$ 41.52	-	\$ 67.75
	\$ 159.82	N/A	7/1/2028	6/30/2029	3.00%	\$ 57.96	\$ 42.77	-	\$ 69.78

Design Engineer I	\$ 115.00	N/A	7/1/2024	6/30/2025		\$ 41.71	\$ 30.00	-	\$ 52.00
	\$ 118.45	N/A	7/1/2025	6/30/2026	3.00%	\$ 42.96	\$ 30.90	-	\$ 53.56
	\$ 122.01	N/A	7/1/2026	6/30/2027	3.00%	\$ 44.25	\$ 31.83	-	\$ 55.17
	\$ 125.67	N/A	7/1/2027	6/30/2028	3.00%	\$ 45.58	\$ 32.78	-	\$ 56.82
	\$ 129.44	N/A	7/1/2028	6/30/2029	3.00%	\$ 46.94	\$ 33.77	-	\$ 58.53
Sr. Planner	\$ 142.00	N/A	7/1/2024	6/30/2025		\$ 51.50	\$ 38.00	-	\$ 62.00
	\$ 146.26	N/A	7/1/2025	6/30/2026	3.00%	\$ 53.05	\$ 39.14	-	\$ 63.86
	\$ 150.65	N/A	7/1/2026	6/30/2027	3.00%	\$ 54.64	\$ 40.31	-	\$ 65.78
	\$ 155.17	N/A	7/1/2027	6/30/2028	3.00%	\$ 56.28	\$ 41.52	-	\$ 67.75
	\$ 159.82	N/A	7/1/2028	6/30/2029	3.00%	\$ 57.96	\$ 42.77	-	\$ 69.78
Planner II	\$ 118.00	N/A	7/1/2024	6/30/2025		\$ 42.80	\$ 31.00	-	\$ 53.00
	\$ 121.54	N/A	7/1/2025	6/30/2026	3.00%	\$ 44.08	\$ 31.93	-	\$ 54.59
	\$ 125.19	N/A	7/1/2026	6/30/2027	3.00%	\$ 45.40	\$ 32.89	-	\$ 56.23
	\$ 128.94	N/A	7/1/2027	6/30/2028	3.00%	\$ 46.77	\$ 33.87	-	\$ 57.91
	\$ 132.81	N/A	7/1/2028	6/30/2029	3.00%	\$ 48.17	\$ 34.89	-	\$ 59.65
Planner I	\$ 94.00	N/A	7/1/2024	6/30/2025		\$ 34.09	\$ 28.00	-	\$ 45.00
	\$ 96.82	N/A	7/1/2025	6/30/2026	3.00%	\$ 35.11	\$ 28.84	-	\$ 46.35
	\$ 99.72	N/A	7/1/2026	6/30/2027	3.00%	\$ 36.17	\$ 29.71	-	\$ 47.74
	\$ 102.71	N/A	7/1/2027	6/30/2028	3.00%	\$ 37.25	\$ 30.60	-	\$ 49.17
	\$ 105.80	N/A	7/1/2028	6/30/2029	3.00%	\$ 38.37	\$ 31.51	-	\$ 50.65
Sr. Technician	\$ 145.00	N/A	7/1/2024	6/30/2025		\$ 52.59	\$ 40.00	-	\$ 63.00
	\$ 149.35	N/A	7/1/2025	6/30/2026	3.00%	\$ 54.17	\$ 41.20	-	\$ 64.89
	\$ 153.84	N/A	7/1/2026	6/30/2027	3.00%	\$ 55.79	\$ 42.44	-	\$ 66.84
	\$ 158.45	N/A	7/1/2027	6/30/2028	3.00%	\$ 57.47	\$ 43.71	-	\$ 68.84
	\$ 163.20	N/A	7/1/2028	6/30/2029	3.00%	\$ 59.19	\$ 45.02	-	\$ 70.91
Technician	\$ 97.00	N/A	7/1/2024	6/30/2025		\$ 35.18	\$ 23.00	-	\$ 46.00
	\$ 99.91	N/A	7/1/2025	6/30/2026	3.00%	\$ 36.24	\$ 23.69	-	\$ 47.38
	\$ 102.91	N/A	7/1/2026	6/30/2027	3.00%	\$ 37.32	\$ 24.40	-	\$ 48.80
	\$ 105.99	N/A	7/1/2027	6/30/2028	3.00%	\$ 38.44	\$ 25.13	-	\$ 50.27
	\$ 109.17	N/A	7/1/2028	6/30/2029	3.00%	\$ 39.60	\$ 25.89	-	\$ 51.77
Survey Division Manager	\$ 318.00	N/A	7/1/2024	6/30/2025		\$ 115.33	\$ 85.00	-	\$ 126.00
	\$ 327.54	N/A	7/1/2025	6/30/2026	3.00%	\$ 118.79	\$ 87.55	-	\$ 129.78
	\$ 337.36	N/A	7/1/2026	6/30/2027	3.00%	\$ 122.35	\$ 90.18	-	\$ 133.67
	\$ 347.48	N/A	7/1/2027	6/30/2028	3.00%	\$ 126.03	\$ 92.88	-	\$ 137.68
	\$ 357.91	N/A	7/1/2028	6/30/2029	3.00%	\$ 129.81	\$ 95.67	-	\$ 141.81
Survey Manager II	\$ 242.00	N/A	7/1/2024	6/30/2025		\$ 87.77	\$ 74.00	-	\$ 96.00
	\$ 249.26	N/A	7/1/2025	6/30/2026	3.00%	\$ 90.40	\$ 76.22	-	\$ 98.88
	\$ 256.74	N/A	7/1/2026	6/30/2027	3.00%	\$ 93.12	\$ 78.51	-	\$ 101.85
	\$ 264.45	N/A	7/1/2027	6/30/2028	3.00%	\$ 95.91	\$ 80.86	-	\$ 104.90
	\$ 272.38	N/A	7/1/2028	6/30/2029	3.00%	\$ 98.79	\$ 83.29	-	\$ 108.05

Survey Manager I	\$ 217.00	N/A	7/1/2024	6/30/2025		\$ 78.70	\$ 69.00	-	\$ 89.00
	\$ 223.51	N/A	7/1/2025	6/30/2026	3.00%	\$ 81.06	\$ 71.07	-	\$ 91.67
	\$ 230.21	N/A	7/1/2026	6/30/2027	3.00%	\$ 83.49	\$ 73.20	-	\$ 94.42
	\$ 237.12	N/A	7/1/2027	6/30/2028	3.00%	\$ 86.00	\$ 75.40	-	\$ 97.25
	\$ 244.23	N/A	7/1/2028	6/30/2029	3.00%	\$ 88.58	\$ 77.66	-	\$ 100.17
Project Surveyor III	\$ 222.00	N/A	7/1/2024	6/30/2025		\$ 80.51	\$ 65.00	-	\$ 91.00
	\$ 228.66	N/A	7/1/2025	6/30/2026	3.00%	\$ 82.93	\$ 66.95	-	\$ 93.73
	\$ 235.51	N/A	7/1/2026	6/30/2027	3.00%	\$ 85.42	\$ 68.96	-	\$ 96.54
	\$ 242.58	N/A	7/1/2027	6/30/2028	3.00%	\$ 87.98	\$ 71.03	-	\$ 99.44
	\$ 249.86	N/A	7/1/2028	6/30/2029	3.00%	\$ 90.62	\$ 73.16	-	\$ 102.42
Project Surveyor II	\$ 192.00	N/A	7/1/2024	6/30/2025		\$ 69.63	\$ 60.00	-	\$ 80.00
	\$ 197.76	N/A	7/1/2025	6/30/2026	3.00%	\$ 71.72	\$ 61.80	-	\$ 82.40
	\$ 203.69	N/A	7/1/2026	6/30/2027	3.00%	\$ 73.87	\$ 63.65	-	\$ 84.87
	\$ 209.80	N/A	7/1/2027	6/30/2028	3.00%	\$ 76.09	\$ 65.56	-	\$ 87.42
	\$ 216.09	N/A	7/1/2028	6/30/2029	3.00%	\$ 78.37	\$ 67.53	-	\$ 90.04
Project Surveyor I	\$ 177.00	N/A	7/1/2024	6/30/2025		\$ 64.19	\$ 52.00	-	\$ 75.00
	\$ 182.31	N/A	7/1/2025	6/30/2026	3.00%	\$ 66.12	\$ 53.56	-	\$ 77.25
	\$ 187.78	N/A	7/1/2026	6/30/2027	3.00%	\$ 68.10	\$ 55.17	-	\$ 79.57
	\$ 193.41	N/A	7/1/2027	6/30/2028	3.00%	\$ 70.15	\$ 56.82	-	\$ 81.95
	\$ 199.21	N/A	7/1/2028	6/30/2029	3.00%	\$ 72.25	\$ 58.53	-	\$ 84.41
Asst Surveyor III	\$ 151.00	N/A	7/1/2024	6/30/2025		\$ 54.76	\$ 45.00	-	\$ 65.00
	\$ 155.53	N/A	7/1/2025	6/30/2026	3.00%	\$ 56.41	\$ 46.35	-	\$ 66.95
	\$ 160.19	N/A	7/1/2026	6/30/2027	3.00%	\$ 58.10	\$ 47.74	-	\$ 68.96
	\$ 165.00	N/A	7/1/2027	6/30/2028	3.00%	\$ 59.84	\$ 49.17	-	\$ 71.03
	\$ 169.95	N/A	7/1/2028	6/30/2029	3.00%	\$ 61.64	\$ 50.65	-	\$ 73.16
Asst Surveyor II	\$ 136.00	N/A	7/1/2024	6/30/2025		\$ 49.32	\$ 41.00	-	\$ 60.00
	\$ 140.08	N/A	7/1/2025	6/30/2026	3.00%	\$ 50.80	\$ 42.23	-	\$ 61.80
	\$ 144.28	N/A	7/1/2026	6/30/2027	3.00%	\$ 52.33	\$ 43.50	-	\$ 63.65
	\$ 148.61	N/A	7/1/2027	6/30/2028	3.00%	\$ 53.90	\$ 44.80	-	\$ 65.56
	\$ 153.07	N/A	7/1/2028	6/30/2029	3.00%	\$ 55.51	\$ 46.15	-	\$ 67.53
Asst Surveyor I	\$ 121.00	N/A	7/1/2024	6/30/2025		\$ 43.88	\$ 35.00	-	\$ 54.00
	\$ 124.63	N/A	7/1/2025	6/30/2026	3.00%	\$ 45.20	\$ 36.05	-	\$ 55.62
	\$ 128.37	N/A	7/1/2026	6/30/2027	3.00%	\$ 46.56	\$ 37.13	-	\$ 57.29
	\$ 132.22	N/A	7/1/2027	6/30/2028	3.00%	\$ 47.95	\$ 38.25	-	\$ 59.01
	\$ 136.18	N/A	7/1/2028	6/30/2029	3.00%	\$ 49.39	\$ 39.39	-	\$ 60.78
Survey Specialist III	\$ 211.00	N/A	7/1/2024	6/30/2025		\$ 76.53	\$ 58.00	-	\$ 87.00
	\$ 217.33	N/A	7/1/2025	6/30/2026	3.00%	\$ 78.82	\$ 59.74	-	\$ 89.61
	\$ 223.86	N/A	7/1/2026	6/30/2027	3.00%	\$ 81.19	\$ 61.53	-	\$ 92.30
	\$ 230.57	N/A	7/1/2027	6/30/2028	3.00%	\$ 83.62	\$ 63.38	-	\$ 95.07
	\$ 237.49	N/A	7/1/2028	6/30/2029	3.00%	\$ 86.13	\$ 65.28	-	\$ 97.92

Survey Specialist II	\$ 162.00	N/A	7/1/2024	6/30/2025		\$ 58.75	\$ 45.00	-	\$ 69.00
	\$ 166.86	N/A	7/1/2025	6/30/2026	3.00%	\$ 60.52	\$ 46.35	-	\$ 71.07
	\$ 171.86	N/A	7/1/2026	6/30/2027	3.00%	\$ 62.33	\$ 47.74	-	\$ 73.20
	\$ 177.02	N/A	7/1/2027	6/30/2028	3.00%	\$ 64.20	\$ 49.17	-	\$ 75.40
	\$ 182.33	N/A	7/1/2028	6/30/2029	3.00%	\$ 66.13	\$ 50.65	-	\$ 77.66
Survey Specialist I	\$ 126.00	N/A	7/1/2024	6/30/2025		\$ 45.70	\$ 35.00	-	\$ 56.00
	\$ 129.78	N/A	7/1/2025	6/30/2026	3.00%	\$ 47.07	\$ 36.05	-	\$ 57.68
	\$ 133.68	N/A	7/1/2026	6/30/2027	3.00%	\$ 48.48	\$ 37.13	-	\$ 59.41
	\$ 137.69	N/A	7/1/2027	6/30/2028	3.00%	\$ 49.94	\$ 38.25	-	\$ 61.19
	\$ 141.82	N/A	7/1/2028	6/30/2029	3.00%	\$ 51.43	\$ 39.39	-	\$ 63.03
Lead Survey Technician	\$ 157.00	N/A	7/1/2024	6/30/2025		\$ 56.94	\$ 46.00	-	\$ 67.00
	\$ 161.71	N/A	7/1/2025	6/30/2026	3.00%	\$ 58.65	\$ 47.38	-	\$ 69.01
	\$ 166.56	N/A	7/1/2026	6/30/2027	3.00%	\$ 60.41	\$ 48.80	-	\$ 71.08
	\$ 171.56	N/A	7/1/2027	6/30/2028	3.00%	\$ 62.22	\$ 50.27	-	\$ 73.21
	\$ 176.70	N/A	7/1/2028	6/30/2029	3.00%	\$ 64.09	\$ 51.77	-	\$ 75.41
Survey Technician III	\$ 136.00	N/A	7/1/2024	6/30/2025		\$ 49.32	\$ 37.00	-	\$ 60.00
	\$ 140.08	N/A	7/1/2025	6/30/2026	3.00%	\$ 50.80	\$ 38.11	-	\$ 61.80
	\$ 144.28	N/A	7/1/2026	6/30/2027	3.00%	\$ 52.33	\$ 39.25	-	\$ 63.65
	\$ 148.61	N/A	7/1/2027	6/30/2028	3.00%	\$ 53.90	\$ 40.43	-	\$ 65.56
	\$ 153.07	N/A	7/1/2028	6/30/2029	3.00%	\$ 55.51	\$ 41.64	-	\$ 67.53
Survey Technician II	\$ 126.00	N/A	7/1/2024	6/30/2025		\$ 45.70	\$ 34.00	-	\$ 56.00
	\$ 129.78	N/A	7/1/2025	6/30/2026	3.00%	\$ 47.07	\$ 35.02	-	\$ 57.68
	\$ 133.68	N/A	7/1/2026	6/30/2027	3.00%	\$ 48.48	\$ 36.07	-	\$ 59.41
	\$ 137.69	N/A	7/1/2027	6/30/2028	3.00%	\$ 49.94	\$ 37.15	-	\$ 61.19
	\$ 141.82	N/A	7/1/2028	6/30/2029	3.00%	\$ 51.43	\$ 38.27	-	\$ 63.03
Survey Technician I	\$ 111.00	N/A	7/1/2024	6/30/2025		\$ 40.26	\$ 19.00	-	\$ 51.00
	\$ 114.33	N/A	7/1/2025	6/30/2026	3.00%	\$ 41.47	\$ 19.57	-	\$ 52.53
	\$ 117.76	N/A	7/1/2026	6/30/2027	3.00%	\$ 42.71	\$ 20.16	-	\$ 54.11
	\$ 121.30	N/A	7/1/2027	6/30/2028	3.00%	\$ 43.99	\$ 20.76	-	\$ 55.73
	\$ 124.94	N/A	7/1/2028	6/30/2029	3.00%	\$ 45.31	\$ 21.38	-	\$ 57.40
Chief of Party (OE3)* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 171.00	\$ 256.50	7/1/2024	6/30/2025		\$ 62.02	\$ 55.00	-	\$ 73.00
	\$ 176.13	\$ 264.20	7/1/2025	6/30/2026	3.00%	\$ 63.88	\$ 56.65	-	\$ 75.19
	\$ 181.42	\$ 272.12	7/1/2026	6/30/2027	3.00%	\$ 65.80	\$ 58.35	-	\$ 77.45
	\$ 186.86	\$ 280.29	7/1/2027	6/30/2028	3.00%	\$ 67.77	\$ 60.10	-	\$ 79.77
	\$ 192.46	\$ 288.70	7/1/2028	6/30/2029	3.00%	\$ 69.80	\$ 61.90	-	\$ 82.16
Instrumentperson (OE3)* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 156.00	\$ 234.00	7/1/2024	6/30/2025		\$ 56.58	\$ 51.00	-	\$ 67.00
	\$ 160.68	\$ 241.02	7/1/2025	6/30/2026	3.00%	\$ 58.28	\$ 52.53	-	\$ 69.01
	\$ 165.50	\$ 248.26	7/1/2026	6/30/2027	3.00%	\$ 60.02	\$ 54.11	-	\$ 71.08
	\$ 170.47	\$ 255.70	7/1/2027	6/30/2028	3.00%	\$ 61.83	\$ 55.73	-	\$ 73.21
	\$ 175.58	\$ 263.37	7/1/2028	6/30/2029	3.00%	\$ 63.68	\$ 57.40	-	\$ 75.41

Chainperson (OE3)* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 151.00	\$ 226.49	7/1/2024	6/30/2025		\$ 54.76	\$ 48.00	-	\$ 65.00
	\$ 155.53	\$ 233.29	7/1/2025	6/30/2026	3.00%	\$ 56.41	\$ 49.44	-	\$ 66.95
	\$ 160.19	\$ 240.29	7/1/2026	6/30/2027	3.00%	\$ 58.10	\$ 50.92	-	\$ 68.96
	\$ 165.00	\$ 247.50	7/1/2027	6/30/2028	3.00%	\$ 59.84	\$ 52.45	-	\$ 71.03
	\$ 169.95	\$ 254.92	7/1/2028	6/30/2029	3.00%	\$ 61.64	\$ 54.02	-	\$ 73.16
Apprentice (OE3)* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 109.00	\$ 163.50	7/1/2024	6/30/2025		\$ 39.53	\$ 28.00	-	\$ 50.00
	\$ 112.27	\$ 168.41	7/1/2025	6/30/2026	3.00%	\$ 40.72	\$ 28.84	-	\$ 51.50
	\$ 115.64	\$ 173.46	7/1/2026	6/30/2027	3.00%	\$ 41.94	\$ 29.71	-	\$ 53.05
	\$ 119.11	\$ 178.67	7/1/2027	6/30/2028	3.00%	\$ 43.20	\$ 30.60	-	\$ 54.64
	\$ 122.68	\$ 184.03	7/1/2028	6/30/2029	3.00%	\$ 44.49	\$ 31.51	-	\$ 56.28
2-Person Crew (OE3)* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 328.00	\$ 492.01	7/1/2024	6/30/2025		\$ 118.96	\$ 103.00	-	\$ 129.00
	\$ 337.84	\$ 506.77	7/1/2025	6/30/2026	3.00%	\$ 122.53	\$ 106.09	-	\$ 132.87
	\$ 347.98	\$ 521.97	7/1/2026	6/30/2027	3.00%	\$ 126.20	\$ 109.27	-	\$ 136.86
	\$ 358.42	\$ 537.63	7/1/2027	6/30/2028	3.00%	\$ 129.99	\$ 112.55	-	\$ 140.96
	\$ 369.17	\$ 553.76	7/1/2028	6/30/2029	3.00%	\$ 133.89	\$ 115.93	-	\$ 145.19
3-Person Crew (OE3)* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 438.00	\$ 656.99	7/1/2024	6/30/2025		\$ 158.85	\$ 133.00	-	\$ 169.00
	\$ 451.14	\$ 676.70	7/1/2025	6/30/2026	3.00%	\$ 163.62	\$ 136.99	-	\$ 174.07
	\$ 464.67	\$ 697.01	7/1/2026	6/30/2027	3.00%	\$ 168.53	\$ 141.10	-	\$ 179.29
	\$ 478.61	\$ 717.92	7/1/2027	6/30/2028	3.00%	\$ 173.58	\$ 145.33	-	\$ 184.67
	\$ 492.97	\$ 739.45	7/1/2028	6/30/2029	3.00%	\$ 178.79	\$ 149.69	-	\$ 190.21
Utility Locator (PW North)* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 136.00	\$ 203.99	7/1/2024	6/30/2025		\$ 49.32	\$ 44.00	-	\$ 60.00
	\$ 140.08	\$ 210.11	7/1/2025	6/30/2026	3.00%	\$ 50.80	\$ 45.32	-	\$ 61.80
	\$ 144.28	\$ 216.42	7/1/2026	6/30/2027	3.00%	\$ 52.33	\$ 46.68	-	\$ 63.65
	\$ 148.61	\$ 222.91	7/1/2027	6/30/2028	3.00%	\$ 53.90	\$ 48.08	-	\$ 65.56
	\$ 153.07	\$ 229.60	7/1/2028	6/30/2029	3.00%	\$ 55.51	\$ 49.52	-	\$ 67.53
2-Person Utility Locate (PW North)* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 268.00	\$ 402.00	7/1/2024	6/30/2025		\$ 97.20	\$ 90.00	-	\$ 108.00
	\$ 276.04	\$ 414.06	7/1/2025	6/30/2026	3.00%	\$ 100.11	\$ 92.70	-	\$ 111.24
	\$ 284.32	\$ 426.49	7/1/2026	6/30/2027	3.00%	\$ 103.12	\$ 95.48	-	\$ 114.58
	\$ 292.85	\$ 439.28	7/1/2027	6/30/2028	3.00%	\$ 106.21	\$ 98.35	-	\$ 118.01
	\$ 301.64	\$ 452.46	7/1/2028	6/30/2029	3.00%	\$ 109.40	\$ 101.30	-	\$ 121.55
Chief of Party (OE12)* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 202.00	\$ 303.00	7/1/2024	6/30/2025		\$ 73.26	\$ 64.00	-	\$ 84.00
	\$ 208.06	\$ 312.09	7/1/2025	6/30/2026	3.00%	\$ 75.46	\$ 65.92	-	\$ 86.52
	\$ 214.30	\$ 321.45	7/1/2026	6/30/2027	3.00%	\$ 77.72	\$ 67.90	-	\$ 89.12
	\$ 220.73	\$ 331.09	7/1/2027	6/30/2028	3.00%	\$ 80.05	\$ 69.93	-	\$ 91.79
	\$ 227.35	\$ 341.02	7/1/2028	6/30/2029	3.00%	\$ 82.45	\$ 72.03	-	\$ 94.54
Instrumentperson (OE12)* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 182.00	\$ 273.00	7/1/2024	6/30/2025		\$ 66.01	\$ 58.00	-	\$ 77.00
	\$ 187.46	\$ 281.19	7/1/2025	6/30/2026	3.00%	\$ 67.99	\$ 59.74	-	\$ 79.31
	\$ 193.09	\$ 289.63	7/1/2026	6/30/2027	3.00%	\$ 70.03	\$ 61.53	-	\$ 81.69
	\$ 198.88	\$ 298.32	7/1/2027	6/30/2028	3.00%	\$ 72.13	\$ 63.38	-	\$ 84.14
	\$ 204.84	\$ 307.27	7/1/2028	6/30/2029	3.00%	\$ 74.29	\$ 65.28	-	\$ 86.66

Chainperson (OE12)* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 177.00	\$ 265.50	7/1/2024	6/30/2025		\$ 64.19	\$ 58.00	-	\$ 75.00
	\$ 182.31	\$ 273.46	7/1/2025	6/30/2026	3.00%	\$ 66.12	\$ 59.74	-	\$ 77.25
	\$ 187.78	\$ 281.66	7/1/2026	6/30/2027	3.00%	\$ 68.10	\$ 61.53	-	\$ 79.57
	\$ 193.41	\$ 290.11	7/1/2027	6/30/2028	3.00%	\$ 70.15	\$ 63.38	-	\$ 81.95
	\$ 199.21	\$ 298.82	7/1/2028	6/30/2029	3.00%	\$ 72.25	\$ 65.28	-	\$ 84.41
Apprentice (OE12)* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 109.00	\$ 163.50	7/1/2024	6/30/2025		\$ 39.53	\$ 24.00	-	\$ 50.00
	\$ 112.27	\$ 168.41	7/1/2025	6/30/2026	3.00%	\$ 40.72	\$ 24.72	-	\$ 51.50
	\$ 115.64	\$ 173.46	7/1/2026	6/30/2027	3.00%	\$ 41.94	\$ 25.46	-	\$ 53.05
	\$ 119.11	\$ 178.67	7/1/2027	6/30/2028	3.00%	\$ 43.20	\$ 26.23	-	\$ 54.64
	\$ 122.68	\$ 184.03	7/1/2028	6/30/2029	3.00%	\$ 44.49	\$ 27.01	-	\$ 56.28
2-Person Crew (OE12)* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 379.00	\$ 568.51	7/1/2024	6/30/2025		\$ 137.46	\$ 122.00	-	\$ 148.00
	\$ 390.37	\$ 585.56	7/1/2025	6/30/2026	3.00%	\$ 141.58	\$ 125.66	-	\$ 152.44
	\$ 402.09	\$ 603.13	7/1/2026	6/30/2027	3.00%	\$ 145.83	\$ 129.43	-	\$ 157.01
	\$ 414.15	\$ 621.22	7/1/2027	6/30/2028	3.00%	\$ 150.20	\$ 133.31	-	\$ 161.72
	\$ 426.57	\$ 639.86	7/1/2028	6/30/2029	3.00%	\$ 154.71	\$ 137.31	-	\$ 166.58
3-Person Crew (OE12)* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 484.00	\$ 726.01	7/1/2024	6/30/2025		\$ 175.54	\$ 146.00	-	\$ 186.00
	\$ 498.52	\$ 747.79	7/1/2025	6/30/2026	3.00%	\$ 180.80	\$ 150.38	-	\$ 191.58
	\$ 513.48	\$ 770.22	7/1/2026	6/30/2027	3.00%	\$ 186.23	\$ 154.89	-	\$ 197.33
	\$ 528.88	\$ 793.33	7/1/2027	6/30/2028	3.00%	\$ 191.82	\$ 159.54	-	\$ 203.25
	\$ 544.75	\$ 817.13	7/1/2028	6/30/2029	3.00%	\$ 197.57	\$ 164.32	-	\$ 209.34
Utility Locator (PW South)* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 187.00	\$ 280.50	7/1/2024	6/30/2025		\$ 67.82	\$ 62.00	-	\$ 78.00
	\$ 192.61	\$ 288.91	7/1/2025	6/30/2026	3.00%	\$ 69.85	\$ 63.86	-	\$ 80.34
	\$ 198.39	\$ 297.58	7/1/2026	6/30/2027	3.00%	\$ 71.95	\$ 65.78	-	\$ 82.75
	\$ 204.34	\$ 306.51	7/1/2027	6/30/2028	3.00%	\$ 74.11	\$ 67.75	-	\$ 85.23
	\$ 210.47	\$ 315.70	7/1/2028	6/30/2029	3.00%	\$ 76.33	\$ 69.78	-	\$ 87.79
2-Person Utility Locate (PW South)* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 379.00	\$ 568.51	7/1/2024	6/30/2025		\$ 137.46	\$ 125.00	-	\$ 148.00
	\$ 390.37	\$ 585.56	7/1/2025	6/30/2026	3.00%	\$ 141.58	\$ 128.75	-	\$ 152.44
	\$ 402.09	\$ 603.13	7/1/2026	6/30/2027	3.00%	\$ 145.83	\$ 132.61	-	\$ 157.01
	\$ 414.15	\$ 621.22	7/1/2027	6/30/2028	3.00%	\$ 150.20	\$ 136.59	-	\$ 161.72
	\$ 426.57	\$ 639.86	7/1/2028	6/30/2029	3.00%	\$ 154.71	\$ 140.69	-	\$ 166.58
LAUD Division Manager	\$ 259.00	N/A	7/1/2024	6/30/2025		\$ 93.93	\$ 85.00	-	\$ 104.00
	\$ 266.77	N/A	7/1/2025	6/30/2026	3.00%	\$ 96.75	\$ 87.55	-	\$ 107.12
	\$ 274.77	N/A	7/1/2026	6/30/2027	3.00%	\$ 99.65	\$ 90.18	-	\$ 110.33
	\$ 283.01	N/A	7/1/2027	6/30/2028	3.00%	\$ 102.64	\$ 92.88	-	\$ 113.64
	\$ 291.50	N/A	7/1/2028	6/30/2029	3.00%	\$ 105.72	\$ 95.67	-	\$ 117.05
Sr. LAUD Project Manager	\$ 243.00	N/A	7/1/2024	6/30/2025		\$ 88.13	\$ 77.00	-	\$ 99.00
	\$ 250.29	N/A	7/1/2025	6/30/2026	3.00%	\$ 90.77	\$ 79.31	-	\$ 101.97
	\$ 257.80	N/A	7/1/2026	6/30/2027	3.00%	\$ 93.50	\$ 81.69	-	\$ 105.03
	\$ 265.53	N/A	7/1/2027	6/30/2028	3.00%	\$ 96.30	\$ 84.14	-	\$ 108.18
	\$ 273.50	N/A	7/1/2028	6/30/2029	3.00%	\$ 99.19	\$ 86.66	-	\$ 111.43

LAUD Project Manager	\$ 211.00	N/A	7/1/2024	6/30/2025		\$ 76.53	\$ 65.00	-	\$ 87.00
	\$ 217.33	N/A	7/1/2025	6/30/2026	3.00%	\$ 78.82	\$ 66.95	-	\$ 89.61
	\$ 223.86	N/A	7/1/2026	6/30/2027	3.00%	\$ 81.19	\$ 68.96	-	\$ 92.30
	\$ 230.57	N/A	7/1/2027	6/30/2028	3.00%	\$ 83.62	\$ 71.03	-	\$ 95.07
	\$ 237.49	N/A	7/1/2028	6/30/2029	3.00%	\$ 86.13	\$ 73.16	-	\$ 97.92
Sr. Landscape Architect	\$ 163.00	N/A	7/1/2024	6/30/2025		\$ 59.12	\$ 41.00	-	\$ 70.00
	\$ 167.89	N/A	7/1/2025	6/30/2026	3.00%	\$ 60.89	\$ 42.23	-	\$ 72.10
	\$ 172.93	N/A	7/1/2026	6/30/2027	3.00%	\$ 62.72	\$ 43.50	-	\$ 74.26
	\$ 178.12	N/A	7/1/2027	6/30/2028	3.00%	\$ 64.60	\$ 44.80	-	\$ 76.49
	\$ 183.46	N/A	7/1/2028	6/30/2029	3.00%	\$ 66.54	\$ 46.15	-	\$ 78.79
Landscape Architect	\$ 148.00	N/A	7/1/2024	6/30/2025		\$ 53.68	\$ 38.00	-	\$ 64.00
	\$ 152.44	N/A	7/1/2025	6/30/2026	3.00%	\$ 55.29	\$ 39.14	-	\$ 65.92
	\$ 157.01	N/A	7/1/2026	6/30/2027	3.00%	\$ 56.95	\$ 40.31	-	\$ 67.90
	\$ 161.73	N/A	7/1/2027	6/30/2028	3.00%	\$ 58.65	\$ 41.52	-	\$ 69.93
	\$ 166.58	N/A	7/1/2028	6/30/2029	3.00%	\$ 60.41	\$ 42.77	-	\$ 72.03
Landscape Designer II	\$ 117.00	N/A	7/1/2024	6/30/2025		\$ 42.43	\$ 33.00	-	\$ 53.00
	\$ 120.51	N/A	7/1/2025	6/30/2026	3.00%	\$ 43.71	\$ 33.99	-	\$ 54.59
	\$ 124.12	N/A	7/1/2026	6/30/2027	3.00%	\$ 45.02	\$ 35.01	-	\$ 56.23
	\$ 127.85	N/A	7/1/2027	6/30/2028	3.00%	\$ 46.37	\$ 36.06	-	\$ 57.91
	\$ 131.68	N/A	7/1/2028	6/30/2029	3.00%	\$ 47.76	\$ 37.14	-	\$ 59.65
Landscape Designer I	\$ 94.00	N/A	7/1/2024	6/30/2025		\$ 34.09	\$ 27.00	-	\$ 45.00
	\$ 96.82	N/A	7/1/2025	6/30/2026	3.00%	\$ 35.12	\$ 27.81	-	\$ 46.35
	\$ 99.73	N/A	7/1/2026	6/30/2027	3.00%	\$ 36.17	\$ 28.64	-	\$ 47.74
	\$ 102.72	N/A	7/1/2027	6/30/2028	3.00%	\$ 37.25	\$ 29.50	-	\$ 49.17
	\$ 105.80	N/A	7/1/2028	6/30/2029	3.00%	\$ 38.37	\$ 30.39	-	\$ 50.65
District Manager-Engineer	\$ 337.00	N/A	7/1/2024	6/30/2025		\$ 122.22	\$ 110.00	-	\$ 133.00
	\$ 347.11	N/A	7/1/2025	6/30/2026	3.00%	\$ 125.89	\$ 113.30	-	\$ 136.99
	\$ 357.52	N/A	7/1/2026	6/30/2027	3.00%	\$ 129.67	\$ 116.70	-	\$ 141.10
	\$ 368.25	N/A	7/1/2027	6/30/2028	3.00%	\$ 133.56	\$ 120.20	-	\$ 145.33
	\$ 379.30	N/A	7/1/2028	6/30/2029	3.00%	\$ 137.56	\$ 123.81	-	\$ 149.69
Deputy District Manager	\$ 303.00	N/A	7/1/2024	6/30/2025		\$ 109.89	\$ 97.00	-	\$ 120.00
	\$ 312.09	N/A	7/1/2025	6/30/2026	3.00%	\$ 113.19	\$ 99.91	-	\$ 123.60
	\$ 321.45	N/A	7/1/2026	6/30/2027	3.00%	\$ 116.58	\$ 102.91	-	\$ 127.31
	\$ 331.09	N/A	7/1/2027	6/30/2028	3.00%	\$ 120.08	\$ 105.99	-	\$ 131.13
	\$ 341.02	N/A	7/1/2028	6/30/2029	3.00%	\$ 123.68	\$ 109.17	-	\$ 135.06
Operations Manager	\$ 263.00	N/A	7/1/2024	6/30/2025		\$ 95.38	\$ 78.00	-	\$ 106.00
	\$ 270.89	N/A	7/1/2025	6/30/2026	3.00%	\$ 98.24	\$ 80.34	-	\$ 109.18
	\$ 279.01	N/A	7/1/2026	6/30/2027	3.00%	\$ 101.19	\$ 82.75	-	\$ 112.46
	\$ 287.38	N/A	7/1/2027	6/30/2028	3.00%	\$ 104.23	\$ 85.23	-	\$ 115.83
	\$ 296.00	N/A	7/1/2028	6/30/2029	3.00%	\$ 107.35	\$ 87.79	-	\$ 119.30

Sr. Sanitary Project Engineer	\$ 234.00	N/A	7/1/2024	6/30/2025		\$ 84.87	\$ 68.00	-	\$ 95.00
	\$ 241.02	N/A	7/1/2025	6/30/2026	3.00%	\$ 87.41	\$ 70.04	-	\$ 97.85
	\$ 248.25	N/A	7/1/2026	6/30/2027	3.00%	\$ 90.04	\$ 72.14	-	\$ 100.79
	\$ 255.70	N/A	7/1/2027	6/30/2028	3.00%	\$ 92.74	\$ 74.31	-	\$ 103.81
	\$ 263.37	N/A	7/1/2028	6/30/2029	3.00%	\$ 95.52	\$ 76.53	-	\$ 106.92
Sanitary Project Engineer	\$ 206.00	N/A	7/1/2024	6/30/2025		\$ 74.71	\$ 57.00	-	\$ 85.00
	\$ 212.18	N/A	7/1/2025	6/30/2026	3.00%	\$ 76.95	\$ 58.71	-	\$ 87.55
	\$ 218.55	N/A	7/1/2026	6/30/2027	3.00%	\$ 79.26	\$ 60.47	-	\$ 90.18
	\$ 225.11	N/A	7/1/2027	6/30/2028	3.00%	\$ 81.64	\$ 62.29	-	\$ 92.88
	\$ 231.86	N/A	7/1/2028	6/30/2029	3.00%	\$ 84.09	\$ 64.15	-	\$ 95.67
Associate Sanitary Engineer	\$ 177.00	N/A	7/1/2024	6/30/2025		\$ 64.19	\$ 54.00	-	\$ 75.00
	\$ 182.31	N/A	7/1/2025	6/30/2026	3.00%	\$ 66.12	\$ 55.62	-	\$ 77.25
	\$ 187.78	N/A	7/1/2026	6/30/2027	3.00%	\$ 68.10	\$ 57.29	-	\$ 79.57
	\$ 193.41	N/A	7/1/2027	6/30/2028	3.00%	\$ 70.15	\$ 59.01	-	\$ 81.95
	\$ 199.21	N/A	7/1/2028	6/30/2029	3.00%	\$ 72.25	\$ 60.78	-	\$ 84.41
Assistant Sanitary Engineer	\$ 155.00	N/A	7/1/2024	6/30/2025		\$ 56.22	\$ 48.00	-	\$ 67.00
	\$ 159.66	N/A	7/1/2025	6/30/2026	3.00%	\$ 57.90	\$ 49.44	-	\$ 69.01
	\$ 164.44	N/A	7/1/2026	6/30/2027	3.00%	\$ 59.64	\$ 50.92	-	\$ 71.08
	\$ 169.38	N/A	7/1/2027	6/30/2028	3.00%	\$ 61.43	\$ 52.45	-	\$ 73.21
	\$ 174.46	N/A	7/1/2028	6/30/2029	3.00%	\$ 63.27	\$ 54.02	-	\$ 75.41
Sr. Inspector* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 136.00	N/A	7/1/2024	6/30/2025		\$ 49.32	\$ 42.00	-	\$ 60.00
	\$ 140.08	N/A	7/1/2025	6/30/2026	3.00%	\$ 50.80	\$ 43.26	-	\$ 61.80
	\$ 144.28	N/A	7/1/2026	6/30/2027	3.00%	\$ 52.33	\$ 44.56	-	\$ 63.65
	\$ 148.61	N/A	7/1/2027	6/30/2028	3.00%	\$ 53.90	\$ 45.89	-	\$ 65.56
	\$ 153.07	N/A	7/1/2028	6/30/2029	3.00%	\$ 55.51	\$ 47.27	-	\$ 67.53
Inspector* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 114.00	N/A	7/1/2024	6/30/2025		\$ 41.35	\$ 34.00	-	\$ 52.00
	\$ 117.42	N/A	7/1/2025	6/30/2026	3.00%	\$ 42.59	\$ 35.02	-	\$ 53.56
	\$ 120.95	N/A	7/1/2026	6/30/2027	3.00%	\$ 43.87	\$ 36.07	-	\$ 55.17
	\$ 124.58	N/A	7/1/2027	6/30/2028	3.00%	\$ 45.18	\$ 37.15	-	\$ 56.82
	\$ 128.31	N/A	7/1/2028	6/30/2029	3.00%	\$ 46.54	\$ 38.27	-	\$ 58.53
Inspector - Apprentice* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 81.00	N/A	7/1/2024	6/30/2025		\$ 28.28	\$ 21.00	-	\$ 40.00
	\$ 83.43	N/A	7/1/2025	6/30/2026	3.00%	\$ 29.13	\$ 21.63	-	\$ 41.20
	\$ 85.93	N/A	7/1/2026	6/30/2027	3.00%	\$ 30.00	\$ 22.28	-	\$ 42.44
	\$ 88.51	N/A	7/1/2027	6/30/2028	3.00%	\$ 30.90	\$ 22.95	-	\$ 43.71
	\$ 91.17	N/A	7/1/2028	6/30/2029	3.00%	\$ 31.83	\$ 23.64	-	\$ 45.02
Area Manager - CM	\$ 370.00	N/A	7/1/2024	6/30/2025		\$ 134.19	\$ 105.00	-	\$ 145.00
	\$ 381.10	N/A	7/1/2025	6/30/2026	3.00%	\$ 138.22	\$ 108.15	-	\$ 149.35
	\$ 392.53	N/A	7/1/2026	6/30/2027	3.00%	\$ 142.36	\$ 111.39	-	\$ 153.83
	\$ 404.31	N/A	7/1/2027	6/30/2028	3.00%	\$ 146.63	\$ 114.74	-	\$ 158.45
	\$ 416.43	N/A	7/1/2028	6/30/2029	3.00%	\$ 151.03	\$ 118.18	-	\$ 163.20

Division Manager - CM	\$ 340.00	N/A	7/1/2024	6/30/2025		\$ 123.31	\$ 105.00	-	\$ 134.00
	\$ 350.20	N/A	7/1/2025	6/30/2026	3.00%	\$ 127.01	\$ 108.15	-	\$ 138.02
	\$ 360.70	N/A	7/1/2026	6/30/2027	3.00%	\$ 130.82	\$ 111.39	-	\$ 142.16
	\$ 371.52	N/A	7/1/2027	6/30/2028	3.00%	\$ 134.74	\$ 114.74	-	\$ 146.43
	\$ 382.67	N/A	7/1/2028	6/30/2029	3.00%	\$ 138.79	\$ 118.18	-	\$ 150.82
Sr. Resident Engineer	\$ 296.00	N/A	7/1/2024	6/30/2025		\$ 107.35	\$ 90.00	-	\$ 118.00
	\$ 304.88	N/A	7/1/2025	6/30/2026	3.00%	\$ 110.57	\$ 92.70	-	\$ 121.54
	\$ 314.03	N/A	7/1/2026	6/30/2027	3.00%	\$ 113.89	\$ 95.48	-	\$ 125.19
	\$ 323.45	N/A	7/1/2027	6/30/2028	3.00%	\$ 117.31	\$ 98.35	-	\$ 128.94
	\$ 333.15	N/A	7/1/2028	6/30/2029	3.00%	\$ 120.83	\$ 101.30	-	\$ 132.81
Sr. Project Manager - CM	\$ 281.00	N/A	7/1/2024	6/30/2025		\$ 101.91	\$ 80.00	-	\$ 112.00
	\$ 289.43	N/A	7/1/2025	6/30/2026	3.00%	\$ 104.97	\$ 82.40	-	\$ 115.36
	\$ 298.11	N/A	7/1/2026	6/30/2027	3.00%	\$ 108.12	\$ 84.87	-	\$ 118.82
	\$ 307.06	N/A	7/1/2027	6/30/2028	3.00%	\$ 111.36	\$ 87.42	-	\$ 122.39
	\$ 316.27	N/A	7/1/2028	6/30/2029	3.00%	\$ 114.70	\$ 90.04	-	\$ 126.06
Project Manager - CM	\$ 256.00	N/A	7/1/2024	6/30/2025		\$ 92.85	\$ 72.00	-	\$ 103.00
	\$ 263.68	N/A	7/1/2025	6/30/2026	3.00%	\$ 95.63	\$ 74.16	-	\$ 106.09
	\$ 271.59	N/A	7/1/2026	6/30/2027	3.00%	\$ 98.50	\$ 76.38	-	\$ 109.27
	\$ 279.74	N/A	7/1/2027	6/30/2028	3.00%	\$ 101.46	\$ 78.68	-	\$ 112.55
	\$ 288.13	N/A	7/1/2028	6/30/2029	3.00%	\$ 104.50	\$ 81.04	-	\$ 115.93
Resident Engineer	\$ 254.00	N/A	7/1/2024	6/30/2025		\$ 92.12	\$ 72.00	-	\$ 103.00
	\$ 261.62	N/A	7/1/2025	6/30/2026	3.00%	\$ 94.88	\$ 74.16	-	\$ 106.09
	\$ 269.47	N/A	7/1/2026	6/30/2027	3.00%	\$ 97.73	\$ 76.38	-	\$ 109.27
	\$ 277.55	N/A	7/1/2027	6/30/2028	3.00%	\$ 100.66	\$ 78.68	-	\$ 112.55
	\$ 285.88	N/A	7/1/2028	6/30/2029	3.00%	\$ 103.68	\$ 81.04	-	\$ 115.93
Project Controls/Scheduler	\$ 213.00	N/A	7/1/2024	6/30/2025		\$ 77.25	\$ 53.00	-	\$ 88.00
	\$ 219.39	N/A	7/1/2025	6/30/2026	3.00%	\$ 79.57	\$ 54.59	-	\$ 90.64
	\$ 225.97	N/A	7/1/2026	6/30/2027	3.00%	\$ 81.95	\$ 56.23	-	\$ 93.36
	\$ 232.75	N/A	7/1/2027	6/30/2028	3.00%	\$ 84.41	\$ 57.91	-	\$ 96.16
	\$ 239.73	N/A	7/1/2028	6/30/2029	3.00%	\$ 86.95	\$ 59.65	-	\$ 99.04
Inspector - CM* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 214.00	N/A	7/1/2024	6/30/2025		\$ 77.61	\$ 43.00	-	\$ 88.00
	\$ 220.42	N/A	7/1/2025	6/30/2026	3.00%	\$ 79.94	\$ 44.29	-	\$ 90.64
	\$ 227.03	N/A	7/1/2026	6/30/2027	3.00%	\$ 82.34	\$ 45.62	-	\$ 93.36
	\$ 233.84	N/A	7/1/2027	6/30/2028	3.00%	\$ 84.81	\$ 46.99	-	\$ 96.16
	\$ 240.86	N/A	7/1/2028	6/30/2029	3.00%	\$ 87.35	\$ 48.40	-	\$ 99.04
Asst. Resident Engineer* <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 217.00	N/A	7/1/2024	6/30/2025		\$ 78.70	\$ 55.00	-	\$ 89.00
	\$ 223.51	N/A	7/1/2025	6/30/2026	3.00%	\$ 81.06	\$ 56.65	-	\$ 91.67
	\$ 230.21	N/A	7/1/2026	6/30/2027	3.00%	\$ 83.49	\$ 58.35	-	\$ 94.42
	\$ 237.12	N/A	7/1/2027	6/30/2028	3.00%	\$ 86.00	\$ 60.10	-	\$ 97.25
	\$ 244.23	N/A	7/1/2028	6/30/2029	3.00%	\$ 88.58	\$ 61.90	-	\$ 100.17

Office Engineer	\$ 154.00	N/A	7/1/2024	6/30/2025		\$ 55.85	\$ 38.00	-	\$ 66.00
	\$ 158.62	N/A	7/1/2025	6/30/2026	3.00%	\$ 57.53	\$ 39.14	-	\$ 67.98
	\$ 163.38	N/A	7/1/2026	6/30/2027	3.00%	\$ 59.25	\$ 40.31	-	\$ 70.02
	\$ 168.28	N/A	7/1/2027	6/30/2028	3.00%	\$ 61.03	\$ 41.52	-	\$ 72.12
	\$ 173.33	N/A	7/1/2028	6/30/2029	3.00%	\$ 62.86	\$ 42.77	-	\$ 74.28
Office Technician	\$ 81.00	N/A	7/1/2024	6/30/2025		\$ 29.38	\$ 22.00	-	\$ 40.00
	\$ 83.43	N/A	7/1/2025	6/30/2026	3.00%	\$ 30.26	\$ 22.66	-	\$ 41.20
	\$ 85.93	N/A	7/1/2026	6/30/2027	3.00%	\$ 31.17	\$ 23.34	-	\$ 42.44
	\$ 88.51	N/A	7/1/2027	6/30/2028	3.00%	\$ 32.10	\$ 24.04	-	\$ 43.71
	\$ 91.17	N/A	7/1/2028	6/30/2029	3.00%	\$ 33.06	\$ 24.76	-	\$ 45.02
Expert Witness	\$ 494.00	N/A	7/1/2024	6/30/2025		\$ 179.16	\$ 170.00	-	\$ 185.00
	\$ 508.82	N/A	7/1/2025	6/30/2026	3.00%	\$ 184.54	\$ 175.10	-	\$ 190.55
	\$ 524.08	N/A	7/1/2026	6/30/2027	3.00%	\$ 190.07	\$ 180.35	-	\$ 196.27
	\$ 539.81	N/A	7/1/2027	6/30/2028	3.00%	\$ 195.78	\$ 185.76	-	\$ 202.15
	\$ 556.00	N/A	7/1/2028	6/30/2029	3.00%	\$ 201.65	\$ 191.34	-	\$ 208.22
Strategic Consulting	\$ 494.00	N/A	7/1/2024	6/30/2025		\$ 179.16	\$ 170.00	-	\$ 185.00
	\$ 508.82	N/A	7/1/2025	6/30/2026	3.00%	\$ 184.54	\$ 175.10	-	\$ 190.55
	\$ 524.08	N/A	7/1/2026	6/30/2027	3.00%	\$ 190.07	\$ 180.35	-	\$ 196.27
	\$ 539.81	N/A	7/1/2027	6/30/2028	3.00%	\$ 195.78	\$ 185.76	-	\$ 202.15
	\$ 556.00	N/A	7/1/2028	6/30/2029	3.00%	\$ 201.65	\$ 191.34	-	\$ 208.22
Funding Manager	\$ 285.00	N/A	7/1/2024	6/30/2025		\$ 103.36	\$ 88.00	-	\$ 114.00
	\$ 293.55	N/A	7/1/2025	6/30/2026	3.00%	\$ 106.46	\$ 90.64	-	\$ 117.42
	\$ 302.36	N/A	7/1/2026	6/30/2027	3.00%	\$ 109.66	\$ 93.36	-	\$ 120.94
	\$ 311.43	N/A	7/1/2027	6/30/2028	3.00%	\$ 112.95	\$ 96.16	-	\$ 124.57
	\$ 320.77	N/A	7/1/2028	6/30/2029	3.00%	\$ 116.34	\$ 99.04	-	\$ 128.31
Sr. Funding Specialist	\$ 185.00	N/A	7/1/2024	6/30/2025		\$ 67.10	\$ 52.00	-	\$ 78.00
	\$ 190.55	N/A	7/1/2025	6/30/2026	3.00%	\$ 69.11	\$ 53.56	-	\$ 80.34
	\$ 196.27	N/A	7/1/2026	6/30/2027	3.00%	\$ 71.18	\$ 55.17	-	\$ 82.75
	\$ 202.16	N/A	7/1/2027	6/30/2028	3.00%	\$ 73.32	\$ 56.82	-	\$ 85.23
	\$ 208.22	N/A	7/1/2028	6/30/2029	3.00%	\$ 75.52	\$ 58.53	-	\$ 87.79
Funding Specialist	\$ 157.00	N/A	7/1/2024	6/30/2025		\$ 56.94	\$ 38.00	-	\$ 67.00
	\$ 161.71	N/A	7/1/2025	6/30/2026	3.00%	\$ 58.65	\$ 39.14	-	\$ 69.01
	\$ 166.56	N/A	7/1/2026	6/30/2027	3.00%	\$ 60.41	\$ 40.31	-	\$ 71.08
	\$ 171.56	N/A	7/1/2027	6/30/2028	3.00%	\$ 62.22	\$ 41.52	-	\$ 73.21
	\$ 176.70	N/A	7/1/2028	6/30/2029	3.00%	\$ 64.09	\$ 42.77	-	\$ 75.41
Project Accountant Manager	\$ 185.00	N/A	7/1/2024	6/30/2025		\$ 67.10	\$ 55.00	-	\$ 78.00
	\$ 190.55	N/A	7/1/2025	6/30/2026	3.00%	\$ 69.11	\$ 56.65	-	\$ 80.34
	\$ 196.27	N/A	7/1/2026	6/30/2027	3.00%	\$ 71.18	\$ 58.35	-	\$ 82.75
	\$ 202.16	N/A	7/1/2027	6/30/2028	3.00%	\$ 73.32	\$ 60.10	-	\$ 85.23
	\$ 208.22	N/A	7/1/2028	6/30/2029	3.00%	\$ 75.52	\$ 61.90	-	\$ 87.79

Sr. Project Accountant	\$ 146.00	N/A	7/1/2024	6/30/2025		\$ 52.95	\$ 41.00	-	\$ 63.00
	\$ 150.38	N/A	7/1/2025	6/30/2026	3.00%	\$ 54.54	\$ 42.23	-	\$ 64.89
	\$ 154.89	N/A	7/1/2026	6/30/2027	3.00%	\$ 56.17	\$ 43.50	-	\$ 66.84
	\$ 159.53	N/A	7/1/2027	6/30/2028	3.00%	\$ 57.86	\$ 44.80	-	\$ 68.84
	\$ 164.32	N/A	7/1/2028	6/30/2029	3.00%	\$ 59.60	\$ 46.15	-	\$ 70.91
Project Accountant	\$ 129.00	N/A	7/1/2024	6/30/2025		\$ 46.79	\$ 36.00	-	\$ 57.00
	\$ 132.87	N/A	7/1/2025	6/30/2026	3.00%	\$ 48.19	\$ 37.08	-	\$ 58.71
	\$ 136.86	N/A	7/1/2026	6/30/2027	3.00%	\$ 49.64	\$ 38.19	-	\$ 60.47
	\$ 140.97	N/A	7/1/2027	6/30/2028	3.00%	\$ 51.13	\$ 39.34	-	\$ 62.29
	\$ 145.20	N/A	7/1/2028	6/30/2029	3.00%	\$ 52.66	\$ 40.52	-	\$ 64.15
Sr. Project Coordinator	\$ 145.00	N/A	7/1/2024	6/30/2025		\$ 52.59	\$ 43.00	-	\$ 63.00
	\$ 149.35	N/A	7/1/2025	6/30/2026	3.00%	\$ 54.17	\$ 44.29	-	\$ 64.89
	\$ 153.84	N/A	7/1/2026	6/30/2027	3.00%	\$ 55.79	\$ 45.62	-	\$ 66.84
	\$ 158.45	N/A	7/1/2027	6/30/2028	3.00%	\$ 57.47	\$ 46.99	-	\$ 68.84
	\$ 163.20	N/A	7/1/2028	6/30/2029	3.00%	\$ 59.19	\$ 48.40	-	\$ 70.91
Project Coordinator	\$ 115.00	N/A	7/1/2024	6/30/2025		\$ 41.71	\$ 33.00	-	\$ 52.00
	\$ 118.45	N/A	7/1/2025	6/30/2026	3.00%	\$ 42.96	\$ 33.99	-	\$ 53.56
	\$ 122.00	N/A	7/1/2026	6/30/2027	3.00%	\$ 44.25	\$ 35.01	-	\$ 55.17
	\$ 125.66	N/A	7/1/2027	6/30/2028	3.00%	\$ 45.57	\$ 36.06	-	\$ 56.82
	\$ 129.43	N/A	7/1/2028	6/30/2029	3.00%	\$ 46.94	\$ 37.14	-	\$ 58.53
Sr. Project Assistant	\$ 114.00	N/A	7/1/2024	6/30/2025		\$ 41.35	\$ 34.00	-	\$ 52.00
	\$ 117.42	N/A	7/1/2025	6/30/2026	3.00%	\$ 42.59	\$ 35.02	-	\$ 53.56
	\$ 120.95	N/A	7/1/2026	6/30/2027	3.00%	\$ 43.87	\$ 36.07	-	\$ 55.17
	\$ 124.58	N/A	7/1/2027	6/30/2028	3.00%	\$ 45.18	\$ 37.15	-	\$ 56.82
	\$ 128.31	N/A	7/1/2028	6/30/2029	3.00%	\$ 46.54	\$ 38.27	-	\$ 58.53
Project Assistant	\$ 88.00	N/A	7/1/2024	6/30/2025		\$ 31.92	\$ 24.00	-	\$ 42.00
	\$ 90.64	N/A	7/1/2025	6/30/2026	3.00%	\$ 32.87	\$ 24.72	-	\$ 43.26
	\$ 93.36	N/A	7/1/2026	6/30/2027	3.00%	\$ 33.86	\$ 25.46	-	\$ 44.56
	\$ 96.16	N/A	7/1/2027	6/30/2028	3.00%	\$ 34.88	\$ 26.23	-	\$ 45.89
	\$ 99.05	N/A	7/1/2028	6/30/2029	3.00%	\$ 35.92	\$ 27.01	-	\$ 47.27
Sr. Technical Writer	\$ 135.00	N/A	7/1/2024	6/30/2025		\$ 48.96	\$ 35.00	-	\$ 59.00
	\$ 139.05	N/A	7/1/2025	6/30/2026	3.00%	\$ 50.43	\$ 36.05	-	\$ 60.77
	\$ 143.22	N/A	7/1/2026	6/30/2027	3.00%	\$ 51.94	\$ 37.13	-	\$ 62.59
	\$ 147.51	N/A	7/1/2027	6/30/2028	3.00%	\$ 53.50	\$ 38.25	-	\$ 64.47
	\$ 151.94	N/A	7/1/2028	6/30/2029	3.00%	\$ 55.10	\$ 39.39	-	\$ 66.41
Technical Writer	\$ 88.00	N/A	7/1/2024	6/30/2025		\$ 31.92	\$ 21.00	-	\$ 42.00
	\$ 90.64	N/A	7/1/2025	6/30/2026	3.00%	\$ 32.87	\$ 21.63	-	\$ 43.26
	\$ 93.36	N/A	7/1/2026	6/30/2027	3.00%	\$ 33.86	\$ 22.28	-	\$ 44.56
	\$ 96.16	N/A	7/1/2027	6/30/2028	3.00%	\$ 34.88	\$ 22.95	-	\$ 45.89
	\$ 99.05	N/A	7/1/2028	6/30/2029	3.00%	\$ 35.92	\$ 23.64	-	\$ 47.27

Sr. Graphic Manager	\$ 173.00	N/A	7/1/2024	6/30/2025		\$ 62.74	\$ 50.00	-	\$ 73.00
	\$ 178.19	N/A	7/1/2025	6/30/2026	3.00%	\$ 64.63	\$ 51.50	-	\$ 75.19
	\$ 183.53	N/A	7/1/2026	6/30/2027	3.00%	\$ 66.56	\$ 53.05	-	\$ 77.45
	\$ 189.04	N/A	7/1/2027	6/30/2028	3.00%	\$ 68.56	\$ 54.64	-	\$ 79.77
	\$ 194.71	N/A	7/1/2028	6/30/2029	3.00%	\$ 70.62	\$ 56.28	-	\$ 82.16
Sr. Graphic Designer	\$ 148.00	N/A	7/1/2024	6/30/2025		\$ 53.68	\$ 40.00	-	\$ 64.00
	\$ 152.44	N/A	7/1/2025	6/30/2026	3.00%	\$ 55.29	\$ 41.20	-	\$ 65.92
	\$ 157.01	N/A	7/1/2026	6/30/2027	3.00%	\$ 56.95	\$ 42.44	-	\$ 67.90
	\$ 161.73	N/A	7/1/2027	6/30/2028	3.00%	\$ 58.65	\$ 43.71	-	\$ 69.93
	\$ 166.58	N/A	7/1/2028	6/30/2029	3.00%	\$ 60.41	\$ 45.02	-	\$ 72.03
Graphic Designer	\$ 126.00	N/A	7/1/2024	6/30/2025		\$ 45.70	\$ 35.00	-	\$ 56.00
	\$ 129.78	N/A	7/1/2025	6/30/2026	3.00%	\$ 47.07	\$ 36.05	-	\$ 57.68
	\$ 133.68	N/A	7/1/2026	6/30/2027	3.00%	\$ 48.48	\$ 37.13	-	\$ 59.41
	\$ 137.69	N/A	7/1/2027	6/30/2028	3.00%	\$ 49.94	\$ 38.25	-	\$ 61.19
	\$ 141.82	N/A	7/1/2028	6/30/2029	3.00%	\$ 51.43	\$ 39.39	-	\$ 63.03

1. Names and classifications of consultant (key staff) team members must be listed. Provide separate sheets for prime and all subconsultant firms.

2. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Agreed upon billing rates are not adjustable for the term of contract.

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

Note:

- Denote all employees subject to prevailing wage with an asterisks (*)
- For "Other Direct Cost" listing, see page 2 of this Exhibit

Consultant: Mark Thomas & Company, Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. _____

Contract RCTD- On-Call Road/Highway

Date: 6/18/2024

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage		Miles	IRS Rate	\$ -
Reproductions (half sheet)		Sheet	At Cost	\$ -
Reproductions (whole sheet)		Sheet	At Cost	\$ -
Postage/Delivery/Overnight		Each	At Cost	\$ -
Per Diem		Day	At Cost	\$ -
Lodging		Day	At Cost	\$ -
Potholing		Each	At Cost	\$ -
Aerial Photography		Each	At Cost	\$ -
MTLS Mobile Scanner		Daily	At Cost	\$ -
Traffic Control		Each	At Cost	\$ -
Traffic Counts		Each	At Cost	\$ -
Subconsultant 1: Advantec				\$ -
Subconsultant 2: CPOG				\$ -
Subconsultant 3: Earth Mechanics				\$ -
Subconsultant 4: Fehr & Peers				\$ -
Subconsultant 5: Geocon				\$ -
Subconsultant 6: ICF				\$ -
Subconsultant 7: Monument ROW				\$ -
Subconsultant 8: NCM Engineering				\$ -
Subconsultant 9: Q3 Consulting				\$ -

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 reimburseable 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.


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 Proceedures
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 or Caltrans accepted Indirect Cost Rate(s).

Prime Consultant or Subconsultant Certifying:

Name:	<u>Zach Siviglia</u>	Title *:	<u>President</u>
Signature:		Date of Certification:	<u>6/18/2024</u>
Email:	<u>zsiviglia@markthomas.com</u>	Phone number:	<u>(949) 477-9000</u>
Address:	<u>4200 Concours Street, Suite 330, Ontario, CA 91764</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:

Specific Rate of Compensation (On-Call or As-Needed Contracts)

Note: Mark-ups are Not Allowed

Consultant: ADVANTEC Consulting Engineers, Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project RCTD- On-Call Road & Highway

Contract No. _____

Participation Amount \$ _____

Date: 7/29/2024

For Combined Rate	Fringe Benefit 63.31% + General & Administrative 126.63%	=	Combined	189.94%
For Home Office Rate	Fringe Benefit ___% + General & Administrative ___%	=	Home Office	___%
For Field Office Rate	Fringe Benefit ___% + General & Administrative ___%	=	Field Office	___%
			Fee	= 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
Principal Carlos Ortiz, PE, TE, PTOE Project Director / QA/QC	\$ 499.87	N/A	7/1/2024	6/30/2025		\$ 156.73	N/A
	\$ 514.86		7/1/2025	6/30/2026	3.00%	\$ 161.43	
	\$ 530.31		7/1/2026	6/30/2027	3.00%	\$ 166.27	
	\$ 546.22		7/1/2027	6/30/2028	3.00%	\$ 171.26	
	\$ 562.60		7/1/2028	6/30/2029	3.00%	\$ 176.40	
Sr. Project Managet Keith Rand, PE, TE Developer/Plan Check Review and QA/QC Task Leader	\$ 383.33	N/A	7/1/2024	6/30/2025		\$ 120.19	N/A
	\$ 394.83		7/1/2025	6/30/2026	3.00%	\$ 123.80	
	\$ 406.67		7/1/2026	6/30/2027	3.00%	\$ 127.51	
	\$ 418.87		7/1/2027	6/30/2028	3.00%	\$ 131.33	
	\$ 431.44		7/1/2028	6/30/2029	3.00%	\$ 135.27	
Sr. Project Manager/Transportation Director Chris Buscarino, PE** Roadway/Drainage Improvements PS&E Task Leader	\$ 398.67	N/A	7/1/2024	6/30/2025		\$ 125.00	N/A
	\$ 410.63		7/1/2025	6/30/2026	3.00%	\$ 128.75	
	\$ 422.95		7/1/2026	6/30/2027	3.00%	\$ 132.61	
	\$ 435.63		7/1/2027	6/30/2028	3.00%	\$ 136.59	
	\$ 448.70		7/1/2028	6/30/2029	3.00%	\$ 140.69	

Principal Joe Harake QA/QC	\$ 499.87	N/A	7/1/2024	6/30/2025		\$ 156.73	N/A
	\$ 514.86		7/1/2025	6/30/2026	3.00%	\$ 161.43	
	\$ 530.31		7/1/2026	6/30/2027	3.00%	\$ 166.27	
	\$ 546.22		7/1/2027	6/30/2028	3.00%	\$ 171.26	
	\$ 562.60		7/1/2028	6/30/2029	3.00%	\$ 176.40	
Sr. Project Manager John Dorado, PE** Project Manager/Contract Manager/Traffic & Transportation Studies Task Leader	\$ 314.34	N/A	7/1/2024	6/30/2025		\$ 98.56	N/A
	\$ 323.77		7/1/2025	6/30/2026	3.00%	\$ 101.52	
	\$ 333.48		7/1/2026	6/30/2027	3.00%	\$ 104.56	
	\$ 343.49		7/1/2027	6/30/2028	3.00%	\$ 107.70	
	\$ 353.79		7/1/2028	6/30/2029	3.00%	\$ 110.93	
Sr. Project Manager Glenn Murphy, PE, EE** Traffic Engineer PS&E Task Leader	\$ 306.66	N/A	7/1/2024	6/30/2025		\$ 96.15	N/A
	\$ 315.85		7/1/2025	6/30/2026	3.00%	\$ 99.03	
	\$ 325.33		7/1/2026	6/30/2027	3.00%	\$ 102.01	
	\$ 335.09		7/1/2027	6/30/2028	3.00%	\$ 105.07	
	\$ 345.14		7/1/2028	6/30/2029	3.00%	\$ 108.22	
Sr. Project Manager Sudarshan Chalan, PE Traffic Engineering PS&E Task Leader	\$ 306.66	N/A	7/1/2024	6/30/2025		\$ 96.15	N/A
	\$ 315.85		7/1/2025	6/30/2026	3.00%	\$ 99.03	
	\$ 325.33		7/1/2026	6/30/2027	3.00%	\$ 102.01	
	\$ 335.09		7/1/2027	6/30/2028	3.00%	\$ 105.07	
	\$ 345.14		7/1/2028	6/30/2029	3.00%	\$ 108.22	
Sr. Project Manager David Madera, PE** Traffic Engineering PS&E Task Leader	\$ 306.66	N/A	7/1/2024	6/30/2025		\$ 96.15	N/A
	\$ 315.85		7/1/2025	6/30/2026	3.00%	\$ 99.03	
	\$ 325.33		7/1/2026	6/30/2027	3.00%	\$ 102.01	
	\$ 335.09		7/1/2027	6/30/2028	3.00%	\$ 105.07	
	\$ 345.14		7/1/2028	6/30/2029	3.00%	\$ 108.22	
Sr. Project Manager Armando Solis, PE** Traffic Engineering PS&E Task Leader	\$ 306.66	N/A	7/1/2024	6/30/2025		\$ 96.15	N/A
	\$ 315.85		7/1/2025	6/30/2026	3.00%	\$ 99.03	
	\$ 325.33		7/1/2026	6/30/2027	3.00%	\$ 102.01	
	\$ 335.09		7/1/2027	6/30/2028	3.00%	\$ 105.07	
	\$ 345.14		7/1/2028	6/30/2029	3.00%	\$ 108.22	
Sr. Project Manager Amal C. Adhikary, PE Traffic Engineering PS&E	\$ 306.66	N/A	7/1/2024	6/30/2025		\$ 96.15	N/A
	\$ 315.85		7/1/2025	6/30/2026	3.00%	\$ 99.03	
	\$ 325.33		7/1/2026	6/30/2027	3.00%	\$ 102.01	
	\$ 335.09		7/1/2027	6/30/2028	3.00%	\$ 105.07	
	\$ 345.14		7/1/2028	6/30/2029	3.00%	\$ 108.22	

Sr. Project Manager Henry Trinh, EE** Traffic Engineering PS&E Task Leader	\$ 291.35	N/A	7/1/2024	6/30/2025		\$ 91.35	N/A
	\$ 300.09		7/1/2025	6/30/2026	3.00%	\$ 94.09	
	\$ 309.09		7/1/2026	6/30/2027	3.00%	\$ 96.91	
	\$ 318.36		7/1/2027	6/30/2028	3.00%	\$ 99.82	
	\$ 327.91		7/1/2028	6/30/2029	3.00%	\$ 102.82	
Sr. Project Manager Jose Guedes, TE Traffic Signal Timeing and Operations Task Leader	\$ 265.64	N/A	7/1/2024	6/30/2025		\$ 83.29	N/A
	\$ 273.61		7/1/2025	6/30/2026	3.00%	\$ 85.79	
	\$ 281.82		7/1/2026	6/30/2027	3.00%	\$ 88.36	
	\$ 290.27		7/1/2027	6/30/2028	3.00%	\$ 91.01	
	\$ 298.98		7/1/2028	6/30/2029	3.00%	\$ 93.74	
Sr. Project Manager Lawrence, Tai, TE Safety Studies and Grant Application Support Task Leader	\$ 223.25	N/A	7/1/2024	6/30/2025		\$ 70.00	N/A
	\$ 229.95		7/1/2025	6/30/2026	3.00%	\$ 72.10	
	\$ 236.85		7/1/2026	6/30/2027	3.00%	\$ 74.26	
	\$ 243.96		7/1/2027	6/30/2028	3.00%	\$ 76.49	
	\$ 251.27		7/1/2028	6/30/2029	3.00%	\$ 78.79	
Sr. Project Manager Roy Null, PE Traffic Engineering PS&E	\$ 239.20	N/A	7/1/2024	6/30/2025		\$ 75.00	N/A
	\$ 246.38		7/1/2025	6/30/2026	3.00%	\$ 77.25	
	\$ 253.77		7/1/2026	6/30/2027	3.00%	\$ 79.57	
	\$ 261.38		7/1/2027	6/30/2028	3.00%	\$ 81.95	
	\$ 269.22		7/1/2028	6/30/2029	3.00%	\$ 84.41	
Project Engineer Huy Trinh, EE Traffic Engineering PS&E	\$ 214.67	N/A	7/1/2024	6/30/2025		\$ 67.31	N/A
	\$ 221.11		7/1/2025	6/30/2026	3.00%	\$ 69.33	
	\$ 227.75		7/1/2026	6/30/2027	3.00%	\$ 71.41	
	\$ 234.58		7/1/2027	6/30/2028	3.00%	\$ 73.55	
	\$ 241.62		7/1/2028	6/30/2029	3.00%	\$ 75.76	
Project Engineer George Dore, PE TE Traffic Engineering PS&E	\$ 199.33	N/A	7/1/2024	6/30/2025		\$ 62.50	N/A
	\$ 205.31		7/1/2025	6/30/2026	3.00%	\$ 64.38	
	\$ 211.47		7/1/2026	6/30/2027	3.00%	\$ 66.31	
	\$ 217.82		7/1/2027	6/30/2028	3.00%	\$ 68.30	
	\$ 224.35		7/1/2028	6/30/2029	3.00%	\$ 70.34	
Project Engineer Jonathan Delgado, PE Traffic Engineering PS&E	\$ 188.68	N/A	7/1/2024	6/30/2025		\$ 59.16	N/A
	\$ 194.34		7/1/2025	6/30/2026	3.00%	\$ 60.93	
	\$ 200.17		7/1/2026	6/30/2027	3.00%	\$ 62.76	
	\$ 206.18		7/1/2027	6/30/2028	3.00%	\$ 64.65	
	\$ 212.36		7/1/2028	6/30/2029	3.00%	\$ 66.59	

Project Engineer Vivian Hang, PE Traffic Engineering PS&E	\$ 191.68	N/A	7/1/2024	6/30/2025		\$ 60.10	N/A
	\$ 197.43		7/1/2025	6/30/2026	3.00%	\$ 61.90	
	\$ 203.35		7/1/2026	6/30/2027	3.00%	\$ 63.76	
	\$ 209.45		7/1/2027	6/30/2028	3.00%	\$ 65.67	
	\$ 215.74		7/1/2028	6/30/2029	3.00%	\$ 67.64	
Systems Engineer John Cox** Traffic Signal Communications & ITS Engineering Task Leader	\$ 222.65	N/A	7/1/2024	6/30/2025		\$ 69.81	N/A
	\$ 229.33		7/1/2025	6/30/2026	3.00%	\$ 71.90	
	\$ 236.21		7/1/2026	6/30/2027	3.00%	\$ 74.06	
	\$ 243.29		7/1/2027	6/30/2028	3.00%	\$ 76.28	
	\$ 250.59		7/1/2028	6/30/2029	3.00%	\$ 78.57	
Project Engineer Francisco Fernandez Traffic Engineering PS&E	\$ 183.99	N/A	7/1/2024	6/30/2025		\$ 57.69	N/A
	\$ 189.51		7/1/2025	6/30/2026	3.00%	\$ 59.42	
	\$ 195.20		7/1/2026	6/30/2027	3.00%	\$ 61.20	
	\$ 201.05		7/1/2027	6/30/2028	3.00%	\$ 63.04	
	\$ 207.09		7/1/2028	6/30/2029	3.00%	\$ 64.93	
Project Engineer James Tai Traffic Engineering PS&E	\$ 191.68	N/A	7/1/2024	6/30/2025		\$ 60.10	N/A
	\$ 197.43		7/1/2025	6/30/2026	3.00%	\$ 61.90	
	\$ 203.35		7/1/2026	6/30/2027	3.00%	\$ 63.76	
	\$ 209.45		7/1/2027	6/30/2028	3.00%	\$ 65.67	
	\$ 215.74		7/1/2028	6/30/2029	3.00%	\$ 67.64	
Project Engineer Bryan Elenes Traffic Engineering PS&E	\$ 176.34	N/A	7/1/2024	6/30/2025		\$ 55.29	N/A
	\$ 181.63		7/1/2025	6/30/2026	3.00%	\$ 56.95	
	\$ 187.08		7/1/2026	6/30/2027	3.00%	\$ 58.66	
	\$ 192.69		7/1/2027	6/30/2028	3.00%	\$ 60.42	
	\$ 198.47		7/1/2028	6/30/2029	3.00%	\$ 62.23	
Project Engineer Ryan Miller Traffic Engineering PS&E	\$ 182.18	N/A	7/1/2024	6/30/2025		\$ 57.12	N/A
	\$ 187.64		7/1/2025	6/30/2026	3.00%	\$ 58.83	
	\$ 193.27		7/1/2026	6/30/2027	3.00%	\$ 60.60	
	\$ 199.07		7/1/2027	6/30/2028	3.00%	\$ 62.42	
	\$ 205.04		7/1/2028	6/30/2029	3.00%	\$ 64.29	
Design Engineer Robert Steaffens Traffic Engineering PS&E	\$ 178.60	N/A	7/1/2024	6/30/2025		\$ 56.00	N/A
	\$ 183.96		7/1/2025	6/30/2026	3.00%	\$ 57.68	
	\$ 189.48		7/1/2026	6/30/2027	3.00%	\$ 59.41	
	\$ 195.16		7/1/2027	6/30/2028	3.00%	\$ 61.19	
	\$ 201.02		7/1/2028	6/30/2029	3.00%	\$ 63.03	

Project Engineer Madeline Ortiz Traffic Engineering PS&E	\$ 190.44	N/A	7/1/2024	6/30/2025		\$ 59.71	N/A
	\$ 196.15		7/1/2025	6/30/2026	3.00%	\$ 61.50	
	\$ 202.03		7/1/2026	6/30/2027	3.00%	\$ 63.35	
	\$ 208.09		7/1/2027	6/30/2028	3.00%	\$ 65.25	
	\$ 214.34		7/1/2028	6/30/2029	3.00%	\$ 67.20	
Associate Engineer Nicholas Park Traffic Engineering PS&E	\$ 153.34	N/A	7/1/2024	6/30/2025		\$ 48.08	N/A
	\$ 157.94		7/1/2025	6/30/2026	3.00%	\$ 49.52	
	\$ 162.68		7/1/2026	6/30/2027	3.00%	\$ 51.01	
	\$ 167.56		7/1/2027	6/30/2028	3.00%	\$ 52.54	
	\$ 172.59		7/1/2028	6/30/2029	3.00%	\$ 54.11	
Deisng Engineer Frank Gomez Traffic Engineering PS&E	\$ 156.05	N/A	7/1/2024	6/30/2025		\$ 48.93	N/A
	\$ 160.74		7/1/2025	6/30/2026	3.00%	\$ 50.40	
	\$ 165.56		7/1/2026	6/30/2027	3.00%	\$ 51.91	
	\$ 170.52		7/1/2027	6/30/2028	3.00%	\$ 53.47	
	\$ 175.64		7/1/2028	6/30/2029	3.00%	\$ 55.07	
Associate Engineer Kevin Acuna Traffic Engineering PS&E	\$ 149.04	N/A	7/1/2024	6/30/2025		\$ 46.73	N/A
	\$ 153.51		7/1/2025	6/30/2026	3.00%	\$ 48.13	
	\$ 158.11		7/1/2026	6/30/2027	3.00%	\$ 49.58	
	\$ 162.86		7/1/2027	6/30/2028	3.00%	\$ 51.06	
	\$ 167.74		7/1/2028	6/30/2029	3.00%	\$ 52.60	
Assistant Engineer Rachel Tam Traffic Engineering PS&E	\$ 138.00	N/A	7/1/2024	6/30/2025		\$ 43.27	N/A
	\$ 142.14		7/1/2025	6/30/2026	3.00%	\$ 44.57	
	\$ 146.41		7/1/2026	6/30/2027	3.00%	\$ 45.91	
	\$ 150.80		7/1/2027	6/30/2028	3.00%	\$ 47.28	
	\$ 155.32		7/1/2028	6/30/2029	3.00%	\$ 48.70	
Assistant Engineer Brandon Chin Traffic Engineering PS&E	\$ 122.53	N/A	7/1/2024	6/30/2025		\$ 38.42	N/A
	\$ 126.21		7/1/2025	6/30/2026	3.00%	\$ 39.57	
	\$ 130.00		7/1/2026	6/30/2027	3.00%	\$ 40.76	
	\$ 133.90		7/1/2027	6/30/2028	3.00%	\$ 41.98	
	\$ 137.91		7/1/2028	6/30/2029	3.00%	\$ 43.24	
Assistant Engineer Yasmeen Halabi Traffic Engineering PS&E	\$ 119.60	N/A	7/1/2024	6/30/2025		\$ 37.50	N/A
	\$ 123.19		7/1/2025	6/30/2026	3.00%	\$ 38.63	
	\$ 126.88		7/1/2026	6/30/2027	3.00%	\$ 39.78	
	\$ 130.69		7/1/2027	6/30/2028	3.00%	\$ 40.98	
	\$ 134.61		7/1/2028	6/30/2029	3.00%	\$ 42.21	

Assistant Engineer Alphonse Ph Traffic Engineering PS&E	\$ 115.01	N/A	7/1/2024	6/30/2025		\$ 36.06	N/A
	\$ 118.46		7/1/2025	6/30/2026	3.00%	\$ 37.14	
	\$ 122.01		7/1/2026	6/30/2027	3.00%	\$ 38.26	
	\$ 125.67		7/1/2027	6/30/2028	3.00%	\$ 39.40	
	\$ 129.44		7/1/2028	6/30/2029	3.00%	\$ 40.59	
Assistant Engineer Dylan Sison Traffic Engineering PS&E	\$ 115.01	N/A	7/1/2024	6/30/2025		\$ 36.06	N/A
	\$ 118.46		7/1/2025	6/30/2026	3.00%	\$ 37.14	
	\$ 122.01		7/1/2026	6/30/2027	3.00%	\$ 38.26	
	\$ 125.67		7/1/2027	6/30/2028	3.00%	\$ 39.40	
	\$ 129.44		7/1/2028	6/30/2029	3.00%	\$ 40.59	
Assistant Engineer Danielle Underwood Traffic Engineering PS&E	\$ 115.01	N/A	7/1/2024	6/30/2025		\$ 36.06	N/A
	\$ 118.46		7/1/2025	6/30/2026	3.00%	\$ 37.14	
	\$ 122.01		7/1/2026	6/30/2027	3.00%	\$ 38.26	
	\$ 125.67		7/1/2027	6/30/2028	3.00%	\$ 39.40	
	\$ 129.44		7/1/2028	6/30/2029	3.00%	\$ 40.59	
Principal / Project Director Project Manager/Contract Manager/Traffic & Transportation Studies Task Leader	\$ 526.24	N/A	7/1/2024	6/30/2025		\$ 165.00	\$ 150.00 - \$ 180.00
	\$ 542.03		7/1/2025	6/30/2026	3.00%	\$ 169.95	\$ 154.50 - \$ 185.40
	\$ 558.29		7/1/2026	6/30/2027	3.00%	\$ 175.05	\$ 159.14 - \$ 190.96
	\$ 575.04		7/1/2027	6/30/2028	3.00%	\$ 180.30	\$ 163.91 - \$ 196.69
	\$ 592.29		7/1/2028	6/30/2029	3.00%	\$ 185.71	\$ 168.83 - \$ 202.59
Sr. Project Manager Project Manager/Contract Manager/Traffic &	\$ 318.93	N/A	7/1/2023	6/30/2024		\$ 100.00	\$ 70.00 - \$ 125.00
	\$ 328.50		7/1/2024	6/30/2025	3.00%	\$ 103.00	\$ 72.10 - \$ 128.75
	\$ 338.36		7/1/2025	6/30/2026	3.00%	\$ 106.09	\$ 74.26 - \$ 132.61
	\$ 348.51		7/1/2026	6/30/2027	3.00%	\$ 109.27	\$ 76.49 - \$ 136.59
	\$ 358.96		7/1/2027	6/30/2028	3.00%	\$ 112.55	\$ 78.79 - \$ 140.69
Systems Engineer Traffic Signal Communication and ITS Engineering Task Leader	\$ 223.25	N/A	7/1/2023	6/30/2024		\$ 70.00	\$ 65.00 - \$ 75.00
	\$ 229.95		7/1/2024	6/30/2025	3.00%	\$ 72.10	\$ 66.95 - \$ 77.25
	\$ 236.85		7/1/2025	6/30/2026	3.00%	\$ 74.26	\$ 68.96 - \$ 79.57
	\$ 243.96		7/1/2026	6/30/2027	3.00%	\$ 76.49	\$ 71.03 - \$ 81.95
	\$ 251.27		7/1/2027	6/30/2028	3.00%	\$ 78.79	\$ 73.16 - \$ 84.41
Design Engineer Traffic Engineering PS&E	\$ 175.41	N/A	7/1/2023	6/30/2024		\$ 55.00	\$ 45.00 - \$ 65.00
	\$ 180.68		7/1/2024	6/30/2025	3.00%	\$ 56.65	\$ 46.35 - \$ 66.95
	\$ 186.10		7/1/2025	6/30/2026	3.00%	\$ 58.35	\$ 47.74 - \$ 68.96
	\$ 191.68		7/1/2026	6/30/2027	3.00%	\$ 60.10	\$ 49.17 - \$ 71.03
	\$ 197.43		7/1/2027	6/30/2028	3.00%	\$ 61.90	\$ 50.65 - \$ 73.16

Project Engineer Traffic Engineering PS&E	\$ 207.31	N/A	7/1/2023	6/30/2024		\$ 65.00	\$ 55.00 - \$ 70.00
	\$ 213.53		7/1/2024	6/30/2025	3.00%	\$ 66.95	\$ 56.65 - \$ 72.10
	\$ 219.93		7/1/2025	6/30/2026	3.00%	\$ 68.96	\$ 58.35 - \$ 74.26
	\$ 226.53		7/1/2026	6/30/2027	3.00%	\$ 71.03	\$ 60.10 - \$ 76.49
	\$ 233.33		7/1/2027	6/30/2028	3.00%	\$ 73.16	\$ 61.90 - \$ 78.79
Associate Engineer Traffic Engineering PS&E	\$ 175.41	N/A	7/1/2023	6/30/2024		\$ 55.00	\$ 50.00 - \$ 60.00
	\$ 180.68		7/1/2024	6/30/2025	3.00%	\$ 56.65	\$ 51.50 - \$ 61.80
	\$ 186.10		7/1/2025	6/30/2026	3.00%	\$ 58.35	\$ 53.05 - \$ 63.65
	\$ 191.68		7/1/2026	6/30/2027	3.00%	\$ 60.10	\$ 54.64 - \$ 65.56
	\$ 197.43		7/1/2027	6/30/2028	3.00%	\$ 61.90	\$ 56.28 - \$ 67.53
Assistant Engineer Traffic Engineering PS&E	\$ 111.63	N/A	7/1/2023	6/30/2024		\$ 35.00	\$ 25.00 - \$ 45.00
	\$ 114.98		7/1/2024	6/30/2025	3.00%	\$ 36.05	\$ 25.75 - \$ 46.35
	\$ 118.42		7/1/2025	6/30/2026	3.00%	\$ 37.13	\$ 26.52 - \$ 47.74
	\$ 121.98		7/1/2026	6/30/2027	3.00%	\$ 38.25	\$ 27.32 - \$ 49.17
	\$ 125.64		7/1/2027	6/30/2028	3.00%	\$ 39.39	\$ 28.14 - \$ 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 (**).
2. The cost proposal format shall note be amended.
3. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Agreed upon billing rates are not adjustable for the term of contract.
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

Consultant: ADVANTEC Consulting Engineers, Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project RCTD- On-Call Road Highway

Contract No. _____

Date: 7/29/2024

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs	10,000	Miles	\$ 0.67	\$ 6,700.00
Equipment Rental and Supplies			N/A	\$ -
Permit Fees			N/A	\$ -
Plan Sheets			N/A	\$ -
Test			N/A	\$ -
Vehicle			N/A	\$ -
Traffic Control			N/A	\$ -

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 reimburseable 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 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 as necessary.
11. Subconsultants must provide their own cost proposals


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 or Caltrans accepted Indirect Cost Rate(s).

Prime Consultant or Subconsultant Certifying:

Name: Carlos A Ortiz Title *: CEO
Signature:  Date of Certification: 7/29/2024
Email: cortiz@advantec-usa.com Phone number: (949) 861-4999
Address: 1200 Roosevelt, Irvine, CA 92620

* 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:

Traffic Engineering - Highway/Roadway On-Call

Cost Proposal 2
 Specific Rate of Compensation (On-Call or As-Needed Contracts)

Note: Mark-ups are Not Allowed

Consultant: Costin Public Outreach Group, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. _____ Contract RCTD-On-Call Road/Highway Participation Amount \$ TBD Date: 2/1/2024

For Combined Rate	Fringe Benefit XX.XX% + General & Administrative XX.XX%	=	Combined	120.00%
For Home Office Rate	Fringe Benefit ___% + General & Administrative ___%	=	Home Office	___%
For Field Office Rate	Fringe Benefit ___% + General & Administrative ___%	=	Field Office	___%

BILLING INFORMATION		CALCULATION INFORMATION						
Name/Classification	Loaded Hourly Billing Rates Straight Overtime	Effective Date of	Hourly Rate	% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Classification		
		From	To					
OUTREACH MANAGER Sara Costin Mockus*		7/1/2023	6/30/2024		\$ 74.26	\$ 72.00 - \$ 85.00		
		7/1/2024	6/30/2025	3.00%	\$ 76.49	\$ 74.16 - \$ 87.55		
		7/1/2025	6/30/2026	3.00%	\$ 78.78	\$ 76.38 - \$ 90.18		
		7/1/2026	6/30/2027	3.00%	\$ 81.15	\$ 78.68 - \$ 92.88		
		7/1/2027	6/30/2028	3.00%	\$ 83.58	\$ 81.04 - \$ 95.67		
		7/1/2023	6/30/2024		\$ 65.56	\$ 60.00 - \$ 72.00		
LEAD COMMUNITY LIAISON		7/1/2024	6/30/2025	3.00%	\$ 67.53	\$ 61.80 - \$ 74.16		
		7/1/2025	6/30/2026	3.00%	\$ 69.55	\$ 63.65 - \$ 76.38		
		7/1/2026	6/30/2027	3.00%	\$ 71.64	\$ 65.56 - \$ 78.68		
		7/1/2027	6/30/2028	3.00%	\$ 73.79	\$ 67.53 - \$ 81.04		
		7/1/2023	6/30/2024		\$ 55.00	\$ 50.00 - \$ 60.00		
		7/1/2024	6/30/2025	3.00%	\$ 56.65	\$ 51.50 - \$ 61.80		
COMMUNITY LIAISON		7/1/2025	6/30/2026	3.00%	\$ 58.35	\$ 53.05 - \$ 63.65		
		7/1/2026	6/30/2027	3.00%	\$ 60.10	\$ 54.64 - \$ 65.56		
		7/1/2027	6/30/2028	3.00%	\$ 61.90	\$ 56.28 - \$ 67.53		
		7/1/2023	6/30/2024		\$ 34.00	\$ 34.00 - \$ 50.00		
		7/1/2024	6/30/2025	3.00%	\$ 35.02	\$ 35.02 - \$ 51.50		
		7/1/2025	6/30/2026	3.00%	\$ 36.07	\$ 36.07 - \$ 53.05		
ASSISTANT COMMUNITY LIAISON		7/1/2026	6/30/2027	3.00%	\$ 37.15	\$ 37.15 - \$ 54.64		
		7/1/2027	6/30/2028	3.00%	\$ 38.27	\$ 38.27 - \$ 56.28		
		7/1/2023	6/30/2024		\$ 30.90	\$ 25.00 - \$ 34.00		
		7/1/2024	6/30/2025	3.00%	\$ 31.83	\$ 25.75 - \$ 35.02		
		7/1/2025	6/30/2026	3.00%	\$ 32.78	\$ 26.52 - \$ 36.07		
		7/1/2026	6/30/2027	3.00%	\$ 33.77	\$ 27.32 - \$ 37.15		
ACCOUNT COORDINATOR		7/1/2027	6/30/2028	3.00%	\$ 34.78	\$ 28.14 - \$ 38.27		
		7/1/2023	6/30/2024		\$ 25.00	\$ 20.00 - \$ 25.00		
		7/1/2024	6/30/2025	3.00%	\$ 25.75	\$ 20.60 - \$ 25.75		
		7/1/2025	6/30/2026	3.00%	\$ 26.52	\$ 21.22 - \$ 26.52		
		7/1/2026	6/30/2027	3.00%	\$ 27.32	\$ 21.85 - \$ 27.32		
		7/1/2027	6/30/2028	3.00%	\$ 28.14	\$ 22.51 - \$ 28.14		
SUPPORT		7/1/2023	6/30/2024		\$ 45.00	\$ 40.00 - \$ 65.00		
		7/1/2024	6/30/2025	3.00%	\$ 46.35	\$ 41.20 - \$ 66.95		
		7/1/2025	6/30/2026	3.00%	\$ 47.74	\$ 42.44 - \$ 68.96		
		7/1/2026	6/30/2027	3.00%	\$ 49.17	\$ 43.71 - \$ 71.03		
		7/1/2027	6/30/2028	3.00%	\$ 50.65	\$ 45.02 - \$ 73.16		
		7/1/2023	6/30/2024		\$ 45.00	\$ 40.00 - \$ 65.00		
GRAPHIC DESIGNER		7/1/2024	6/30/2025	3.00%	\$ 46.35	\$ 41.20 - \$ 66.95		
		7/1/2025	6/30/2026	3.00%	\$ 47.74	\$ 42.44 - \$ 68.96		
		7/1/2026	6/30/2027	3.00%	\$ 49.17	\$ 43.71 - \$ 71.03		
		7/1/2027	6/30/2028	3.00%	\$ 50.65	\$ 45.02 - \$ 73.16		
		7/1/2023	6/30/2024		\$ 45.00	\$ 40.00 - \$ 65.00		
		7/1/2024	6/30/2025	3.00%	\$ 46.35	\$ 41.20 - \$ 66.95		

1. Names and classifications of consultant (key staff) team members must be listed. Provide separate sheets for prime and all subconsultant firms.
 2. Billing rate = actual hourly rate * (1+LCR) * (1+ Fee). Agreed upon billing rates are not adjustable for the term of contract.
 3. For named employees enter the actual hourly rate. For classifications only, enter the average hourly rate for that classification.
 Note
 * Denote all employees subject to prevailing wage with an asterisk (*)
 * For "Other Direct Cost" listing, see page 2 of this Exhibit

Cost Proposal 2
Specific Rate of Compensation (On-Call or As-Needed Contracts)

Consultant: Costin Public Outreach Group, Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. _____

Contract RCTD- On-Call Road/Highway Date: 02/01/2024

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
A. Printing & Reproduction		Up to	Actual	\$ -
B. Hotline	Monthly	Up to	\$ 199.00	\$ -
C. Social Media Ads	Each	Up to	\$ 2,500.00	\$ -
D. Mailers	Each	Up to	\$ 10,000.00	\$ -
E. Database Platform	Each	Up to	\$ 50.00	\$ -
F. Canvass	Each	Up to	\$ 1,500.00	\$ -
G. Radio Ads	Each	Up to	\$ 2,500.00	\$ -
H. Text Alerts	Monthly	Up to	\$ 150.00	\$ -
I. Translation	Each	Up to	\$ 200.00	\$ -
J. Photography/Video	Each	Up to	\$ 10,000.00	\$ -
K. ArcGIS website	Annually	Up to	\$ 750.00	\$ -
L. Events (Groundbreaking/ Ribbon Cutting)	Each	Up to	\$ 35,000.00	\$ -
M. Virtual Meetings	Each	Up to	\$ 2,500.00	\$ -
N. Venue Rentals	Each	Up to	\$ 1,500.00	\$ -
O. A/V Equipment Rentals	Each	Up to	\$ 2,500.00	\$ -
P. Meeting Supplies (PPE, Refreshments)	Each	Up to	\$ 500.00	\$ -

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 reimburseable 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.

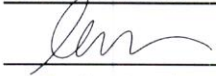
Certification of Direct Costs:

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 or Caltrans accepted Indirect Cost Rate(s).

Prime Consultant or Subconsultant Certifying:

Name: Sara Costin Mockus Title *: President and CEO
Signature:  Date of Certification: 2/1/2024
Email: sara@costinoutreachgroup.com Phone number: (310) 806-3825
Address: 18091 Fieldbury Lane, Huntington Beach, CA 92647

* 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 Services

Specific Rate of Compensation (On-Call or As-Needed Contracts)

Note: Mark-ups are Not Allowed

Consultant: Earth Mechanics, Inc.



Prime Consultant



Subconsultant



2nd Tier Subconsultant

Project No. _____

Contract

RCTD On-Call Road/Highway

Participation Amount \$ _____

Date: 2/5/2024

For Combined Rate

Fringe Benefit 58.42% + General & Administrative 112.26%

=

Combined

170.68%

For Home Office Rate

Fringe Benefit ___% + General & Administrative ___%

=

Home Office

___%

For Field Office Rate

Fringe Benefit ___% + General & Administrative ___%

=

Field Office

___%

Fee

=

10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of	Hourly Rate	% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime					
Alahesh Thurairajah, PE, GE, BC. GE Principal/Project Manager	\$ 302.51	N/A	7/1/2023	6/30/2024		\$ 101.60	\$ 101.60 - \$ 106.70
	\$ 311.59	N/A	7/1/2024	6/30/2025	3.00%	\$ 104.65	\$ 104.65 - \$ 109.90
	\$ 320.93	N/A	7/1/2025	6/30/2026	3.00%	\$ 107.79	\$ 107.79 - \$ 113.20
	\$ 330.56	N/A	7/1/2026	6/30/2027	3.00%	\$ 111.02	\$ 111.02 - \$ 116.59
	\$ 340.48	N/A	7/1/2027	6/30/2028	3.00%	\$ 114.35	\$ 114.35 - \$ 120.09
Principal	\$ 310.10	N/A	7/1/2023	6/30/2024		\$ 104.15	\$ 101.60 - \$ 106.70
	\$ 319.41	N/A	7/1/2024	6/30/2025	3.00%	\$ 107.27	\$ 104.65 - \$ 109.90
	\$ 328.99	N/A	7/1/2025	6/30/2026	3.00%	\$ 110.49	\$ 107.79 - \$ 113.20
	\$ 338.86	N/A	7/1/2026	6/30/2027	3.00%	\$ 113.81	\$ 111.02 - \$ 116.59
	\$ 349.03	N/A	7/1/2027	6/30/2028	3.00%	\$ 117.22	\$ 114.35 - \$ 120.09
Principal Engineer/Geologist	\$ 267.08	N/A	7/1/2023	6/30/2024		\$ 89.70	\$ 77.90 - \$ 101.50
	\$ 275.09	N/A	7/1/2024	6/30/2025	3.00%	\$ 92.39	\$ 80.24 - \$ 104.55
	\$ 283.35	N/A	7/1/2025	6/30/2026	3.00%	\$ 95.16	\$ 82.64 - \$ 107.68
	\$ 291.85	N/A	7/1/2026	6/30/2027	3.00%	\$ 98.02	\$ 85.12 - \$ 110.91
	\$ 300.60	N/A	7/1/2027	6/30/2028	3.00%	\$ 100.96	\$ 87.68 - \$ 114.24
Senior Engineer/Geologist	\$ 206.93	N/A	7/1/2023	6/30/2024		\$ 69.50	\$ 63.70 - \$ 75.30
	\$ 213.14	N/A	7/1/2024	6/30/2025	3.00%	\$ 71.59	\$ 65.61 - \$ 77.56
	\$ 219.54	N/A	7/1/2025	6/30/2026	3.00%	\$ 73.73	\$ 67.58 - \$ 79.89
	\$ 226.12	N/A	7/1/2026	6/30/2027	3.00%	\$ 75.94	\$ 69.61 - \$ 82.28
	\$ 232.91	N/A	7/1/2027	6/30/2028	3.00%	\$ 78.22	\$ 71.69 - \$ 84.75

Senior Project Engineer/Geologist	\$ 183.56	N/A	7/1/2023	6/30/2024		\$ 61.65	\$ 54.70 - \$ 68.60
	\$ 189.07	N/A	7/1/2024	6/30/2025	3.00%	\$ 63.50	\$ 56.34 - \$ 70.66
	\$ 194.74	N/A	7/1/2025	6/30/2026	3.00%	\$ 65.40	\$ 58.03 - \$ 72.78
	\$ 200.58	N/A	7/1/2026	6/30/2027	3.00%	\$ 67.37	\$ 59.77 - \$ 74.96
	\$ 206.60	N/A	7/1/2027	6/30/2028	3.00%	\$ 69.39	\$ 61.57 - \$ 77.21
Project Engineer/Geologist	\$ 161.68	N/A	7/1/2023	6/30/2024		\$ 54.30	\$ 50.30 - \$ 58.30
	\$ 166.53	N/A	7/1/2024	6/30/2025	3.00%	\$ 55.93	\$ 51.81 - \$ 60.05
	\$ 171.52	N/A	7/1/2025	6/30/2026	3.00%	\$ 57.61	\$ 53.36 - \$ 61.85
	\$ 176.67	N/A	7/1/2026	6/30/2027	3.00%	\$ 59.34	\$ 54.96 - \$ 63.71
	\$ 181.97	N/A	7/1/2027	6/30/2028	3.00%	\$ 61.12	\$ 56.61 - \$ 65.62
Senior Staff Engineer/Geologist	\$ 156.62	N/A	7/1/2023	6/30/2024		\$ 52.60	\$ 51.30 - \$ 53.90
	\$ 161.31	N/A	7/1/2024	6/30/2025	3.00%	\$ 54.18	\$ 52.84 - \$ 55.52
	\$ 166.15	N/A	7/1/2025	6/30/2026	3.00%	\$ 55.80	\$ 54.42 - \$ 57.18
	\$ 171.14	N/A	7/1/2026	6/30/2027	3.00%	\$ 57.48	\$ 56.06 - \$ 58.90
	\$ 176.27	N/A	7/1/2027	6/30/2028	3.00%	\$ 59.20	\$ 57.74 - \$ 60.66
Staff Engineer/Geologist	\$ 116.27	N/A	7/1/2023	6/30/2024		\$ 39.05	\$ 33.00 - \$ 45.10
	\$ 119.76	N/A	7/1/2024	6/30/2025	3.00%	\$ 40.22	\$ 33.99 - \$ 46.45
	\$ 123.35	N/A	7/1/2025	6/30/2026	3.00%	\$ 41.43	\$ 35.01 - \$ 47.85
	\$ 127.05	N/A	7/1/2026	6/30/2027	3.00%	\$ 42.67	\$ 36.06 - \$ 49.28
	\$ 130.86	N/A	7/1/2027	6/30/2028	3.00%	\$ 43.95	\$ 37.14 - \$ 50.76
Senior Technician	\$ 152.00	N/A	7/1/2023	6/30/2024		\$ 51.05	\$ 49.60 - \$ 52.50
	\$ 156.56	N/A	7/1/2024	6/30/2025	3.00%	\$ 52.58	\$ 51.09 - \$ 54.08
	\$ 161.26	N/A	7/1/2025	6/30/2026	3.00%	\$ 54.16	\$ 52.62 - \$ 55.70
	\$ 166.09	N/A	7/1/2026	6/30/2027	3.00%	\$ 55.78	\$ 54.20 - \$ 57.37
	\$ 171.08	N/A	7/1/2027	6/30/2028	3.00%	\$ 57.46	\$ 55.83 - \$ 59.09
Technician (non-exempt)*	\$ 71.01	N/A	7/1/2023	6/30/2024		\$ 23.85	\$ 20.50 - \$ 27.20
	\$ 73.14	N/A	7/1/2024	6/30/2025	3.00%	\$ 24.57	\$ 21.12 - \$ 28.02
	\$ 75.34	N/A	7/1/2025	6/30/2026	3.00%	\$ 25.30	\$ 21.75 - \$ 28.86
	\$ 77.60	N/A	7/1/2026	6/30/2027	3.00%	\$ 26.06	\$ 22.40 - \$ 29.72
	\$ 79.93	N/A	7/1/2027	6/30/2028	3.00%	\$ 26.84	\$ 23.07 - \$ 30.61
Project Analyst	\$ 118.80	N/A	7/1/2023	6/30/2024		\$ 39.90	\$ 34.00 - \$ 45.80
	\$ 122.37	N/A	7/1/2024	6/30/2025	3.00%	\$ 41.10	\$ 35.02 - \$ 47.17
	\$ 126.04	N/A	7/1/2025	6/30/2026	3.00%	\$ 42.33	\$ 36.07 - \$ 48.59
	\$ 129.82	N/A	7/1/2026	6/30/2027	3.00%	\$ 43.60	\$ 37.15 - \$ 50.05
	\$ 133.71	N/A	7/1/2027	6/30/2028	3.00%	\$ 44.91	\$ 38.27 - \$ 51.55

1. Names and classifications of consultant (key staff) team members must be listed. Provide separate sheets for prime and all subconsultant firms.

2. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Agreed upon billing rates are not adjustable for the term of contract.

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

Note:

- Denote all employees subject to prevailing wage with an asterisks (*)

- For "Other Direct Cost" listing, see page 2 of this Exhibit

Consultant: Earth Mechanics, Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. _____

Contract No. _____

Date: 2/5/2024

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)

Description of Item	Quantity	Unit	Unit Cost	Total
Mileage		Miles	IRS Rate	\$ -
Reproductions (half sheet)		Sheet	At Cost	\$ -
Reproductions (whole sheet)		Sheet	At Cost	\$ -
Postage/Delivery/Overnight		Each	At Cost	\$ -
Per Diem		Day	At Cost	\$ -
Lodging		Day	At Cost	\$ -
Driller		Day	At Cost	\$ -
Traffic Control		Day	At Cost	\$ -
Drum Disposal		Each	At Cost	\$ -
Speicalty Lab Testing		Each	At Cost	\$ -
Utility Locator		Day	At Cost	\$ -
Permit Fees		Day	At Cost	\$ -

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 reimburseable 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.


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 or Caltrans accepted Indirect Cost Rate(s).

Prime Consultant or Subconsultant Certifying:

Name:	<u>Alahesh Thurairajah, PE, GE, BC,GE</u>	Title *:	<u>Principal</u>
Signature:	<u></u>	Date of Certification:	<u>2/5/2024</u>
Email:	<u>A.Thurairajah@earthmech.com</u>	Phone number:	<u>951-333-3648</u>
Address:	<u>765 North Main Street, Suite 136, Corona, CA 92880</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:

541330 - Geotechnical Engineering 541380 - Lab Testing

Specific Rate of Compensation (On-Call or As-Needed Contracts)

Note: Mark-ups are Not Allowed

Consultant: Fehr & Peers

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. _____ Contract No. _____ Participation Amount \$ _____ Date: 06.18.2024

For Combined Rate	Fringe Benefit 62.39% + General & Administrative 121.13%	=	Combined	183.52%
For Home Office Rate	Fringe Benefit ___% + General & Administrative ___%	=	Home Office	___%
For Field Office Rate	Fringe Benefit ___% + General & Administrative ___%	=	Field Office	___%
Fee			=	10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
Jason Pack, P.E. - Principal	\$ 329.87	N/A	7/1/2024	6/30/2025		\$ 105.77	\$ 105.77 - \$ 165.00
	\$ 339.76	N/A	7/1/2025	6/30/2026	3.00%	\$ 108.94	\$ 108.94 - \$ 169.95
	\$ 349.96	N/A	7/1/2026	6/30/2027	3.00%	\$ 112.21	\$ 112.21 - \$ 175.05
	\$ 360.45	N/A	7/1/2027	6/30/2028	3.00%	\$ 115.58	\$ 115.58 - \$ 180.30
	\$ 371.27	N/A	7/1/2028	6/30/2029	3.00%	\$ 119.05	\$ 119.05 - \$ 185.71
Dialia Votsch, P.E. - Associate	\$ 187.44	N/A	7/1/2024	6/30/2025		\$ 60.10	\$ 56.73 - \$ 148.00
	\$ 193.06	N/A	7/1/2025	6/30/2026	3.00%	\$ 61.90	\$ 58.43 - \$ 152.44
	\$ 198.85	N/A	7/1/2026	6/30/2027	3.00%	\$ 63.76	\$ 60.18 - \$ 157.01
	\$ 204.82	N/A	7/1/2027	6/30/2028	3.00%	\$ 65.67	\$ 61.99 - \$ 161.72
	\$ 210.96	N/A	7/1/2028	6/30/2029	3.00%	\$ 67.64	\$ 63.85 - \$ 166.58
Paul Herrmann, P.E. - Senior Associate	\$ 214.41	N/A	7/1/2024	6/30/2025		\$ 68.75	\$ 68.75 - \$ 126.00
	\$ 220.84	N/A	7/1/2025	6/30/2026	3.00%	\$ 70.81	\$ 70.81 - \$ 129.78
	\$ 227.47	N/A	7/1/2026	6/30/2027	3.00%	\$ 72.94	\$ 72.94 - \$ 133.67
	\$ 234.29	N/A	7/1/2027	6/30/2028	3.00%	\$ 75.12	\$ 75.12 - \$ 137.68
	\$ 241.32	N/A	7/1/2028	6/30/2029	3.00%	\$ 77.38	\$ 77.38 - \$ 141.81
Diwu Zhou, P.E., RSP1 - Associate	\$ 176.92	N/A	7/1/2024	6/30/2025		\$ 56.73	\$ 56.73 - \$ 148.00
	\$ 182.23	N/A	7/1/2025	6/30/2026	3.00%	\$ 58.43	\$ 58.43 - \$ 152.44
	\$ 187.70	N/A	7/1/2026	6/30/2027	3.00%	\$ 60.18	\$ 60.18 - \$ 157.01
	\$ 193.33	N/A	7/1/2027	6/30/2028	3.00%	\$ 61.99	\$ 61.99 - \$ 161.72
	\$ 199.13	N/A	7/1/2028	6/30/2029	3.00%	\$ 63.85	\$ 63.85 - \$ 166.58
Baldwin Ngai - Sr. Engineer	\$ 164.92	N/A	7/1/2024	6/30/2025		\$ 52.88	\$ 52.88 - \$ 107.00
	\$ 169.87	N/A	7/1/2025	6/30/2026	3.00%	\$ 54.47	\$ 54.47 - \$ 110.21
	\$ 174.96	N/A	7/1/2026	6/30/2027	3.00%	\$ 56.10	\$ 56.10 - \$ 113.52
	\$ 180.21	N/A	7/1/2027	6/30/2028	3.00%	\$ 57.78	\$ 57.78 - \$ 116.92
	\$ 185.62	N/A	7/1/2028	6/30/2029	3.00%	\$ 59.52	\$ 59.52 - \$ 120.43
Claude Strayer, P.E. - Principal	\$ 229.41	N/A	7/1/2024	6/30/2025		\$ 73.56	\$ 73.56 - \$ 107.00
	\$ 236.30	N/A	7/1/2025	6/30/2026	3.00%	\$ 75.77	\$ 75.77 - \$ 110.21
	\$ 243.38	N/A	7/1/2026	6/30/2027	3.00%	\$ 78.04	\$ 78.04 - \$ 113.52
	\$ 250.69	N/A	7/1/2027	6/30/2028	3.00%	\$ 80.38	\$ 80.38 - \$ 116.92
	\$ 258.21	N/A	7/1/2028	6/30/2029	3.00%	\$ 82.79	\$ 82.79 - \$ 120.43
Sandra Hyatt - Project Coordinator	\$ 145.43	N/A	7/1/2023	6/30/2024		\$ 46.63	\$ 46.63 - \$ 88.00
	\$ 149.79	N/A	7/1/2024	6/30/2025	3.00%	\$ 48.03	\$ 48.03 - \$ 90.64
	\$ 154.28	N/A	7/1/2025	6/30/2026	3.00%	\$ 49.47	\$ 49.47 - \$ 93.36
	\$ 158.91	N/A	7/1/2026	6/30/2027	3.00%	\$ 50.95	\$ 50.95 - \$ 96.16
	\$ 163.68	N/A	7/1/2027	6/30/2028	3.00%	\$ 52.48	\$ 52.48 - \$ 99.04

- Names and classifications of consultant (key staff) team members must be listed. Provide separate sheets for prime and all subconsultant firms.
- Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Agreed upon billing rates are not adjustable for the term of contract.
- For named employees enter the actual hourly rate. For classifications only, enter the average hourly rate for that classification.

Note:

- Denote all employees subject to prevailing wage with an asterisks (*)
- For "Other Direct Cost" listing, see page 2 of this Exhibit

Consultant: Fehr & Peers

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. _____

Contract No. _____

Date: 06.18.2024

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage	TBD	Miles	IRS Rate	\$ -
Reproductions (half sheet)	TBD	Sheet	At Cost	\$ -
Reproductions (whole sheet)	TBD	Sheet	At Cost	\$ -
Postage/Delivery/Overnight	TBD	Each	At Cost	\$ -
RIVCOM Model Use	Use	Each	\$ 500.00	\$ 500.00
Lodging	N/A	Day	At Cost	\$ -
Potholing	TBD	Each	At Cost	\$ -
Aerial Photography	TBD	Each	At Cost	\$ -
MTLS Mobile Scanner	TBD	Daily	At Cost	\$ -
Traffic Control	TBD	Each	At Cost	\$ -
Traffic Counts	TBD	Each	\$ 250.00	\$ -
Subconsultant 1:				\$ -
Subconsultant 2:				
Subconsultant 3:				

NOTES:

1. List direct cost items with estimated costs. These costs should be competitive in their respective industry.
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.

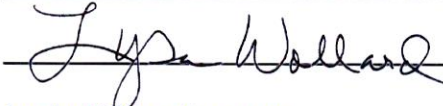
Certification of Direct Costs:

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 or Caltrans accepted Indirect Cost Rate(s).

Prime Consultant or Subconsultant Certifying:

Name:	<u>Lysa Wollard</u>	Title *:	<u>Chief Financial Officer</u>
Signature:		Date of Certification:	<u>06.18.2024</u>
Email:	<u>l.wollard@tehrandpeers.com</u>	Phone number:	<u>925.977.3211</u>
Address:	<u>100 Pringle Avenue, Suite 600, Walnut Creek, CA 94596</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:

Traffic engineering/transportation planning services.

Specific Rate of Compensation (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 \$ _____ Date: 1/31/2024

For Home Office Rate	Fringe Benefit __40.69% + Overhead __141.54%	=	Home Office	182.23%
For Field / Remote Office Rate	Fringe Benefit __39.55% + Overhead __106.52%	=	Field Office	146.07%
For On-Call Rate	Fringe Benefit __16.36% + Overhead __51.97%	=	Field Office	68.33%

Fee	=	10%
-----	---	-----

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
Anderson, Keturah Managing Consultant Field Exempt	\$ 195.00	N/A	1/1/2024	6/30/2024		\$ 72.04	\$ 68.57 - \$ 76.01
	\$ 200.85	N/A	7/1/2024	6/30/2025	3.00%	\$ 74.20	\$ 70.63 - \$ 78.29
	\$ 206.87	N/A	7/1/2025	6/30/2026	3.00%	\$ 76.43	\$ 72.75 - \$ 80.64
	\$ 213.08	N/A	7/1/2026	6/30/2027	3.00%	\$ 78.72	\$ 74.93 - \$ 83.06
	\$ 219.47	N/A	7/1/2027	6/30/2028	3.00%	\$ 81.08	\$ 77.18 - \$ 85.55
Calvert, Brian Sr Project Director Field Exempt	\$ 281.77	N/A	1/1/2024	6/30/2024		\$ 104.10	\$ 101.84 - \$ 149.04
	\$ 290.23	N/A	7/1/2024	6/30/2025	3.00%	\$ 107.22	\$ 104.90 - \$ 153.51
	\$ 298.93	N/A	7/1/2025	6/30/2026	3.00%	\$ 110.44	\$ 108.04 - \$ 158.12
	\$ 307.90	N/A	7/1/2026	6/30/2027	3.00%	\$ 113.75	\$ 111.28 - \$ 162.86
	\$ 317.14	N/A	7/1/2027	6/30/2028	3.00%	\$ 117.17	\$ 114.62 - \$ 167.75
Chmiel, Karolina Sr Consultant I FTE Exempt	\$ 172.46	N/A	1/1/2024	6/30/2024		\$ 55.55	\$ 52.00 - \$ 56.41
	\$ 177.63	N/A	7/1/2024	6/30/2025	3.00%	\$ 57.22	\$ 53.56 - \$ 58.10
	\$ 182.96	N/A	7/1/2025	6/30/2026	3.00%	\$ 58.93	\$ 55.17 - \$ 59.85
	\$ 188.45	N/A	7/1/2026	6/30/2027	3.00%	\$ 60.70	\$ 56.82 - \$ 61.64
	\$ 194.10	N/A	7/1/2027	6/30/2028	3.00%	\$ 62.52	\$ 58.53 - \$ 63.49

Crawford, Karen	\$ 269.13	N/A	1/1/2024	6/30/2024		\$ 86.69	\$ 85.46 - \$ 101.00
Project Director	\$ 277.21	N/A	7/1/2024	6/30/2025	3.00%	\$ 89.29	\$ 88.02 - \$ 104.03
FTE	\$ 285.52	N/A	7/1/2025	6/30/2026	3.00%	\$ 91.97	\$ 90.66 - \$ 107.15
Exempt	\$ 294.09	N/A	7/1/2026	6/30/2027	3.00%	\$ 94.73	\$ 93.38 - \$ 110.37
	\$ 302.91	N/A	7/1/2027	6/30/2028	3.00%	\$ 97.57	\$ 96.19 - \$ 113.68
Czaban, Emily	\$ 170.47	N/A	1/1/2024	6/30/2024		\$ 62.98	\$ 61.25 - \$ 70.00
Sr Consultant III	\$ 175.59	N/A	7/1/2024	6/30/2025	3.00%	\$ 64.87	\$ 63.09 - \$ 72.10
Field	\$ 180.85	N/A	7/1/2025	6/30/2026	3.00%	\$ 66.82	\$ 64.98 - \$ 74.26
Exempt	\$ 186.28	N/A	7/1/2026	6/30/2027	3.00%	\$ 68.82	\$ 66.93 - \$ 76.49
	\$ 191.87	N/A	7/1/2027	6/30/2028	3.00%	\$ 70.88	\$ 68.94 - \$ 78.79
Feldman, Jessica	\$ 186.15	N/A	1/1/2024	6/30/2024		\$ 59.96	\$ 56.48 - \$ 61.23
Sr Consultant II	\$ 191.73	N/A	7/1/2024	6/30/2025	3.00%	\$ 61.76	\$ 58.17 - \$ 63.07
FTE	\$ 197.48	N/A	7/1/2025	6/30/2026	3.00%	\$ 63.61	\$ 59.92 - \$ 64.96
Exempt	\$ 203.41	N/A	7/1/2026	6/30/2027	3.00%	\$ 65.52	\$ 61.72 - \$ 66.91
	\$ 209.51	N/A	7/1/2027	6/30/2028	3.00%	\$ 67.49	\$ 63.57 - \$ 68.91
Garcia (Corpuz), Monica	\$ 198.68	N/A	1/1/2024	6/30/2024		\$ 73.40	\$ 68.57 - \$ 76.01
Managing Consultant	\$ 204.64	N/A	7/1/2024	6/30/2025	3.00%	\$ 75.60	\$ 70.63 - \$ 78.29
Field	\$ 210.78	N/A	7/1/2025	6/30/2026	3.00%	\$ 77.87	\$ 72.75 - \$ 80.64
Exempt	\$ 217.10	N/A	7/1/2026	6/30/2027	3.00%	\$ 80.21	\$ 74.93 - \$ 83.06
	\$ 223.61	N/A	7/1/2027	6/30/2028	3.00%	\$ 82.61	\$ 77.18 - \$ 85.55
Garcia, Johnnie	\$ 135.07	N/A	1/1/2024	6/30/2024		\$ 49.90	\$ 46.63 - \$ 55.29
Consultant I	\$ 139.12	N/A	7/1/2024	6/30/2025	3.00%	\$ 51.40	\$ 48.03 - \$ 56.95
Field	\$ 143.29	N/A	7/1/2025	6/30/2026	3.00%	\$ 52.94	\$ 49.47 - \$ 58.66
Exempt	\$ 147.59	N/A	7/1/2026	6/30/2027	3.00%	\$ 54.53	\$ 50.95 - \$ 60.42
	\$ 152.02	N/A	7/1/2027	6/30/2028	3.00%	\$ 56.16	\$ 52.48 - \$ 62.23
Hardie, Jon	\$ 248.36	N/A	1/1/2024	6/30/2024		\$ 80.00	\$ 74.64 - \$ 84.53
Sr Technical Analyst	\$ 255.81	N/A	7/1/2024	6/30/2025	3.00%	\$ 82.40	\$ 76.88 - \$ 87.07
FTE	\$ 263.49	N/A	7/1/2025	6/30/2026	3.00%	\$ 84.87	\$ 79.19 - \$ 89.68
Exempt	\$ 271.39	N/A	7/1/2026	6/30/2027	3.00%	\$ 87.42	\$ 81.56 - \$ 92.37
	\$ 279.53	N/A	7/1/2027	6/30/2028	3.00%	\$ 90.04	\$ 84.01 - \$ 95.14
Higginson, Jonathon	\$ 251.93	N/A	1/1/2024	6/30/2024		\$ 81.15	\$ 78.09 - \$ 90.00
Technical Dir	\$ 259.49	N/A	7/1/2024	6/30/2025	3.00%	\$ 83.58	\$ 80.43 - \$ 92.70
FTE	\$ 267.28	N/A	7/1/2025	6/30/2026	3.00%	\$ 86.09	\$ 82.85 - \$ 95.48
Exempt	\$ 275.29	N/A	7/1/2026	6/30/2027	3.00%	\$ 88.67	\$ 85.33 - \$ 98.35
	\$ 283.55	N/A	7/1/2027	6/30/2028	3.00%	\$ 91.34	\$ 87.89 - \$ 101.30

Hoisington, Gregory Managing Consultant Field Exempt	\$ 189.58	N/A	1/1/2024	6/30/2024		\$ 70.04	\$ 68.57 - \$ 76.01
	\$ 195.27	N/A	7/1/2024	6/30/2025	3.00%	\$ 72.14	\$ 70.63 - \$ 78.29
	\$ 201.13	N/A	7/1/2025	6/30/2026	3.00%	\$ 74.31	\$ 72.75 - \$ 80.64
	\$ 207.16	N/A	7/1/2026	6/30/2027	3.00%	\$ 76.53	\$ 74.93 - \$ 83.06
	\$ 213.38	N/A	7/1/2027	6/30/2028	3.00%	\$ 78.83	\$ 77.18 - \$ 85.55
Jameson, Megan Managing Consultant On Call Non-Exempt	\$ 138.87	\$ 176.37	1/1/2024	6/30/2024		\$ 75.00	\$ 68.57 - \$ 76.01
	\$ 143.04	\$ 181.66	7/1/2024	6/30/2025	3.00%	\$ 77.25	\$ 70.63 - \$ 78.29
	\$ 147.33	\$ 187.11	7/1/2025	6/30/2026	3.00%	\$ 79.57	\$ 72.75 - \$ 80.64
	\$ 151.75	\$ 192.73	7/1/2026	6/30/2027	3.00%	\$ 81.95	\$ 74.93 - \$ 83.06
	\$ 156.30	\$ 198.51	7/1/2027	6/30/2028	3.00%	\$ 84.41	\$ 77.18 - \$ 85.55
Abeywickrema, Dinu Environmental Technician II FTE Exempt	\$ 109.19	N/A	1/1/2024	6/30/2024		\$ 35.17	\$ 85.46 - \$ 101.00
	\$ 112.46	N/A	7/1/2024	6/30/2025	3.00%	\$ 36.23	\$ 88.02 - \$ 104.03
	\$ 115.84	N/A	7/1/2025	6/30/2026	3.00%	\$ 37.31	\$ 90.66 - \$ 107.15
	\$ 119.31	N/A	7/1/2026	6/30/2027	3.00%	\$ 38.43	\$ 93.38 - \$ 110.37
	\$ 122.89	N/A	7/1/2027	6/30/2028	3.00%	\$ 39.58	\$ 96.19 - \$ 113.68
Martin, Colleen Assoc Consultant II Field Exempt	\$ 124.35	N/A	1/1/2024	6/30/2024		\$ 45.94	\$ 41.65 - \$ 47.65
	\$ 128.08	N/A	7/1/2024	6/30/2025	3.00%	\$ 47.32	\$ 42.90 - \$ 49.08
	\$ 131.92	N/A	7/1/2025	6/30/2026	3.00%	\$ 48.74	\$ 44.19 - \$ 50.55
	\$ 135.88	N/A	7/1/2026	6/30/2027	3.00%	\$ 50.20	\$ 45.51 - \$ 52.07
	\$ 139.96	N/A	7/1/2027	6/30/2028	3.00%	\$ 51.71	\$ 46.88 - \$ 53.63
Morgan, Harcourt Project Director Field Exempt	\$ 242.91	N/A	1/1/2024	6/30/2024		\$ 89.74	\$ 85.46 - \$ 101.00
	\$ 250.19	N/A	7/1/2024	6/30/2025	3.00%	\$ 92.43	\$ 88.02 - \$ 104.03
	\$ 257.70	N/A	7/1/2025	6/30/2026	3.00%	\$ 95.21	\$ 90.66 - \$ 107.15
	\$ 265.43	N/A	7/1/2026	6/30/2027	3.00%	\$ 98.06	\$ 93.38 - \$ 110.37
	\$ 273.39	N/A	7/1/2027	6/30/2028	3.00%	\$ 101.00	\$ 96.19 - \$ 113.68
Stock, Jennifer Sr Consultant II Field Exempt	\$ 163.06	N/A	1/1/2024	6/30/2024		\$ 60.24	\$ 56.48 - \$ 61.23
	\$ 167.95	N/A	7/1/2024	6/30/2025	3.00%	\$ 62.05	\$ 58.17 - \$ 63.07
	\$ 172.99	N/A	7/1/2025	6/30/2026	3.00%	\$ 63.91	\$ 59.92 - \$ 64.96
	\$ 178.18	N/A	7/1/2026	6/30/2027	3.00%	\$ 65.83	\$ 61.72 - \$ 66.91
	\$ 183.52	N/A	7/1/2027	6/30/2028	3.00%	\$ 67.80	\$ 63.57 - \$ 68.91

Senior Project Director	\$ 389.43	N/A	1/1/2024	6/30/2024		\$ 125.44	\$ 101.84 - \$ 149.04
	\$ 401.12	N/A	7/1/2024	6/30/2025	3.00%	\$ 129.20	\$ 104.90 - \$ 153.51
	\$ 413.15	N/A	7/1/2025	6/30/2026	3.00%	\$ 133.08	\$ 108.04 - \$ 158.12
	\$ 425.54	N/A	7/1/2026	6/30/2027	3.00%	\$ 137.07	\$ 111.28 - \$ 162.86
	\$ 438.31	N/A	7/1/2027	6/30/2028	3.00%	\$ 141.18	\$ 114.62 - \$ 167.75
Project Director	\$ 289.44	N/A	1/1/2024	6/30/2024		\$ 93.23	\$ 85.46 - \$ 101.00
	\$ 298.12	N/A	7/1/2024	6/30/2025	3.00%	\$ 96.03	\$ 88.02 - \$ 104.03
	\$ 307.06	N/A	7/1/2025	6/30/2026	3.00%	\$ 98.91	\$ 90.66 - \$ 107.15
	\$ 316.27	N/A	7/1/2026	6/30/2027	3.00%	\$ 101.87	\$ 93.38 - \$ 110.37
	\$ 325.76	N/A	7/1/2027	6/30/2028	3.00%	\$ 104.93	\$ 96.19 - \$ 113.68
Technical Director	\$ 260.92	N/A	1/1/2024	6/30/2024		\$ 84.05	\$ 78.09 - \$ 90.00
	\$ 268.75	N/A	7/1/2024	6/30/2025	3.00%	\$ 86.57	\$ 80.43 - \$ 92.70
	\$ 276.81	N/A	7/1/2025	6/30/2026	3.00%	\$ 89.16	\$ 82.85 - \$ 95.48
	\$ 285.11	N/A	7/1/2026	6/30/2027	3.00%	\$ 91.84	\$ 85.33 - \$ 98.35
	\$ 293.67	N/A	7/1/2027	6/30/2028	3.00%	\$ 94.59	\$ 87.89 - \$ 101.30
Senior Technical Analyst	\$ 247.07	N/A	1/1/2024	6/30/2024		\$ 79.59	\$ 74.64 - \$ 84.53
	\$ 254.49	N/A	7/1/2024	6/30/2025	3.00%	\$ 81.97	\$ 76.88 - \$ 87.07
	\$ 262.12	N/A	7/1/2025	6/30/2026	3.00%	\$ 84.43	\$ 79.19 - \$ 89.68
	\$ 269.98	N/A	7/1/2026	6/30/2027	3.00%	\$ 86.96	\$ 81.56 - \$ 92.37
	\$ 278.08	N/A	7/1/2027	6/30/2028	3.00%	\$ 89.57	\$ 84.01 - \$ 95.14
Managing Consultant	\$ 224.43	N/A	1/1/2024	6/30/2024		\$ 72.29	\$ 68.57 - \$ 76.01
	\$ 231.16	N/A	7/1/2024	6/30/2025	3.00%	\$ 74.46	\$ 70.63 - \$ 78.29
	\$ 238.09	N/A	7/1/2025	6/30/2026	3.00%	\$ 76.69	\$ 72.75 - \$ 80.64
	\$ 245.24	N/A	7/1/2026	6/30/2027	3.00%	\$ 78.99	\$ 74.93 - \$ 83.06
	\$ 252.59	N/A	7/1/2027	6/30/2028	3.00%	\$ 81.36	\$ 77.18 - \$ 85.55
Senior Consultant III	\$ 203.73	N/A	1/1/2024	6/30/2024		\$ 65.63	\$ 61.25 - \$ 70.00
	\$ 209.85	N/A	7/1/2024	6/30/2025	3.00%	\$ 67.59	\$ 63.09 - \$ 72.10
	\$ 216.14	N/A	7/1/2025	6/30/2026	3.00%	\$ 69.62	\$ 64.98 - \$ 74.26
	\$ 222.63	N/A	7/1/2026	6/30/2027	3.00%	\$ 71.71	\$ 66.93 - \$ 76.49
	\$ 229.31	N/A	7/1/2027	6/30/2028	3.00%	\$ 73.86	\$ 68.94 - \$ 78.79
Senior Consultant II	\$ 182.72	N/A	1/1/2024	6/30/2024		\$ 58.86	\$ 56.48 - \$ 61.23
	\$ 188.20	N/A	7/1/2024	6/30/2025	3.00%	\$ 60.62	\$ 58.17 - \$ 63.07
	\$ 193.84	N/A	7/1/2025	6/30/2026	3.00%	\$ 62.44	\$ 59.92 - \$ 64.96
	\$ 199.66	N/A	7/1/2026	6/30/2027	3.00%	\$ 64.31	\$ 61.72 - \$ 66.91
	\$ 205.65	N/A	7/1/2027	6/30/2028	3.00%	\$ 66.24	\$ 63.57 - \$ 68.91

Senior Consultant I	\$ 168.28	N/A	1/1/2024	6/30/2024		\$ 54.21	\$ 52.00 - \$ 56.41
	\$ 173.33	N/A	7/1/2024	6/30/2025	3.00%	\$ 55.83	\$ 53.56 - \$ 58.10
	\$ 178.53	N/A	7/1/2025	6/30/2026	3.00%	\$ 57.51	\$ 55.17 - \$ 59.85
	\$ 183.89	N/A	7/1/2026	6/30/2027	3.00%	\$ 59.23	\$ 56.82 - \$ 61.64
	\$ 189.40	N/A	7/1/2027	6/30/2028	3.00%	\$ 61.01	\$ 58.53 - \$ 63.49
Consultant II	\$ 158.84	N/A	1/1/2024	6/30/2024		\$ 51.17	\$ 50.48 - \$ 51.85
	\$ 163.61	N/A	7/1/2024	6/30/2025	3.00%	\$ 52.70	\$ 51.99 - \$ 53.41
	\$ 168.52	N/A	7/1/2025	6/30/2026	3.00%	\$ 54.28	\$ 53.55 - \$ 55.01
	\$ 173.57	N/A	7/1/2026	6/30/2027	3.00%	\$ 55.91	\$ 55.16 - \$ 56.66
	\$ 178.78	N/A	7/1/2027	6/30/2028	3.00%	\$ 57.59	\$ 56.82 - \$ 58.36
Consultant I	\$ 158.21	N/A	1/1/2024	6/30/2024		\$ 50.96	\$ 46.63 - \$ 55.29
	\$ 162.95	N/A	7/1/2024	6/30/2025	3.00%	\$ 52.49	\$ 48.03 - \$ 56.95
	\$ 167.84	N/A	7/1/2025	6/30/2026	3.00%	\$ 54.06	\$ 49.47 - \$ 58.66
	\$ 172.88	N/A	7/1/2026	6/30/2027	3.00%	\$ 55.69	\$ 50.95 - \$ 60.42
	\$ 178.06	N/A	7/1/2027	6/30/2028	3.00%	\$ 57.36	\$ 52.48 - \$ 62.23
Associate Consultant II	\$ 138.62	N/A	1/1/2024	6/30/2024		\$ 44.65	\$ 41.65 - \$ 47.65
	\$ 142.78	N/A	7/1/2024	6/30/2025	3.00%	\$ 45.99	\$ 42.90 - \$ 49.08
	\$ 147.06	N/A	7/1/2025	6/30/2026	3.00%	\$ 47.37	\$ 44.19 - \$ 50.55
	\$ 151.47	N/A	7/1/2026	6/30/2027	3.00%	\$ 48.79	\$ 45.51 - \$ 52.07
	\$ 156.01	N/A	7/1/2027	6/30/2028	3.00%	\$ 50.25	\$ 46.88 - \$ 53.63
Associate Consultant I	\$ 123.17	N/A	1/1/2024	6/30/2024		\$ 39.68	\$ 37.98 - \$ 41.37
	\$ 126.87	N/A	7/1/2024	6/30/2025	3.00%	\$ 40.87	\$ 39.12 - \$ 42.61
	\$ 130.67	N/A	7/1/2025	6/30/2026	3.00%	\$ 42.09	\$ 40.29 - \$ 43.89
	\$ 134.59	N/A	7/1/2026	6/30/2027	3.00%	\$ 43.35	\$ 41.50 - \$ 45.21
	\$ 138.63	N/A	7/1/2027	6/30/2028	3.00%	\$ 44.65	\$ 42.75 - \$ 46.56
Assistant Consultant	\$ 123.73	N/A	1/1/2024	6/30/2024		\$ 39.86	\$ 34.71 - \$ 45.00
	\$ 127.44	N/A	7/1/2024	6/30/2025	3.00%	\$ 41.05	\$ 35.75 - \$ 46.35
	\$ 131.27	N/A	7/1/2025	6/30/2026	3.00%	\$ 42.28	\$ 36.82 - \$ 47.74
	\$ 135.20	N/A	7/1/2026	6/30/2027	3.00%	\$ 43.55	\$ 37.93 - \$ 49.17
	\$ 139.26	N/A	7/1/2027	6/30/2028	3.00%	\$ 44.86	\$ 39.07 - \$ 50.65
Environmental Technician II	\$ 113.59	N/A	1/1/2024	6/30/2024		\$ 36.59	\$ 32.03 - \$ 41.15
	\$ 117.00	N/A	7/1/2024	6/30/2025	3.00%	\$ 37.69	\$ 32.99 - \$ 42.38
	\$ 120.51	N/A	7/1/2025	6/30/2026	3.00%	\$ 38.82	\$ 33.98 - \$ 43.66
	\$ 124.13	N/A	7/1/2026	6/30/2027	3.00%	\$ 39.98	\$ 35.00 - \$ 44.97
	\$ 127.85	N/A	7/1/2027	6/30/2028	3.00%	\$ 41.18	\$ 36.05 - \$ 46.31

Environmental Technician I	\$ 83.82	N/A	1/1/2024	6/30/2024		\$ 27.00	\$ 22.00 - \$ 32.00
	\$ 86.34	N/A	7/1/2024	6/30/2025	3.00%	\$ 27.81	\$ 22.66 - \$ 32.96
	\$ 88.93	N/A	7/1/2025	6/30/2026	3.00%	\$ 28.64	\$ 23.34 - \$ 33.95
	\$ 91.59	N/A	7/1/2026	6/30/2027	3.00%	\$ 29.50	\$ 24.04 - \$ 34.97
	\$ 94.34	N/A	7/1/2027	6/30/2028	3.00%	\$ 30.39	\$ 24.76 - \$ 36.02
Administrative Technician	\$ 108.66	N/A	1/1/2024	6/30/2024		\$ 35.00	\$ 30.00 - \$ 40.00
	\$ 111.92	N/A	7/1/2024	6/30/2025	3.00%	\$ 36.05	\$ 30.90 - \$ 41.20
	\$ 115.28	N/A	7/1/2025	6/30/2026	3.00%	\$ 37.13	\$ 31.83 - \$ 42.44
	\$ 118.73	N/A	7/1/2026	6/30/2027	3.00%	\$ 38.25	\$ 32.78 - \$ 43.71
	\$ 122.30	N/A	7/1/2027	6/30/2028	3.00%	\$ 39.39	\$ 33.77 - \$ 45.02

1. Names and classifications of consultant (key staff) team members must be listed. Provide separate sheets for prime and all subconsultant firms.

2. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Agreed upon billing rates are not adjustable for the term of contract.

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

Note:

- Denote all employees subject to prevailing wage with an asterisks (*)

- For "Other Direct Cost" listing, see page 2 of this Exhibit

Consultant: ICF Jones & Stokes, Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. _____

Contract No. _____

Date: 1/31/2024

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)

Description of Item	Quantity	Unit	Unit Cost	Total
Mileage		Miles	IRS Rate	\$ -
Reproductions (half sheet)		Sheet	At Cost	\$ -
Reproductions (whole sheet)		Sheet	At Cost	\$ -
Postage/Delivery/Overnight		Each	At Cost	\$ -
Per Diem		Day	At Cost	\$ -
Lodging		Day	At Cost	\$ -
Potholing		Each	At Cost	\$ -
Aerial Photography		LS	At Cost	\$ -
MTLS Mobile Scanner		Daily	At Cost	\$ -
Traffic Control		LS	At Cost	\$ -
Traffic Counts		Each	At Cost	\$ -
Subconsultant 1:				\$ -
Subconsultant 2:				\$ -
Subconsultant 3:				\$ -

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 reimburseable 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.

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 Ccode 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 or Caltrans accepted Indirect Cost Rate(s).

Prime Consultant or Subconsultant Certifying:

Name: Karolyn R. Gardner

Title *: Sr. Vice President, Contracts & Pricing

Signature: 

Date of Certification: 1/31/2024

Email: karolyn.gardner@icf.com

Phone number: 571-499-7571

Address: 1902 Reston Metro Plaza, Reston, VA 20190

* 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:

Environmental Consulting Services

RCTD On-Call Engineering Services for Construction Management and Inspection Service

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

Note: Mark-ups are Not Allowed

Consultant Geocon West, Inc. Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. _____ Contract No. _____ Date 08/07/2024

For Combined Rate										
Fringe Benefit %	52.40%	+	Overhead %	64.11%	+	General Administration %	73.42%	=	Combined ICR %	189.93%
OR										
For Home Office Rate										
Fringe Benefit %	_____	+	Overhead %	_____	+	General Administration %	_____	=	Home Office ICR %	0.00%
For Field Office Rate										
Fringe Benefit %	_____	+	Overhead %	_____	+	General Administration %	_____	=	Field Office ICR %	0.00%
FEE % =										10.0%
Escalation % =										3.0%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ³			Effective date of hourly rate		Actual or Avg. hourly rate ⁴	% or \$ increase	Hourly range - for classifications only		
	\$	\$	\$							
Principal Engineer (exempt) (non-prevailing wage)	\$ 255.14	\$ 295.14	\$ 335.14	07/01/2024	06/30/2025	\$ 80.00		\$80	-	\$82
	\$ 262.79	\$ 303.99	\$ 345.19	07/01/2025	06/30/2026	\$ 82.40	3.0%	\$82	-	\$84
	\$ 270.67	\$ 313.11	\$ 355.54	07/01/2026	06/30/2027	\$ 84.87	3.0%	\$84	-	\$87
	\$ 278.80	\$ 322.51	\$ 366.22	07/01/2027	06/30/2028	\$ 87.42	3.0%	\$87	-	\$90
	\$ 287.16	\$ 332.18	\$ 377.20	07/01/2028	06/30/2029	\$ 90.04	3.0%	\$89	-	\$92
Senior Engineer (exempt) (non-prevailing wage)	\$ 239.19	\$ 276.69	\$ 314.19	07/01/2024	06/30/2025	\$ 75.00		\$75	-	\$77
	\$ 246.37	\$ 285.00	\$ 323.62	07/01/2025	06/30/2026	\$ 77.25	3.0%	\$77	-	\$79
	\$ 253.77	\$ 293.56	\$ 333.34	07/01/2026	06/30/2027	\$ 79.57	3.0%	\$79	-	\$82
	\$ 261.39	\$ 302.37	\$ 343.35	07/01/2027	06/30/2028	\$ 81.96	3.0%	\$81	-	\$84
	\$ 269.23	\$ 311.44	\$ 353.65	07/01/2028	06/30/2029	\$ 84.42	3.0%	\$84	-	\$87
Sr. Project Engineer (exempt) (non-prevailing wage)	\$ 201.34	\$ 232.91	\$ 264.47	07/01/2024	06/30/2025	\$ 63.13		\$60	-	\$66
	\$ 207.36	\$ 239.87	\$ 272.38	07/01/2025	06/30/2026	\$ 65.02	3.0%	\$62	-	\$68
	\$ 213.58	\$ 247.07	\$ 280.55	07/01/2026	06/30/2027	\$ 66.97	3.0%	\$64	-	\$70
	\$ 219.99	\$ 254.48	\$ 288.97	07/01/2027	06/30/2028	\$ 68.98	3.0%	\$66	-	\$72
	\$ 226.59	\$ 262.12	\$ 297.64	07/01/2028	06/30/2029	\$ 71.05	3.0%	\$68	-	\$74
Project Engineer (exempt) (non-prevailing wage)	\$ 160.07	\$ 185.17	\$ 210.26	07/01/2024	06/30/2025	\$ 50.19		\$42	-	\$58
	\$ 164.88	\$ 190.73	\$ 216.58	07/01/2025	06/30/2026	\$ 51.70	3.0%	\$43	-	\$60
	\$ 169.83	\$ 196.46	\$ 223.08	07/01/2026	06/30/2027	\$ 53.25	3.0%	\$45	-	\$62
	\$ 174.93	\$ 202.36	\$ 229.78	07/01/2027	06/30/2028	\$ 54.85	3.0%	\$46	-	\$63
	\$ 180.19	\$ 208.44	\$ 236.69	07/01/2028	06/30/2029	\$ 56.50	3.0%	\$47	-	\$65
Staff Engineer (non-exempt) (non-prevailing wage)	\$ 137.14	\$ 158.64	\$ 180.14	07/01/2024	06/30/2025	\$ 43.00		\$42	-	\$44
	\$ 141.25	\$ 163.40	\$ 185.54	07/01/2025	06/30/2026	\$ 44.29	3.0%	\$43	-	\$45
	\$ 145.49	\$ 168.30	\$ 191.11	07/01/2026	06/30/2027	\$ 45.62	3.0%	\$45	-	\$47
	\$ 149.86	\$ 173.36	\$ 196.85	07/01/2027	06/30/2028	\$ 46.99	3.0%	\$46	-	\$48
	\$ 154.36	\$ 178.56	\$ 202.76	07/01/2028	06/30/2029	\$ 48.40	3.0%	\$47	-	\$50

Staff Engineer (non-exempt) (non-prevailing wage)	\$ 92.23	\$ 106.69	\$ 121.15	07/01/2024	06/30/2025	\$ 28.92		\$26	-	\$31
	\$ 95.01	\$ 109.91	\$ 124.80	07/01/2025	06/30/2026	\$ 29.79	3.0%	\$27	-	\$32
	\$ 97.85	\$ 113.19	\$ 128.53	07/01/2026	06/30/2027	\$ 30.68	3.0%	\$28	-	\$33
	\$ 100.78	\$ 116.58	\$ 132.38	07/01/2027	06/30/2028	\$ 31.60	3.0%	\$28	-	\$34
	\$ 103.81	\$ 120.09	\$ 136.36	07/01/2028	06/30/2029	\$ 32.55	3.0%	\$29	-	\$35
Lisa Battiato Senior Geologist (exempt) (non-prevailing wage)	\$ 208.35	\$ 312.53	\$ 416.70	07/01/2024	06/30/2025	\$ 65.33		\$56	-	\$75
	\$ 214.60	\$ 321.90	\$ 429.21	07/01/2025	06/30/2026	\$ 67.29	3.0%	\$58	-	\$77
	\$ 221.05	\$ 331.57	\$ 442.09	07/01/2026	06/30/2027	\$ 69.31	3.0%	\$59	-	\$80
	\$ 227.68	\$ 341.52	\$ 455.36	07/01/2027	06/30/2028	\$ 71.39	3.0%	\$61	-	\$82
	\$ 234.50	\$ 351.76	\$ 469.01	07/01/2028	06/30/2029	\$ 73.53	3.0%	\$63	-	\$84
Sr. Project Geologist (exempt) (non-prevailing wage)	\$ 159.46	\$ 239.19	\$ 318.92	07/01/2024	06/30/2025	\$ 50.00		\$50	-	\$53
	\$ 164.25	\$ 246.37	\$ 328.49	07/01/2025	06/30/2026	\$ 51.50	3.0%	\$51	-	\$55
	\$ 169.19	\$ 253.78	\$ 338.38	07/01/2026	06/30/2027	\$ 53.05	3.0%	\$53	-	\$56
	\$ 174.26	\$ 261.39	\$ 348.52	07/01/2027	06/30/2028	\$ 54.64	3.0%	\$54	-	\$58
	\$ 179.49	\$ 269.23	\$ 358.98	07/01/2028	06/30/2029	\$ 56.28	3.0%	\$56	-	\$60
Project Geologist (exempt) (non-prevailing wage)	\$ 134.74	\$ 202.12	\$ 269.49	07/01/2024	06/30/2025	\$ 42.25		\$41	-	\$44
	\$ 138.80	\$ 208.19	\$ 277.59	07/01/2025	06/30/2026	\$ 43.52	3.0%	\$42	-	\$45
	\$ 142.97	\$ 214.46	\$ 285.95	07/01/2026	06/30/2027	\$ 44.83	3.0%	\$43	-	\$47
	\$ 147.25	\$ 220.87	\$ 294.49	07/01/2027	06/30/2028	\$ 46.17	3.0%	\$45	-	\$48
	\$ 151.68	\$ 227.52	\$ 303.36	07/01/2028	06/30/2029	\$ 47.56	3.0%	\$46	-	\$50
Sr. Staff Geologist (exempt) (non-prevailing wage)	\$ 102.06	\$ 153.08	\$ 204.11	07/01/2024	06/30/2025	\$ 32.00		\$32	-	\$34
	\$ 105.12	\$ 157.68	\$ 210.23	07/01/2025	06/30/2026	\$ 32.96	3.0%	\$32	-	\$35
	\$ 108.27	\$ 162.41	\$ 216.55	07/01/2026	06/30/2027	\$ 33.95	3.0%	\$33	-	\$36
	\$ 111.53	\$ 167.29	\$ 223.05	07/01/2027	06/30/2028	\$ 34.97	3.0%	\$34	-	\$37
	\$ 114.88	\$ 172.31	\$ 229.75	07/01/2028	06/30/2029	\$ 36.02	3.0%	\$35	-	\$38
Staff Geologist (non-exempt) (non-prevailing wage)	\$ 93.28	\$ 139.93	\$ 186.57	07/01/2024	06/30/2025	\$ 29.25		\$26	-	\$32
	\$ 96.09	\$ 144.14	\$ 192.18	07/01/2025	06/30/2026	\$ 30.13	3.0%	\$27	-	\$33
	\$ 98.96	\$ 148.44	\$ 197.92	07/01/2026	06/30/2027	\$ 31.03	3.0%	\$28	-	\$34
	\$ 101.93	\$ 152.89	\$ 203.86	07/01/2027	06/30/2028	\$ 31.96	3.0%	\$28	-	\$35
	\$ 104.99	\$ 157.48	\$ 209.98	07/01/2028	06/30/2029	\$ 32.92	3.0%	\$29	-	\$36
Senior Field Technican (non-exempt) (non-prevailing wage)	\$ 105.05	\$ 157.58	\$ 210.11	07/01/2024	06/30/2025	\$ 32.94		\$25	-	\$42
	\$ 108.21	\$ 162.32	\$ 216.42	07/01/2025	06/30/2026	\$ 33.93	3.0%	\$26	-	\$43
	\$ 111.46	\$ 167.20	\$ 222.93	07/01/2026	06/30/2027	\$ 34.95	3.0%	\$27	-	\$45
	\$ 114.81	\$ 172.22	\$ 229.62	07/01/2027	06/30/2028	\$ 36.00	3.0%	\$27	-	\$46
	\$ 118.26	\$ 177.38	\$ 236.51	07/01/2028	06/30/2029	\$ 37.08	3.0%	\$28	-	\$47
Senior Field Technican ** (non-exempt) (prevailing wage)	\$ 180.77	\$ 271.15	\$ 361.53	07/01/2024	06/30/2025	\$ 56.68		\$56	-	\$64
	\$ 186.19	\$ 279.28	\$ 372.37	07/01/2025	06/30/2026	\$ 58.38	3.0%	\$58	-	\$66
	\$ 191.77	\$ 287.65	\$ 383.54	07/01/2026	06/30/2027	\$ 60.13	3.0%	\$59	-	\$68
	\$ 197.51	\$ 296.26	\$ 395.02	07/01/2027	06/30/2028	\$ 61.93	3.0%	\$61	-	\$70
	\$ 203.44	\$ 305.16	\$ 406.88	07/01/2028	06/30/2029	\$ 63.79	3.0%	\$63	-	\$72
Field Technician (non-exempt) (non-prevailing wage)	\$ 85.18	\$ 127.78	\$ 170.37	07/01/2024	06/30/2025	\$ 26.71		\$23	-	\$32
	\$ 87.74	\$ 131.60	\$ 175.47	07/01/2025	06/30/2026	\$ 27.51	3.0%	\$24	-	\$33
	\$ 90.38	\$ 135.57	\$ 180.77	07/01/2026	06/30/2027	\$ 28.34	3.0%	\$24	-	\$34
	\$ 93.09	\$ 139.64	\$ 186.19	07/01/2027	06/30/2028	\$ 29.19	3.0%	\$25	-	\$35
	\$ 95.90	\$ 143.85	\$ 191.80	07/01/2028	06/30/2029	\$ 30.07	3.0%	\$26	-	\$36
Field Technician ** (non-exempt) (prevailing wage)	\$ 180.77	\$ 271.15	\$ 361.53	07/01/2024	06/30/2025	\$ 56.68		\$56	-	\$64
	\$ 186.19	\$ 279.28	\$ 372.37	07/01/2025	06/30/2026	\$ 58.38	3.0%	\$58	-	\$66
	\$ 191.77	\$ 287.65	\$ 383.54	07/01/2026	06/30/2027	\$ 60.13	3.0%	\$59	-	\$68
	\$ 197.51	\$ 296.26	\$ 395.02	07/01/2027	06/30/2028	\$ 61.93	3.0%	\$61	-	\$70
	\$ 203.44	\$ 305.16	\$ 406.88	07/01/2028	06/30/2029	\$ 63.79	3.0%	\$63	-	\$72

Special Inspection (non-exempt) (non-prevailing wage)	\$ 90.89	\$ 136.34	\$ 181.79	07/01/2024	06/30/2025	\$ 28.50		\$28	-	\$30
	\$ 93.64	\$ 140.45	\$ 187.27	07/01/2025	06/30/2026	\$ 29.36	3.0%	\$29	-	\$31
	\$ 96.44	\$ 144.66	\$ 192.88	07/01/2026	06/30/2027	\$ 30.24	3.0%	\$30	-	\$32
	\$ 99.34	\$ 149.02	\$ 198.69	07/01/2027	06/30/2028	\$ 31.15	3.0%	\$31	-	\$33
	\$ 102.31	\$ 153.47	\$ 204.62	07/01/2028	06/30/2029	\$ 32.08	3.0%	\$32	-	\$34
Special Inspection ** (non-exempt) (prevailing wage)	\$ 186.44	\$ 279.66	\$ 372.88	07/01/2024	06/30/2025	\$ 58.46		\$58	-	\$66
	\$ 192.02	\$ 288.04	\$ 384.05	07/01/2025	06/30/2026	\$ 60.21	3.0%	\$60		\$68
	\$ 197.80	\$ 296.69	\$ 395.59	07/01/2026	06/30/2027	\$ 62.02	3.0%	\$62		\$70
	\$ 203.73	\$ 305.59	\$ 407.46	07/01/2027	06/30/2028	\$ 63.88	3.0%	\$63		\$72
	\$ 209.85	\$ 314.78	\$ 419.70	07/01/2028	06/30/2029	\$ 65.80	3.0%	\$65		\$74
Draftsman (non-exempt) (non-prevailing wage)	\$ 98.87	\$ 148.30	\$ 197.73	07/01/2024	06/30/2025	\$ 31.00		\$31	-	\$32
	\$ 101.83	\$ 152.75	\$ 203.66	07/01/2025	06/30/2026	\$ 31.93	3.0%	\$31	-	\$33
	\$ 104.89	\$ 157.34	\$ 209.79	07/01/2026	06/30/2027	\$ 32.89	3.0%	\$32	-	\$34
	\$ 108.05	\$ 162.08	\$ 216.10	07/01/2027	06/30/2028	\$ 33.88	3.0%	\$33	-	\$35
	\$ 111.30	\$ 166.96	\$ 222.61	07/01/2028	06/30/2029	\$ 34.90	3.0%	\$34	-	\$36

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.
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.

RCTD On-Call Engineering Services for Construction Management and Inspection Service

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

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant Geocon West, Inc.

Prime Consultant

Subconsultant

Project No. _____

Contract No. _____

Date 08/07/2024

SCHEDULE OF OTHER DIRECT COST ITEMS				
Description of Item	Quantity	Unit	Unit Cost	Total
Miles		each	\$ 0.67	\$ -
Equipment				\$ -
1. Pick-up Truck		day	\$ 125.00	\$ -
2. Equipment Truck		day	\$ 200.00	\$ -
3. Soil Sample Tubes (Brass/Stainless)		each	\$ 10.00	\$ -
4. Coring Machine (concrete, asphalt, masonry)		day	\$ 175.00	\$ -
5. Generator		day	\$ 100.00	\$ -
Laboratory/Field Materials Testing				\$ -
Compaction Curves				\$ -
1. 4-inch mold (D1557/D698)		each	\$ 175.00	\$ -
2. 6-inch mold (D1557/D698)		each	\$ 190.00	\$ -
3. California Impact (CAL216)		each	\$ 200.00	\$ -
4. Check Point		each	\$ 85.00	\$ -
Soil and Aggregate Stability				\$ -
1. Resistance Value, R-Value (D2844/CAL301)		each	\$ 275.00	\$ -
2. R-Value, Treated (CAL301)		each	\$ 300.00	\$ -
3. California Bearing Ratio (D1883)		point	\$ 175.00	\$ -
4. Stabilization Ability of Lime (C977)		each	\$ 180.00	\$ -
Soil and Aggregate Properties				\$ -
1. #200 Wash (D1140/C117)		each	\$ 60.00	\$ -
2. Wet Sieve analysis to #200 (D422/CAL202)		each	\$ 100.00	\$ -
3. Hydrometer Analysis (D422)		each	\$ 150.00	\$ -
4. Sieve Analysis w/Hydrometer (D422)		each	\$ 180.00	\$ -
5. Specific Gravity, Soil (D854)		each	\$ 70.00	\$ -
6. Specific Gravity Coarse Aggregate (C127)		each	\$ 50.00	\$ -
7. Specific Gravity Fine Aggregate (C128)		each	\$ 68.00	\$ -
8. Cut/Extract Shelby Tube		each	\$ 50.00	\$ -
9. Moisture Determination, tube sample (D2216)		each	\$ 20.00	\$ -
10. Moisture Determination and Unit Weight (D2937)		each	\$ 40.00	\$ -

11. Atterberg Limits: Plasticity Index (D4318)		each	\$	175.00	\$	-
12. Sand Equivalent (D2419/CAL217)		each	\$	90.00	\$	-
13. pH and Resistivity (CAL643)		each	\$	120.00	\$	-
14. Sulfate Content (CAL417)		each	\$	90.00	\$	-
15. Chloride Content (CAL422)		each	\$	50.00	\$	-
SCHEDULE OF OTHER DIRECT COST ITEMS						
Description of Item	Quantity	Unit		Unit Cost		Total
16. Organic Content (D2974)		each	\$	50.00	\$	-
Shear Strength					\$	-
1. Unconfined Compression (D2166)		each	\$	100.00	\$	-
2. Direct Shear (D3080)(3pt)		each	\$	300.00	\$	-
3. Unconsolidated-Undrained Triaxial Shear (D2850)		point	\$	125.00	\$	-
4. Unconsolidated-Undrained Triaxial Staged (D2850)		each	\$	175.00	\$	-
5. Consolidated-Undrained Triaxial Shear (D4767)		point	\$	300.00	\$	-
6. Consolidated-Undrained Traixial Staged (D4767)		each	\$	375.00	\$	-
7. Consolidated-Drained Triaxial Shear (EM1110)		point	\$	400.00	\$	-
8. Consolidated-Drained Triaxial Staged (EM1110)		each	\$	500.00	\$	-
Permeability, Consolidation and Expansion					\$	-
1. Permeability, Flexible Wall (D5084)		each	\$	265.00	\$	-
2. Permeability, Rigid Wall (D5856)		each	\$	255.00	\$	-
3. Consolidation (D2435)		point	\$	50.00	\$	-
4. Expansion Index (D4829/UBC29-2)		each	\$	175.00	\$	-
Aggregate Quality					\$	-
1. Sieve Analysis to #200 (C136)		each	\$	100.00	\$	-
2. L.A. Rattler Test (500 rev.)(C131)		each	\$	185.00	\$	-
3. Durability Index (D3744/CAL229)		each	\$	165.00	\$	-
4. Fine Aggregate Angularity (CAL234)		each	\$	125.00	\$	-
5. Flat and Elongated Particles (D4791/CAL235)		each	\$	150.00	\$	-
6. Percent Crushed Particles (CAL205)		each	\$	150.00	\$	-
7. Cleanness Value		each	\$	200.00	\$	-
8. Organic Impurities		each	\$	75.00	\$	-
Hot Mix Asphalt					\$	-
1. Density, Hveem (D2726/CAL308)		each	\$	100.00	\$	-
2. Stabilometer Value (D1560/CAL366)		each	\$	175.00	\$	-
3. Theoretical Max. Specific Gravity (D2041/CAL309)	2	each	\$	175.00	\$	350.00
4. Extraction/Sieve Analysis (C136/CAL202)		each	\$	150.00	\$	-
5. HMA Core Unit Weight (D1188/CAL308)		each	\$	60.00	\$	-
6. % Asphalt, Ignition Method (D6307/CAL382)		each	\$	100.00	\$	-
7. % Asphalt, Ignition Calibration (D6307/CAL382)		each	\$	250.00	\$	-

8. % Voids (CAL367)		each	\$	275.00	\$	-
10. HMA Moisture Content (T329)		each	\$	40.00	\$	-
11. Air Voids Content, Gyratory (T269)		each	\$	320.00	\$	-
12. Density of Core (CAL375)		each	\$	60.00	\$	-
13. Hamburg Wheel Track (T324)		each	\$	1,100.00	\$	-
14. Moisture susceptibility (T283)		each	\$	300.00	\$	-
15. Gradation (T27)		each	\$	100.00	\$	-
16. Moisture Content (T255)		each	\$	20.00	\$	-
17. Crushed Particles (T335)		each	\$	150.00	\$	-
18. LA Abrasion (T96)		each	\$	185.00	\$	-
19. Fine Aggregate Angularity (T304)		each	\$	125.00	\$	-

SCHEDULE OF OTHER DIRECT COST ITEMS

Description of Item	Quantity	Unit	Unit Cost	Total
Concrete/Masonry/Reinforcing Steel				\$ -
1. Compressive Strength, Cast Cylinders (C39)		each	\$ 25.00	\$ -
2. Compressive Strength, Cores (C42)		each	\$ 40.00	\$ -
3. Flexural Strength Beam (C78/C293)		each	\$ 80.00	\$ -
4. Splitting Tensile Test (C496)		each	\$ 69.00	\$ -
5. Mix Design Review		each	\$ 200.00	\$ -
6. Trial Batch		each	\$ 475.00	\$ -
7. Rebar Tensile/Bend (up to #11)		each	\$ 175.00	\$ -
8. Rebar Tensile/Bend (#11 and larger)		each	\$ 200.00	\$ -
9. CMU Compressive Strength (C140)		each	\$ 60.00	\$ -
10. Compressive Strength, Grout (C1019/UBC21-19)		each	\$ 25.00	\$ -
11. Compressive Strength, Mortar (C109/UBC21-15,16)		each	\$ 25.00	\$ -
12. CMU Unit Weight, Dimension, Absorption (C140)		each	\$ 60.00	\$ -
13. Compressive Strength, Masonry Prism (C1314)		each	\$ 115.00	\$ -

IMPORTANT NOTES:

Total ODC: \$ 350.00

- List direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.
- Proposed 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 Sate 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.
- Add additional pages if necessary.
- Subconsultants must provide their own cost proposals.
- Unit of Point = A point is a data point for a specific test, these tests require multiple data points in order to get a result. The Triaxial Shears typically require (3) points for each test, while the Consolidation typically requires (7) points for each test.

Cost Proposal 2

EXHIBIT 10-H2 COST PROPOSAL CERTIFICATION


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: William Lydon Title *: CFO
 Signature:  Date of Certification (mm/dd/yyyy): 8/07/2024
 Email: lydon@geoconinc.com Phone Number: 858 558-6900
 Address: 6960 Flanders Drive, San Diego, CA 92121

* 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:

On-Call Engineering Support Services

Specific Rate of Compensation (On-Call or As-Needed Contracts)

Note: Mark-ups are Not Allowed

Consultant: Monument ROW

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. _____ Contract No. _____ Participation Amount \$ _____ Date: 1/29/24

For Combined Rate	Fringe Benefit XX.XX% + General & Administrative XX.XX%	=	Combined	116.12%
For Home Office Rate	Fringe Benefit ___% + General & Administrative ___%	=	Home Office	___%
For Field Office Rate	Fringe Benefit ___% + General & Administrative ___%	=	Field Office	___%

	Fee	=	10%
--	-----	---	-----

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
Joey Mendoza Principal in Charge	\$ 264.88	N/A	7/1/23	6/30/24		\$ 111.42	
	\$ 272.83	N/A	7/1/24	6/30/25	3.00%	\$ 114.76	
	\$ 281.01	N/A	7/1/25	6/30/26	3.00%	\$ 118.21	
	\$ 289.44	N/A	7/1/26	6/30/27	3.00%	\$ 121.75	
	\$ 298.13	N/A	7/1/27	6/30/28	3.00%	\$ 125.40	
Kimberly Bibolet Project Manager	\$ 202.57	N/A	7/1/23	6/30/24		\$ 85.21	
	\$ 208.65	N/A	7/1/24	6/30/25	3.00%	\$ 87.77	
	\$ 214.91	N/A	7/1/25	6/30/26	3.00%	\$ 90.40	
	\$ 221.36	N/A	7/1/26	6/30/27	3.00%	\$ 93.11	
	\$ 228.00	N/A	7/1/27	6/30/28	3.00%	\$ 95.90	
Curtis Bibolet Project Manger	\$ 165.75	N/A	7/1/23	6/30/24		\$ 69.72	
	\$ 170.72	N/A	7/1/24	6/30/25	3.00%	\$ 71.81	
	\$ 175.84	N/A	7/1/25	6/30/26	3.00%	\$ 73.97	
	\$ 181.12	N/A	7/1/26	6/30/27	3.00%	\$ 76.18	
	\$ 186.55	N/A	7/1/27	6/30/28	3.00%	\$ 78.47	

Daniela Borbe Project Manager	\$ 210.20	N/A	7/1/23	6/30/24		\$ 88.42
	\$ 216.51	N/A	7/1/24	6/30/25	3.00%	\$ 91.07
	\$ 223.00	N/A	7/1/25	6/30/26	3.00%	\$ 93.80
	\$ 229.69	N/A	7/1/26	6/30/27	3.00%	\$ 96.62
	\$ 236.58	N/A	7/1/27	6/30/28	3.00%	\$ 99.52
Jesse Ortiz Project Manager	\$ 129.49	N/A	7/1/23	6/30/24		\$ 54.47
	\$ 133.38	N/A	7/1/24	6/30/25	3.00%	\$ 56.10
	\$ 137.38	N/A	7/1/25	6/30/26	3.00%	\$ 57.79
	\$ 141.50	N/A	7/1/26	6/30/27	3.00%	\$ 59.52
	\$ 145.75	N/A	7/1/27	6/30/28	3.00%	\$ 61.31
Ramie Dawit Project Manager	\$ 160.83	N/A	7/1/23	6/30/24		\$ 67.65
	\$ 165.65	N/A	7/1/24	6/30/25	3.00%	\$ 69.68
	\$ 170.62	N/A	7/1/25	6/30/26	3.00%	\$ 71.77
	\$ 175.74	N/A	7/1/26	6/30/27	3.00%	\$ 73.92
	\$ 181.01	N/A	7/1/27	6/30/28	3.00%	\$ 76.14
July Yokogawa Sr. Agent	\$ 125.71	N/A	7/1/23	6/30/24		\$ 52.88
	\$ 129.48	N/A	7/1/24	6/30/25	3.00%	\$ 54.47
	\$ 133.37	N/A	7/1/25	6/30/26	3.00%	\$ 56.10
	\$ 137.37	N/A	7/1/26	6/30/27	3.00%	\$ 57.78
	\$ 141.49	N/A	7/1/27	6/30/28	3.00%	\$ 59.52
Alex Flores Sr. Agent	\$ 94.28	N/A	7/1/23	6/30/24		\$ 39.66
	\$ 97.11	N/A	7/1/24	6/30/25	3.00%	\$ 40.85
	\$ 100.03	N/A	7/1/25	6/30/26	3.00%	\$ 42.08
	\$ 103.03	N/A	7/1/26	6/30/27	3.00%	\$ 43.34
	\$ 106.12	N/A	7/1/27	6/30/28	3.00%	\$ 44.64
Corey Nelson Sr. Agent	\$ 102.87	N/A	7/1/23	6/30/24		\$ 43.27
	\$ 105.95	N/A	7/1/24	6/30/25	3.00%	\$ 44.57
	\$ 109.13	N/A	7/1/25	6/30/26	3.00%	\$ 45.91
	\$ 112.41	N/A	7/1/26	6/30/27	3.00%	\$ 47.28
	\$ 115.78	N/A	7/1/27	6/30/28	3.00%	\$ 48.70
Haben Woldemariam Agent	\$ 90.08	N/A	7/1/23	6/30/24		\$ 37.89
	\$ 92.78	N/A	7/1/24	6/30/25	3.00%	\$ 39.03
	\$ 95.56	N/A	7/1/25	6/30/26	3.00%	\$ 40.20
	\$ 98.43	N/A	7/1/26	6/30/27	3.00%	\$ 41.40
	\$ 101.38	N/A	7/1/27	6/30/28	3.00%	\$ 42.65
Timothy McCloud Agent	\$ 87.13	N/A	7/1/23	6/30/24		\$ 36.65
	\$ 89.74	N/A	7/1/24	6/30/25	3.00%	\$ 37.75
	\$ 92.43	N/A	7/1/25	6/30/26	3.00%	\$ 38.88
	\$ 95.21	N/A	7/1/26	6/30/27	3.00%	\$ 40.05

	\$ 98.06	N/A	7/1/27	6/30/28	3.00%	\$ 41.25	
Cami Stigall	\$ 91.60	N/A	7/1/23	6/30/24		\$ 38.53	
Agent	\$ 94.35	N/A	7/1/24	6/30/25	3.00%	\$ 39.69	
	\$ 97.18	N/A	7/1/25	6/30/26	3.00%	\$ 40.88	
	\$ 100.09	N/A	7/1/26	6/30/27	3.00%	\$ 42.10	
	\$ 103.09	N/A	7/1/27	6/30/28	3.00%	\$ 43.37	
Ryan Humphrey	\$ 102.87	N/A	7/1/23	6/30/24		\$ 43.27	
Agent	\$ 105.95	N/A	7/1/24	6/30/25	3.00%	\$ 44.57	
	\$ 109.13	N/A	7/1/25	6/30/26	3.00%	\$ 45.91	
	\$ 112.41	N/A	7/1/26	6/30/27	3.00%	\$ 47.28	
	\$ 115.78	N/A	7/1/27	6/30/28	3.00%	\$ 48.70	
Ian Mitchell	\$ 70.11	N/A	7/1/23	6/30/24		\$ 29.49	
Agent	\$ 72.21	N/A	7/1/24	6/30/25	3.00%	\$ 30.37	
	\$ 74.38	N/A	7/1/25	6/30/26	3.00%	\$ 31.29	
	\$ 76.61	N/A	7/1/26	6/30/27	3.00%	\$ 32.22	
	\$ 78.91	N/A	7/1/27	6/30/28	3.00%	\$ 33.19	
Inez Garcia	\$ 91.43	N/A	7/1/23	6/30/24		\$ 38.46	
Project Coordinator	\$ 94.17	N/A	7/1/24	6/30/25	3.00%	\$ 39.61	
	\$ 97.00	N/A	7/1/25	6/30/26	3.00%	\$ 40.80	
	\$ 99.91	N/A	7/1/26	6/30/27	3.00%	\$ 42.03	
	\$ 102.91	N/A	7/1/27	6/30/28	3.00%	\$ 43.29	
Tiffany McCloud	\$ 86.87	N/A	7/1/23	6/30/24		\$ 36.54	
Project Coordinator	\$ 89.47	N/A	7/1/24	6/30/25	3.00%	\$ 37.64	
	\$ 92.16	N/A	7/1/25	6/30/26	3.00%	\$ 38.77	
	\$ 94.92	N/A	7/1/26	6/30/27	3.00%	\$ 39.93	
	\$ 97.77	N/A	7/1/27	6/30/28	3.00%	\$ 41.13	

Kristine Sander Project Coordinantor	\$ 62.86	N/A	7/1/23	6/30/24		\$ 26.44
	\$ 64.74	N/A	7/1/24	6/30/25	3.00%	\$ 27.23
	\$ 66.68	N/A	7/1/25	6/30/26	3.00%	\$ 28.05
	\$ 68.68	N/A	7/1/26	6/30/27	3.00%	\$ 28.89
	\$ 70.75	N/A	7/1/27	6/30/28	3.00%	\$ 29.76
Jessica Norvell Project Coordinator	\$ 80.88	N/A	7/1/23	6/30/24		\$ 34.02
	\$ 83.30	N/A	7/1/24	6/30/25	3.00%	\$ 35.04
	\$ 85.80	N/A	7/1/25	6/30/26	3.00%	\$ 36.09
	\$ 88.38	N/A	7/1/26	6/30/27	3.00%	\$ 37.17
	\$ 91.03	N/A	7/1/27	6/30/28	3.00%	\$ 38.29
Linda Flores Project Support Specialist	\$ 68.59	N/A	7/1/23	6/30/24		\$ 28.85
	\$ 70.64	N/A	7/1/24	6/30/25	3.00%	\$ 29.72
	\$ 72.76	N/A	7/1/25	6/30/26	3.00%	\$ 30.61
	\$ 74.95	N/A	7/1/26	6/30/27	3.00%	\$ 31.53
	\$ 77.19	N/A	7/1/27	6/30/28	3.00%	\$ 32.47
CLASSIFICATION	\$ 47.55	N/A	7/1/23	6/30/24		\$ 20.00
	\$ 48.97	N/A	7/1/24	6/30/25	3.00%	\$ 20.60
	\$ 50.44	N/A	7/1/25	6/30/26	3.00%	\$ 21.22
	\$ 51.96	N/A	7/1/26	6/30/27	3.00%	\$ 21.85
	\$ 53.51	N/A	7/1/27	6/30/28	3.00%	\$ 22.51

1. Names and classifications of consultant (key staff) team members must be listed. Provide separate sheets for prime and all subconsultant firms.

2. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Agreed upon billing rates are not adjustable for the term of contract.

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

Note:

• Denote all employees subject to prevailing wage with an asterisks (*)

• For "Other Direct Cost" listing, see page 2 of this Exhibit

Consultant: Monument ROW, Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. _____

Contract No. _____

Date: 01/29/2024

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)

Description of Item	Quantity	Unit	Unit Cost	Total
Mileage		Miles	IRS Rate	\$ -
Reproductions (half sheet)		Sheet	At Cost	\$ -
Reproductions (whole sheet)		Sheet	At Cost	\$ -
Postage/Delivery/Overnight		Each	At Cost	\$ -
Per Diem		Day	At Cost	\$ -
Lodging		Day	At Cost	\$ -
Potholing		Each	At Cost	\$ -
Title Reports		Each	At Cost	\$ -
Appraisals		Each	At Cost	\$ -
Appraisal reviews		Each	At Cost	\$ -
		Each	At Cost	\$ -
Subconsultant 1:				
Subconsultant 2:				\$ -
Subconsultant 3:				\$ -

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 reimburseable 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.

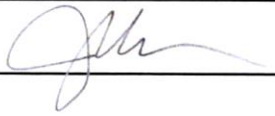
Certification of Direct Costs:

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 or Caltrans accepted Indirect Cost Rate(s).

Prime Consultant or Subconsultant Certifying:

Name:	<u>Joey Mendoza</u>	Title *:	<u>Vice President</u>
Signature:		Date of Certification:	<u>2/2/24</u>
Email:	<u>jmendoza@monumentrow.com</u>	Phone number:	<u>949.378.0687</u>
Address:	<u>200 Spectrum Center Suite 300, Irvine, CA 92618</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:

Real Estate and Right-of-Way Services

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, A TranSystems Company Prime Consultant Subconsultant 2nd Tier Subconsultant
 Project No. TBD Contract No. TBD Participation Amount \$ TBD Date 08/06/24
(per year for max for 5 years)

For Combined Rate	Fringe Benefit %	+	General & Administrative %	=	Combined ICR%
	50.35%	+	85.08%	=	135.43%
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% %

KEY PERSONNEL AND NAMED EMPLOYEES								
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 - or Classifications Only
	Straight ³	OT (1.5x)	OT (2x)	From	To			
Mohan Char, PhD, PE	\$ 435.80	n/a	n/a	7/1/2024	6/30/2025	\$ 168.28		Not Applicable
Senior Vice President/Principal	\$ 448.87	n/a	n/a	7/1/2025	6/30/2026	\$ 173.33	3.0%	Not Applicable
Project Principal	\$ 462.34	n/a	n/a	7/1/2026	6/30/2027	\$ 178.53	3.0%	Not Applicable
	\$ 476.21	n/a	n/a	7/1/2027	6/30/2028	\$ 183.88	3.0%	Not Applicable
	\$ 490.50	n/a	n/a	7/1/2028	6/30/2029	\$ 189.40	3.0%	Not Applicable
Steve Misliniski, PE	\$ 435.80	n/a	n/a	7/1/2024	6/30/2025	\$ 168.28		Not Applicable
Senior Vice President/Principal	\$ 448.87	n/a	n/a	7/1/2025	6/30/2026	\$ 173.33	3.0%	Not Applicable
Technical Advisor (Structures)	\$ 462.34	n/a	n/a	7/1/2026	6/30/2027	\$ 178.53	3.0%	Not Applicable
	\$ 476.21	n/a	n/a	7/1/2027	6/30/2028	\$ 183.88	3.0%	Not Applicable
	\$ 490.50	n/a	n/a	7/1/2028	6/30/2029	\$ 189.40	3.0%	Not Applicable
Mark Reader, PE	\$ 303.31	n/a	n/a	7/1/2024	6/30/2025	\$ 117.12		Not Applicable
	\$ 312.41	n/a	n/a	7/1/2025	6/30/2026	\$ 120.63	3.0%	Not Applicable
Senior Project Manager	\$ 321.78	n/a	n/a	7/1/2026	6/30/2027	\$ 124.25	3.0%	Not Applicable
	\$ 331.43	n/a	n/a	7/1/2027	6/30/2028	\$ 127.98	3.0%	Not Applicable
	\$ 341.38	n/a	n/a	7/1/2028	6/30/2029	\$ 131.82	3.0%	Not Applicable

KEY PERSONNEL AND NAMED EMPLOYEES									
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 - or Classifications Only	
	Straight ³	OT (1.5x)	OT (2x)	From	To				
Dave Melis, PE Principal Transportation Engineer Technical Advisor (Roadway)	\$ 289.69	n/a	n/a	7/1/2024	6/30/2025	\$ 111.86		Not Applicable	
	\$ 298.38	n/a	n/a	7/1/2025	6/30/2026	\$ 115.22	3.0%	Not Applicable	
	\$ 307.33	n/a	n/a	7/1/2026	6/30/2027	\$ 118.67	3.0%	Not Applicable	
	\$ 316.55	n/a	n/a	7/1/2027	6/30/2028	\$ 122.23	3.0%	Not Applicable	
	\$ 326.05	n/a	n/a	7/1/2028	6/30/2029	\$ 125.90	3.0%	Not Applicable	
Nick Haigh, PE Principal Transportation Engineer Roadway/Civil Design	\$ 239.55	n/a	n/a	7/1/2024	6/30/2025	\$ 92.50		Not Applicable	
	\$ 246.74	n/a	n/a	7/1/2025	6/30/2026	\$ 95.28	3.0%	Not Applicable	
	\$ 254.14	n/a	n/a	7/1/2026	6/30/2027	\$ 98.13	3.0%	Not Applicable	
	\$ 261.76	n/a	n/a	7/1/2027	6/30/2028	\$ 101.08	3.0%	Not Applicable	
	\$ 269.62	n/a	n/a	7/1/2028	6/30/2029	\$ 104.11	3.0%	Not Applicable	
Nadia D'Paraschi Tigo Principal Transportation Engineer Drainage Design	\$ 262.13	n/a	n/a	7/1/2024	6/30/2025	\$ 101.22		Not Applicable	
	\$ 270.00	n/a	n/a	7/1/2025	6/30/2026	\$ 104.26	3.0%	Not Applicable	
	\$ 278.10	n/a	n/a	7/1/2026	6/30/2027	\$ 107.38	3.0%	Not Applicable	
	\$ 286.44	n/a	n/a	7/1/2027	6/30/2028	\$ 110.61	3.0%	Not Applicable	
	\$ 295.03	n/a	n/a	7/1/2028	6/30/2029	\$ 113.92	3.0%	Not Applicable	
Mark Gonzalez, PE Senior PM (Roadway/Civil Design)	\$ 280.16	n/a	n/a	7/1/2024	6/30/2025	\$ 108.18		Not Applicable	
	\$ 288.56	n/a	n/a	7/1/2025	6/30/2026	\$ 111.43	3.0%	Not Applicable	
	\$ 297.22	n/a	n/a	7/1/2026	6/30/2027	\$ 114.77	3.0%	Not Applicable	
	\$ 306.14	n/a	n/a	7/1/2027	6/30/2028	\$ 118.21	3.0%	Not Applicable	
	\$ 315.32	n/a	n/a	7/1/2028	6/30/2029	\$ 121.76	3.0%	Not Applicable	
Mark Stiller, PE Senior PM (Structures)	\$ 286.37	n/a	n/a	7/1/2024	6/30/2025	\$ 110.58		Not Applicable	
	\$ 294.96	n/a	n/a	7/1/2025	6/30/2026	\$ 113.90	3.0%	Not Applicable	
	\$ 303.81	n/a	n/a	7/1/2026	6/30/2027	\$ 117.31	3.0%	Not Applicable	
	\$ 312.93	n/a	n/a	7/1/2027	6/30/2028	\$ 120.83	3.0%	Not Applicable	
	\$ 322.31	n/a	n/a	7/1/2028	6/30/2029	\$ 124.46	3.0%	Not Applicable	
Kimberly Furuyama, PE Project Manager (QA/QC)	\$ 217.17	n/a	n/a	7/1/2024	6/30/2025	\$ 83.86		Not Applicable	
	\$ 223.69	n/a	n/a	7/1/2025	6/30/2026	\$ 86.38	3.0%	Not Applicable	
	\$ 230.40	n/a	n/a	7/1/2026	6/30/2027	\$ 88.97	3.0%	Not Applicable	
	\$ 237.31	n/a	n/a	7/1/2027	6/30/2028	\$ 91.64	3.0%	Not Applicable	
	\$ 244.43	n/a	n/a	7/1/2028	6/30/2029	\$ 94.39	3.0%	Not Applicable	
Jerry Gomez, PE Senior Project Engineer Roadway/Civil Design	\$ 212.67	n/a	n/a	7/1/2024	6/30/2025	\$ 82.12		Not Applicable	
	\$ 219.05	n/a	n/a	7/1/2025	6/30/2026	\$ 84.58	3.0%	Not Applicable	
	\$ 225.62	n/a	n/a	7/1/2026	6/30/2027	\$ 87.12	3.0%	Not Applicable	
	\$ 232.39	n/a	n/a	7/1/2027	6/30/2028	\$ 89.73	3.0%	Not Applicable	
	\$ 239.36	n/a	n/a	7/1/2028	6/30/2029	\$ 92.43	3.0%	Not Applicable	
Eric Girod, PE Senior Transportation Engineer Roadway/Civil Design	\$ 187.08	n/a	n/a	7/1/2024	6/30/2025	\$ 72.24		Not Applicable	
	\$ 192.69	n/a	n/a	7/1/2025	6/30/2026	\$ 74.41	3.0%	Not Applicable	
	\$ 198.48	n/a	n/a	7/1/2026	6/30/2027	\$ 76.64	3.0%	Not Applicable	
	\$ 204.43	n/a	n/a	7/1/2027	6/30/2028	\$ 78.94	3.0%	Not Applicable	
	\$ 210.56	n/a	n/a	7/1/2028	6/30/2029	\$ 81.31	3.0%	Not Applicable	

KEY PERSONNEL AND NAMED EMPLOYEES									
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 - or Classifications Only	
	Straight ³	OT (1.5x)	OT (2x)	From	To				
Samantha Cadena, PE Senior Project Engineer Roadway/Civil Design	\$ 181.07	n/a	n/a	7/1/2024	6/30/2025	\$ 69.92		Not Applicable	
	\$ 186.51	n/a	n/a	7/1/2025	6/30/2026	\$ 72.02	3.0%	Not Applicable	
	\$ 192.10	n/a	n/a	7/1/2026	6/30/2027	\$ 74.18	3.0%	Not Applicable	
	\$ 197.86	n/a	n/a	7/1/2027	6/30/2028	\$ 76.40	3.0%	Not Applicable	
	\$ 203.80	n/a	n/a	7/1/2028	6/30/2029	\$ 78.70	3.0%	Not Applicable	
*Alma De Santiago, PE Project Engineer Roadway/Civil Design	\$ 165.54	n/a	n/a	7/1/2024	6/30/2025	\$ 63.92		Not Applicable	
	\$ 170.50	n/a	n/a	7/1/2025	6/30/2026	\$ 65.84	3.0%	Not Applicable	
	\$ 175.62	n/a	n/a	7/1/2026	6/30/2027	\$ 67.81	3.0%	Not Applicable	
	\$ 180.89	n/a	n/a	7/1/2027	6/30/2028	\$ 69.85	3.0%	Not Applicable	
	\$ 186.31	n/a	n/a	7/1/2028	6/30/2029	\$ 71.94	3.0%	Not Applicable	
Elain Moua, PE Associate Engineer Roadway/Civil Design	\$ 121.04	n/a	n/a	7/1/2024	6/30/2025	\$ 46.74		Not Applicable	
	\$ 124.68	n/a	n/a	7/1/2025	6/30/2026	\$ 48.14	3.0%	Not Applicable	
	\$ 128.42	n/a	n/a	7/1/2026	6/30/2027	\$ 49.59	3.0%	Not Applicable	
	\$ 132.27	n/a	n/a	7/1/2027	6/30/2028	\$ 51.07	3.0%	Not Applicable	
	\$ 136.24	n/a	n/a	7/1/2028	6/30/2029	\$ 52.61	3.0%	Not Applicable	
Sally Buchanan, EIT Associate Engineer Roadway/Civil Design	\$ 120.37	n/a	n/a	7/1/2024	6/30/2025	\$ 46.48		Not Applicable	
	\$ 123.98	n/a	n/a	7/1/2025	6/30/2026	\$ 47.87	3.0%	Not Applicable	
	\$ 127.70	n/a	n/a	7/1/2026	6/30/2027	\$ 49.31	3.0%	Not Applicable	
	\$ 131.53	n/a	n/a	7/1/2027	6/30/2028	\$ 50.79	3.0%	Not Applicable	
	\$ 135.48	n/a	n/a	7/1/2028	6/30/2029	\$ 52.31	3.0%	Not Applicable	
Ryan Stull, EIT Associate Engineer Roadway/Civil Design	\$ 116.12	n/a	n/a	7/1/2024	6/30/2025	\$ 44.84		Not Applicable	
	\$ 119.61	n/a	n/a	7/1/2025	6/30/2026	\$ 46.19	3.0%	Not Applicable	
	\$ 123.20	n/a	n/a	7/1/2026	6/30/2027	\$ 47.57	3.0%	Not Applicable	
	\$ 126.89	n/a	n/a	7/1/2027	6/30/2028	\$ 49.00	3.0%	Not Applicable	
	\$ 130.70	n/a	n/a	7/1/2028	6/30/2029	\$ 50.47	3.0%	Not Applicable	
Ryan Schulte, EIT Associate Engineer Roadway/Civil Design	\$ 100.69	n/a	n/a	7/1/2024	6/30/2025	\$ 38.88		Not Applicable	
	\$ 103.71	n/a	n/a	7/1/2025	6/30/2026	\$ 40.05	3.0%	Not Applicable	
	\$ 106.82	n/a	n/a	7/1/2026	6/30/2027	\$ 41.25	3.0%	Not Applicable	
	\$ 110.03	n/a	n/a	7/1/2027	6/30/2028	\$ 42.49	3.0%	Not Applicable	
	\$ 113.33	n/a	n/a	7/1/2028	6/30/2029	\$ 43.76	3.0%	Not Applicable	
Eleazor Diaz, EIT Associate Engineer Roadway/Civil Design	\$ 100.69	n/a	n/a	7/1/2024	6/30/2025	\$ 38.88		Not Applicable	
	\$ 103.71	n/a	n/a	7/1/2025	6/30/2026	\$ 40.05	3.0%	Not Applicable	
	\$ 106.82	n/a	n/a	7/1/2026	6/30/2027	\$ 41.25	3.0%	Not Applicable	
	\$ 110.03	n/a	n/a	7/1/2027	6/30/2028	\$ 42.49	3.0%	Not Applicable	
	\$ 113.33	n/a	n/a	7/1/2028	6/30/2029	\$ 43.76	3.0%	Not Applicable	
Patrick Larkin Associate Engineer Roadway/Civil Design	\$ 104.94	n/a	n/a	7/1/2024	6/30/2025	\$ 40.52		Not Applicable	
	\$ 108.08	n/a	n/a	7/1/2025	6/30/2026	\$ 41.74	3.0%	Not Applicable	
	\$ 111.33	n/a	n/a	7/1/2026	6/30/2027	\$ 42.99	3.0%	Not Applicable	
	\$ 114.67	n/a	n/a	7/1/2027	6/30/2028	\$ 44.28	3.0%	Not Applicable	
	\$ 118.11	n/a	n/a	7/1/2028	6/30/2029	\$ 45.61	3.0%	Not Applicable	

KEY PERSONNEL AND NAMED EMPLOYEES									
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 - or Classifications Only	
	Straight ³	OT (1.5x)	OT (2x)	From	To				
Dale Mogg, EIT	\$ 112.60	n/a	n/a	7/1/2024	6/30/2025	\$ 43.48		Not Applicable	
Associate Engineer	\$ 115.98	n/a	n/a	7/1/2025	6/30/2026	\$ 44.78	3.0%	Not Applicable	
Utilities	\$ 119.46	n/a	n/a	7/1/2026	6/30/2027	\$ 46.13	3.0%	Not Applicable	
	\$ 123.04	n/a	n/a	7/1/2027	6/30/2028	\$ 47.51	3.0%	Not Applicable	
	\$ 126.73	n/a	n/a	7/1/2028	6/30/2029	\$ 48.94	3.0%	Not Applicable	
Laurel Daly	\$ 112.39	n/a	n/a	7/1/2024	6/30/2025	\$ 43.40		Not Applicable	
Utility Coordinator	\$ 115.77	n/a	n/a	7/1/2025	6/30/2026	\$ 44.70	3.0%	Not Applicable	
Utilities	\$ 119.24	n/a	n/a	7/1/2026	6/30/2027	\$ 46.04	3.0%	Not Applicable	
	\$ 122.82	n/a	n/a	7/1/2027	6/30/2028	\$ 47.42	3.0%	Not Applicable	
	\$ 126.50	n/a	n/a	7/1/2028	6/30/2029	\$ 48.85	3.0%	Not Applicable	
Lalit Maharjan, PE	\$ 208.37	n/a	n/a	7/1/2024	6/30/2025	\$ 80.46		Not Applicable	
Senior Bridge Engineer	\$ 214.62	n/a	n/a	7/1/2025	6/30/2026	\$ 82.87	3.0%	Not Applicable	
Structures	\$ 221.06	n/a	n/a	7/1/2026	6/30/2027	\$ 85.36	3.0%	Not Applicable	
	\$ 227.69	n/a	n/a	7/1/2027	6/30/2028	\$ 87.92	3.0%	Not Applicable	
	\$ 234.52	n/a	n/a	7/1/2028	6/30/2029	\$ 90.56	3.0%	Not Applicable	
Laura Turbay, PE	\$ 145.34	n/a	n/a	7/1/2024	6/30/2025	\$ 56.12		Not Applicable	
Project Engineer	\$ 149.70	n/a	n/a	7/1/2025	6/30/2026	\$ 57.80	3.0%	Not Applicable	
Structures	\$ 154.19	n/a	n/a	7/1/2026	6/30/2027	\$ 59.54	3.0%	Not Applicable	
	\$ 158.81	n/a	n/a	7/1/2027	6/30/2028	\$ 61.32	3.0%	Not Applicable	
	\$ 163.58	n/a	n/a	7/1/2028	6/30/2029	\$ 63.16	3.0%	Not Applicable	
Amanda Lovgren, EIT	\$ 108.72	n/a	n/a	7/1/2024	6/30/2025	\$ 41.98		Not Applicable	
Associate Engineer	\$ 111.98	n/a	n/a	7/1/2025	6/30/2026	\$ 43.24	3.0%	Not Applicable	
Structures	\$ 115.34	n/a	n/a	7/1/2026	6/30/2027	\$ 44.54	3.0%	Not Applicable	
	\$ 118.80	n/a	n/a	7/1/2027	6/30/2028	\$ 45.87	3.0%	Not Applicable	
	\$ 122.36	n/a	n/a	7/1/2028	6/30/2029	\$ 47.25	3.0%	Not Applicable	
Camilla Cline	\$ 102.92	n/a	n/a	7/1/2024	6/30/2025	\$ 39.74		Not Applicable	
Assistant Engineer	\$ 106.00	n/a	n/a	7/1/2025	6/30/2026	\$ 40.93	3.0%	Not Applicable	
Roadway/Civil Design	\$ 109.18	n/a	n/a	7/1/2026	6/30/2027	\$ 42.16	3.0%	Not Applicable	
	\$ 112.46	n/a	n/a	7/1/2027	6/30/2028	\$ 43.42	3.0%	Not Applicable	
	\$ 115.83	n/a	n/a	7/1/2028	6/30/2029	\$ 44.73	3.0%	Not Applicable	
Ray Andrasek	\$ 165.02	n/a	n/a	7/1/2024	6/30/2025	\$ 63.72		Not Applicable	
Senior CADD Designer	\$ 169.97	n/a	n/a	7/1/2025	6/30/2026	\$ 65.63	3.0%	Not Applicable	
Structures	\$ 175.07	n/a	n/a	7/1/2026	6/30/2027	\$ 67.60	3.0%	Not Applicable	
	\$ 180.32	n/a	n/a	7/1/2027	6/30/2028	\$ 69.63	3.0%	Not Applicable	
	\$ 185.73	n/a	n/a	7/1/2028	6/30/2029	\$ 71.72	3.0%	Not Applicable	
Jeff Patteson	\$ 133.01	n/a	n/a	7/1/2024	6/30/2025	\$ 51.36		Not Applicable	
Senior CADD Designer	\$ 137.00	n/a	n/a	7/1/2025	6/30/2026	\$ 52.90	3.0%	Not Applicable	
Structures	\$ 141.11	n/a	n/a	7/1/2026	6/30/2027	\$ 54.49	3.0%	Not Applicable	
	\$ 145.34	n/a	n/a	7/1/2027	6/30/2028	\$ 56.12	3.0%	Not Applicable	
	\$ 149.70	n/a	n/a	7/1/2028	6/30/2029	\$ 57.81	3.0%	Not Applicable	

BILLING INFORMATION			EMPLOYEE CLASSIFICATIONS		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 - or Classifications Only	
	Straight ³	OT (1.5x)	OT (2x)	From	To				
Senior Vice President/Principal <i>Project Principal Technical Advisor (Structures)</i>	\$ 435.80	n/a	n/a	7/1/2024	6/30/2025	\$ 168.28		\$ 153.28 to \$ 183.28	
	\$ 448.87	n/a	n/a	7/1/2025	6/30/2026	\$ 173.33	3.0%	\$ 157.88 to \$ 188.78	
	\$ 462.34	n/a	n/a	7/1/2026	6/30/2027	\$ 178.53	3.0%	\$ 162.61 to \$ 194.44	
	\$ 476.21	n/a	n/a	7/1/2027	6/30/2028	\$ 183.88	3.0%	\$ 167.49 to \$ 200.28	
	\$ 490.50	n/a	n/a	7/1/2028	6/30/2029	\$ 189.40	3.0%	\$ 172.52 to \$ 206.28	
Senior Project Manager <i>Roadway/Civil Design Structures</i>	\$ 297.82	n/a	n/a	7/1/2024	6/30/2025	\$ 115.00		\$ 105.00 to \$ 125.00	
	\$ 306.75	n/a	n/a	7/1/2025	6/30/2026	\$ 118.45	3.0%	\$ 108.15 to \$ 128.75	
	\$ 315.96	n/a	n/a	7/1/2026	6/30/2027	\$ 122.00	3.0%	\$ 111.39 to \$ 132.61	
	\$ 325.43	n/a	n/a	7/1/2027	6/30/2028	\$ 125.66	3.0%	\$ 114.74 to \$ 136.59	
	\$ 335.20	n/a	n/a	7/1/2028	6/30/2029	\$ 129.43	3.0%	\$ 118.18 to \$ 140.69	
Project Manager <i>QA/QC</i>	\$ 255.24	n/a	n/a	7/1/2024	6/30/2025	\$ 98.56		\$ 80.00 to \$ 117.12	
	\$ 262.90	n/a	n/a	7/1/2025	6/30/2026	\$ 101.52	3.0%	\$ 82.40 to \$ 120.63	
	\$ 270.79	n/a	n/a	7/1/2026	6/30/2027	\$ 104.56	3.0%	\$ 84.87 to \$ 124.25	
	\$ 278.91	n/a	n/a	7/1/2027	6/30/2028	\$ 107.70	3.0%	\$ 87.42 to \$ 127.98	
	\$ 287.28	n/a	n/a	7/1/2028	6/30/2029	\$ 110.93	3.0%	\$ 90.04 to \$ 131.82	
Principal Transportation Engineer <i>Technical Advisor Roadway/Civil Design Drainage</i>	\$ 265.45	n/a	n/a	7/1/2024	6/30/2025	\$ 102.50		\$ 90.00 to \$ 115.00	
	\$ 273.41	n/a	n/a	7/1/2025	6/30/2026	\$ 105.58	3.0%	\$ 92.70 to \$ 118.45	
	\$ 281.61	n/a	n/a	7/1/2026	6/30/2027	\$ 108.74	3.0%	\$ 95.48 to \$ 122.00	
	\$ 290.06	n/a	n/a	7/1/2027	6/30/2028	\$ 112.00	3.0%	\$ 98.35 to \$ 125.66	
	\$ 298.76	n/a	n/a	7/1/2028	6/30/2029	\$ 115.36	3.0%	\$ 101.30 to \$ 129.43	
Senior Transportation Engineer <i>Roadway/Civil Design</i>	\$ 200.70	n/a	n/a	7/1/2024	6/30/2025	\$ 77.50		\$ 70.00 to \$ 85.00	
	\$ 206.73	n/a	n/a	7/1/2025	6/30/2026	\$ 79.83	3.0%	\$ 72.10 to \$ 87.55	
	\$ 212.93	n/a	n/a	7/1/2026	6/30/2027	\$ 82.22	3.0%	\$ 74.26 to \$ 90.18	
	\$ 219.31	n/a	n/a	7/1/2027	6/30/2028	\$ 84.69	3.0%	\$ 76.49 to \$ 92.88	
	\$ 225.89	n/a	n/a	7/1/2028	6/30/2029	\$ 87.23	3.0%	\$ 78.79 to \$ 95.67	
Senior Bridge Engineer	\$ 207.18	n/a	n/a	7/1/2024	6/30/2025	\$ 80.00		\$ 75.00 to \$ 85.00	
	\$ 213.39	n/a	n/a	7/1/2025	6/30/2026	\$ 82.40	3.0%	\$ 77.25 to \$ 87.55	
	\$ 219.80	n/a	n/a	7/1/2026	6/30/2027	\$ 84.87	3.0%	\$ 79.57 to \$ 90.18	
	\$ 226.39	n/a	n/a	7/1/2027	6/30/2028	\$ 87.42	3.0%	\$ 81.95 to \$ 92.88	
	\$ 233.18	n/a	n/a	7/1/2028	6/30/2029	\$ 90.04	3.0%	\$ 84.41 to \$ 95.67	
Senior Project Engineer <i>Roadway/Civil Design</i>	\$ 194.23	n/a	n/a	7/1/2024	6/30/2025	\$ 75.00		\$ 65.00 to \$ 85.00	
	\$ 200.06	n/a	n/a	7/1/2025	6/30/2026	\$ 77.25	3.0%	\$ 66.95 to \$ 87.55	
	\$ 206.06	n/a	n/a	7/1/2026	6/30/2027	\$ 79.57	3.0%	\$ 68.96 to \$ 90.18	
	\$ 212.24	n/a	n/a	7/1/2027	6/30/2028	\$ 81.95	3.0%	\$ 71.03 to \$ 92.88	
	\$ 218.61	n/a	n/a	7/1/2028	6/30/2029	\$ 84.41	3.0%	\$ 73.16 to \$ 95.67	
Project Engineer <i>Roadway/Civil Design Structures</i>	\$ 155.38	n/a	n/a	7/1/2024	6/30/2025	\$ 60.00		\$ 55.00 to \$ 65.00	
	\$ 160.05	n/a	n/a	7/1/2025	6/30/2026	\$ 61.80	3.0%	\$ 56.65 to \$ 66.95	
	\$ 164.85	n/a	n/a	7/1/2026	6/30/2027	\$ 63.65	3.0%	\$ 58.35 to \$ 68.96	
	\$ 169.79	n/a	n/a	7/1/2027	6/30/2028	\$ 65.56	3.0%	\$ 60.10 to \$ 71.03	
	\$ 174.89	n/a	n/a	7/1/2028	6/30/2029	\$ 67.53	3.0%	\$ 61.90 to \$ 73.16	

BILLING INFORMATION			EMPLOYEE CLASSIFICATIONS		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 - or Classifications Only	
	Straight ³	OT (1.5x)	OT (2x)	From	To				
Associate Engineer <i>Roadway/Civil Design Structures</i>	\$ 111.36	n/a	n/a	7/1/2024	6/30/2025	\$ 43.00		\$ 38.00 to \$ 48.00	
	\$ 114.70	n/a	n/a	7/1/2025	6/30/2026	\$ 44.29	3.0%	\$ 39.14 to \$ 49.44	
	\$ 118.14	n/a	n/a	7/1/2026	6/30/2027	\$ 45.62	3.0%	\$ 40.31 to \$ 50.92	
	\$ 121.68	n/a	n/a	7/1/2027	6/30/2028	\$ 46.99	3.0%	\$ 41.52 to \$ 52.45	
	\$ 125.33	n/a	n/a	7/1/2028	6/30/2029	\$ 48.40	3.0%	\$ 42.77 to \$ 54.02	
Assistant Engineer <i>Roadway/Civil Design</i>	\$ 97.11	n/a	n/a	7/1/2024	6/30/2025	\$ 37.50		\$ 35.00 to \$ 40.00	
	\$ 100.03	n/a	n/a	7/1/2025	6/30/2026	\$ 38.63	3.0%	\$ 36.05 to \$ 41.20	
	\$ 103.03	n/a	n/a	7/1/2026	6/30/2027	\$ 39.78	3.0%	\$ 37.13 to \$ 42.44	
	\$ 106.12	n/a	n/a	7/1/2027	6/30/2028	\$ 40.98	3.0%	\$ 38.25 to \$ 43.71	
	\$ 109.30	n/a	n/a	7/1/2028	6/30/2029	\$ 42.21	3.0%	\$ 39.39 to \$ 45.02	
Utilities Coordinator	\$ 110.06	n/a	n/a	7/1/2024	6/30/2025	\$ 42.50		\$ 40.00 to \$ 45.00	
	\$ 113.37	n/a	n/a	7/1/2025	6/30/2026	\$ 43.78	3.0%	\$ 41.20 to \$ 46.35	
	\$ 116.77	n/a	n/a	7/1/2026	6/30/2027	\$ 45.09	3.0%	\$ 42.44 to \$ 47.74	
	\$ 120.27	n/a	n/a	7/1/2027	6/30/2028	\$ 46.44	3.0%	\$ 43.71 to \$ 49.17	
	\$ 123.88	n/a	n/a	7/1/2028	6/30/2029	\$ 47.83	3.0%	\$ 45.02 to \$ 50.65	
Senior CADD Designer	\$ 146.32	n/a	n/a	7/1/2024	6/30/2025	\$ 56.50		\$ 48.00 to \$ 65.00	
	\$ 150.71	n/a	n/a	7/1/2025	6/30/2026	\$ 58.20	3.0%	\$ 49.44 to \$ 66.95	
	\$ 155.23	n/a	n/a	7/1/2026	6/30/2027	\$ 59.94	3.0%	\$ 50.92 to \$ 68.96	
	\$ 159.89	n/a	n/a	7/1/2027	6/30/2028	\$ 61.74	3.0%	\$ 52.45 to \$ 71.03	
	\$ 164.68	n/a	n/a	7/1/2028	6/30/2029	\$ 63.59	3.0%	\$ 54.02 to \$ 73.16	
CADD Designer	\$ 99.70	n/a	n/a	7/1/2024	6/30/2025	\$ 38.50		\$ 32.00 to \$ 45.00	
	\$ 102.70	n/a	n/a	7/1/2025	6/30/2026	\$ 39.66	3.0%	\$ 32.96 to \$ 46.35	
	\$ 105.78	n/a	n/a	7/1/2026	6/30/2027	\$ 40.84	3.0%	\$ 33.95 to \$ 47.74	
	\$ 108.95	n/a	n/a	7/1/2027	6/30/2028	\$ 42.07	3.0%	\$ 34.97 to \$ 49.17	
	\$ 112.22	n/a	n/a	7/1/2028	6/30/2029	\$ 43.33	3.0%	\$ 36.02 to \$ 50.65	
QA/QC Engineering	\$ 258.97	n/a	n/a	7/1/2024	6/30/2025	\$ 100.00		\$ 80.00 to \$ 120.00	
	\$ 266.74	n/a	n/a	7/1/2025	6/30/2026	\$ 103.00	3.0%	\$ 82.40 to \$ 123.60	
	\$ 274.74	n/a	n/a	7/1/2026	6/30/2027	\$ 106.09	3.0%	\$ 84.87 to \$ 127.31	
	\$ 282.99	n/a	n/a	7/1/2027	6/30/2028	\$ 109.27	3.0%	\$ 87.42 to \$ 131.13	
	\$ 291.48	n/a	n/a	7/1/2028	6/30/2029	\$ 112.55	3.0%	\$ 90.04 to \$ 135.06	

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 cost must comply with 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 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.
- 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 2 of 3

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

Consultant NCM Engineering Corp, A TranSystems Company Prime Consultant Subconsultant

Project No. TBD Contract No. TBD Date 08/06/24

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Printing and Reproduction				
A. In-house Printing		N.C.	N.C.	
B. Outside Vendor Printing/Scanning		EA	Actual*	
Vehicle Expense				
A. Personal Vehicle Mileage		mile	IRS Rate**	
Project Specific Deliver Services		EA	Actual*	
A. Overnight Mail Service		EA	Actual*	
B. Courier Service		EA	Actual*	

NOTES:

1. N.C. denotes No Charge
2. (*) Actual cost per lease/access/purchase or other vendor arrangement with County authorization. Actual cost are competitive prices from appropriate vendors in their respective industries supported by receipts and documented in executed task orders.
3. (**) Pre-Approved Travel and Per-Diem Costs to be reimbursed shall be the Actual Costs, but Not to Exceed the rates stipulated in the "Caltrans Travel Guide, Consultant/Contractors Travel Policy" supported by receipts and documented in executed task orders.

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: Mohan Char Title *: Senior VP/Principal
 Signature :  Date of Certification (mm/dd/yyyy): 08/06/2024
 Email: mschar@transystems.com Phone Number: 949-294-7358
 Address: 4740 Green River Road Suite 218 Corona CA 92878

* 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:

Roadway/Civil/Structures Design Support

Specific Rate of Compensation (On-Call or As-Needed Contracts)

Note: Mark-ups are Not Allowed

Consultant: Q3 Consulting

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. _____

Contract No. _____

Participation Amount \$ _____

Date: 1/31/2024

For Combined Rate	Fringe Benefit 102.02% + General & Administrative 54.60%	=	Combined	156.62%
For Home Office Rate	Fringe Benefit ___% + General & Administrative ___%	=	Home Office	___%
For Field Office Rate	Fringe Benefit ___% + General & Administrative ___%	=	Field Office	___%

Fee	=	10%
-----	---	-----

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
Principal John McCarthy*	\$ 262.07	N/A	7/1/2023	6/30/2024		\$ 92.84	\$ 90.00 - \$ 120.00
	\$ 269.93	N/A	7/1/2024	6/30/2025	3.00%	\$ 95.63	\$ 92.70 - \$ 123.60
	\$ 278.03	N/A	7/1/2025	6/30/2026	3.00%	\$ 98.49	\$ 95.48 - \$ 127.31
	\$ 286.37	N/A	7/1/2026	6/30/2027	3.00%	\$ 101.45	\$ 98.35 - \$ 131.13
	\$ 294.96	N/A	7/1/2027	6/30/2028	3.00%	\$ 104.49	\$ 101.30 - \$ 135.06
Senior Technical Manager Tom Ryan* Howard Barndt*	\$ 241.72	N/A	7/1/2023	6/30/2024		\$ 85.63	\$ 80.00 - \$ 100.00
	\$ 248.97	N/A	7/1/2024	6/30/2025	3.00%	\$ 88.20	\$ 82.40 - \$ 103.00
	\$ 256.44	N/A	7/1/2025	6/30/2026	3.00%	\$ 90.84	\$ 84.87 - \$ 106.09
	\$ 264.13	N/A	7/1/2026	6/30/2027	3.00%	\$ 93.57	\$ 87.42 - \$ 109.27
	\$ 272.06	N/A	7/1/2027	6/30/2028	3.00%	\$ 96.38	\$ 90.04 - \$ 112.55
Director Remi Candeale*	\$ 224.78	N/A	7/1/2023	6/30/2024		\$ 79.63	\$ 75.00 - \$ 100.00
	\$ 231.52	N/A	7/1/2024	6/30/2025	3.00%	\$ 82.02	\$ 77.25 - \$ 103.00
	\$ 238.47	N/A	7/1/2025	6/30/2026	3.00%	\$ 84.48	\$ 79.57 - \$ 106.09
	\$ 245.62	N/A	7/1/2026	6/30/2027	3.00%	\$ 87.01	\$ 81.95 - \$ 109.27
	\$ 252.99	N/A	7/1/2027	6/30/2028	3.00%	\$ 89.62	\$ 84.41 - \$ 112.55

Senior Engineer	\$ 169.37	N/A	7/1/2023	6/30/2024		\$ 60.00	\$ 50.00 - \$ 70.00
	\$ 174.45	N/A	7/1/2024	6/30/2025	3.00%	\$ 61.80	\$ 51.50 - \$ 72.10
	\$ 179.68	N/A	7/1/2025	6/30/2026	3.00%	\$ 63.65	\$ 53.05 - \$ 74.26
	\$ 185.07	N/A	7/1/2026	6/30/2027	3.00%	\$ 65.56	\$ 54.64 - \$ 76.49
	\$ 190.63	N/A	7/1/2027	6/30/2028	3.00%	\$ 67.53	\$ 56.28 - \$ 78.79
Project Engineer	\$ 141.14	N/A	7/1/2023	6/30/2024		\$ 50.00	\$ 40.00 - \$ 60.00
	\$ 145.38	N/A	7/1/2024	6/30/2025	3.00%	\$ 51.50	\$ 41.20 - \$ 61.80
	\$ 149.74	N/A	7/1/2025	6/30/2026	3.00%	\$ 53.05	\$ 42.44 - \$ 63.65
	\$ 154.23	N/A	7/1/2026	6/30/2027	3.00%	\$ 54.64	\$ 43.71 - \$ 65.56
	\$ 158.86	N/A	7/1/2027	6/30/2028	3.00%	\$ 56.28	\$ 45.02 - \$ 67.53
Design Engineer	\$ 104.44	N/A	7/1/2023	6/30/2024		\$ 37.00	\$ 35.00 - \$ 40.00
	\$ 107.58	N/A	7/1/2024	6/30/2025	3.00%	\$ 38.11	\$ 36.05 - \$ 41.20
	\$ 110.81	N/A	7/1/2025	6/30/2026	3.00%	\$ 39.25	\$ 37.13 - \$ 42.44
	\$ 114.13	N/A	7/1/2026	6/30/2027	3.00%	\$ 40.43	\$ 38.25 - \$ 43.71
	\$ 117.55	N/A	7/1/2027	6/30/2028	3.00%	\$ 41.64	\$ 39.39 - \$ 45.02

- Names and classifications of consultant (key staff) team members must be listed. Provide separate sheets for prime and all subconsultant firms.
- Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Agreed upon billing rates are not adjustable for the term of contract.
- For named employees enter the actual hourly rate. For classifications only, enter the average hourly rate for that classification.

Note:

- Denote all employees subject to prevailing wage with an asterisks (*)
- For "Other Direct Cost" listing, see page 2 of this Exhibit

Consultant: Q3 Consulting

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. _____

Contract RCTD- On-Call Road/Highway

Date: 1/31/2024

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)

Description of Item	Quantity	Unit	Unit Cost	Total
Mileage		Miles	IRS Rate	\$ -
Reproductions (half sheet)		Sheet	At Cost	\$ -
Reproductions (whole sheet)		Sheet	At Cost	\$ -
Postage/Delivery/Overnight		Each	At Cost	\$ -
Per Diem		Day	At Cost	\$ -
Lodging		Day	At Cost	\$ -

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 reimburseable 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.

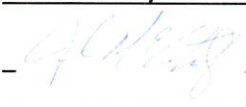
Certification of Direct Costs:

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 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 file to ensure 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 or Caltrans accepted Indirect Cost Rate.

Prime Consultant or Subconsultant Certifying:

Name: John McCarthy Title *: Principal/Vice President
Signature:  Date of Certification: 1/31/2024
Email: jmccarthy@q3consulting.net Phone number: 949-259-6730
Address: 27051 Towne Centre Drive, Suite 270, Lake Forest, CA 92610

* 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:

Stormwater Management services

ATTACHMENT D • TITLE VI ASSURANCES

ARTICLE DI • INTRODUCTION

The U.S. Department of Transportation Order No. 1050.2A requires all federal-aid Department of Transportation contracts between COUNTY and CONSULTANT to contain Clauses A and E of Article DII • Clauses below. Clauses B, C, and D of Article DII • Clauses below are only applicable as shown below. In addition, the CONSULTANT must include Clauses A and E, and if applicable, Clauses B, C, and D of Article DII • Clauses below in all subcontracts to perform work under this Agreement.

Clause B of Article DII • Clauses below shall be included as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use or improvements thereon or interest therein to COUNTY. Clauses C and D of Article DII • Clauses below shall be included as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by COUNTY with other parties: (a) for the subsequent transfer of real property acquired or improved under the applicable activity, project or program; and (b) for the construction of use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project or program.

ARTICLE DII • CLAUSES

CLAUSE A

During the performance of this Agreement, the CONSULTANT, for itself, its assignees and successors in interest (hereinafter collectively referred to as CONSULTANT) agrees as follows:

- a. Compliance with Regulations: CONSULTANT shall comply with the regulations relative to nondiscrimination in federally assisted programs of the Department of Transportation, Title 49, Code of Federal Regulations, Part 21, as they may be amended from time to time, (hereinafter referred to as the REGULATIONS), which are herein incorporated by reference and made a part of this Agreement.
- b. Nondiscrimination: CONSULTANT, with regard to the work performed by it during the Agreement, shall not discriminate on the grounds of race, color, sex, national origin, religion, age, or disability in the selection and retention of sub-applicants, including procurements of materials and leases of equipment. CONSULTANT shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the REGULATIONS, including employment practices when the agreement covers a program set forth in Appendix B of the REGULATIONS.

- 1 c. Solicitations for Sub-agreements, Including Procurements of Materials and Equipment: In all solicitations
2 either by competitive bidding or negotiation made by CONSULTANT for work to be performed under a Sub-
3 agreement, including procurements of materials or leases of equipment, each potential sub-applicant or
4 supplier shall be notified by CONSULTANT of the CONSULTANT'S obligations under this Agreement and
5 the REGULATIONS relative to nondiscrimination on the grounds of race, color, or national origin.
- 6 d. Information and Reports: CONSULTANT shall provide all information and reports required by the
7 REGULATIONS, or directives issued pursuant thereto, and shall permit access to its books, records,
8 accounts, other sources of information, and its facilities as may be determined by the recipient or FHWA to
9 be pertinent to ascertain compliance with such REGULATIONS or directives. Where any information
10 required of CONSULTANT is in the exclusive possession of another who fails or refuses to furnish this
11 information, CONSULTANT shall so certify to the recipient or FHWA as appropriate, and shall set forth what
12 efforts CONSULTANT has made to obtain the information.
- 13 e. Sanctions for Noncompliance: In the event of CONSULTANT's noncompliance with the nondiscrimination
14 provisions of this Agreement, the recipient shall impose such agreement sanctions as it or the FHWA may
15 determine to be appropriate, including, but not limited to:
- 16 i. withholding of payments to CONSULTANT under the Agreement within a reasonable period of time,
17 not to exceed 90 days; and/or
 - 18 ii. cancellation, termination or suspension of the Agreement, in whole or in part.
- 19 f. Incorporation of Provisions: CONSULTANT shall include the provisions of paragraphs (1) through (6) in
20 every sub-agreement, including procurements of materials and leases of equipment, unless exempt by the
21 REGULATIONS, or directives issued pursuant thereto.

22 CONSULTANT shall take such action with respect to any sub-agreement or procurement as the recipient or
23 FHWA may direct as a means of enforcing such provisions including sanctions for noncompliance, provided,
24 however, that, in the event CONSULTANT becomes involved in, or is threatened with, litigation with a sub-
25 applicant or supplier as a result of such direction, CONSULTANT may request the recipient enter into such
26 litigation to protect the interests of the State, and, in addition, CONSULTANT may request the United States to
27 enter into such litigation to protect the interests of the United States.

28
29 **CLAUSE B: CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY**

1 The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or
2 improvements thereon, or granting interest therein from the United States pursuant to the provisions of Assurance
3 4:

4
5 **NOW THEREFORE**, the U.S. Department of Transportation as authorized by law and upon the condition that
6 the recipient will accept title to the lands and maintain the project constructed thereon in accordance with Title
7 23 U.S.C., the regulations for the administration of the preceding statute, and the policies and procedures
8 prescribed by the FHWA of the U.S. Department of Transportation in accordance and in compliance with all
9 requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A,
10 Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of
11 Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat.
12 252; 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the recipient all
13 the right, title and interest of the U.S. Department of Transportation in and to said lands described in Exhibit A
14 attached hereto and made a part hereof.

15
16 **(HABENDUM CLAUSE)**

17 **TO HAVE AND TO HOLD** said lands and interests therein unto the recipient and its successors forever, subject,
18 however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will
19 remain in effect for the period during which the real property or structures are used for a purpose for which
20 Federal financial assistance is extended or for another purpose involving the provision of similar services or
21 benefits and will be binding on the recipient, its successors and assigns. The recipient, in consideration of the
22 conveyance of said lands and interest in lands, does hereby covenant and agree as a covenant running with
23 the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, or national
24 origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination
25 with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]* (2)
26 that the recipient will use the lands and interests in lands and interest in lands so conveyed, in compliance with
27 all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of
28 Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs
29 of the Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said

1 Regulations and Acts may be amended [, and (3) that in the event of breach of any of the above- mentioned
2 non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on
3 said lands, and that above described land and facilities will thereon revert to and vest in and become the
4 absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this
5 instruction].*

6
7 (*Reverter clause and related language to be used only when it is determined that such a clause is necessary
8 in order to make clear the purpose of Title VI.)

9
10 **CLAUSE C: CLAUSES FOR TRANSFER OF REAL PROPERTY ACQUIRED OR IMPROVED UNDER THE**
11 **ACTIVITY, FACILITY, OR PROGRAM**

12 The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the
13 recipient pursuant to the provisions of Assurance 7(a):

14 A. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal
15 representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby
16 covenant and agree [in the case of deeds and leases add "as a covenant running with the land"] that:

17 1. In the event facilities are constructed, maintained, or otherwise operated on the property described
18 in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of
19 Transportation activity, facility, or program is extended or for another purpose involving the
20 provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain
21 and operate such facilities and services in compliance with all requirements imposed by the Acts
22 and Regulations (as may be amended) such that no person on the grounds of race, color, or
23 national origin, will be excluded from participation in, denied the benefits of, or be otherwise
24 subjected to discrimination in the use of said facilities.

25 B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Nondiscrimination
26 covenants, the recipient will have the right to terminate the (lease, license, permit, etc.) and to enter, re-
27 enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit,
28 etc.) had never been made or issued.*

29 C. With respect to a deed, in the event of breach of any of the above Non-discrimination covenants, the

1 recipient will have the right to enter or re-enter the lands and facilities thereon, and the above described
2 lands and facilities will there upon revert to and vest in and become the absolute property of the recipient
3 and its assigns.*

4 (*Reverter clause and related language to be used only when it is determined that such a clause is
5 necessary to make clear the purpose of Title VI.)

6
7 **CLAUSE D: CLAUSES FOR CONSTRUCTION/USE/ACCESS TO REAL PROPERTY ACQUIRED UNDER THE**
8 **ACTIVITY, FACILITY OR PROGRAM**

9 The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into
10 by the recipient pursuant to the provisions of Assurance 7(b):

- 11 A. The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her heirs, personal
12 representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby
13 covenant and agree (in the case of deeds and leases add, "as a covenant running with the land") that (1)
14 no person on the ground of race, color, or national origin, will be excluded from participation in, denied the
15 benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the
16 construction of any improvements on, over, or under such land, and the furnishings of services thereon,
17 no person on the ground of race, color, or national origin, will be excluded from participation in, denied the
18 benefits or, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee,
19 etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts
20 and Regulations, as amended, set forth in this Assurance.
- 21 B. With respect to (licenses, leases, permits, etc.) in the event of breach of any of the above of the above
22 Non-discrimination covenants, the recipient will have the right to terminate the (license, permits, etc., as
23 appropriate) and to enter or re-enter and repossess said land and the facilities thereon, and hold the same
24 as if said (license, permit, etc., as appropriate) had never been made or issued.*
- 25 C. With respect to deeds, in the event of breach of any of the above Non-discrimination covenants, the
26 recipient will there upon revert to and vest in and become the absolute property of the recipient and its
27 assigns.

CLAUSE E:

During the performance of this Agreement, the CONSULTANT, for itself, its assignees, and successors in interest (hereinafter referred to as the "CONSULTANT") agrees to comply with the following nondiscrimination statutes and authorities, including, but not limited to:

Pertinent Non-Discrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), prohibits discrimination on the basis of sex;
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 U.S.C. § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination of the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131 – 12189) as implemented by Department of Transportation regulations 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-

1 Income Populations, which ensures discrimination against minority populations by discouraging programs,
2 policies, and activities with disproportionately high and adverse human health or environmental effects on
3 minority and low-income populations;

- 4 • Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and
5 resulting agency guidance, national origin discrimination includes discrimination because of Limited English
6 Proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP
7 persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- 8 • Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating
9 because of sex in education programs or activities (20 U.S.C.1681 et seq).