

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



**ITEM: 3.25  
(ID # 25958)**

**MEETING DATE:**  
Tuesday, October 29, 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 MNS Engineers, 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 for Roadway/Highway Engineering Services between the County of Riverside and MNS Engineers, Inc. for Fiscal Years 24/25-28/29 and authorize the Chair 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**

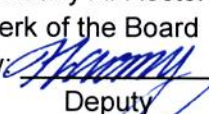
  
Dennis Acuna, Director of Transportation 9/11/2024

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Spiegel, seconded by Supervisor Gutierrez 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: October 29, 2024  
xc: Trans.

Kimberly A. Rector  
Clerk of the Board  
By:   
Deputy

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

<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$ 600,000	\$ 600,000	\$ 3,000,000	\$ 0
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>SOURCE OF FUNDS:</b> Capital Funds and Deposit Based Fees (100%). There are no General Funds used on this project.			<b>Budget Adjustment:</b> No	
			<b>For Fiscal Year:</b> 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 Roadway/Highway Engineering Services. Twenty-two (22) firms submitted proposals for Roadway/Highway 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.

MNS Engineers, 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 MNS Engineers, Inc. and the Transportation Department. This on-call services agreement for Roadway/Highway Engineering services will only be for locally funded projects.

**Impact on Residents and Businesses**

This On-Call Road/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 MNS Engineers, Inc. and they are within range of acceptable industry practice for engineering services.

**ATTACHMENT:**

On-Call Services Agreement for Roadway/Highway Engineering with MNS Engineers, Inc.

  
\_\_\_\_\_  
Jason Farin, Principal Management Analyst 10/23/2024

  
\_\_\_\_\_  
Aaron Gettis, Chief of Deputy County Counsel 10/18/2024

Contract No.: 24-09-001  
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

**MNS Engineers, Inc.**



OCT 29 2024

3.25



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**ATTACHMENTS**

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

Scope of Services.....	A1
Schedule of Services.....	B1
Compensation Plan.....	C1
Title VI Assurances.....	D1

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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 MNS ENGINEERS, INC., a California corporation,  
5 (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 Brandon Reyes

10 Located at:

11 3850 Vine Street #100

12 Riverside CA 92507

13 The COUNTY Contract Administrator shall be:

14 Alfredo Martinez

15 Located at:

16 3525 14<sup>th</sup> 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.  
29

1 **ARTICLE XVII DEBARMENT AND SUSPENSION CERTIFICATION**

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

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

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

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

17 **ARTICLE XVIII DISADVANTAGED BUSINESS ENTERPRISES (DBE) PARTICIPATION**

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

22 A. CONSULTANT or subconsultants shall take necessary and reasonable steps to ensure that DBEs have  
23 opportunities to participate in the Agreement (49 CFR 26). To ensure equal participation of DBEs provided in  
24 49 CFR 26.5, the COUNTY shows a contract goal for DBEs. CONSULTANT shall make work available to DBEs  
25 and select work parts consistent with available DBE subconsultants and suppliers.

26 CONSULTANT shall meet the DBE goal shown elsewhere in these specials provisions or demonstrate that  
27 they made adequate good faith efforts to meet this goal. It is CONSULTANT's responsibility to verify at date of  
28 proposal opening that the DBE firm is certified as a DBE by using the California Unified Certification Program  
29 (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 gal 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 1<sup>st</sup>-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 10<sup>th</sup> 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](mailto: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.  
29



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]  
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1 ARTICLE XXXVI SIGNATURES

2 COUNTY Signatures

3 RECOMMENDED FOR APPROVAL:

4

5


6  Dated: 10/18/2024

8 Director of Transportation

9

10 APPROVED AS TO FORM:  
11 MINH C. TRAN  
County Counsel

12

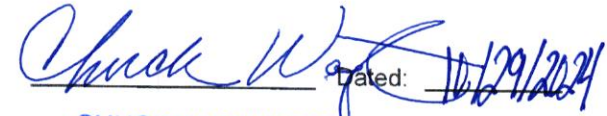
13  Dated: 10/11/2024

14 By Deputy County Counsel, Amrit P. Dhillon

15

16 APPROVAL BY THE BOARD OF SUPERVISORS

17

18  Dated: 10/29/2024

20 **CHUCK WASHINGTON**  
PRINTED NAME

21 Chair, Riverside County Board of Supervisors

22

23 ATTEST:

24

25

26  Dated: 10/29/2024

27 KIMBERLY RECTOR

28 Clerk of the Board (SEAL)

29

CONSULTANT Signatures

CONSULTANT:

 Digitally signed by Brandon Reyes  
DN: cn=US,  
E=brayes@rmtaengineers.com  
CN=Brandon Reyes  
Date: 2024.08.23.10.42.17-07'00' Dated: 8/23/24

Brandon Reyes, PE  
PRINTED NAME

Vice President - Transportation  
TITLE

CONSULTANT:

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

PRINTED NAME

TITLE

ATTACHMENT A • SCOPE OF SERVICES

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**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.

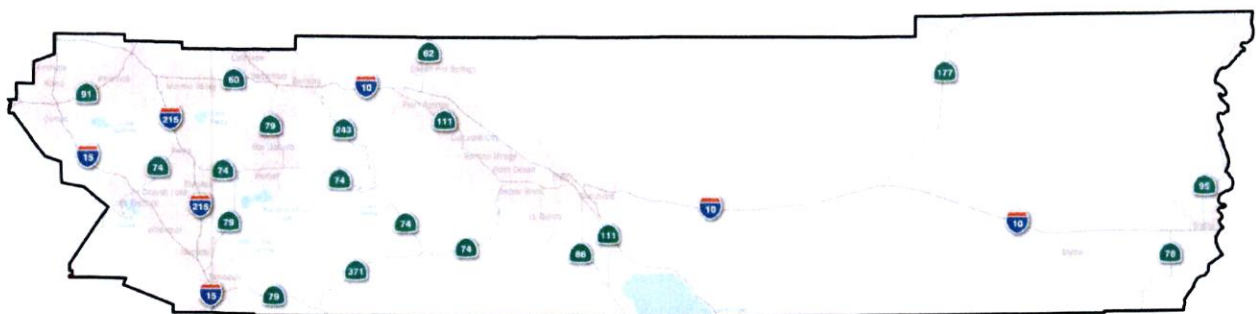
It is anticipated that only local funding will be used for these on-call services.

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
- 7 c. COUNTY GIS information is made available to CONSULTANT solely for use in the normal course of  
8 CONSULTANT's business to produce reports, analysis, maps and other deliverables only for a specific  
9 PROJECT and as described within the Scope of Services.
- 10 d. CONSULTANT agrees to indemnify and hold harmless COUNTY, its officers, employees and agents  
11 from any and all liabilities, claims, actions, losses or damages relating to or arising from  
12 CONSULTANT's use of COUNTY GIS information.
- 13 e. GIS information cannot be used for all purposes; GIS information may not be complete for all purposes.  
14 Additional investigation or research by CONSULTANT into other sources will be required. GIS  
15 information is intended only as an information base and is not intended to replace any legal records.  
16 COUNTY has used and will continue to use its best efforts to correctly input into COUNTY GIS the  
17 information contained in various legal and other records; but COUNTY accepts no responsibility for  
18 any conflict with actual legal records or for information not transferred from legal records to COUNTY  
19 GIS. COUNTY has attempted to update GIS information as often as is practically feasible. However,  
20 CONSULTANT should be aware that GIS information may not be current and changes or additions to  
21 the information contained in COUNTY GIS may not yet be reflected in COUNTY GIS.
- 22 f. COUNTY accepts no responsibility for the use of GIS information; COUNTY provides no warranty for  
23 the use of COUNTY GIS or COUNTY GIS information by CONSULTANT. THE WARRANTIES  
24 SPECIFICALLY SET FORTH IN THIS AGREEMENT ARE IN LIEU OF ALL OTHER WARRANTIES,  
25 EXPRESS OR IMPLIED, INCLUDING THE WARRANTIES OF MERCHANTABILITY AND FITNESS  
26 FOR A PARTICULAR PURPOSE; SUCH OTHER WARRANTIES ARE HEREBY EXCLUDED.
- 27 g. Final plans, drawings or other work products will be provided in an electronic format suitable for  
28 inclusion within the COUNTY GIS or CADD Systems by CONSULTANT and will contain the  
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  
4 **5. Project Files**

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

6 **E. QUALITY CONTROL**

- 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



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

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

**F. KEY PERSONNEL**

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

<b>Assignment</b>	<b>Key Personnel</b>
Contract Manager	Brandon Reyes
Project Manager	Shawn Kowaleski
Traffic Planner	Jason Pack
Traffic Engineer	Patrick De Guzman
Roadway Engineer	Hector Salcedo
Structures Engineer	Jason Hickey
Structures Engineer	Kyle Turner
Environmental Planner	Brian Calvert
Geotechnical Engineer	Alahesh Thurairajah
Right of Way Lead	Darcy Mendoza
Utility Coordinator	Michael Mays
QA/QC Engineer	Michael Ip

**G. COUNTY RESPONSIBILITIES**

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



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

\*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.  
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**ATTACHMENT C • COMPENSATION PLAN**

**ARTICLE CI • INTRODUCTION**

Satisfactory performance and completion of the services under this Agreement shall be compensated based upon the 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:

David Evans and Associates

Earth Mechanics, Inc.

Epic Land Solutions

Fehr & Peers

ICF Jones & Stokes, Inc.

Mark Thomas & Company, Inc



**ARTICLE CIII • INVOICING**

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

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

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

**ARTICLE CIV • PAYMENT**

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

**ARTICLE CV • HOURLY RATES**

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

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 4

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

(NON- PREVAILING WAGE CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant: MNS Engineers, Inc.  X Prime Consultant  Subconsultant

Project No. \_\_\_\_\_ Contract No. \_\_\_\_\_ Participation Amount \$ \_\_\_\_\_ Date 8/20/2024

For Combined Rate	Fringe Benefit 52.42% + General & Administrative 88.10%	=	Combined ICR 140.51%
OR			
For Home Office Rate	<b>Fringe Benefit 53.12 % + General &amp; Administrative 86.38%</b>	=	<b>Home Office ICR 139.50%</b>
For Field Office Rate	Fringe Benefit 52.25% + General & Administrative 88.51%	=	Field Office ICR 140.75%
			Fee = 10%

Name/Job Title/Classification <sup>1</sup>	Hourly Billing Rates <sup>2</sup>			Effective date of hourly rate		Actual or Avg. hourly rate <sup>3</sup>	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Brandon Reyes, PE Principal-in-Charge Contract Manager	\$348.30			7/1/2024	6/30/2025	\$132.21		
	\$365.72			7/1/2025	6/30/2026	\$138.82	5.00%	
	\$384.01			7/1/2026	6/30/2027	\$145.76	5.00%	
	\$403.21			7/1/2027	6/30/2028	\$153.05	5.00%	
	\$423.37			7/1/2028	6/30/2029	\$160.70	5.00%	
Principal-in-Charge Contract Manager	\$342.48			7/1/2024	6/30/2025	\$130.00		\$130 - \$140
	\$359.60			7/1/2025	6/30/2026	\$136.50	5.00%	\$136.50 - \$147
	\$377.58			7/1/2026	6/30/2027	\$143.33	5.00%	\$143.33 - \$154.35
	\$396.46			7/1/2027	6/30/2028	\$150.49	5.00%	\$150.49 - \$162.07
	\$416.28			7/1/2028	6/30/2029	\$158.02	5.00%	\$158.02 - \$170.17
Shawn Kowalewski, PE Project Manager Principal Engineer	\$297.46			7/1/2024	6/30/2025	\$112.91		
	\$312.33			7/1/2025	6/30/2026	\$118.56	5.00%	
	\$327.94			7/1/2026	6/30/2027	\$124.48	5.00%	
	\$344.34			7/1/2027	6/30/2028	\$130.71	5.00%	
	\$361.56			7/1/2028	6/30/2029	\$137.24	5.00%	
Project Manager Principal Engineer	\$289.79			7/1/2024	6/30/2025	\$110.00		\$110 - \$120
	\$304.28			7/1/2025	6/30/2026	\$115.50	5.00%	\$115.50 - \$126
	\$319.49			7/1/2026	6/30/2027	\$121.28	5.00%	\$121.28 - \$132.30
	\$335.47			7/1/2027	6/30/2028	\$127.34	5.00%	\$127.34 - \$138.92



Name/Job Title/Classification <sup>1</sup>	Hourly Billing Rates <sup>2</sup>			Effective date of hourly rate		Actual or Avg. hourly rate <sup>3</sup>	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
	\$352.24			7/1/2028	6/30/2029	\$133.71	5.00%	\$133.71 - \$145.86
Lead Engineer	\$263.44			7/1/2024	6/30/2025	\$100.00		\$100 - \$110
	\$276.62			7/1/2025	6/30/2026	\$105.00	5.00%	\$105 - \$115.50
	\$290.45			7/1/2026	6/30/2027	\$110.25	5.00%	\$110.25 - \$121.28
	\$304.97			7/1/2027	6/30/2028	\$115.76	5.00%	\$115.76 - \$127.34
	\$320.22			7/1/2028	6/30/2029	\$121.55	5.00%	\$121.55 - \$133.71
QA/Constructability Review	\$270.00			7/1/2024	6/30/2025	\$102.49		\$102.49 - \$115
	\$283.50			7/1/2025	6/30/2026	\$107.61	5.00%	\$107.61 - \$120.75
	\$297.68			7/1/2026	6/30/2027	\$113.00	5.00%	\$113 - \$126.79
	\$312.56			7/1/2027	6/30/2028	\$118.64	5.00%	\$118.61 - \$133.13
	\$328.19			7/1/2028	6/30/2029	\$124.58	5.00%	\$124.58 - \$139.78
Supervising Engineer	\$254.99			7/1/2024	6/30/2025	\$96.79		\$96.79 - \$105
	\$267.74			7/1/2025	6/30/2026	\$101.63	5.00%	\$101.63 - \$110.25
	\$281.12			7/1/2026	6/30/2027	\$106.71	5.00%	\$106.71 - \$115.76
	\$295.18			7/1/2027	6/30/2028	\$112.05	5.00%	\$112.05 - \$121.55
	\$309.94			7/1/2028	6/30/2029	\$117.65	5.00%	\$117.65 - \$127.63
Transportation Supervising Engineer	\$234.99			7/1/2024	6/30/2025	\$89.20		\$89.20 - \$100
	\$246.74			7/1/2025	6/30/2026	\$93.66	5.00%	\$93.66 - \$105
	\$259.08			7/1/2026	6/30/2027	\$98.34	5.00%	\$98.34 - \$110.25
	\$272.03			7/1/2027	6/30/2028	\$103.26	5.00%	\$103.26 - \$115.76
	\$285.64			7/1/2028	6/30/2029	\$108.42	5.00%	\$108.42 - \$121.55
Transportation Project Engineer	\$209.99			7/1/2024	6/30/2025	\$79.71		\$79.71 - \$90
	\$220.49			7/1/2025	6/30/2026	\$83.70	5.00%	\$83.70 - \$94.50
	\$231.52			7/1/2026	6/30/2027	\$87.88	5.00%	\$87.88 - \$99.23
	\$243.09			7/1/2027	6/30/2028	\$92.27	5.00%	\$92.27 - \$104.19
	\$255.25			7/1/2028	6/30/2029	\$96.89	5.00%	\$96.89 - \$109.40
Water Resource Engineer	\$254.99			7/1/2024	6/30/2025	\$96.79		\$96.79 - \$105
	\$267.74			7/1/2025	6/30/2026	\$101.63	5.00%	\$101.63 - \$110.25
	\$281.12			7/1/2026	6/30/2027	\$106.71	5.00%	\$106.71 - \$115.76

Name/Job Title/Classification <sup>1</sup>	Hourly Billing Rates <sup>2</sup>			Effective date of hourly rate		Actual or Avg. hourly rate <sup>3</sup>	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
	\$295.18			7/1/2027	6/30/2028	\$112.05	5.00%	\$112.05 - \$121.55
	\$309.94			7/1/2028	6/30/2029	\$117.65	5.00%	\$117.65 - \$127.63
Principal Surveyor	\$279.99			7/1/2024	6/30/2025	\$106.28		\$106.28 - \$115
	\$293.99			7/1/2025	6/30/2026	\$111.59	5.00%	\$111.59 - \$120.75
	\$308.69			7/1/2026	6/30/2027	\$117.17	5.00%	\$117.17 - \$126.79
	\$324.12			7/1/2027	6/30/2028	\$123.03	5.00%	\$123.03 - \$133.13
	\$340.33			7/1/2028	6/30/2029	\$129.18	5.00%	\$129.18 - \$139.78
Associate Project Surveyor	\$229.99			7/1/2024	6/30/2025	\$87.30		\$87.30 - \$100
	\$241.49			7/1/2025	6/30/2026	\$91.67	5.00%	\$91.67 - \$105
	\$253.56			7/1/2026	6/30/2027	\$96.25	5.00%	\$96.25 - \$110.25
	\$266.24			7/1/2027	6/30/2028	\$101.06	5.00%	\$101.06 - \$115.76
	\$279.55			7/1/2028	6/30/2029	\$106.11	5.00%	\$106.11 - \$121.55
Certified Party Chief**	\$190.00	\$284.99	\$379.99	7/1/2024	6/30/2025	\$72.12		
	\$199.50	\$299.24	\$398.99	7/1/2025	6/30/2026	\$75.73	5.00%	
	\$209.47	\$314.21	\$418.94	7/1/2026	6/30/2027	\$79.51	5.00%	
	\$219.94	\$329.92	\$439.89	7/1/2027	6/30/2028	\$83.49	5.00%	
	\$230.94	\$346.41	\$461.88	7/1/2028	6/30/2029	\$87.66	5.00%	
Party Chief**/Drone Pilot	\$190.00	\$284.99	\$379.99	7/1/2024	6/30/2025	\$72.12		
	\$199.50	\$299.24	\$398.99	7/1/2025	6/30/2026	\$75.73	5.00%	
	\$209.47	\$314.21	\$418.94	7/1/2026	6/30/2027	\$79.51	5.00%	
	\$219.94	\$329.92	\$439.89	7/1/2027	6/30/2028	\$83.49	5.00%	
	\$230.94	\$346.41	\$461.88	7/1/2028	6/30/2029	\$87.66	5.00%	
Public Outreach Manager	\$220.00			7/1/2024	6/30/2025	\$83.51		\$83.51 - \$95
	\$231.00			7/1/2025	6/30/2026	\$87.69	5.00%	\$87.69 - \$99.75
	\$242.55			7/1/2026	6/30/2027	\$92.07	5.00%	\$92.07 - \$104.74
	\$254.68			7/1/2027	6/30/2028	\$96.67	5.00%	\$96.67 - \$109.97
	\$267.41			7/1/2028	6/30/2029	\$101.51	5.00%	\$101.51 - \$115.47
Supervising CADD Technician	\$209.99			7/1/2024	6/30/2025	\$79.71		\$79.71 - \$90
	\$220.49			7/1/2025	6/30/2026	\$83.70	5.00%	\$83.70 - \$94.50



Name/Job Title/Classification <sup>1</sup>	Hourly Billing Rates <sup>2</sup>			Effective date of hourly rate		Actual or Avg. hourly rate <sup>3</sup>	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
	\$231.52			7/1/2026	6/30/2027	\$87.88	5.00%	\$87.88 - \$99.23
	\$243.09			7/1/2027	6/30/2028	\$92.27	5.00%	\$92.27 - \$104.19
	\$255.25			7/1/2028	6/30/2029	\$96.89	5.00%	\$96.89 - \$109.40
Senior CADD Technician	\$180.01			7/1/2024	6/30/2025	\$68.33		\$68.33 - \$77.50
	\$189.01			7/1/2025	6/30/2026	\$71.75	5.00%	\$71.75 - \$81.38
	\$198.46			7/1/2026	6/30/2027	\$75.33	5.00%	\$75.33 - \$85.44
	\$208.39			7/1/2027	6/30/2028	\$79.10	5.00%	\$79.10 - \$89.72
	\$218.81			7/1/2028	6/30/2029	\$83.06	5.00%	\$83.06 - \$94.20
Senior Project Engineer	\$210.76			7/1/2024	6/30/2025	\$80.00		\$80 - \$90
	\$221.29			7/1/2025	6/30/2026	\$84.00	5.00%	\$84 - \$94.50
	\$232.36			7/1/2026	6/30/2027	\$88.20	5.00%	\$88.20 - \$99.23
	\$243.98			7/1/2027	6/30/2028	\$92.61	5.00%	\$92.61 - \$104.19
	\$256.18			7/1/2028	6/30/2029	\$97.24	5.00%	\$97.24 - \$109.40
Project Engineer	\$185.38			7/1/2024	6/30/2025	\$70.00		\$70 - \$80
	\$194.65			7/1/2025	6/30/2026	\$73.50	5.00%	\$73.50 - \$84
	\$204.38			7/1/2026	6/30/2027	\$77.18	5.00%	\$77.18 - \$88.20
	\$213.48			7/1/2027	6/30/2028	\$81.03	5.00%	\$81.03 - \$92.61
	\$224.15			7/1/2028	6/30/2029	\$85.09	5.00%	\$85.09 - \$97.24
Associate Engineer I	\$105.38			7/1/2024	6/30/2025	\$40.00		\$40 - \$50
	\$110.65			7/1/2025	6/30/2026	\$42.00	5.00%	\$42 - \$52.50
	\$116.18			7/1/2026	6/30/2027	\$44.10	5.00%	\$44.10 - \$55.13
	\$121.99			7/1/2027	6/30/2028	\$46.31	5.00%	\$46.31 - \$57.88
	\$128.09			7/1/2028	6/30/2029	\$48.62	5.00%	\$48.62 - \$60.78
Assistant Engineer	\$65.86			7/1/2024	6/30/2025	\$25.00		\$25 - \$40
	\$69.15			7/1/2025	6/30/2026	\$26.25	5.00%	\$26.25 - \$42
	\$72.61			7/1/2026	6/30/2027	\$27.56	5.00%	\$27.56 - \$44.10
	\$76.24			7/1/2027	6/30/2028	\$28.94	5.00%	\$28.94 - \$46.31
	\$80.05			7/1/2028	6/30/2029	\$30.39	5.00%	\$30.39 - \$48.62

NOTES:

1. All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.

- 
3. Billing rate = actual hourly rate \* (1+ ICR) \* (1+ Fee). Indirect cost rates should be based on the consultant's annual accounting period, established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
  4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.



EXHIBIT 10-H2 COST PROPOSAL Page 3 of 4

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

Consultant MNS Engineers, Inc. Prime Consultant  Subconsultant   
Project No. \_\_\_\_\_ Contract No. \_\_\_\_\_ Date 8/20/2024

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs		Miles	IRS Rate	\$
Equipment Rental and Supplies			\$	\$
Permit Fees			\$	\$
Plan Sheets			\$	\$
Test			\$	\$
Vehicle			\$	\$
Subconsultant 1:				\$
Subconsultant 2:				\$
Subconsultant 3:				\$
Subconsultant 4:				\$
Subconsultant 5:				\$

Note: To be determined based on task/project specific scope.

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 4 of 4

**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: Brandon Reyes Title \*: Vice President

Signature :  Date of Certification (mm/dd/yyyy): 09/03/2024

Email: breyes@mnsengineers.com Phone Number: 951-532-4510

Address: 3850 Vine Street, Riverside CA 92507

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

List services the consultant is providing under the proposed contract:  
Civil Engineering and Various Support Services



EXHIBIT 10-H2 COST PROPOSAL Page 1 of 4

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

Consultant: David Evans and Associates, Inc.  Prime Consultant  Subconsultant  
Project No. \_\_\_\_\_ Contract No. \_\_\_\_\_ Participation Amount \$ \_\_\_\_\_ Date 9/3/2024

For Combined Rate	Fringe Benefit 59.42% + General & Administrative 118.92%	=	Combined ICR 178.34%
OR			
For Home Office Rate	Fringe Benefit % + General & Administrative %	=	Home Office ICR %
For Field Office Rate	Fringe Benefit % + General & Administrative %	=	Field Office ICR %
Fee			= 10%

BILLING INFORMATION		CALCULATION INFORMATION					
Name/Job Title/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		Actual Hourly Rate and/or Average Hourly Rate <sup>2</sup>	% or \$ Increase	Hourly range - for classifications only
	Straight	Overtime	From	To			
Senior Landscape Architect Kim Rhodes	263.68		07/01/24	06/30/25	86.12		
	276.86		07/01/25	06/30/26	90.43	5.0%	
	290.70		07/01/26	06/30/27	94.95	5.0%	
	305.24		07/01/27	06/30/28	99.69	5.0%	
	320.50		07/01/28	06/30/29	104.68	5.0%	
Senior Landscape Architect	263.68		07/01/24	06/30/25	86.00		\$86.00-\$96.00
	276.86		07/01/25	06/30/26	90.30	5.0%	\$90.30-\$100.80
	290.70		07/01/26	06/30/27	94.82	5.0%	\$94.82-\$105.84
	305.24		07/01/27	06/30/28	99.56	5.0%	\$99.56-\$111.13
	320.50		07/01/28	06/30/29	104.53	5.0%	\$104.53-\$116.69

**David Evans and Associates  
For MNS Engineers, Inc.**

Landscape Architect	183.70		07/01/24	06/30/25	60.00		\$60.00-\$70.00
	192.89		07/01/25	06/30/26	63.00	5.0%	\$63.00-\$73.50
	202.53		07/01/26	06/30/27	66.15	5.0%	\$66.15-\$77.18
	212.66		07/01/27	06/30/28	69.46	5.0%	\$69.46-\$81.03
	223.29		07/01/28	06/30/29	72.93	5.0%	\$72.93-\$85.09
Landscape Designer	122.47		07/01/24	06/30/25	40.00		\$40.00-\$50.00
	128.59		07/01/25	06/30/26	42.00	5.0%	\$42.00-\$52.50
	135.02		07/01/26	06/30/27	44.10	5.0%	\$44.10-\$55.13
	141.77		07/01/27	06/30/28	46.31	5.0%	\$46.31-\$57.88
	148.86		07/01/28	06/30/29	48.62	5.0%	\$48.62-\$60.78
Landscape Irrigation Specialist	151.56		07/01/24	06/30/25	49.50		\$49.50-\$59.50
	159.13		07/01/25	06/30/26	51.98	5.0%	\$51.98-\$62.48
	167.09		07/01/26	06/30/27	54.57	5.0%	\$54.57-\$65.60
	175.45		07/01/27	06/30/28	57.30	5.0%	\$57.30-\$68.88
	184.22		07/01/28	06/30/29	60.17	5.0%	\$60.17-\$72.32

NOTES:

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



EXHIBIT 10-H2 COST PROPOSAL Page 3 of 4

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

Consultant David Evans and Associates Prime Consultant  Subconsultant  X  
Project No. \_\_\_\_\_ Contract No. \_\_\_\_\_ Date 9/3/2024

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs	N/A	Mile	\$ IRS Rate	\$
Equipment Rental and Supplies	Note 1		\$	\$
Survey Fees	N/A	EA	\$	\$
Travel-Lodging (per current GSA rates)	N/A	EA	\$	\$
Travel-Meals & Incidentals (per current GSA rates)	N/A	EA	\$	\$
Vehicle	N/A		\$	\$
Subconsultant 1:				\$
Subconsultant 2:				\$

Note: To be determined based on task/project specific scope.

NOTES:

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

**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: Kim S. Rhodes, PLA

Title \*: Vice President

Signature : Kim S. Rhodes

Date of Certification (09/03/2024):

Email: ksr@deainc.com

Phone Number: 909.481.5750 Address: 4141 E. Inland Empire Blvd., Suite 250,

Ontario, CA 91764

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

List services the consultant is providing under the proposed contract:  
Landscaping and Civil Design Services



**EXHIBIT 10-H2 COST PROPOSAL** Page 1 of 5

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

(NON- PREVAILING WAGE CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant: Earth Mechanics, Inc.  Prime Consultant  Subconsultant

Project No. \_\_\_\_\_ Contract No. \_\_\_\_\_ Participation Amount \$ \_\_\_\_\_ Date 8/29/2024

For Combined Rate	Fringe Benefit 58.42% + General & Administrative 112.26%	=	Combined ICR 170.68%
OR			
For Home Office Rate	Fringe Benefit % + General & Administrative %	=	Home Office ICR %
For Field Office Rate	Fringe Benefit % + General & Administrative %	=	Field Office ICR %
Fee			= 10%

**BILLING INFORMATION**

**CALCULATION INFORMATION**

Name/Job Title/Classification <sup>1</sup>	Hourly Billing Rates <sup>2</sup>			Effective date of hourly rate		Actual or Avg. hourly rate <sup>3</sup>	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Alahesh Thurairajah (EMI) Principal/Project Manager	\$302.51			7/1/2024	6/30/2025	<b>\$101.60</b>		Not Applicable
	\$311.59			7/1/2025	6/30/2026	\$104.65	3.00%	Not Applicable
	\$320.93			7/1/2026	6/30/2027	\$107.79	3.00%	Not Applicable
	\$330.56			7/1/2027	6/30/2028	\$111.02	3.00%	Not Applicable
	\$340.48			7/1/2028	6/30/2029	\$114.35	3.00%	Not Applicable
Principal	\$310.10			7/1/2024	6/30/2025	\$104.15		\$101.60 - \$106.70
	\$319.41			7/1/2025	6/30/2026	\$107.27	3.00%	
	\$328.99			7/1/2026	6/30/2027	\$110.49	3.00%	
	\$338.86			7/1/2027	6/30/2028	\$113.81	3.00%	
	\$349.03			7/1/2028	6/30/2029	\$117.22	3.00%	

**Local Assistance Procedures Manual**

**EXHIBIT 10-H2  
Cost Proposal**

Principal Engineer/Geologist	\$267.08			7/1/2024	6/30/2025	\$89.70		\$77.90 - \$101.50
	\$275.09			7/1/2025	6/30/2026	\$92.39	3.00%	
	\$283.35			7/1/2026	6/30/2027	\$95.16	3.00%	
	\$291.85			7/1/2027	6/30/2028	\$98.02	3.00%	
	\$300.60			7/1/2028	6/30/2029	\$100.96	3.00%	
Senior Engineer/Geologist	\$206.93			7/1/2024	6/30/2025	\$69.50		\$63.70 - \$75.30
	\$213.14			7/1/2025	6/30/2026	\$71.59	3.00%	
	\$219.54			7/1/2026	6/30/2027	\$73.73	3.00%	
	\$226.12			7/1/2027	6/30/2028	\$75.94	3.00%	
	\$232.91			7/1/2028	6/30/2029	\$78.22	3.00%	
Senior Project Engineer/Geologist	\$183.56			7/1/2024	6/30/2025	\$61.65		\$54.70 - \$68.60
	\$189.07			7/1/2025	6/30/2026	\$63.50	3.00%	
	\$194.74			7/1/2026	6/30/2027	\$65.40	3.00%	
	\$200.58			7/1/2027	6/30/2028	\$67.37	3.00%	
	\$206.60			7/1/2028	6/30/2029	\$69.39	3.00%	
Project Engineer/Geologist	\$161.68			7/1/2024	6/30/2025	\$54.30		\$50.30 - \$58.30
	\$166.53			7/1/2025	6/30/2026	\$55.93	3.00%	
	\$171.52			7/1/2026	6/30/2027	\$57.61	3.00%	
	\$176.67			7/1/2027	6/30/2028	\$59.34	3.00%	
	\$181.97			7/1/2028	6/30/2029	\$61.12	3.00%	
Senior Staff Engineer/Geologist	\$156.62			7/1/2024	6/30/2025	\$52.60		\$51.30 - \$53.90
	\$161.31			7/1/2025	6/30/2026	\$54.18	3.00%	
	\$166.15			7/1/2026	6/30/2027	\$55.80	3.00%	
	\$171.14			7/1/2027	6/30/2028	\$57.48	3.00%	
	\$176.27			7/1/2028	6/30/2029	\$59.20	3.00%	
Staff Engineer/Geologist	\$116.27			7/1/2024	6/30/2025	\$39.05		\$33.00 - \$45.10
	\$119.76			7/1/2025	6/30/2026	\$40.22	3.00%	
	\$123.35			7/1/2026	6/30/2027	\$41.43	3.00%	
	\$127.05			7/1/2027	6/30/2028	\$42.67	3.00%	
	\$130.86			7/1/2028	6/30/2029	\$43.95	3.00%	

Senior Technician	\$152.00			7/1/2024	6/30/2025	\$51.05		\$49.60 - \$52.50
	\$156.56			7/1/2025	6/30/2026	\$52.58	3.00%	
	\$161.26			7/1/2026	6/30/2027	\$54.16	3.00%	
	\$166.09			7/1/2027	6/30/2028	\$55.78	3.00%	
	\$171.08			7/1/2028	6/30/2029	\$57.46	3.00%	
Technician (non-exempt)*	\$71.01	\$106.52	\$142.03	7/1/2024	6/30/2025	\$23.85		\$20.50 - \$27.20
	\$73.14	\$109.71	\$146.29	7/1/2025	6/30/2026	\$24.57	3.00%	
	\$75.34	\$113.01	\$150.68	7/1/2026	6/30/2027	\$25.30	3.00%	
	\$77.60	\$116.40	\$155.20	7/1/2027	6/30/2028	\$26.06	3.00%	
	\$79.93	\$119.89	\$159.85	7/1/2028	6/30/2029	\$26.84	3.00%	
Project Analyst	\$118.80			7/1/2024	6/30/2025	\$39.90		\$34.00 - \$45.80
	\$122.37			7/1/2025	6/30/2026	\$41.10	3.00%	
	\$126.04			7/1/2026	6/30/2027	\$42.33	3.00%	
	\$129.82			7/1/2027	6/30/2028	\$43.60	3.00%	
	\$133.71			7/1/2028	6/30/2029	\$44.91	3.00%	

NOTES:

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



EXHIBIT 10-H2 COST PROPOSAL Page 4 of 5

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

Consultant Earth Mechanics, Inc. Prime Consultant  Subconsultant  X  
Project No. \_\_\_\_\_ Contract No. \_\_\_\_\_ Date 8/29/2024

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage	10,000	MI	\$0.67	\$6,700
Per Diem	20	DAY	\$150	\$3,000
Driller	50	DAY	\$6,000	\$300,000
Traffic Control	50	DAY	\$3,000	\$150,000
Drum Disposal	200	EA	\$225	\$45,000
Specialty Lab Testing	75	EA	\$350	\$26,250
Permit Fees	75	EA	\$500	\$12,500
Subconsultant 1:				\$
Subconsultant 2:				\$
Subconsultant 3:				\$
Subconsultant 4:				\$
Subconsultant 5:				\$

Note: To be determined based on task/project specific scope.

NOTES:

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

**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: Alahesh Thurairajah

Title \*: President

Signature : 

Date of Certification (mm/dd/yyyy): 10/09/2024

Email: A.Thurairajah@earthmech.com

Phone Number: 714-751-3826 Address: 765 North Main Street, Suite 136, Corona, CA 92880

\* 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:  
Geotechnical Design Services

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

Note: Mark-ups are Not Allowed

Consultant : Epic Land Solutions, Inc. Prime Consultant: Subconsultant: X 1st Tier Subconsultant: 2nd Tier Subconsultant:

Project No. \_\_\_\_\_ Contract No. \_\_\_\_\_ Participation Amount \$ \_\_\_\_\_ Date: 9/17/2024

For Combined Rate	—	0.00%	+	0.00%	=	0.00%	
		Fringe Benefit	+	General Administration			
For Home Office Rate		48.75%	+	102.82%	=	151.57%	
		Fringe Benefit	+	General Administration			
For Field Rate		0.00%	+	0.00%	=	0.00%	
		Fringe Benefit	+	General Administration			
FEE % =							10.00%

**BILLING INFORMATION**

**CALCULATION INFORMATION**

Name/Job Title/Classification <sup>1</sup>	Hourly Billing Rates <sup>2</sup>			Effective date of hourly rate		Actual or Avg. hourly rate <sup>3</sup>	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Advisory Manager - Darcy Mendoza* Exempt	\$177.60			7/1/2024	6/30/2025	\$64.18		\$64.18 - \$87.26
	\$186.48			7/1/2025	6/30/2026	\$67.39	5.00%	\$67.39 - \$91.62
	\$195.81			7/1/2026	6/30/2027	\$70.76	5.00%	\$70.76 - \$96.20
	\$205.60			7/1/2027	6/30/2028	\$74.30	5.00%	\$74.30 - \$101.14
	\$215.88			7/1/2028	6/30/2029	\$78.01	5.00%	\$78.01 - \$106.07
Utility Coordination Lead - Mike Mays* Exempt	\$172.95			7/1/2024	6/30/2025	\$62.50		\$62.50 - \$75.00
	\$181.60			7/1/2025	6/30/2026	\$65.63	5.00%	\$65.63 - \$78.75
	\$190.68			7/1/2026	6/30/2027	\$68.91	5.00%	\$68.91 - \$82.69
	\$200.22			7/1/2027	6/30/2028	\$72.35	5.00%	\$72.35 - \$86.82
	\$210.23			7/1/2028	6/30/2029	\$75.97	5.00%	\$75.97 - \$91.16
Senior Project Manager Exempt	\$166.31			7/1/2024	6/30/2025	\$60.10		\$60.10 - \$72.12
	\$174.63			7/1/2025	6/30/2026	\$63.11	5.00%	\$63.11 - \$75.73
	\$183.36			7/1/2026	6/30/2027	\$66.26	5.00%	\$66.26 - \$79.52
	\$192.53			7/1/2027	6/30/2028	\$69.57	5.00%	\$69.57 - \$83.49
	\$202.15			7/1/2028	6/30/2029	\$73.05	5.00%	\$73.05 - \$87.66



Project Manager Exempt	\$143.68			7/1/2024	6/30/2025	\$51.92	5.00%	\$51.92 - \$62.30
	\$150.86			7/1/2025	6/30/2026	\$54.52	5.00%	\$54.52 - \$65.42
	\$158.40			7/1/2026	6/30/2027	\$57.24	5.00%	\$57.24 - \$68.69
	\$166.32			7/1/2027	6/30/2028	\$60.10	5.00%	\$60.10 - \$72.12
	\$174.64			7/1/2028	6/30/2029	\$63.11	5.00%	\$63.11 - \$75.73
Assistant Project Manager Exempt	\$119.74			7/1/2024	6/30/2025	\$43.27	5.00%	\$43.27 - \$55.22
	\$125.73			7/1/2025	6/30/2026	\$45.43	5.00%	\$45.43 - \$57.98
	\$132.01			7/1/2026	6/30/2027	\$47.71	5.00%	\$47.71 - \$60.88
	\$138.61			7/1/2027	6/30/2028	\$50.09	5.00%	\$50.09 - \$63.92
	\$145.54			7/1/2028	6/30/2029	\$52.59	5.00%	\$52.59 - \$67.12
Senior Right of Way Agent Exempt	\$113.46			7/1/2024	6/30/2025	\$41.00	5.00%	\$41.00 - \$49.20
	\$119.13			7/1/2025	6/30/2026	\$43.05	5.00%	\$43.05 - \$51.66
	\$125.09			7/1/2026	6/30/2027	\$45.20	5.00%	\$45.20 - \$54.24
	\$131.34			7/1/2027	6/30/2028	\$47.46	5.00%	\$47.46 - \$56.96
	\$137.91			7/1/2028	6/30/2029	\$49.84	5.00%	\$49.84 - \$59.80
Right of Way Agent Exempt	\$94.45			7/1/2024	6/30/2025	\$34.13	5.00%	\$34.13 - \$40.96
	\$99.17			7/1/2025	6/30/2026	\$35.84	5.00%	\$35.84 - \$43.00
	\$104.13			7/1/2026	6/30/2027	\$37.63	5.00%	\$37.63 - \$45.15
	\$109.33			7/1/2027	6/30/2028	\$39.51	5.00%	\$39.51 - \$47.41
	\$114.80			7/1/2028	6/30/2029	\$41.49	5.00%	\$41.49 - \$49.78
Utility Coordinator Exempt	\$100.51			7/1/2024	6/30/2025	\$36.32	5.00%	\$36.32 - \$43.58
	\$105.53			7/1/2025	6/30/2026	\$38.14	5.00%	\$38.14 - \$45.76
	\$110.81			7/1/2026	6/30/2027	\$40.04	5.00%	\$40.04 - \$48.05
	\$116.35			7/1/2027	6/30/2028	\$42.04	5.00%	\$42.04 - \$50.45
	\$122.17			7/1/2028	6/30/2029	\$44.15	5.00%	\$44.15 - \$52.98
GIS Manager Exempt	\$135.04			7/1/2024	6/30/2025	\$48.80	5.00%	\$48.80 - \$58.56
	\$141.79			7/1/2025	6/30/2026	\$51.24	5.00%	\$51.24 - \$61.49
	\$148.88			7/1/2026	6/30/2027	\$53.80	5.00%	\$53.80 - \$64.56
	\$156.33			7/1/2027	6/30/2028	\$56.49	5.00%	\$56.49 - \$67.79
	\$164.15			7/1/2028	6/30/2029	\$59.32	5.00%	\$59.32 - \$71.18

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NOTES:

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

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

DESCRIPTION OF ITEMS	QUANTITY	UNIT	UNIT COST	TOTAL
Mileage Costs	Miles		IRS Rate	\$ -
Equipment Rental and Supplies			\$ -	\$ -
Title Reports	EA		At Cost	\$ -
Plan Sheets			\$ -	\$ -
Test			\$ -	\$ -
Vehicle			\$ -	\$ -
				\$ -
Subconsultant 1:				\$ -
Subconsultant 2:				\$ -
Subconsultant 3:				\$ -
Subconsultant 4:				\$ -
Subconsultant 5:				\$ -
				\$ -

**IMPORTANT NOTES:**

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



EXHIBIT 10-H2 COST PROPOSAL Page 5 of 5

**Certification of Direct Costs:**

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

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

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

**Prime Consultant or Subconsultant Certifying:**

Name: Karen Starr

Title \*: Senior Vice President

Signature : 

Date of Certification (mm/dd/yyyy): 09/17/2024

Email: KStarr@epicland.com

Phone Number: (951) 227-0086 Address: 3850 Vine Street, Suite 200, Riverside, CA 92507

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

List services the consultant is providing under the proposed contract:

**Right of Way Acquisition Services; Utility Plans and Coordination; Caltrans Right of Way Certification support services**

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 4

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

Consultant: Fehr & Peers  Prime Consultant  Subconsultant

Project No. \_\_\_\_\_ Contract No. \_\_\_\_\_ Participation Amount \$ \_\_\_\_\_ Date 10/11/2024

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

Name/Job Title/Classification <sup>1</sup>	Hourly Billing Rates <sup>2</sup>			Effective date of hourly rate		Actual or Avg. hourly rate <sup>3</sup>	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Jason Pack, P.E. Traffic Lead/Principal	\$349.71			7/1/2024	6/30/2025	\$112.98		
	\$367.19			7/1/2025	6/30/2026	\$116.37	3.00%	
	\$385.55			7/1/2026	6/30/2027	\$119.86	3.00%	
	\$404.83			7/1/2027	6/30/2028	\$123.46	3.00%	
	\$425.07			7/1/2028	6/30/2029	\$127.16	3.00%	
Principal	\$349.77			7/1/2024	6/30/2025	\$110.00		\$110-\$120
	\$367.26			7/1/2025	6/30/2026	\$113.30	3.00%	\$113.30-\$123.60
	\$385.62			7/1/2026	6/30/2027	\$116.70	3.00%	\$116.70-\$127.31
	\$404.90			7/1/2027	6/30/2028	\$120.20	3.00%	\$120.20-\$131.13
	\$425.14			7/1/2028	6/30/2029	\$123.81	3.00%	\$123.81-\$135.06
Associate Engineer	\$185.72			7/1/2024	6/30/2025	\$60.00		\$60-\$80
	\$195.00			7/1/2025	6/30/2026	\$61.80	3.00%	\$61.80-\$82.40
	\$204.75			7/1/2026	6/30/2027	\$63.65	3.00%	\$63.65-\$84.87
	\$214.99			7/1/2027	6/30/2028	\$65.56	3.00%	\$65.56-\$87.42
	\$225.74			7/1/2028	6/30/2029	\$67.53	3.00%	\$67.53-\$90.04

Name/Job Title/Classification <sup>1</sup>	Hourly Billing Rates <sup>2</sup>			Effective date of hourly rate		Actual or Avg. hourly rate <sup>3</sup>	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Senior Associate	\$247.62			7/1/2024	6/30/2025	\$60.00		\$60-\$100
	\$260.00			7/1/2025	6/30/2026	\$61.80	3.00%	\$61.80-\$103.00
	\$273.00			7/1/2026	6/30/2027	\$63.65	3.00%	\$63.65-\$106.09
	\$286.65			7/1/2027	6/30/2028	\$65.56	3.00%	\$65.56-\$109.27
	\$300.99			7/1/2028	6/30/2029	\$67.53	3.00%	\$67.53-\$112.55
Sr. Engineer	\$185.72			7/1/2024	6/30/2025	\$45.00		\$45-\$75
	\$195.00			7/1/2025	6/30/2026	\$46.35	3.00%	\$46.35-\$77.25
	\$204.75			7/1/2026	6/30/2027	\$47.74	3.00%	\$47.74-\$79.57
	\$214.99			7/1/2027	6/30/2028	\$49.17	3.00%	\$49.17-\$81.95
	\$225.74			7/1/2028	6/30/2029	\$50.65	3.00%	\$50.65-\$84.41
Engineer/Planner	\$154.76			7/1/2024	6/30/2025	\$40.00		\$40-\$70
	\$162.50			7/1/2025	6/30/2026	\$41.20	3.00%	\$41.20-\$72.10
	\$170.63			7/1/2026	6/30/2027	\$42.44	3.00%	\$42.44-\$74.26
	\$179.16			7/1/2027	6/30/2028	\$43.71	3.00%	\$43.71-\$76.49
	\$188.12			7/1/2028	6/30/2029	\$45.02	3.00%	\$45.02-\$78.79

NOTES:

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



EXHIBIT 10-H2 COST PROPOSAL Page 3 of 4

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

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant Fehr & Peers Prime Consultant  Subconsultant  X  
 Project No. \_\_\_\_\_ Contract No. \_\_\_\_\_ Date 10/11/2024

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs		MI	IRS Rate	\$
Traffic Counts		Count	\$250.00	\$
RIVCOM Model Use	1	Per Proj.	\$500.00	\$
Plan Sheets			\$	\$
Test			\$	\$
Vehicle			\$	\$
Subconsultant 1:				\$
Subconsultant 2:				\$
Subconsultant 3:				\$
Subconsultant 4:				\$
Subconsultant 5:				\$

Note: To be determined based on task/project specific scope.

NOTES:

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

## EXHIBIT 10-H2 COST PROPOSAL Page 4 of 4

**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: Lysa WollardTitle \*: CFOSignature: Date of Certification (mm/dd/yyyy): 10/11/2024Email: l.wollard@fehrandpeers.comPhone Number: 925.930.7100Address: 100 Pringle Ave., Suite 600Walnut Creek, CA 94596

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 Analysis and Design. Please note that audited rates are from FY2022 audit per RCTD's request.



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

Note: Mark-ups are Not Allowed

Consultant : **ICF Jones & Stokes, Inc.** Prime Consultant: Subconsultant: X 1st Tier Subconsultant: 2nd Tier Subconsultant:  
 Project No. \_\_\_\_\_ Contract No. \_\_\_\_\_ Participation Amount \$ \_\_\_\_\_ Date: 10/10/2024

FCCM							
For On-Call Rate	16.36%	+	51.97%	=	68.33%	0.00%	68.33%
	Fringe Benefit	+	Overhead				
For Home Office Rate	40.69%	+	141.54%	=	182.23%	0.00%	182.23%
	Fringe Benefit	+	Overhead				
For Field Rate	39.55%	+	106.52%	=	146.07%	0.00%	146.07%
	Fringe Benefit	+	Overhead				
FEE % =							10.00%

**BILLING INFORMATION**

**CALCULATION INFORMATION**

Name/Job Title/Classification <sup>1</sup>	Hourly Billing Rates <sup>2</sup>			Effective date of hourly rate		Actual or Avg. hourly rate <sup>3</sup>	% or \$ increase	Hourly range - for classifications only	
	Straight	OT(1.5x)	OT(2x)	From	To				
Brian Calvert (ICF)*	\$297.26			7/1/2024	6/30/2025	\$109.82		Not Applicable	
Senior Project Director (ICF)	\$306.18			7/1/2025	6/30/2026	\$113.11	3.00%	Not Applicable	
Field/Remote Office Staff	\$315.36			7/1/2026	6/30/2027	\$116.51	3.00%	Not Applicable	
	\$324.82			7/1/2027	6/30/2028	\$120.00	3.00%	Not Applicable	
	\$334.57			7/1/2028	6/30/2029	\$123.60	3.00%	Not Applicable	
Senior Project Director (ICF)	\$391.17			7/1/2024	6/30/2025	\$126.00		\$101.00	- \$154.00
FTE Staff TBD	\$402.91			7/1/2025	6/30/2026	\$129.78	3.00%	\$104.03	- \$158.62
	\$414.99			7/1/2026	6/30/2027	\$133.67	3.00%	\$107.15	- \$163.38
	\$427.44			7/1/2027	6/30/2028	\$137.68	3.00%	\$110.37	- \$168.28
	\$440.27			7/1/2028	6/30/2029	\$141.81	3.00%	\$113.68	- \$173.33
Senior Project Director (ICF)	\$341.05			7/1/2024	6/30/2025	\$126.00		\$101.00	- \$154.00
Field/Remote Office Staff TBD	\$351.28			7/1/2025	6/30/2026	\$129.78	3.00%	\$104.03	- \$158.62
	\$361.82			7/1/2026	6/30/2027	\$133.67	3.00%	\$107.15	- \$163.38
	\$372.68			7/1/2027	6/30/2028	\$137.68	3.00%	\$110.37	- \$168.28
	\$383.86			7/1/2028	6/30/2029	\$141.81	3.00%	\$113.68	- \$173.33
Senior Project Director (ICF)	\$138.60			7/1/2024	6/30/2025	\$126.00		\$101.00	- \$154.00
On-Call Office Staff TBD	\$240.30			7/1/2025	6/30/2026	\$129.78	3.00%	\$104.03	- \$158.62
	\$247.51			7/1/2026	6/30/2027	\$133.67	3.00%	\$107.15	- \$163.38
	\$254.94			7/1/2027	6/30/2028	\$137.68	3.00%	\$110.37	- \$168.28
	\$262.59			7/1/2028	6/30/2029	\$141.81	3.00%	\$113.68	- \$173.33
Project Director (ICF)	\$287.63			7/1/2024	6/30/2025	\$92.65		\$82.00	- \$101.00
FTE Staff TBD	\$296.26			7/1/2025	6/30/2026	\$95.43	3.00%	\$84.46	- \$104.03
	\$305.15			7/1/2026	6/30/2027	\$98.29	3.00%	\$86.99	- \$107.15
	\$314.31			7/1/2027	6/30/2028	\$101.24	3.00%	\$89.60	- \$110.37
	\$323.74			7/1/2028	6/30/2029	\$104.28	3.00%	\$92.29	- \$113.68
Project Director (ICF)	\$250.78			7/1/2024	6/30/2025	\$92.65		\$82.00	- \$101.00
Field/Remote Office Staff TBD	\$258.31			7/1/2025	6/30/2026	\$95.43	3.00%	\$84.46	- \$104.03
	\$266.05			7/1/2026	6/30/2027	\$98.29	3.00%	\$86.99	- \$107.15
	\$274.04			7/1/2027	6/30/2028	\$101.24	3.00%	\$89.60	- \$110.37
	\$282.26			7/1/2028	6/30/2029	\$104.28	3.00%	\$92.29	- \$113.68
Project Director (ICF)	\$101.92			7/1/2024	6/30/2025	\$92.65		\$82.00	- \$101.00
On-Call Office Staff TBD	\$176.70			7/1/2025	6/30/2026	\$95.43	3.00%	\$84.46	- \$104.03
	\$182.00			7/1/2026	6/30/2027	\$98.29	3.00%	\$86.99	- \$107.15
	\$187.46			7/1/2027	6/30/2028	\$101.24	3.00%	\$89.60	- \$110.37
	\$193.08			7/1/2028	6/30/2029	\$104.28	3.00%	\$92.29	- \$113.68
Technical Director (ICF)	\$271.65			7/1/2024	6/30/2025	\$87.50		\$79.00	- \$96.00
FTE Staff TBD	\$279.80			7/1/2025	6/30/2026	\$90.13	3.00%	\$81.37	- \$98.88
	\$288.19			7/1/2026	6/30/2027	\$92.83	3.00%	\$83.81	- \$101.85
	\$296.84			7/1/2027	6/30/2028	\$95.61	3.00%	\$86.33	- \$104.90
	\$305.74			7/1/2028	6/30/2029	\$98.48	3.00%	\$88.92	- \$108.05
Technical Director (ICF)	\$236.84			7/1/2024	6/30/2025	\$87.50		\$79.00	- \$96.00
Field/Remote Office Staff TBD	\$243.95			7/1/2025	6/30/2026	\$90.13	3.00%	\$81.37	- \$98.88
	\$251.27			7/1/2026	6/30/2027	\$92.83	3.00%	\$83.81	- \$101.85
	\$258.80			7/1/2027	6/30/2028	\$95.61	3.00%	\$86.33	- \$104.90



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

Note: Mark-ups are Not Allowed

Consultant : **ICF Jones & Stokes, Inc.** Prime Consultant: 1st Tier Subconsultant: X 2nd Tier Subconsultant:

Project No. \_\_\_\_\_ Contract No. \_\_\_\_\_ Participation Amount \$ \_\_\_\_\_ Date: 10/10/2024

								<b>FCCM</b>	
	\$266.57			7/1/2028	6/30/2029	\$98.48	3.00%	\$88.92	- \$108.05
Technical Director (ICF)	\$96.25			7/1/2024	6/30/2025	\$87.50		\$79.00	\$96.00
<b>On-Call Office Staff TBD</b>	\$166.88			7/1/2025	6/30/2026	\$90.13	3.00%	\$81.37	- \$98.88
	\$171.88			7/1/2026	6/30/2027	\$92.83	3.00%	\$83.81	- \$101.85
	\$177.04			7/1/2027	6/30/2028	\$95.61	3.00%	\$86.33	- \$104.90
	\$182.35			7/1/2028	6/30/2029	\$98.48	3.00%	\$88.92	- \$108.05
Senior Technical Analyst (ICF)	\$249.91			7/1/2024	6/30/2025	\$80.50		\$75.00	\$87.00
FTE Staff TBD	\$257.41			7/1/2025	6/30/2026	\$82.92	3.00%	\$77.25	- \$89.61
	\$265.13			7/1/2026	6/30/2027	\$85.40	3.00%	\$79.57	- \$92.30
	\$273.09			7/1/2027	6/30/2028	\$87.96	3.00%	\$81.95	- \$95.07
	\$281.28			7/1/2028	6/30/2029	\$90.60	3.00%	\$84.41	- \$97.92
Senior Technical Analyst (ICF)	\$217.89			7/1/2024	6/30/2025	\$80.50		\$75.00	\$87.00
<b>Field/Remote Office Staff TBD</b>	\$224.43			7/1/2025	6/30/2026	\$82.92	3.00%	\$77.25	- \$89.61
	\$231.16			7/1/2026	6/30/2027	\$85.40	3.00%	\$79.57	- \$92.30
	\$238.10			7/1/2027	6/30/2028	\$87.96	3.00%	\$81.95	- \$95.07
	\$245.24			7/1/2028	6/30/2029	\$90.60	3.00%	\$84.41	- \$97.92
Senior Technical Analyst (ICF)	\$88.55			7/1/2024	6/30/2025	\$80.50		\$75.00	\$87.00
<b>On-Call Office Staff TBD</b>	\$153.53			7/1/2025	6/30/2026	\$82.92	3.00%	\$77.25	- \$89.61
	\$158.13			7/1/2026	6/30/2027	\$85.40	3.00%	\$79.57	- \$92.30
	\$162.88			7/1/2027	6/30/2028	\$87.96	3.00%	\$81.95	- \$95.07
	\$167.76			7/1/2028	6/30/2029	\$90.60	3.00%	\$84.41	- \$97.92
Managing Consultant (ICF)	\$229.74			7/1/2024	6/30/2025	\$74.00		\$70.00	\$80.00
FTE Staff TBD	\$236.63			7/1/2025	6/30/2026	\$76.22	3.00%	\$72.10	- \$82.40
	\$243.73			7/1/2026	6/30/2027	\$78.51	3.00%	\$74.26	- \$84.87
	\$251.04			7/1/2027	6/30/2028	\$80.86	3.00%	\$76.49	- \$87.42
	\$258.57			7/1/2028	6/30/2029	\$83.29	3.00%	\$78.79	- \$90.04
Managing Consultant (ICF)	\$200.30			7/1/2024	6/30/2025	\$74.00		\$70.00	\$80.00
<b>Field/Remote Office Staff TBD</b>	\$206.31			7/1/2025	6/30/2026	\$76.22	3.00%	\$72.10	- \$82.40
	\$212.50			7/1/2026	6/30/2027	\$78.51	3.00%	\$74.26	- \$84.87
	\$218.87			7/1/2027	6/30/2028	\$80.86	3.00%	\$76.49	- \$87.42
	\$225.44			7/1/2028	6/30/2029	\$83.29	3.00%	\$78.79	- \$90.04
Managing Consultant (ICF)	\$81.40			7/1/2024	6/30/2025	\$74.00		\$70.00	\$80.00
<b>On-Call Office Staff TBD</b>	\$141.13			7/1/2025	6/30/2026	\$76.22	3.00%	\$72.10	- \$82.40
	\$145.37			7/1/2026	6/30/2027	\$78.51	3.00%	\$74.26	- \$84.87
	\$149.73			7/1/2027	6/30/2028	\$80.86	3.00%	\$76.49	- \$87.42
	\$154.22			7/1/2028	6/30/2029	\$83.29	3.00%	\$78.79	- \$90.04
Senior Consultant III (ICF)	\$206.76			7/1/2024	6/30/2025	\$66.60		\$61.00	\$75.00
FTE Staff TBD	\$212.96			7/1/2025	6/30/2026	\$68.60	3.00%	\$62.83	- \$77.25
	\$219.35			7/1/2026	6/30/2027	\$70.66	3.00%	\$64.71	- \$79.57
	\$225.93			7/1/2027	6/30/2028	\$72.78	3.00%	\$66.66	- \$81.95
	\$232.71			7/1/2028	6/30/2029	\$74.96	3.00%	\$68.66	- \$84.41
Senior Consultant III (ICF)	\$180.27			7/1/2024	6/30/2025	\$66.60		\$61.00	\$75.00
<b>Field/Remote Office Staff TBD</b>	\$185.68			7/1/2025	6/30/2026	\$68.60	3.00%	\$62.83	- \$77.25
	\$191.25			7/1/2026	6/30/2027	\$70.66	3.00%	\$64.71	- \$79.57
	\$196.99			7/1/2027	6/30/2028	\$72.78	3.00%	\$66.66	- \$81.95
	\$202.90			7/1/2028	6/30/2029	\$74.96	3.00%	\$68.66	- \$84.41
Senior Consultant III (ICF)	\$73.26			7/1/2024	6/30/2025	\$66.60		\$61.00	\$75.00
<b>On-Call Office Staff TBD</b>	\$127.02			7/1/2025	6/30/2026	\$68.60	3.00%	\$62.83	- \$77.25
	\$130.83			7/1/2026	6/30/2027	\$70.66	3.00%	\$64.71	- \$79.57
	\$134.75			7/1/2027	6/30/2028	\$72.78	3.00%	\$66.66	- \$81.95
	\$138.80			7/1/2028	6/30/2029	\$74.96	3.00%	\$68.66	- \$84.41
Senior Consultant II (ICF)	\$188.07			7/1/2024	6/30/2025	\$60.58		\$57.00	\$69.00
FTE Staff TBD	\$193.71			7/1/2025	6/30/2026	\$62.40	3.00%	\$58.71	- \$71.07
	\$199.53			7/1/2026	6/30/2027	\$64.27	3.00%	\$60.47	- \$73.20
	\$205.51			7/1/2027	6/30/2028	\$66.20	3.00%	\$62.29	- \$75.40



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

Note: Mark-ups are Not Allowed

Consultant : **ICF Jones & Stokes, Inc.** Prime Consultant: Subconsultant: X 1st Tier Subconsultant: 2nd Tier Subconsultant:  
 Project No. \_\_\_\_\_ Contract No. \_\_\_\_\_ Participation Amount \$ \_\_\_\_\_ Date: 10/10/2024

								<b>FCCM</b>	
	\$211.68			7/1/2028	6/30/2029	\$68.18	3.00%	\$64.15	- \$77.66
Senior Consultant II (ICF)	\$163.98			7/1/2024	6/30/2025	\$60.58		\$57.00	\$69.00
Field/Remote Office Staff TBD	\$168.90			7/1/2025	6/30/2026	\$62.40	3.00%	\$58.71	- \$71.07
	\$173.96			7/1/2026	6/30/2027	\$64.27	3.00%	\$60.47	- \$73.20
	\$179.18			7/1/2027	6/30/2028	\$66.20	3.00%	\$62.29	- \$75.40
	\$184.56			7/1/2028	6/30/2029	\$68.18	3.00%	\$64.15	- \$77.66
Senior Consultant II (ICF)	\$66.64			7/1/2024	6/30/2025	\$60.58		\$57.00	\$69.00
On-Call Office Staff TBD	\$115.54			7/1/2025	6/30/2026	\$62.40	3.00%	\$58.71	- \$71.07
	\$119.00			7/1/2026	6/30/2027	\$64.27	3.00%	\$60.47	- \$73.20
	\$122.57			7/1/2027	6/30/2028	\$66.20	3.00%	\$62.29	- \$75.40
	\$126.25			7/1/2028	6/30/2029	\$68.18	3.00%	\$64.15	- \$77.66
Senior Consultant I (ICF)	\$173.42			7/1/2024	6/30/2025	\$55.86		\$53.00	\$60.00
FTE Staff TBD	\$178.62			7/1/2025	6/30/2026	\$57.54	3.00%	\$54.59	- \$61.80
	\$183.98			7/1/2026	6/30/2027	\$59.26	3.00%	\$56.23	- \$63.65
	\$189.50			7/1/2027	6/30/2028	\$61.04	3.00%	\$57.91	- \$65.56
	\$195.18			7/1/2028	6/30/2029	\$62.87	3.00%	\$59.65	- \$67.53
Senior Consultant I (ICF)	\$151.20			7/1/2024	6/30/2025	\$55.86		\$53.00	\$60.00
Field/Remote Office Staff TBD	\$155.74			7/1/2025	6/30/2026	\$57.54	3.00%	\$54.59	- \$61.80
	\$160.41			7/1/2026	6/30/2027	\$59.26	3.00%	\$56.23	- \$63.65
	\$165.22			7/1/2027	6/30/2028	\$61.04	3.00%	\$57.91	- \$65.56
	\$170.18			7/1/2028	6/30/2029	\$62.87	3.00%	\$59.65	- \$67.53
Senior Consultant I (ICF)	\$61.45			7/1/2024	6/30/2025	\$55.86		\$53.00	\$60.00
On-Call Office Staff TBD	\$106.54			7/1/2025	6/30/2026	\$57.54	3.00%	\$54.59	- \$61.80
	\$109.73			7/1/2026	6/30/2027	\$59.26	3.00%	\$56.23	- \$63.65
	\$113.02			7/1/2027	6/30/2028	\$61.04	3.00%	\$57.91	- \$65.56
	\$116.41			7/1/2028	6/30/2029	\$62.87	3.00%	\$59.65	- \$67.53
Consultant II (ICF)	\$162.89			7/1/2024	6/30/2025	\$52.47		\$50.00	\$55.00
FTE Staff TBD	\$167.78			7/1/2025	6/30/2026	\$54.04	3.00%	\$51.50	- \$56.65
	\$172.81			7/1/2026	6/30/2027	\$55.67	3.00%	\$53.05	- \$58.35
	\$178.00			7/1/2027	6/30/2028	\$57.34	3.00%	\$54.64	- \$60.10
	\$183.34			7/1/2028	6/30/2029	\$59.06	3.00%	\$56.28	- \$61.90
Consultant II (ICF)	\$142.02			7/1/2024	6/30/2025	\$52.47		\$50.00	\$55.00
Field/Remote Office Staff TBD	\$146.28			7/1/2025	6/30/2026	\$54.04	3.00%	\$51.50	- \$56.65
	\$150.67			7/1/2026	6/30/2027	\$55.67	3.00%	\$53.05	- \$58.35
	\$155.19			7/1/2027	6/30/2028	\$57.34	3.00%	\$54.64	- \$60.10
	\$159.85			7/1/2028	6/30/2029	\$59.06	3.00%	\$56.28	- \$61.90
Consultant II (ICF)	\$57.72			7/1/2024	6/30/2025	\$52.47		\$50.00	\$55.00
On-Call Office Staff TBD	\$100.07			7/1/2025	6/30/2026	\$54.04	3.00%	\$51.50	- \$56.65
	\$103.07			7/1/2026	6/30/2027	\$55.67	3.00%	\$53.05	- \$58.35
	\$106.16			7/1/2027	6/30/2028	\$57.34	3.00%	\$54.64	- \$60.10
	\$109.35			7/1/2028	6/30/2029	\$59.06	3.00%	\$56.28	- \$61.90
Consultant I (ICF)	\$153.30			7/1/2024	6/30/2025	\$49.38		\$47.00	\$53.00
FTE Staff TBD	\$157.90			7/1/2025	6/30/2026	\$50.86	3.00%	\$48.41	- \$54.59
	\$162.64			7/1/2026	6/30/2027	\$52.39	3.00%	\$49.86	- \$56.23
	\$167.52			7/1/2027	6/30/2028	\$53.96	3.00%	\$51.36	- \$57.91
	\$172.54			7/1/2028	6/30/2029	\$55.58	3.00%	\$52.90	- \$59.65
Consultant I (ICF)	\$133.66			7/1/2024	6/30/2025	\$49.38		\$47.00	\$53.00
Field/Remote Office Staff TBD	\$137.67			7/1/2025	6/30/2026	\$50.86	3.00%	\$48.41	- \$54.59
	\$141.80			7/1/2026	6/30/2027	\$52.39	3.00%	\$49.86	- \$56.23
	\$146.05			7/1/2027	6/30/2028	\$53.96	3.00%	\$51.36	- \$57.91
	\$150.44			7/1/2028	6/30/2029	\$55.58	3.00%	\$52.90	- \$59.65
Consultant I (ICF)	\$54.32			7/1/2024	6/30/2025	\$49.38		\$47.00	\$53.00
On-Call Office Staff TBD	\$94.18			7/1/2025	6/30/2026	\$50.86	3.00%	\$48.41	- \$54.59
	\$97.00			7/1/2026	6/30/2027	\$52.39	3.00%	\$49.86	- \$56.23
	\$99.91			7/1/2027	6/30/2028	\$53.96	3.00%	\$51.36	- \$57.91



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

Note: Mark-ups are Not Allowed

Consultant : **ICF Jones & Stokes, Inc.** Prime Consultant: \_\_\_\_\_ 1st Tier Subconsultant: X 2nd Tier Subconsultant: \_\_\_\_\_  
 Project No. \_\_\_\_\_ Contract No. \_\_\_\_\_ Participation Amount \$ \_\_\_\_\_ Date: 10/10/2024

								<b>FCCM</b>	
	\$102.91			7/1/2028	6/30/2029	\$55.58	3.00%	\$52.90	- \$59.65
Associate Consultant II (ICF)	\$140.95			7/1/2024	6/30/2025	\$45.40		\$42.00	\$49.00
FTE Staff TBD	\$145.17			7/1/2025	6/30/2026	\$46.76	3.00%	\$43.26	- \$50.47
	\$149.53			7/1/2026	6/30/2027	\$48.16	3.00%	\$44.56	- \$51.98
	\$154.02			7/1/2027	6/30/2028	\$49.61	3.00%	\$45.89	- \$53.54
	\$158.64			7/1/2028	6/30/2029	\$51.10	3.00%	\$47.27	- \$55.15
Associate Consultant II (ICF)	\$122.89			7/1/2024	6/30/2025	\$45.40		\$42.00	\$49.00
Field/Remote Office Staff TBD	\$126.57			7/1/2025	6/30/2026	\$46.76	3.00%	\$43.26	- \$50.47
	\$130.37			7/1/2026	6/30/2027	\$48.16	3.00%	\$44.56	- \$51.98
	\$134.28			7/1/2027	6/30/2028	\$49.61	3.00%	\$45.89	- \$53.54
	\$138.31			7/1/2028	6/30/2029	\$51.10	3.00%	\$47.27	- \$55.15
Associate Consultant II (ICF)	\$49.94			7/1/2024	6/30/2025	\$45.40		\$42.00	\$49.00
On-Call Office Staff TBD	\$86.59			7/1/2025	6/30/2026	\$46.76	3.00%	\$43.26	- \$50.47
	\$89.18			7/1/2026	6/30/2027	\$48.16	3.00%	\$44.56	- \$51.98
	\$91.86			7/1/2027	6/30/2028	\$49.61	3.00%	\$45.89	- \$53.54
	\$94.61			7/1/2028	6/30/2029	\$51.10	3.00%	\$47.27	- \$55.15
Associate Consultant I (ICF)	\$129.24			7/1/2024	6/30/2025	\$41.63		\$39.00	\$47.00
FTE Staff TBD	\$133.12			7/1/2025	6/30/2026	\$42.88	3.00%	\$40.17	- \$48.41
	\$137.11			7/1/2026	6/30/2027	\$44.17	3.00%	\$41.38	- \$49.86
	\$141.23			7/1/2027	6/30/2028	\$45.49	3.00%	\$42.62	- \$51.36
	\$145.46			7/1/2028	6/30/2029	\$46.85	3.00%	\$43.89	- \$52.90
Associate Consultant I (ICF)	\$112.68			7/1/2024	6/30/2025	\$41.63		\$39.00	\$47.00
Field/Remote Office Staff TBD	\$116.06			7/1/2025	6/30/2026	\$42.88	3.00%	\$40.17	- \$48.41
	\$119.55			7/1/2026	6/30/2027	\$44.17	3.00%	\$41.38	- \$49.86
	\$123.13			7/1/2027	6/30/2028	\$45.49	3.00%	\$42.62	- \$51.36
	\$126.83			7/1/2028	6/30/2029	\$46.85	3.00%	\$43.89	- \$52.90
Associate Consultant I (ICF)	\$45.79			7/1/2024	6/30/2025	\$41.63		\$39.00	\$47.00
On-Call Office Staff TBD	\$79.40			7/1/2025	6/30/2026	\$42.88	3.00%	\$40.17	- \$48.41
	\$81.78			7/1/2026	6/30/2027	\$44.17	3.00%	\$41.38	- \$49.86
	\$84.23			7/1/2027	6/30/2028	\$45.49	3.00%	\$42.62	- \$51.36
	\$86.76			7/1/2028	6/30/2029	\$46.85	3.00%	\$43.89	- \$52.90
Assistant Consultant (ICF)	\$119.03			7/1/2024	6/30/2025	\$38.34		\$35.00	\$41.00
FTE Staff TBD	\$122.60			7/1/2025	6/30/2026	\$39.49	3.00%	\$36.05	- \$42.23
	\$126.28			7/1/2026	6/30/2027	\$40.67	3.00%	\$37.13	- \$43.50
	\$130.06			7/1/2027	6/30/2028	\$41.90	3.00%	\$38.25	- \$44.80
	\$133.97			7/1/2028	6/30/2029	\$43.15	3.00%	\$39.39	- \$46.15
Assistant Consultant (ICF)	\$103.78			7/1/2024	6/30/2025	\$38.34		\$35.00	\$41.00
Field/Remote Office Staff TBD	\$106.89			7/1/2025	6/30/2026	\$39.49	3.00%	\$36.05	- \$42.23
	\$110.10			7/1/2026	6/30/2027	\$40.67	3.00%	\$37.13	- \$43.50
	\$113.40			7/1/2027	6/30/2028	\$41.90	3.00%	\$38.25	- \$44.80
	\$116.80			7/1/2028	6/30/2029	\$43.15	3.00%	\$39.39	- \$46.15
Assistant Consultant (ICF)	\$42.17			7/1/2024	6/30/2025	\$38.34		\$35.00	\$41.00
On-Call Office Staff TBD	\$73.12			7/1/2025	6/30/2026	\$39.49	3.00%	\$36.05	- \$42.23
	\$75.31			7/1/2026	6/30/2027	\$40.67	3.00%	\$37.13	- \$43.50
	\$77.57			7/1/2027	6/30/2028	\$41.90	3.00%	\$38.25	- \$44.80
	\$79.90			7/1/2028	6/30/2029	\$43.15	3.00%	\$39.39	- \$46.15
Environmental Technician II (ICF)	\$112.69			7/1/2024	6/30/2025	\$36.30		\$33.00	\$40.00
FTE Staff TBD	\$116.08			7/1/2025	6/30/2026	\$37.39	3.00%	\$33.99	- \$41.20
	\$119.56			7/1/2026	6/30/2027	\$38.51	3.00%	\$35.01	- \$42.44
	\$123.14			7/1/2027	6/30/2028	\$39.67	3.00%	\$36.06	- \$43.71
	\$126.84			7/1/2028	6/30/2029	\$40.86	3.00%	\$37.14	- \$45.02
Environmental Technician II (ICF)	\$98.26			7/1/2024	6/30/2025	\$36.30		\$33.00	\$40.00
Field/Remote Office Staff TBD	\$101.20			7/1/2025	6/30/2026	\$37.39	3.00%	\$33.99	- \$41.20
	\$104.24			7/1/2026	6/30/2027	\$38.51	3.00%	\$35.01	- \$42.44
	\$107.37			7/1/2027	6/30/2028	\$39.67	3.00%	\$36.06	- \$43.71



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

Note: Mark-ups are Not Allowed

Consultant : **ICF Jones & Stokes, Inc.**

Prime Consultant:

1st Tier Subconsultant: X

2nd Tier Subconsultant:

Project No. \_\_\_\_\_ Contract No. \_\_\_\_\_ Participation Amount \$ \_\_\_\_\_ Date: 10/10/2024

**FCCM**

	\$110.59			7/1/2028	6/30/2029	\$40.86	3.00%	\$37.14	-	\$45.02
Environmental Technician II (ICF)	\$39.93			7/1/2024	6/30/2025	\$36.30		\$33.00	-	\$40.00
<b>On-Call Office Staff TBD</b>	\$69.23			7/1/2025	6/30/2026	\$37.39	3.00%	\$33.99	-	\$41.20
	\$71.31			7/1/2026	6/30/2027	\$38.51	3.00%	\$35.01	-	\$42.44
	\$73.45			7/1/2027	6/30/2028	\$39.67	3.00%	\$36.06	-	\$43.71
	\$75.65			7/1/2028	6/30/2029	\$40.86	3.00%	\$37.14	-	\$45.02
Environmental Technician I (ICF)	\$98.69			7/1/2024	6/30/2025	\$31.79		\$24.00	-	\$35.00
FTE Staff TBD	\$101.65			7/1/2025	6/30/2026	\$32.74	3.00%	\$24.72	-	\$36.05
	\$104.70			7/1/2026	6/30/2027	\$33.73	3.00%	\$25.46	-	\$37.13
	\$107.84			7/1/2027	6/30/2028	\$34.74	3.00%	\$26.23	-	\$38.25
	\$111.08			7/1/2028	6/30/2029	\$35.78	3.00%	\$27.01	-	\$39.39
Environmental Technician I (ICF)	\$86.05			7/1/2024	6/30/2025	\$31.79		\$24.00	-	\$35.00
<b>Field/Remote Office Staff TBD</b>	\$88.63			7/1/2025	6/30/2026	\$32.74	3.00%	\$24.72	-	\$36.05
	\$91.29			7/1/2026	6/30/2027	\$33.73	3.00%	\$25.46	-	\$37.13
	\$94.03			7/1/2027	6/30/2028	\$34.74	3.00%	\$26.23	-	\$38.25
	\$96.85			7/1/2028	6/30/2029	\$35.78	3.00%	\$27.01	-	\$39.39
Environmental Technician I (ICF)	\$34.97			7/1/2024	6/30/2025	\$31.79		\$24.00	-	\$35.00
<b>On-Call Office Staff TBD</b>	\$60.63			7/1/2025	6/30/2026	\$32.74	3.00%	\$24.72	-	\$36.05
	\$62.45			7/1/2026	6/30/2027	\$33.73	3.00%	\$25.46	-	\$37.13
	\$64.32			7/1/2027	6/30/2028	\$34.74	3.00%	\$26.23	-	\$38.25
	\$66.25			7/1/2028	6/30/2029	\$35.78	3.00%	\$27.01	-	\$39.39
Technician (ICF)	\$88.48			7/1/2024	6/30/2025	\$28.50		\$23.00	-	\$30.00
FTE Staff TBD	\$91.13			7/1/2025	6/30/2026	\$29.36	3.00%	\$23.69	-	\$30.90
	\$93.87			7/1/2026	6/30/2027	\$30.24	3.00%	\$24.40	-	\$31.83
	\$96.68			7/1/2027	6/30/2028	\$31.14	3.00%	\$25.13	-	\$32.78
	\$99.58			7/1/2028	6/30/2029	\$32.08	3.00%	\$25.89	-	\$33.77
Technician (ICF)	\$77.14			7/1/2024	6/30/2025	\$28.50		\$23.00	-	\$30.00
<b>Field/Remote Office Staff TBD</b>	\$79.46			7/1/2025	6/30/2026	\$29.36	3.00%	\$23.69	-	\$30.90
	\$81.84			7/1/2026	6/30/2027	\$30.24	3.00%	\$24.40	-	\$31.83
	\$84.30			7/1/2027	6/30/2028	\$31.14	3.00%	\$25.13	-	\$32.78
	\$86.83			7/1/2028	6/30/2029	\$32.08	3.00%	\$25.89	-	\$33.77
Technician (ICF)	\$31.35			7/1/2024	6/30/2025	\$28.50		\$23.00	-	\$30.00
<b>On-Call Office Staff TBD</b>	\$54.35			7/1/2025	6/30/2026	\$29.36	3.00%	\$23.69	-	\$30.90
	\$55.99			7/1/2026	6/30/2027	\$30.24	3.00%	\$24.40	-	\$31.83
	\$57.66			7/1/2027	6/30/2028	\$31.14	3.00%	\$25.13	-	\$32.78
	\$59.39			7/1/2028	6/30/2029	\$32.08	3.00%	\$25.89	-	\$33.77

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

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

DESCRIPTION OF ITEMS	QUANTITY	UNIT	UNIT COST			TOTAL
Mileage Costs (GSA current rate)		MILE	\$0.670			

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

Note: Mark-ups are Not Allowed

Consultant: **ICF Jones & Stokes, Inc.** Prime Consultant: \_\_\_\_\_ 1st Tier Subconsultant: X 2nd Tier Subconsultant: \_\_\_\_\_  
 Project No. \_\_\_\_\_ Contract No. \_\_\_\_\_ Participation Amount \$ \_\_\_\_\_ Date: 10/10/2024

**FCCM**

Equipment Rental and Supplies	Note 1				
Survey Fees		EA			
Travel - Lodging (per current GSA rates, TBD in Task Order proposal)		NIGHT	\$142.00		
Travel - Meals & Incidentals (per current GSA rates, TBD in Task Order proposal)		DAY	\$69		
Vehicle	NA				
Subconsultant 1:					
Subconsultant 2:					
Subconsultant 3:					
Subconsultant 4:					
Subconsultant 5:					

**IMPORTANT NOTES:**

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

**Exhibit 10-H2 Cost Proposal**

**Certification of Direct Costs:**

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


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

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

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

**Prime Consultant or Subconsultant Certifying:**

Name: Karolyn R. Gardner Title \*: Sr. Vice President, Contracts & Pricing

Signature:  (mm/dd/yyyy): 10/11/2024

Email: karolyn.gardner@icf.com Phone Number: 703-225-0160

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:

<p><b>Environmental compliance services.</b></p>
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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: 2/06/2024

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%
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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	7/1/2023	6/30/2024		\$ 154.50	\$ 138.00 - \$ 165.00
	\$ 438.78	N/A	7/1/2024	6/30/2025	3.00%	\$ 159.14	\$ 142.14 - \$ 169.95
	\$ 451.94	N/A	7/1/2025	6/30/2026	3.00%	\$ 163.91	\$ 146.40 - \$ 175.05
	\$ 465.50	N/A	7/1/2026	6/30/2027	3.00%	\$ 168.83	\$ 150.80 - \$ 180.30
	\$ 479.46	N/A	7/1/2027	6/30/2028	3.00%	\$ 173.89	\$ 155.32 - \$ 185.71
Sr. Engineering Manager (QA/QC) Pat Somerville*	\$ 397.68	N/A	7/1/2023	6/30/2024		\$ 144.23	\$ 112.00 - \$ 148.00
	\$ 409.61	N/A	7/1/2024	6/30/2025	3.00%	\$ 148.56	\$ 115.36 - \$ 152.44
	\$ 421.90	N/A	7/1/2025	6/30/2026	3.00%	\$ 153.01	\$ 118.82 - \$ 157.01
	\$ 434.56	N/A	7/1/2026	6/30/2027	3.00%	\$ 157.60	\$ 122.39 - \$ 161.72
	\$ 447.59	N/A	7/1/2027	6/30/2028	3.00%	\$ 162.33	\$ 126.06 - \$ 166.58
Sr. Engineering Manager	\$ 380.01	N/A	7/1/2023	6/30/2024		\$ 137.82	\$ 112.00 - \$ 148.00
	\$ 391.41	N/A	7/1/2024	6/30/2025	3.00%	\$ 141.95	\$ 115.36 - \$ 152.44
	\$ 403.15	N/A	7/1/2025	6/30/2026	3.00%	\$ 146.21	\$ 118.82 - \$ 157.01
	\$ 415.24	N/A	7/1/2026	6/30/2027	3.00%	\$ 150.60	\$ 122.39 - \$ 161.72
	\$ 427.70	N/A	7/1/2027	6/30/2028	3.00%	\$ 155.12	\$ 126.06 - \$ 166.58

<b>Engineering Manager</b>	\$ 318.99	N/A	7/1/2023	6/30/2024		\$ 115.69	\$ 105.00 - \$ 126.00
	\$ 328.56	N/A	7/1/2024	6/30/2025	3.00%	\$ 119.16	\$ 108.15 - \$ 129.78
	\$ 338.41	N/A	7/1/2025	6/30/2026	3.00%	\$ 122.74	\$ 111.39 - \$ 133.67
	\$ 348.57	N/A	7/1/2026	6/30/2027	3.00%	\$ 126.42	\$ 114.74 - \$ 137.68
	\$ 359.02	N/A	7/1/2027	6/30/2028	3.00%	\$ 130.21	\$ 118.18 - \$ 141.81
<b>Design Manager</b>	\$ 318.99	N/A	7/1/2023	6/30/2024		\$ 115.69	\$ 101.00 - \$ 126.00
	\$ 328.56	N/A	7/1/2024	6/30/2025	3.00%	\$ 119.16	\$ 104.03 - \$ 129.78
	\$ 338.41	N/A	7/1/2025	6/30/2026	3.00%	\$ 122.74	\$ 107.15 - \$ 133.67
	\$ 348.57	N/A	7/1/2026	6/30/2027	3.00%	\$ 126.42	\$ 110.37 - \$ 137.68
	\$ 359.02	N/A	7/1/2027	6/30/2028	3.00%	\$ 130.21	\$ 113.68 - \$ 141.81
<b>Sr. Project Manager</b>	\$ 265.00	N/A	7/1/2023	6/30/2024		\$ 96.11	\$ 75.00 - \$ 107.00
	\$ 272.95	N/A	7/1/2024	6/30/2025	3.00%	\$ 98.99	\$ 77.25 - \$ 110.21
	\$ 281.14	N/A	7/1/2025	6/30/2026	3.00%	\$ 101.96	\$ 79.57 - \$ 113.52
	\$ 289.57	N/A	7/1/2026	6/30/2027	3.00%	\$ 105.02	\$ 81.95 - \$ 116.92
	\$ 298.26	N/A	7/1/2027	6/30/2028	3.00%	\$ 108.17	\$ 84.41 - \$ 120.43
<b>Sr. Project Manager (Contract Manager)</b> Josh Cosper*	\$ 256.67	N/A	7/1/2023	6/30/2024		\$ 93.09	\$ 75.00 - \$ 107.00
	\$ 264.37	N/A	7/1/2024	6/30/2025	3.00%	\$ 95.88	\$ 77.25 - \$ 110.21
	\$ 272.30	N/A	7/1/2025	6/30/2026	3.00%	\$ 98.76	\$ 79.57 - \$ 113.52
	\$ 280.47	N/A	7/1/2026	6/30/2027	3.00%	\$ 101.72	\$ 81.95 - \$ 116.92
	\$ 288.89	N/A	7/1/2027	6/30/2028	3.00%	\$ 104.77	\$ 84.41 - \$ 120.43
<b>Sr. Technical Lead</b>	\$ 265.00	N/A	7/1/2023	6/30/2024		\$ 96.11	\$ 75.00 - \$ 107.00
	\$ 272.95	N/A	7/1/2024	6/30/2025	3.00%	\$ 98.99	\$ 77.25 - \$ 110.21
	\$ 281.14	N/A	7/1/2025	6/30/2026	3.00%	\$ 101.96	\$ 79.57 - \$ 113.52
	\$ 289.57	N/A	7/1/2026	6/30/2027	3.00%	\$ 105.02	\$ 81.95 - \$ 116.92
	\$ 298.26	N/A	7/1/2027	6/30/2028	3.00%	\$ 108.17	\$ 84.41 - \$ 120.43
<b>Project Manager</b>	\$ 213.99	N/A	7/1/2023	6/30/2024		\$ 77.61	\$ 62.00 - \$ 88.00
	\$ 220.41	N/A	7/1/2024	6/30/2025	3.00%	\$ 79.94	\$ 63.86 - \$ 90.64
	\$ 227.02	N/A	7/1/2025	6/30/2026	3.00%	\$ 82.34	\$ 65.78 - \$ 93.36
	\$ 233.83	N/A	7/1/2026	6/30/2027	3.00%	\$ 84.81	\$ 67.75 - \$ 96.16
	\$ 240.85	N/A	7/1/2027	6/30/2028	3.00%	\$ 87.35	\$ 69.78 - \$ 99.04
<b>Technical Lead</b>	\$ 213.99	N/A	7/1/2023	6/30/2024		\$ 77.61	\$ 62.00 - \$ 88.00
	\$ 220.41	N/A	7/1/2024	6/30/2025	3.00%	\$ 79.94	\$ 63.86 - \$ 90.64
	\$ 227.02	N/A	7/1/2025	6/30/2026	3.00%	\$ 82.34	\$ 65.78 - \$ 93.36
	\$ 233.83	N/A	7/1/2026	6/30/2027	3.00%	\$ 84.81	\$ 67.75 - \$ 96.16
	\$ 240.85	N/A	7/1/2027	6/30/2028	3.00%	\$ 87.35	\$ 69.78 - \$ 99.04
<b>Sr. Project Engineer</b>	\$ 186.00	N/A	7/1/2023	6/30/2024		\$ 67.46	\$ 56.00 - \$ 78.00
	\$ 191.58	N/A	7/1/2024	6/30/2025	3.00%	\$ 69.48	\$ 57.68 - \$ 80.34
	\$ 197.33	N/A	7/1/2025	6/30/2026	3.00%	\$ 71.57	\$ 59.41 - \$ 82.75
	\$ 203.25	N/A	7/1/2026	6/30/2027	3.00%	\$ 73.72	\$ 61.19 - \$ 85.23
	\$ 209.35	N/A	7/1/2027	6/30/2028	3.00%	\$ 75.93	\$ 63.03 - \$ 87.79

<b>Sr. Technical Engineer</b>	\$ 186.00	N/A	7/1/2023	6/30/2024		\$ 67.46	\$ 56.00 - \$ 78.00
	\$ 191.58	N/A	7/1/2024	6/30/2025	3.00%	\$ 69.48	\$ 57.68 - \$ 80.34
	\$ 197.33	N/A	7/1/2025	6/30/2026	3.00%	\$ 71.57	\$ 59.41 - \$ 82.75
	\$ 203.25	N/A	7/1/2026	6/30/2027	3.00%	\$ 73.72	\$ 61.19 - \$ 85.23
	\$ 209.35	N/A	7/1/2027	6/30/2028	3.00%	\$ 75.93	\$ 63.03 - \$ 87.79
<b>Project Engineer</b>	\$ 164.00	N/A	7/1/2023	6/30/2024		\$ 59.48	\$ 50.00 - \$ 70.00
	\$ 168.92	N/A	7/1/2024	6/30/2025	3.00%	\$ 61.26	\$ 51.50 - \$ 72.10
	\$ 173.99	N/A	7/1/2025	6/30/2026	3.00%	\$ 63.10	\$ 53.05 - \$ 74.26
	\$ 179.21	N/A	7/1/2026	6/30/2027	3.00%	\$ 65.00	\$ 54.64 - \$ 76.49
	\$ 184.59	N/A	7/1/2027	6/30/2028	3.00%	\$ 66.95	\$ 56.28 - \$ 78.79
<b>Civil Engineering Designer</b>	\$ 157.00	N/A	7/1/2023	6/30/2024		\$ 56.94	\$ 40.00 - \$ 67.00
	\$ 161.71	N/A	7/1/2024	6/30/2025	3.00%	\$ 58.65	\$ 41.20 - \$ 69.01
	\$ 166.56	N/A	7/1/2025	6/30/2026	3.00%	\$ 60.41	\$ 42.44 - \$ 71.08
	\$ 171.56	N/A	7/1/2026	6/30/2027	3.00%	\$ 62.22	\$ 43.71 - \$ 73.21
	\$ 176.70	N/A	7/1/2027	6/30/2028	3.00%	\$ 64.09	\$ 45.02 - \$ 75.41
<b>Design Engineer II</b>	\$ 142.00	N/A	7/1/2023	6/30/2024		\$ 51.50	\$ 38.00 - \$ 62.00
	\$ 146.26	N/A	7/1/2024	6/30/2025	3.00%	\$ 53.05	\$ 39.14 - \$ 63.86
	\$ 150.65	N/A	7/1/2025	6/30/2026	3.00%	\$ 54.64	\$ 40.31 - \$ 65.78
	\$ 155.17	N/A	7/1/2026	6/30/2027	3.00%	\$ 56.28	\$ 41.52 - \$ 67.75
	\$ 159.82	N/A	7/1/2027	6/30/2028	3.00%	\$ 57.96	\$ 42.77 - \$ 69.78
<b>Design Engineer I</b>	\$ 115.01	N/A	7/1/2023	6/30/2024		\$ 41.71	\$ 30.00 - \$ 52.00
	\$ 118.46	N/A	7/1/2024	6/30/2025	3.00%	\$ 42.96	\$ 30.90 - \$ 53.56
	\$ 122.01	N/A	7/1/2025	6/30/2026	3.00%	\$ 44.25	\$ 31.83 - \$ 55.17
	\$ 125.67	N/A	7/1/2026	6/30/2027	3.00%	\$ 45.58	\$ 32.78 - \$ 56.82
	\$ 129.44	N/A	7/1/2027	6/30/2028	3.00%	\$ 46.94	\$ 33.77 - \$ 58.53
<b>Sr. Planner</b>	\$ 142.00	N/A	7/1/2023	6/30/2024		\$ 51.50	\$ 38.00 - \$ 62.00
	\$ 146.26	N/A	7/1/2024	6/30/2025	3.00%	\$ 53.05	\$ 39.14 - \$ 63.86
	\$ 150.65	N/A	7/1/2025	6/30/2026	3.00%	\$ 54.64	\$ 40.31 - \$ 65.78
	\$ 155.17	N/A	7/1/2026	6/30/2027	3.00%	\$ 56.28	\$ 41.52 - \$ 67.75
	\$ 159.82	N/A	7/1/2027	6/30/2028	3.00%	\$ 57.96	\$ 42.77 - \$ 69.78
<b>Planner II</b>	\$ 118.01	N/A	7/1/2023	6/30/2024		\$ 42.80	\$ 31.00 - \$ 53.00
	\$ 121.55	N/A	7/1/2024	6/30/2025	3.00%	\$ 44.08	\$ 31.93 - \$ 54.59
	\$ 125.20	N/A	7/1/2025	6/30/2026	3.00%	\$ 45.41	\$ 32.89 - \$ 56.23
	\$ 128.95	N/A	7/1/2026	6/30/2027	3.00%	\$ 46.77	\$ 33.87 - \$ 57.91
	\$ 132.82	N/A	7/1/2027	6/30/2028	3.00%	\$ 48.17	\$ 34.89 - \$ 59.65
<b>Planner I</b>	\$ 93.99	N/A	7/1/2023	6/30/2024		\$ 34.09	\$ 28.00 - \$ 45.00
	\$ 96.81	N/A	7/1/2024	6/30/2025	3.00%	\$ 35.11	\$ 28.84 - \$ 46.35
	\$ 99.72	N/A	7/1/2025	6/30/2026	3.00%	\$ 36.17	\$ 29.71 - \$ 47.74
	\$ 102.71	N/A	7/1/2026	6/30/2027	3.00%	\$ 37.25	\$ 30.60 - \$ 49.17
	\$ 105.79	N/A	7/1/2027	6/30/2028	3.00%	\$ 38.37	\$ 31.51 - \$ 50.65



<b>Sr. Technician</b>	\$ 145.00	N/A	7/1/2023	6/30/2024		\$ 52.59	\$ 40.00 - \$ 63.00
	\$ 149.35	N/A	7/1/2024	6/30/2025	3.00%	\$ 54.17	\$ 41.20 - \$ 64.89
	\$ 153.84	N/A	7/1/2025	6/30/2026	3.00%	\$ 55.79	\$ 42.44 - \$ 66.84
	\$ 158.45	N/A	7/1/2026	6/30/2027	3.00%	\$ 57.47	\$ 43.71 - \$ 68.84
	\$ 163.20	N/A	7/1/2027	6/30/2028	3.00%	\$ 59.19	\$ 45.02 - \$ 70.91
<b>Technician</b>	\$ 97.00	N/A	7/1/2023	6/30/2024		\$ 35.18	\$ 23.00 - \$ 46.00
	\$ 99.91	N/A	7/1/2024	6/30/2025	3.00%	\$ 36.24	\$ 23.69 - \$ 47.38
	\$ 102.91	N/A	7/1/2025	6/30/2026	3.00%	\$ 37.32	\$ 24.40 - \$ 48.80
	\$ 105.99	N/A	7/1/2026	6/30/2027	3.00%	\$ 38.44	\$ 25.13 - \$ 50.27
	\$ 109.17	N/A	7/1/2027	6/30/2028	3.00%	\$ 39.60	\$ 25.89 - \$ 51.77
<b>Intern</b>	\$ 66.01	N/A	7/1/2023	6/30/2024		\$ 23.94	\$ 17.00 - \$ 34.00
	\$ 67.99	N/A	7/1/2024	6/30/2025	3.00%	\$ 24.66	\$ 17.51 - \$ 35.02
	\$ 70.03	N/A	7/1/2025	6/30/2026	3.00%	\$ 25.40	\$ 18.04 - \$ 36.07
	\$ 72.13	N/A	7/1/2026	6/30/2027	3.00%	\$ 26.16	\$ 18.58 - \$ 37.15
	\$ 74.29	N/A	7/1/2027	6/30/2028	3.00%	\$ 26.94	\$ 19.13 - \$ 38.27
<b>Survey Division Manager</b>	\$ 317.99	N/A	7/1/2023	6/30/2024		\$ 115.33	\$ 85.00 - \$ 126.00
	\$ 327.53	N/A	7/1/2024	6/30/2025	3.00%	\$ 118.79	\$ 87.55 - \$ 129.78
	\$ 337.36	N/A	7/1/2025	6/30/2026	3.00%	\$ 122.35	\$ 90.18 - \$ 133.67
	\$ 347.48	N/A	7/1/2026	6/30/2027	3.00%	\$ 126.02	\$ 92.88 - \$ 137.68
	\$ 357.91	N/A	7/1/2027	6/30/2028	3.00%	\$ 129.80	\$ 95.67 - \$ 141.81
<b>Survey Manager II</b>	\$ 242.00	N/A	7/1/2023	6/30/2024		\$ 87.77	\$ 74.00 - \$ 96.00
	\$ 249.26	N/A	7/1/2024	6/30/2025	3.00%	\$ 90.40	\$ 76.22 - \$ 98.88
	\$ 256.74	N/A	7/1/2025	6/30/2026	3.00%	\$ 93.12	\$ 78.51 - \$ 101.85
	\$ 264.45	N/A	7/1/2026	6/30/2027	3.00%	\$ 95.91	\$ 80.86 - \$ 104.90
	\$ 272.38	N/A	7/1/2027	6/30/2028	3.00%	\$ 98.79	\$ 83.29 - \$ 108.05
<b>Survey Manager I</b>	\$ 217.00	N/A	7/1/2023	6/30/2024		\$ 78.70	\$ 69.00 - \$ 89.00
	\$ 223.51	N/A	7/1/2024	6/30/2025	3.00%	\$ 81.06	\$ 71.07 - \$ 91.67
	\$ 230.21	N/A	7/1/2025	6/30/2026	3.00%	\$ 83.49	\$ 73.20 - \$ 94.42
	\$ 237.12	N/A	7/1/2026	6/30/2027	3.00%	\$ 86.00	\$ 75.40 - \$ 97.25
	\$ 244.23	N/A	7/1/2027	6/30/2028	3.00%	\$ 88.58	\$ 77.66 - \$ 100.17
<b>Project Surveyor III</b>	\$ 221.99	N/A	7/1/2023	6/30/2024		\$ 80.51	\$ 65.00 - \$ 91.00
	\$ 228.65	N/A	7/1/2024	6/30/2025	3.00%	\$ 82.93	\$ 66.95 - \$ 93.73
	\$ 235.51	N/A	7/1/2025	6/30/2026	3.00%	\$ 85.41	\$ 68.96 - \$ 96.54
	\$ 242.57	N/A	7/1/2026	6/30/2027	3.00%	\$ 87.98	\$ 71.03 - \$ 99.44
	\$ 249.85	N/A	7/1/2027	6/30/2028	3.00%	\$ 90.61	\$ 73.16 - \$ 102.42
<b>Project Surveyor II</b>	\$ 191.99	N/A	7/1/2023	6/30/2024		\$ 69.63	\$ 60.00 - \$ 80.00
	\$ 197.75	N/A	7/1/2024	6/30/2025	3.00%	\$ 71.72	\$ 61.80 - \$ 82.40
	\$ 203.68	N/A	7/1/2025	6/30/2026	3.00%	\$ 73.87	\$ 63.65 - \$ 84.87
	\$ 209.79	N/A	7/1/2026	6/30/2027	3.00%	\$ 76.09	\$ 65.56 - \$ 87.42
	\$ 216.08	N/A	7/1/2027	6/30/2028	3.00%	\$ 78.37	\$ 67.53 - \$ 90.04

Project Surveyor I	\$ 176.99	N/A	7/1/2023	6/30/2024		\$ 64.19	\$ 52.00 - \$ 75.00
	\$ 182.30	N/A	7/1/2024	6/30/2025	3.00%	\$ 66.12	\$ 53.56 - \$ 77.25
	\$ 187.77	N/A	7/1/2025	6/30/2026	3.00%	\$ 68.10	\$ 55.17 - \$ 79.57
	\$ 193.40	N/A	7/1/2026	6/30/2027	3.00%	\$ 70.14	\$ 56.82 - \$ 81.95
	\$ 199.20	N/A	7/1/2027	6/30/2028	3.00%	\$ 72.25	\$ 58.53 - \$ 84.41
Asst Surveyor III	\$ 150.99	N/A	7/1/2023	6/30/2024		\$ 54.76	\$ 45.00 - \$ 65.00
	\$ 155.52	N/A	7/1/2024	6/30/2025	3.00%	\$ 56.40	\$ 46.35 - \$ 66.95
	\$ 160.18	N/A	7/1/2025	6/30/2026	3.00%	\$ 58.09	\$ 47.74 - \$ 68.96
	\$ 164.99	N/A	7/1/2026	6/30/2027	3.00%	\$ 59.84	\$ 49.17 - \$ 71.03
	\$ 169.94	N/A	7/1/2027	6/30/2028	3.00%	\$ 61.63	\$ 50.65 - \$ 73.16
Asst Surveyor II	\$ 135.99	N/A	7/1/2023	6/30/2024		\$ 49.32	\$ 41.00 - \$ 60.00
	\$ 140.07	N/A	7/1/2024	6/30/2025	3.00%	\$ 50.80	\$ 42.23 - \$ 61.80
	\$ 144.27	N/A	7/1/2025	6/30/2026	3.00%	\$ 52.32	\$ 43.50 - \$ 63.65
	\$ 148.60	N/A	7/1/2026	6/30/2027	3.00%	\$ 53.89	\$ 44.80 - \$ 65.56
	\$ 153.06	N/A	7/1/2027	6/30/2028	3.00%	\$ 55.51	\$ 46.15 - \$ 67.53
Asst Surveyor I	\$ 120.99	N/A	7/1/2023	6/30/2024		\$ 43.88	\$ 35.00 - \$ 54.00
	\$ 124.62	N/A	7/1/2024	6/30/2025	3.00%	\$ 45.20	\$ 36.05 - \$ 55.62
	\$ 128.36	N/A	7/1/2025	6/30/2026	3.00%	\$ 46.55	\$ 37.13 - \$ 57.29
	\$ 132.21	N/A	7/1/2026	6/30/2027	3.00%	\$ 47.95	\$ 38.25 - \$ 59.01
	\$ 136.17	N/A	7/1/2027	6/30/2028	3.00%	\$ 49.39	\$ 39.39 - \$ 60.78
Survey Specialist III	\$ 211.01	N/A	7/1/2023	6/30/2024		\$ 76.53	\$ 58.00 - \$ 87.00
	\$ 217.34	N/A	7/1/2024	6/30/2025	3.00%	\$ 78.83	\$ 59.74 - \$ 89.61
	\$ 223.86	N/A	7/1/2025	6/30/2026	3.00%	\$ 81.19	\$ 61.53 - \$ 92.30
	\$ 230.58	N/A	7/1/2026	6/30/2027	3.00%	\$ 83.63	\$ 63.38 - \$ 95.07
	\$ 237.50	N/A	7/1/2027	6/30/2028	3.00%	\$ 86.14	\$ 65.28 - \$ 97.92
Survey Specialist II	\$ 161.99	N/A	7/1/2023	6/30/2024		\$ 58.75	\$ 45.00 - \$ 69.00
	\$ 166.85	N/A	7/1/2024	6/30/2025	3.00%	\$ 60.51	\$ 46.35 - \$ 71.07
	\$ 171.85	N/A	7/1/2025	6/30/2026	3.00%	\$ 62.33	\$ 47.74 - \$ 73.20
	\$ 177.01	N/A	7/1/2026	6/30/2027	3.00%	\$ 64.20	\$ 49.17 - \$ 75.40
	\$ 182.32	N/A	7/1/2027	6/30/2028	3.00%	\$ 66.12	\$ 50.65 - \$ 77.66
Survey Specialist I	\$ 126.01	N/A	7/1/2023	6/30/2024		\$ 45.70	\$ 35.00 - \$ 56.00
	\$ 129.79	N/A	7/1/2024	6/30/2025	3.00%	\$ 47.07	\$ 36.05 - \$ 57.68
	\$ 133.68	N/A	7/1/2025	6/30/2026	3.00%	\$ 48.48	\$ 37.13 - \$ 59.41
	\$ 137.69	N/A	7/1/2026	6/30/2027	3.00%	\$ 49.94	\$ 38.25 - \$ 61.19
	\$ 141.82	N/A	7/1/2027	6/30/2028	3.00%	\$ 51.44	\$ 39.39 - \$ 63.03
Lead Survey Technician	\$ 157.00	N/A	7/1/2023	6/30/2024		\$ 56.94	\$ 46.00 - \$ 67.00
	\$ 161.71	N/A	7/1/2024	6/30/2025	3.00%	\$ 58.65	\$ 47.38 - \$ 69.01
	\$ 166.56	N/A	7/1/2025	6/30/2026	3.00%	\$ 60.41	\$ 48.80 - \$ 71.08
	\$ 171.56	N/A	7/1/2026	6/30/2027	3.00%	\$ 62.22	\$ 50.27 - \$ 73.21
	\$ 176.70	N/A	7/1/2027	6/30/2028	3.00%	\$ 64.09	\$ 51.77 - \$ 75.41



<b>Survey Technician III</b>	\$ 135.99	N/A	7/1/2023	6/30/2024		\$ 49.32	\$ 37.00 - \$ 60.00
	\$ 140.07	N/A	7/1/2024	6/30/2025	3.00%	\$ 50.80	\$ 38.11 - \$ 61.80
	\$ 144.27	N/A	7/1/2025	6/30/2026	3.00%	\$ 52.32	\$ 39.25 - \$ 63.65
	\$ 148.60	N/A	7/1/2026	6/30/2027	3.00%	\$ 53.89	\$ 40.43 - \$ 65.56
	\$ 153.06	N/A	7/1/2027	6/30/2028	3.00%	\$ 55.51	\$ 41.64 - \$ 67.53
<b>Survey Technician II</b>	\$ 126.01	N/A	7/1/2023	6/30/2024		\$ 45.70	\$ 34.00 - \$ 56.00
	\$ 129.79	N/A	7/1/2024	6/30/2025	3.00%	\$ 47.07	\$ 35.02 - \$ 57.68
	\$ 133.68	N/A	7/1/2025	6/30/2026	3.00%	\$ 48.48	\$ 36.07 - \$ 59.41
	\$ 137.69	N/A	7/1/2026	6/30/2027	3.00%	\$ 49.94	\$ 37.15 - \$ 61.19
	\$ 141.82	N/A	7/1/2027	6/30/2028	3.00%	\$ 51.44	\$ 38.27 - \$ 63.03
<b>Survey Technician I</b>	\$ 111.01	N/A	7/1/2023	6/30/2024		\$ 40.26	\$ 19.00 - \$ 51.00
	\$ 114.34	N/A	7/1/2024	6/30/2025	3.00%	\$ 41.47	\$ 19.57 - \$ 52.53
	\$ 117.77	N/A	7/1/2025	6/30/2026	3.00%	\$ 42.71	\$ 20.16 - \$ 54.11
	\$ 121.30	N/A	7/1/2026	6/30/2027	3.00%	\$ 43.99	\$ 20.76 - \$ 55.73
	\$ 124.94	N/A	7/1/2027	6/30/2028	3.00%	\$ 45.31	\$ 21.38 - \$ 57.40
<b>Chief of Party (OE3)*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 171.01	\$ 256.51	7/1/2023	6/30/2024		\$ 62.02	\$ 55.00 - \$ 73.00
	\$ 176.14	\$ 264.20	7/1/2024	6/30/2025	3.00%	\$ 63.88	\$ 56.65 - \$ 75.19
	\$ 181.42	\$ 272.13	7/1/2025	6/30/2026	3.00%	\$ 65.80	\$ 58.35 - \$ 77.45
	\$ 186.86	\$ 280.29	7/1/2026	6/30/2027	3.00%	\$ 67.77	\$ 60.10 - \$ 79.77
	\$ 192.47	\$ 288.70	7/1/2027	6/30/2028	3.00%	\$ 69.80	\$ 61.90 - \$ 82.16
<b>Instrumentperson (OE3)*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 156.01	\$ 234.01	7/1/2023	6/30/2024		\$ 56.58	\$ 51.00 - \$ 67.00
	\$ 160.69	\$ 241.03	7/1/2024	6/30/2025	3.00%	\$ 58.28	\$ 52.53 - \$ 69.01
	\$ 165.51	\$ 248.26	7/1/2025	6/30/2026	3.00%	\$ 60.03	\$ 54.11 - \$ 71.08
	\$ 170.47	\$ 255.71	7/1/2026	6/30/2027	3.00%	\$ 61.83	\$ 55.73 - \$ 73.21
	\$ 175.59	\$ 263.38	7/1/2027	6/30/2028	3.00%	\$ 63.68	\$ 57.40 - \$ 75.41
<b>Chainperson (OE3)*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 150.99	\$ 226.48	7/1/2023	6/30/2024		\$ 54.76	\$ 48.00 - \$ 65.00
	\$ 155.52	\$ 233.28	7/1/2024	6/30/2025	3.00%	\$ 56.40	\$ 49.44 - \$ 66.95
	\$ 160.18	\$ 240.27	7/1/2025	6/30/2026	3.00%	\$ 58.09	\$ 50.92 - \$ 68.96
	\$ 164.99	\$ 247.48	7/1/2026	6/30/2027	3.00%	\$ 59.84	\$ 52.45 - \$ 71.03
	\$ 169.94	\$ 254.91	7/1/2027	6/30/2028	3.00%	\$ 61.63	\$ 54.02 - \$ 73.16
<b>Apprentice (OE3)*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 108.99	\$ 163.49	7/1/2023	6/30/2024		\$ 39.53	\$ 28.00 - \$ 50.00
	\$ 112.26	\$ 168.40	7/1/2024	6/30/2025	3.00%	\$ 40.72	\$ 28.84 - \$ 51.50
	\$ 115.63	\$ 173.45	7/1/2025	6/30/2026	3.00%	\$ 41.94	\$ 29.71 - \$ 53.05
	\$ 119.10	\$ 178.65	7/1/2026	6/30/2027	3.00%	\$ 43.20	\$ 30.60 - \$ 54.64
	\$ 122.67	\$ 184.01	7/1/2027	6/30/2028	3.00%	\$ 44.49	\$ 31.51 - \$ 56.28
<b>2-Person Crew (OE3)*</b> <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	7/1/2023	6/30/2024		\$ 118.96	\$ 103.00 - \$ 129.00
	\$ 337.84	\$ 506.77	7/1/2024	6/30/2025	3.00%	\$ 122.53	\$ 106.09 - \$ 132.87
	\$ 347.98	\$ 521.97	7/1/2025	6/30/2026	3.00%	\$ 126.20	\$ 109.27 - \$ 136.86
	\$ 358.42	\$ 537.63	7/1/2026	6/30/2027	3.00%	\$ 129.99	\$ 112.55 - \$ 140.96
	\$ 369.17	\$ 553.76	7/1/2027	6/30/2028	3.00%	\$ 133.89	\$ 115.93 - \$ 145.19



<b>3-Person Crew (OE3)*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 437.99	\$ 656.99	7/1/2023	6/30/2024		\$ 158.85	\$ 133.00 - \$ 169.00
	\$ 451.13	\$ 676.70	7/1/2024	6/30/2025	3.00%	\$ 163.62	\$ 136.99 - \$ 174.07
	\$ 464.66	\$ 697.00	7/1/2025	6/30/2026	3.00%	\$ 168.52	\$ 141.10 - \$ 179.29
	\$ 478.60	\$ 717.91	7/1/2026	6/30/2027	3.00%	\$ 173.58	\$ 145.33 - \$ 184.67
	\$ 492.96	\$ 739.44	7/1/2027	6/30/2028	3.00%	\$ 178.79	\$ 149.69 - \$ 190.21
<b>Utility Locator (PW North)*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 135.99	\$ 203.98	7/1/2023	6/30/2024		\$ 49.32	\$ 44.00 - \$ 60.00
	\$ 140.07	\$ 210.10	7/1/2024	6/30/2025	3.00%	\$ 50.80	\$ 45.32 - \$ 61.80
	\$ 144.27	\$ 216.40	7/1/2025	6/30/2026	3.00%	\$ 52.32	\$ 46.68 - \$ 63.65
	\$ 148.60	\$ 222.90	7/1/2026	6/30/2027	3.00%	\$ 53.89	\$ 48.08 - \$ 65.56
	\$ 153.06	\$ 229.58	7/1/2027	6/30/2028	3.00%	\$ 55.51	\$ 49.52 - \$ 67.53
<b>2-Person Utility Locate (PW North)*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 268.01	\$ 402.01	7/1/2023	6/30/2024		\$ 97.20	\$ 90.00 - \$ 108.00
	\$ 276.05	\$ 414.07	7/1/2024	6/30/2025	3.00%	\$ 100.12	\$ 92.70 - \$ 111.24
	\$ 284.33	\$ 426.49	7/1/2025	6/30/2026	3.00%	\$ 103.12	\$ 95.48 - \$ 114.58
	\$ 292.86	\$ 439.29	7/1/2026	6/30/2027	3.00%	\$ 106.21	\$ 98.35 - \$ 118.01
	\$ 301.64	\$ 452.46	7/1/2027	6/30/2028	3.00%	\$ 109.40	\$ 101.30 - \$ 121.55
<b>Chief of Party (OE12)*</b> <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	7/1/2023	6/30/2024		\$ 73.26	\$ 64.00 - \$ 84.00
	\$ 208.06	\$ 312.09	7/1/2024	6/30/2025	3.00%	\$ 75.46	\$ 65.92 - \$ 86.52
	\$ 214.30	\$ 321.45	7/1/2025	6/30/2026	3.00%	\$ 77.72	\$ 67.90 - \$ 89.12
	\$ 220.73	\$ 331.09	7/1/2026	6/30/2027	3.00%	\$ 80.05	\$ 69.93 - \$ 91.79
	\$ 227.35	\$ 341.02	7/1/2027	6/30/2028	3.00%	\$ 82.45	\$ 72.03 - \$ 94.54
<b>Instrumentperson (OE12)*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 182.01	\$ 273.01	7/1/2023	6/30/2024		\$ 66.01	\$ 58.00 - \$ 77.00
	\$ 187.47	\$ 281.20	7/1/2024	6/30/2025	3.00%	\$ 67.99	\$ 59.74 - \$ 79.31
	\$ 193.09	\$ 289.64	7/1/2025	6/30/2026	3.00%	\$ 70.03	\$ 61.53 - \$ 81.69
	\$ 198.88	\$ 298.33	7/1/2026	6/30/2027	3.00%	\$ 72.13	\$ 63.38 - \$ 84.14
	\$ 204.85	\$ 307.28	7/1/2027	6/30/2028	3.00%	\$ 74.29	\$ 65.28 - \$ 86.66
<b>Chainperson (OE12)*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 176.99	\$ 265.48	7/1/2023	6/30/2024		\$ 64.19	\$ 58.00 - \$ 75.00
	\$ 182.30	\$ 273.45	7/1/2024	6/30/2025	3.00%	\$ 66.12	\$ 59.74 - \$ 77.25
	\$ 187.77	\$ 281.65	7/1/2025	6/30/2026	3.00%	\$ 68.10	\$ 61.53 - \$ 79.57
	\$ 193.40	\$ 290.10	7/1/2026	6/30/2027	3.00%	\$ 70.14	\$ 63.38 - \$ 81.95
	\$ 199.20	\$ 298.80	7/1/2027	6/30/2028	3.00%	\$ 72.25	\$ 65.28 - \$ 84.41
<b>Apprentice (OE12)*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 108.99	\$ 163.49	7/1/2023	6/30/2024		\$ 39.53	\$ 24.00 - \$ 50.00
	\$ 112.26	\$ 168.40	7/1/2024	6/30/2025	3.00%	\$ 40.72	\$ 24.72 - \$ 51.50
	\$ 115.63	\$ 173.45	7/1/2025	6/30/2026	3.00%	\$ 41.94	\$ 25.46 - \$ 53.05
	\$ 119.10	\$ 178.65	7/1/2026	6/30/2027	3.00%	\$ 43.20	\$ 26.23 - \$ 54.64
	\$ 122.67	\$ 184.01	7/1/2027	6/30/2028	3.00%	\$ 44.49	\$ 27.01 - \$ 56.28
<b>2-Person Crew (OE12)*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 379.01	\$ 568.52	7/1/2023	6/30/2024		\$ 137.46	\$ 122.00 - \$ 148.00
	\$ 390.38	\$ 585.58	7/1/2024	6/30/2025	3.00%	\$ 141.58	\$ 125.66 - \$ 152.44
	\$ 402.09	\$ 603.14	7/1/2025	6/30/2026	3.00%	\$ 145.83	\$ 129.43 - \$ 157.01
	\$ 414.16	\$ 621.24	7/1/2026	6/30/2027	3.00%	\$ 150.21	\$ 133.31 - \$ 161.72
	\$ 426.58	\$ 639.87	7/1/2027	6/30/2028	3.00%	\$ 154.71	\$ 137.31 - \$ 166.58

<b>3-Person Crew (OE12)*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 484.01	\$ 726.01	7/1/2023	6/30/2024		\$ 175.54	\$ 146.00 - \$ 186.00
	\$ 498.53	\$ 747.79	7/1/2024	6/30/2025	3.00%	\$ 180.81	\$ 150.38 - \$ 191.58
	\$ 513.49	\$ 770.23	7/1/2025	6/30/2026	3.00%	\$ 186.23	\$ 154.89 - \$ 197.33
	\$ 528.89	\$ 793.34	7/1/2026	6/30/2027	3.00%	\$ 191.82	\$ 159.54 - \$ 203.25
	\$ 544.76	\$ 817.14	7/1/2027	6/30/2028	3.00%	\$ 197.57	\$ 164.32 - \$ 209.34
<b>Utility Locator (PW South)*</b> <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	7/1/2023	6/30/2024		\$ 67.82	\$ 62.00 - \$ 78.00
	\$ 192.61	\$ 288.91	7/1/2024	6/30/2025	3.00%	\$ 69.85	\$ 63.86 - \$ 80.34
	\$ 198.39	\$ 297.58	7/1/2025	6/30/2026	3.00%	\$ 71.95	\$ 65.78 - \$ 82.75
	\$ 204.34	\$ 306.51	7/1/2026	6/30/2027	3.00%	\$ 74.11	\$ 67.75 - \$ 85.23
	\$ 210.47	\$ 315.70	7/1/2027	6/30/2028	3.00%	\$ 76.33	\$ 69.78 - \$ 87.79
<b>2-Person Utility Locate (PW South)*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 379.01	\$ 568.52	7/1/2023	6/30/2024		\$ 137.46	\$ 125.00 - \$ 148.00
	\$ 390.38	\$ 585.58	7/1/2024	6/30/2025	3.00%	\$ 141.58	\$ 128.75 - \$ 152.44
	\$ 402.09	\$ 603.14	7/1/2025	6/30/2026	3.00%	\$ 145.83	\$ 132.61 - \$ 157.01
	\$ 414.16	\$ 621.24	7/1/2026	6/30/2027	3.00%	\$ 150.21	\$ 136.59 - \$ 161.72
	\$ 426.58	\$ 639.87	7/1/2027	6/30/2028	3.00%	\$ 154.71	\$ 140.69 - \$ 166.58
<b>LAUD Division Manager</b>	\$ 258.99	N/A	7/1/2023	6/30/2024		\$ 93.93	\$ 85.00 - \$ 104.00
	\$ 266.76	N/A	7/1/2024	6/30/2025	3.00%	\$ 96.75	\$ 87.55 - \$ 107.12
	\$ 274.76	N/A	7/1/2025	6/30/2026	3.00%	\$ 99.65	\$ 90.18 - \$ 110.33
	\$ 283.00	N/A	7/1/2026	6/30/2027	3.00%	\$ 102.64	\$ 92.88 - \$ 113.64
	\$ 291.49	N/A	7/1/2027	6/30/2028	3.00%	\$ 105.72	\$ 95.67 - \$ 117.05
<b>Sr. LAUD Project Manager</b>	\$ 243.00	N/A	7/1/2023	6/30/2024		\$ 88.13	\$ 77.00 - \$ 99.00
	\$ 250.29	N/A	7/1/2024	6/30/2025	3.00%	\$ 90.77	\$ 79.31 - \$ 101.97
	\$ 257.80	N/A	7/1/2025	6/30/2026	3.00%	\$ 93.50	\$ 81.69 - \$ 105.03
	\$ 265.53	N/A	7/1/2026	6/30/2027	3.00%	\$ 96.30	\$ 84.14 - \$ 108.18
	\$ 273.50	N/A	7/1/2027	6/30/2028	3.00%	\$ 99.19	\$ 86.66 - \$ 111.43
<b>LAUD Project Manager</b>	\$ 211.01	N/A	7/1/2023	6/30/2024		\$ 76.53	\$ 65.00 - \$ 87.00
	\$ 217.34	N/A	7/1/2024	6/30/2025	3.00%	\$ 78.83	\$ 66.95 - \$ 89.61
	\$ 223.86	N/A	7/1/2025	6/30/2026	3.00%	\$ 81.19	\$ 68.96 - \$ 92.30
	\$ 230.58	N/A	7/1/2026	6/30/2027	3.00%	\$ 83.63	\$ 71.03 - \$ 95.07
	\$ 237.50	N/A	7/1/2027	6/30/2028	3.00%	\$ 86.14	\$ 73.16 - \$ 97.92
<b>Sr. Landscape Architect</b>	\$ 163.01	N/A	7/1/2023	6/30/2024		\$ 59.12	\$ 41.00 - \$ 70.00
	\$ 167.90	N/A	7/1/2024	6/30/2025	3.00%	\$ 60.89	\$ 42.23 - \$ 72.10
	\$ 172.94	N/A	7/1/2025	6/30/2026	3.00%	\$ 62.72	\$ 43.50 - \$ 74.26
	\$ 178.12	N/A	7/1/2026	6/30/2027	3.00%	\$ 64.60	\$ 44.80 - \$ 76.49
	\$ 183.47	N/A	7/1/2027	6/30/2028	3.00%	\$ 66.54	\$ 46.15 - \$ 78.79
<b>Landscape Architect</b>	\$ 148.01	N/A	7/1/2023	6/30/2024		\$ 53.68	\$ 38.00 - \$ 64.00
	\$ 152.45	N/A	7/1/2024	6/30/2025	3.00%	\$ 55.29	\$ 39.14 - \$ 65.92
	\$ 157.02	N/A	7/1/2025	6/30/2026	3.00%	\$ 56.95	\$ 40.31 - \$ 67.90
	\$ 161.73	N/A	7/1/2026	6/30/2027	3.00%	\$ 58.66	\$ 41.52 - \$ 69.93
	\$ 166.59	N/A	7/1/2027	6/30/2028	3.00%	\$ 60.42	\$ 42.77 - \$ 72.03



<b>Landscape Designer II</b>	\$ 116.99	N/A	7/1/2023	6/30/2024		\$ 42.43	\$ 33.00 - \$ 53.00
	\$ 120.50	N/A	7/1/2024	6/30/2025	3.00%	\$ 43.70	\$ 33.99 - \$ 54.59
	\$ 124.12	N/A	7/1/2025	6/30/2026	3.00%	\$ 45.01	\$ 35.01 - \$ 56.23
	\$ 127.84	N/A	7/1/2026	6/30/2027	3.00%	\$ 46.36	\$ 36.06 - \$ 57.91
	\$ 131.67	N/A	7/1/2027	6/30/2028	3.00%	\$ 47.76	\$ 37.14 - \$ 59.65
<b>Landscape Designer I</b>	\$ 93.99	N/A	7/1/2023	6/30/2024		\$ 34.09	\$ 27.00 - \$ 45.00
	\$ 96.81	N/A	7/1/2024	6/30/2025	3.00%	\$ 35.11	\$ 27.81 - \$ 46.35
	\$ 99.72	N/A	7/1/2025	6/30/2026	3.00%	\$ 36.17	\$ 28.64 - \$ 47.74
	\$ 102.71	N/A	7/1/2026	6/30/2027	3.00%	\$ 37.25	\$ 29.50 - \$ 49.17
	\$ 105.79	N/A	7/1/2027	6/30/2028	3.00%	\$ 38.37	\$ 30.39 - \$ 50.65
<b>Landscape Intern</b>	\$ 66.01	N/A	7/1/2023	6/30/2024		\$ 23.94	\$ 17.00 - \$ 34.00
	\$ 67.99	N/A	7/1/2024	6/30/2025	3.00%	\$ 24.66	\$ 17.51 - \$ 35.02
	\$ 70.03	N/A	7/1/2025	6/30/2026	3.00%	\$ 25.40	\$ 18.04 - \$ 36.07
	\$ 72.13	N/A	7/1/2026	6/30/2027	3.00%	\$ 26.16	\$ 18.58 - \$ 37.15
	\$ 74.29	N/A	7/1/2027	6/30/2028	3.00%	\$ 26.94	\$ 19.13 - \$ 38.27
<b>District Manager-Engineer</b>	\$ 336.99	N/A	7/1/2023	6/30/2024		\$ 122.22	\$ 110.00 - \$ 133.00
	\$ 347.10	N/A	7/1/2024	6/30/2025	3.00%	\$ 125.89	\$ 113.30 - \$ 136.99
	\$ 357.52	N/A	7/1/2025	6/30/2026	3.00%	\$ 129.66	\$ 116.70 - \$ 141.10
	\$ 368.24	N/A	7/1/2026	6/30/2027	3.00%	\$ 133.55	\$ 120.20 - \$ 145.33
	\$ 379.29	N/A	7/1/2027	6/30/2028	3.00%	\$ 137.56	\$ 123.81 - \$ 149.69
<b>Deputy District Manager</b>	\$ 303.00	N/A	7/1/2023	6/30/2024		\$ 109.89	\$ 97.00 - \$ 120.00
	\$ 312.09	N/A	7/1/2024	6/30/2025	3.00%	\$ 113.19	\$ 99.91 - \$ 123.60
	\$ 321.45	N/A	7/1/2025	6/30/2026	3.00%	\$ 116.58	\$ 102.91 - \$ 127.31
	\$ 331.09	N/A	7/1/2026	6/30/2027	3.00%	\$ 120.08	\$ 105.99 - \$ 131.13
	\$ 341.02	N/A	7/1/2027	6/30/2028	3.00%	\$ 123.68	\$ 109.17 - \$ 135.06
<b>Operations Manager</b>	\$ 262.99	N/A	7/1/2023	6/30/2024		\$ 95.38	\$ 78.00 - \$ 106.00
	\$ 270.88	N/A	7/1/2024	6/30/2025	3.00%	\$ 98.24	\$ 80.34 - \$ 109.18
	\$ 279.00	N/A	7/1/2025	6/30/2026	3.00%	\$ 101.19	\$ 82.75 - \$ 112.46
	\$ 287.37	N/A	7/1/2026	6/30/2027	3.00%	\$ 104.22	\$ 85.23 - \$ 115.83
	\$ 295.99	N/A	7/1/2027	6/30/2028	3.00%	\$ 107.35	\$ 87.79 - \$ 119.30
<b>Sr. Sanitary Project Engineer</b>	\$ 234.01	N/A	7/1/2023	6/30/2024		\$ 84.87	\$ 68.00 - \$ 95.00
	\$ 241.03	N/A	7/1/2024	6/30/2025	3.00%	\$ 87.42	\$ 70.04 - \$ 97.85
	\$ 248.26	N/A	7/1/2025	6/30/2026	3.00%	\$ 90.04	\$ 72.14 - \$ 100.79
	\$ 255.71	N/A	7/1/2026	6/30/2027	3.00%	\$ 92.74	\$ 74.31 - \$ 103.81
	\$ 263.38	N/A	7/1/2027	6/30/2028	3.00%	\$ 95.52	\$ 76.53 - \$ 106.92
<b>Sanitary Project Engineer</b>	\$ 205.99	N/A	7/1/2023	6/30/2024		\$ 74.71	\$ 57.00 - \$ 85.00
	\$ 212.17	N/A	7/1/2024	6/30/2025	3.00%	\$ 76.95	\$ 58.71 - \$ 87.55
	\$ 218.54	N/A	7/1/2025	6/30/2026	3.00%	\$ 79.26	\$ 60.47 - \$ 90.18
	\$ 225.10	N/A	7/1/2026	6/30/2027	3.00%	\$ 81.64	\$ 62.29 - \$ 92.88
	\$ 231.85	N/A	7/1/2027	6/30/2028	3.00%	\$ 84.09	\$ 64.15 - \$ 95.67



<b>Associate Sanitary Engineer</b>	\$ 176.99	N/A	7/1/2023	6/30/2024		\$ 64.19	\$ 54.00 - \$ 75.00
	\$ 182.30	N/A	7/1/2024	6/30/2025	3.00%	\$ 66.12	\$ 55.62 - \$ 77.25
	\$ 187.77	N/A	7/1/2025	6/30/2026	3.00%	\$ 68.10	\$ 57.29 - \$ 79.57
	\$ 193.40	N/A	7/1/2026	6/30/2027	3.00%	\$ 70.14	\$ 59.01 - \$ 81.95
	\$ 199.20	N/A	7/1/2027	6/30/2028	3.00%	\$ 72.25	\$ 60.78 - \$ 84.41
<b>Assistant Sanitary Engineer</b>	\$ 155.01	N/A	7/1/2023	6/30/2024		\$ 56.22	\$ 48.00 - \$ 67.00
	\$ 159.66	N/A	7/1/2024	6/30/2025	3.00%	\$ 57.91	\$ 49.44 - \$ 69.01
	\$ 164.45	N/A	7/1/2025	6/30/2026	3.00%	\$ 59.64	\$ 50.92 - \$ 71.08
	\$ 169.39	N/A	7/1/2026	6/30/2027	3.00%	\$ 61.43	\$ 52.45 - \$ 73.21
	\$ 174.47	N/A	7/1/2027	6/30/2028	3.00%	\$ 63.28	\$ 54.02 - \$ 75.41
<b>Sr. Inspector*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 135.99	N/A	7/1/2023	6/30/2024		\$ 49.32	\$ 42.00 - \$ 60.00
	\$ 140.07	N/A	7/1/2024	6/30/2025	3.00%	\$ 50.80	\$ 43.26 - \$ 61.80
	\$ 144.27	N/A	7/1/2025	6/30/2026	3.00%	\$ 52.32	\$ 44.56 - \$ 63.65
	\$ 148.60	N/A	7/1/2026	6/30/2027	3.00%	\$ 53.89	\$ 45.89 - \$ 65.56
	\$ 153.06	N/A	7/1/2027	6/30/2028	3.00%	\$ 55.51	\$ 47.27 - \$ 67.53
<b>Inspector*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 114.01	N/A	7/1/2023	6/30/2024		\$ 41.35	\$ 34.00 - \$ 52.00
	\$ 117.43	N/A	7/1/2024	6/30/2025	3.00%	\$ 42.59	\$ 35.02 - \$ 53.56
	\$ 120.96	N/A	7/1/2025	6/30/2026	3.00%	\$ 43.87	\$ 36.07 - \$ 55.17
	\$ 124.58	N/A	7/1/2026	6/30/2027	3.00%	\$ 45.18	\$ 37.15 - \$ 56.82
	\$ 128.32	N/A	7/1/2027	6/30/2028	3.00%	\$ 46.54	\$ 38.27 - \$ 58.53
<b>Inspector - Apprentice*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 81.01	N/A	7/1/2023	6/30/2024		\$ 28.28	\$ 21.00 - \$ 40.00
	\$ 83.44	N/A	7/1/2024	6/30/2025	3.00%	\$ 29.13	\$ 21.63 - \$ 41.20
	\$ 85.94	N/A	7/1/2025	6/30/2026	3.00%	\$ 30.00	\$ 22.28 - \$ 42.44
	\$ 88.52	N/A	7/1/2026	6/30/2027	3.00%	\$ 30.90	\$ 22.95 - \$ 43.71
	\$ 91.18	N/A	7/1/2027	6/30/2028	3.00%	\$ 31.83	\$ 23.64 - \$ 45.02
<b>Area Manager - CM</b>	\$ 370.00	N/A	7/1/2023	6/30/2024		\$ 134.19	\$ 105.00 - \$ 145.00
	\$ 381.10	N/A	7/1/2024	6/30/2025	3.00%	\$ 138.22	\$ 108.15 - \$ 149.35
	\$ 392.53	N/A	7/1/2025	6/30/2026	3.00%	\$ 142.36	\$ 111.39 - \$ 153.83
	\$ 404.31	N/A	7/1/2026	6/30/2027	3.00%	\$ 146.63	\$ 114.74 - \$ 158.45
	\$ 416.43	N/A	7/1/2027	6/30/2028	3.00%	\$ 151.03	\$ 118.18 - \$ 163.20
<b>Division Manager - CM</b>	\$ 340.00	N/A	7/1/2023	6/30/2024		\$ 123.31	\$ 105.00 - \$ 134.00
	\$ 350.20	N/A	7/1/2024	6/30/2025	3.00%	\$ 127.01	\$ 108.15 - \$ 138.02
	\$ 360.70	N/A	7/1/2025	6/30/2026	3.00%	\$ 130.82	\$ 111.39 - \$ 142.16
	\$ 371.52	N/A	7/1/2026	6/30/2027	3.00%	\$ 134.74	\$ 114.74 - \$ 146.43
	\$ 382.67	N/A	7/1/2027	6/30/2028	3.00%	\$ 138.79	\$ 118.18 - \$ 150.82
<b>Sr. Resident Engineer</b>	\$ 295.99	N/A	7/1/2023	6/30/2024		\$ 107.35	\$ 90.00 - \$ 118.00
	\$ 304.87	N/A	7/1/2024	6/30/2025	3.00%	\$ 110.57	\$ 92.70 - \$ 121.54
	\$ 314.02	N/A	7/1/2025	6/30/2026	3.00%	\$ 113.89	\$ 95.48 - \$ 125.19
	\$ 323.44	N/A	7/1/2026	6/30/2027	3.00%	\$ 117.30	\$ 98.35 - \$ 128.94
	\$ 333.14	N/A	7/1/2027	6/30/2028	3.00%	\$ 120.82	\$ 101.30 - \$ 132.81

<b>Sr. Project Manager - CM</b>	\$ 280.99	N/A	7/1/2023	6/30/2024		\$ 101.91	\$ 80.00 - \$ 112.00
	\$ 289.42	N/A	7/1/2024	6/30/2025	3.00%	\$ 104.97	\$ 82.40 - \$ 115.36
	\$ 298.10	N/A	7/1/2025	6/30/2026	3.00%	\$ 108.12	\$ 84.87 - \$ 118.82
	\$ 307.05	N/A	7/1/2026	6/30/2027	3.00%	\$ 111.36	\$ 87.42 - \$ 122.39
	\$ 316.26	N/A	7/1/2027	6/30/2028	3.00%	\$ 114.70	\$ 90.04 - \$ 126.06
<b>Project Manager - CM</b>	\$ 256.01	N/A	7/1/2023	6/30/2024		\$ 92.85	\$ 72.00 - \$ 103.00
	\$ 263.69	N/A	7/1/2024	6/30/2025	3.00%	\$ 95.64	\$ 74.16 - \$ 106.09
	\$ 271.60	N/A	7/1/2025	6/30/2026	3.00%	\$ 98.50	\$ 76.38 - \$ 109.27
	\$ 279.75	N/A	7/1/2026	6/30/2027	3.00%	\$ 101.46	\$ 78.68 - \$ 112.55
	\$ 288.14	N/A	7/1/2027	6/30/2028	3.00%	\$ 104.50	\$ 81.04 - \$ 115.93
<b>Resident Engineer</b>	\$ 254.00	N/A	7/1/2023	6/30/2024		\$ 92.12	\$ 72.00 - \$ 103.00
	\$ 261.62	N/A	7/1/2024	6/30/2025	3.00%	\$ 94.88	\$ 74.16 - \$ 106.09
	\$ 269.47	N/A	7/1/2025	6/30/2026	3.00%	\$ 97.73	\$ 76.38 - \$ 109.27
	\$ 277.55	N/A	7/1/2026	6/30/2027	3.00%	\$ 100.66	\$ 78.68 - \$ 112.55
	\$ 285.88	N/A	7/1/2027	6/30/2028	3.00%	\$ 103.68	\$ 81.04 - \$ 115.93
<b>Project Controls/Scheduler</b>	\$ 213.00	N/A	7/1/2023	6/30/2024		\$ 77.25	\$ 53.00 - \$ 88.00
	\$ 219.39	N/A	7/1/2024	6/30/2025	3.00%	\$ 79.57	\$ 54.59 - \$ 90.64
	\$ 225.97	N/A	7/1/2025	6/30/2026	3.00%	\$ 81.95	\$ 56.23 - \$ 93.36
	\$ 232.75	N/A	7/1/2026	6/30/2027	3.00%	\$ 84.41	\$ 57.91 - \$ 96.16
	\$ 239.73	N/A	7/1/2027	6/30/2028	3.00%	\$ 86.95	\$ 59.65 - \$ 99.04
<b>Inspector - CM*</b> <i>(Prevailing wage is based on our union contract which sets the wage. For proposal purposes, we have estimated escalation date and rate)</i>	\$ 213.99	N/A	7/1/2023	6/30/2024		\$ 77.61	\$ 43.00 - \$ 88.00
	\$ 220.41	N/A	7/1/2024	6/30/2025	3.00%	\$ 79.94	\$ 44.29 - \$ 90.64
	\$ 227.02	N/A	7/1/2025	6/30/2026	3.00%	\$ 82.34	\$ 45.62 - \$ 93.36
	\$ 233.83	N/A	7/1/2026	6/30/2027	3.00%	\$ 84.81	\$ 46.99 - \$ 96.16
	\$ 240.85	N/A	7/1/2027	6/30/2028	3.00%	\$ 87.35	\$ 48.40 - \$ 99.04
<b>Asst. Resident Engineer*</b> <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	7/1/2023	6/30/2024		\$ 78.70	\$ 55.00 - \$ 89.00
	\$ 223.51	N/A	7/1/2024	6/30/2025	3.00%	\$ 81.06	\$ 56.65 - \$ 91.67
	\$ 230.21	N/A	7/1/2025	6/30/2026	3.00%	\$ 83.49	\$ 58.35 - \$ 94.42
	\$ 237.12	N/A	7/1/2026	6/30/2027	3.00%	\$ 86.00	\$ 60.10 - \$ 97.25
	\$ 244.23	N/A	7/1/2027	6/30/2028	3.00%	\$ 88.58	\$ 61.90 - \$ 100.17
<b>Office Engineer</b>	\$ 153.99	N/A	7/1/2023	6/30/2024		\$ 55.85	\$ 38.00 - \$ 66.00
	\$ 158.61	N/A	7/1/2024	6/30/2025	3.00%	\$ 57.53	\$ 39.14 - \$ 67.98
	\$ 163.37	N/A	7/1/2025	6/30/2026	3.00%	\$ 59.25	\$ 40.31 - \$ 70.02
	\$ 168.27	N/A	7/1/2026	6/30/2027	3.00%	\$ 61.03	\$ 41.52 - \$ 72.12
	\$ 173.32	N/A	7/1/2027	6/30/2028	3.00%	\$ 62.86	\$ 42.77 - \$ 74.28
<b>Office Technician</b>	\$ 81.01	N/A	7/1/2023	6/30/2024		\$ 29.38	\$ 22.00 - \$ 40.00
	\$ 83.44	N/A	7/1/2024	6/30/2025	3.00%	\$ 30.26	\$ 22.66 - \$ 41.20
	\$ 85.94	N/A	7/1/2025	6/30/2026	3.00%	\$ 31.17	\$ 23.34 - \$ 42.44
	\$ 88.52	N/A	7/1/2026	6/30/2027	3.00%	\$ 32.10	\$ 24.04 - \$ 43.71
	\$ 91.18	N/A	7/1/2027	6/30/2028	3.00%	\$ 33.07	\$ 24.76 - \$ 45.02



<b>Expert Witness</b>	\$ 493.99	N/A	7/1/2023	6/30/2024		\$ 179.16	\$ 170.00 - \$ 185.00
	\$ 508.81	N/A	7/1/2024	6/30/2025	3.00%	\$ 184.53	\$ 175.10 - \$ 190.55
	\$ 524.07	N/A	7/1/2025	6/30/2026	3.00%	\$ 190.07	\$ 180.35 - \$ 196.27
	\$ 539.80	N/A	7/1/2026	6/30/2027	3.00%	\$ 195.77	\$ 185.76 - \$ 202.15
	\$ 555.99	N/A	7/1/2027	6/30/2028	3.00%	\$ 201.65	\$ 191.34 - \$ 208.22
<b>Strategic Consulting</b>	\$ 493.99	N/A	7/1/2023	6/30/2024		\$ 179.16	\$ 170.00 - \$ 185.00
	\$ 508.81	N/A	7/1/2024	6/30/2025	3.00%	\$ 184.53	\$ 175.10 - \$ 190.55
	\$ 524.07	N/A	7/1/2025	6/30/2026	3.00%	\$ 190.07	\$ 180.35 - \$ 196.27
	\$ 539.80	N/A	7/1/2026	6/30/2027	3.00%	\$ 195.77	\$ 185.76 - \$ 202.15
	\$ 555.99	N/A	7/1/2027	6/30/2028	3.00%	\$ 201.65	\$ 191.34 - \$ 208.22
<b>Funding Manager</b>	\$ 284.99	N/A	7/1/2023	6/30/2024		\$ 103.36	\$ 88.00 - \$ 114.00
	\$ 293.54	N/A	7/1/2024	6/30/2025	3.00%	\$ 106.46	\$ 90.64 - \$ 117.42
	\$ 302.35	N/A	7/1/2025	6/30/2026	3.00%	\$ 109.65	\$ 93.36 - \$ 120.94
	\$ 311.42	N/A	7/1/2026	6/30/2027	3.00%	\$ 112.94	\$ 96.16 - \$ 124.57
	\$ 320.76	N/A	7/1/2027	6/30/2028	3.00%	\$ 116.33	\$ 99.04 - \$ 128.31
<b>Sr. Funding Specialist</b>	\$ 185.01	N/A	7/1/2023	6/30/2024		\$ 67.10	\$ 52.00 - \$ 78.00
	\$ 190.56	N/A	7/1/2024	6/30/2025	3.00%	\$ 69.11	\$ 53.56 - \$ 80.34
	\$ 196.28	N/A	7/1/2025	6/30/2026	3.00%	\$ 71.19	\$ 55.17 - \$ 82.75
	\$ 202.17	N/A	7/1/2026	6/30/2027	3.00%	\$ 73.32	\$ 56.82 - \$ 85.23
	\$ 208.23	N/A	7/1/2027	6/30/2028	3.00%	\$ 75.52	\$ 58.53 - \$ 87.79
<b>Funding Specialist</b>	\$ 157.00	N/A	7/1/2023	6/30/2024		\$ 56.94	\$ 38.00 - \$ 67.00
	\$ 161.71	N/A	7/1/2024	6/30/2025	3.00%	\$ 58.65	\$ 39.14 - \$ 69.01
	\$ 166.56	N/A	7/1/2025	6/30/2026	3.00%	\$ 60.41	\$ 40.31 - \$ 71.08
	\$ 171.56	N/A	7/1/2026	6/30/2027	3.00%	\$ 62.22	\$ 41.52 - \$ 73.21
	\$ 176.70	N/A	7/1/2027	6/30/2028	3.00%	\$ 64.09	\$ 42.77 - \$ 75.41
<b>Project Accountant Manager</b>	\$ 185.01	N/A	7/1/2023	6/30/2024		\$ 67.10	\$ 55.00 - \$ 78.00
	\$ 190.56	N/A	7/1/2024	6/30/2025	3.00%	\$ 69.11	\$ 56.65 - \$ 80.34
	\$ 196.28	N/A	7/1/2025	6/30/2026	3.00%	\$ 71.19	\$ 58.35 - \$ 82.75
	\$ 202.17	N/A	7/1/2026	6/30/2027	3.00%	\$ 73.32	\$ 60.10 - \$ 85.23
	\$ 208.23	N/A	7/1/2027	6/30/2028	3.00%	\$ 75.52	\$ 61.90 - \$ 87.79
<b>Sr. Project Accountant</b>	\$ 146.00	N/A	7/1/2023	6/30/2024		\$ 52.95	\$ 41.00 - \$ 63.00
	\$ 150.38	N/A	7/1/2024	6/30/2025	3.00%	\$ 54.54	\$ 42.23 - \$ 64.89
	\$ 154.89	N/A	7/1/2025	6/30/2026	3.00%	\$ 56.17	\$ 43.50 - \$ 66.84
	\$ 159.53	N/A	7/1/2026	6/30/2027	3.00%	\$ 57.86	\$ 44.80 - \$ 68.84
	\$ 164.32	N/A	7/1/2027	6/30/2028	3.00%	\$ 59.60	\$ 46.15 - \$ 70.91
<b>Project Accountant</b>	\$ 129.01	N/A	7/1/2023	6/30/2024		\$ 46.79	\$ 36.00 - \$ 57.00
	\$ 132.88	N/A	7/1/2024	6/30/2025	3.00%	\$ 48.19	\$ 37.08 - \$ 58.71
	\$ 136.87	N/A	7/1/2025	6/30/2026	3.00%	\$ 49.64	\$ 38.19 - \$ 60.47
	\$ 140.98	N/A	7/1/2026	6/30/2027	3.00%	\$ 51.13	\$ 39.34 - \$ 62.29
	\$ 145.20	N/A	7/1/2027	6/30/2028	3.00%	\$ 52.66	\$ 40.52 - \$ 64.15



<b>Sr. Project Coordinator</b>	\$ 145.00	N/A	7/1/2023	6/30/2024		\$ 52.59	\$ 43.00 - \$ 63.00
	\$ 149.35	N/A	7/1/2024	6/30/2025	3.00%	\$ 54.17	\$ 44.29 - \$ 64.89
	\$ 153.84	N/A	7/1/2025	6/30/2026	3.00%	\$ 55.79	\$ 45.62 - \$ 66.84
	\$ 158.45	N/A	7/1/2026	6/30/2027	3.00%	\$ 57.47	\$ 46.99 - \$ 68.84
	\$ 163.20	N/A	7/1/2027	6/30/2028	3.00%	\$ 59.19	\$ 48.40 - \$ 70.91
<b>Project Coordinator</b>	\$ 115.01	N/A	7/1/2023	6/30/2024		\$ 41.71	\$ 33.00 - \$ 52.00
	\$ 118.46	N/A	7/1/2024	6/30/2025	3.00%	\$ 42.96	\$ 33.99 - \$ 53.56
	\$ 122.01	N/A	7/1/2025	6/30/2026	3.00%	\$ 44.25	\$ 35.01 - \$ 55.17
	\$ 125.67	N/A	7/1/2026	6/30/2027	3.00%	\$ 45.58	\$ 36.06 - \$ 56.82
	\$ 129.44	N/A	7/1/2027	6/30/2028	3.00%	\$ 46.94	\$ 37.14 - \$ 58.53
<b>Sr. Project Assistant</b>	\$ 114.01	N/A	7/1/2023	6/30/2024		\$ 41.35	\$ 34.00 - \$ 52.00
	\$ 117.43	N/A	7/1/2024	6/30/2025	3.00%	\$ 42.59	\$ 35.02 - \$ 53.56
	\$ 120.96	N/A	7/1/2025	6/30/2026	3.00%	\$ 43.87	\$ 36.07 - \$ 55.17
	\$ 124.58	N/A	7/1/2026	6/30/2027	3.00%	\$ 45.18	\$ 37.15 - \$ 56.82
	\$ 128.32	N/A	7/1/2027	6/30/2028	3.00%	\$ 46.54	\$ 38.27 - \$ 58.53
<b>Project Assistant</b>	\$ 88.01	N/A	7/1/2023	6/30/2024		\$ 31.92	\$ 24.00 - \$ 42.00
	\$ 90.65	N/A	7/1/2024	6/30/2025	3.00%	\$ 32.88	\$ 24.72 - \$ 43.26
	\$ 93.37	N/A	7/1/2025	6/30/2026	3.00%	\$ 33.86	\$ 25.46 - \$ 44.56
	\$ 96.17	N/A	7/1/2026	6/30/2027	3.00%	\$ 34.88	\$ 26.23 - \$ 45.89
	\$ 99.06	N/A	7/1/2027	6/30/2028	3.00%	\$ 35.93	\$ 27.01 - \$ 47.27
<b>Sr. Technical Writer</b>	\$ 135.00	N/A	7/1/2023	6/30/2024		\$ 48.96	\$ 35.00 - \$ 59.00
	\$ 139.05	N/A	7/1/2024	6/30/2025	3.00%	\$ 50.43	\$ 36.05 - \$ 60.77
	\$ 143.22	N/A	7/1/2025	6/30/2026	3.00%	\$ 51.94	\$ 37.13 - \$ 62.59
	\$ 147.51	N/A	7/1/2026	6/30/2027	3.00%	\$ 53.50	\$ 38.25 - \$ 64.47
	\$ 151.94	N/A	7/1/2027	6/30/2028	3.00%	\$ 55.10	\$ 39.39 - \$ 66.41
<b>Technical Writer</b>	\$ 88.01	N/A	7/1/2023	6/30/2024		\$ 31.92	\$ 21.00 - \$ 42.00
	\$ 90.65	N/A	7/1/2024	6/30/2025	3.00%	\$ 32.88	\$ 21.63 - \$ 43.26
	\$ 93.37	N/A	7/1/2025	6/30/2026	3.00%	\$ 33.86	\$ 22.28 - \$ 44.56
	\$ 96.17	N/A	7/1/2026	6/30/2027	3.00%	\$ 34.88	\$ 22.95 - \$ 45.89
	\$ 99.06	N/A	7/1/2027	6/30/2028	3.00%	\$ 35.93	\$ 23.64 - \$ 47.27
<b>Sr. Graphic Manager</b>	\$ 172.99	N/A	7/1/2023	6/30/2024		\$ 62.74	\$ 50.00 - \$ 73.00
	\$ 178.18	N/A	7/1/2024	6/30/2025	3.00%	\$ 64.62	\$ 51.50 - \$ 75.19
	\$ 183.53	N/A	7/1/2025	6/30/2026	3.00%	\$ 66.56	\$ 53.05 - \$ 77.45
	\$ 189.03	N/A	7/1/2026	6/30/2027	3.00%	\$ 68.56	\$ 54.64 - \$ 79.77
	\$ 194.70	N/A	7/1/2027	6/30/2028	3.00%	\$ 70.61	\$ 56.28 - \$ 82.16

<b>Sr. Graphic Designer</b>	\$ 148.01	N/A	7/1/2023	6/30/2024		\$ 53.68	\$ 40.00 - \$ 64.00
	\$ 152.45	N/A	7/1/2024	6/30/2025	3.00%	\$ 55.29	\$ 41.20 - \$ 65.92
	\$ 157.02	N/A	7/1/2025	6/30/2026	3.00%	\$ 56.95	\$ 42.44 - \$ 67.90
	\$ 161.73	N/A	7/1/2026	6/30/2027	3.00%	\$ 58.66	\$ 43.71 - \$ 69.93
	\$ 166.59	N/A	7/1/2027	6/30/2028	3.00%	\$ 60.42	\$ 45.02 - \$ 72.03
<b>Graphic Designer</b>	\$ 126.01	N/A	7/1/2023	6/30/2024		\$ 45.70	\$ 35.00 - \$ 56.00
	\$ 129.79	N/A	7/1/2024	6/30/2025	3.00%	\$ 47.07	\$ 36.05 - \$ 57.68
	\$ 133.68	N/A	7/1/2025	6/30/2026	3.00%	\$ 48.48	\$ 37.13 - \$ 59.41
	\$ 137.69	N/A	7/1/2026	6/30/2027	3.00%	\$ 49.94	\$ 38.25 - \$ 61.19
	\$ 141.82	N/A	7/1/2027	6/30/2028	3.00%	\$ 51.44	\$ 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: 2/06/2024

<b>SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)</b>				
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:				\$ -

**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: Zach Siviglia Title \*: President  
Signature:  Date of Certification: 02/06/2024  
Email: zsiviglia@markthomas.com Phone number: (949) 477-9000  
Address: 4200 Concourse Street, Suite 330, Ontario, CA 91764

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

List services the consultant is providing under the proposed contract:

**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.



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

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

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

**(HABENDUM CLAUSE)**

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



**1    CLAUSE E:**

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

**5    Pertinent Non-Discrimination Authorities:**

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