

**LEGAL SERVICES AGREEMENT
BY AND BETWEEN
COUNTY OF HUMBOLDT
AND
LIEBERT CASSIDY WHITMORE
FOR FISCAL YEAR 2022-2023**

INTRODUCTION

This Legal Services Agreement (the "Agreement") is entered into this ^{19th} day of July, 2022 by and between the County of Humboldt, a political subdivision of the State of California ("County") and Liebert Cassidy Whitmore, a professional corporation ("Attorney" or "Attorneys").

RECITALS

WHEREAS, pursuant to California Government Code Section 31000, the Board of Supervisors of County requests Attorneys, and Attorneys agree, to provide County, through the Office of County Counsel, Human Resources, or other County departments, with services pertaining to employment law matters as requested by County.

AGREEMENT

IT IS MUTUALLY AGREED as follows:

1. **Scope of Representation.** Attorneys will furnish legal services to County by representing the County in labor negotiations, administrative proceedings, and providing legal advice on special employment related projects as requested by County (the "Representation").
2. **Term.** This agreement shall commence on July 1, 2022, and shall continue in effect until June 30, 2023, or until all services have been completed and payment made in full, whichever is first, unless sooner terminated pursuant to this Agreement.
3. **Compensation.** Compensation to Attorneys shall be made according to the following rate schedule:

Partners	\$415.00
Senior Counsel	\$345.00
Associates	\$240.00-325.00
Labor Relations/HR consult	\$260.00
Paraprofessionals & Litigation Support	\$135.00-175.00

The maximum amount of compensation under this Agreement shall not exceed a total amount of Three Hundred Fifty Thousand Dollars (\$350,000.00).

4. **Monthly Statements.** Attorneys will bill the County on approximately a monthly basis. Statements shall include the identity of each person performing service, a brief description of the work performed, the billing rate for each person performing the service, and the amount of fees charged for the services performed. In addition to such compensation, County shall reimburse Attorneys for their direct out-of-pocket and related legal expenses, such as travel expenses, copying costs, telephone and fax charges, overnight courier services, messenger charges, postage expenses, court reporter's fees and similar items, all of which shall be described on Attorneys' monthly statements.

5. **Direction and Control.** Attorneys' work under this Agreement shall be directed and controlled by County's authorized legal representative, the Humboldt County Counsel's Office in conjunction with the Human Resources Director. Monthly statements will be reviewed by County Counsel's office, and then forwarded to Human Resources for payment.

Monthly statements will be mailed to:

Humboldt County Counsel's Office
Attention: Scott Miles, Interim County Counsel
825 Fifth Street, Room 110
Eureka, California 95501

6. **Termination.** This Agreement may be terminated by County at any time. Upon termination, Attorneys shall transfer to County or to its new attorneys all files, written material, and documents relating to the Representation, except whatever work product is the exclusive property of Attorneys such as internal communications among attorneys and staff of a non-substantive nature. Attorneys may at their own expense retain copies of any or all of the files, documents or other materials transferred upon termination. Attorneys will be available on a task basis to consult with County or its new attorneys about the Representation in accordance with the terms of this Agreement for a reasonable time following any termination of this Agreement.
7. **Records.** Except for original timesheets, attorneys will retain all records relating to their representation of County for a period of ten years from the date the Representation is concluded. Such records will be made available to County upon request for audit purposes. Attorneys will maintain both invoices of costs and primary records in order that such auditing may occur.
8. **Arbitration of Professional Liability or Other Claims.** If a dispute between County and Attorney arises over fees charged for services, the controversy will be submitted to binding arbitration in accordance with the rules of the California State Bar Fee Arbitration Program. The arbitrator or arbitration panel shall have the authority to award to the prevailing party attorneys' fees, costs and interest incurred. Any arbitration award may be served by mail upon either side and personal service shall not be required. If a dispute arises between County and Attorney over any other aspect of the attorney-client relationship, including, without limitation, a claim for breach of professional duty, that dispute will also be resolved by arbitration. It is understood that any dispute as to any alleged breach of professional duty (that is, as to whether any legal services rendered under this Agreement were allegedly unnecessary, unauthorized, omitted entirely, or were improperly, negligently or incompetently rendered) will be determined by submission to arbitration as provided by California law, and not by a lawsuit or resort to court process except as California law provides for judicial review of arbitration proceedings. **Both parties to this Agreement, by entering into it, are giving up their constitutional right to have any such dispute decided in a court of law before a jury, and instead are accepting the use of arbitration.** Each party is to bear its own attorney's fees and costs.
9. **Expert Consultants.** Attorneys will engage no expert consultants without having first received the consent of County through its Authorized Representative.
10. **Professional Skill.** Attorneys represent that they are skilled in employment law as necessary to perform the work agreed to under this Agreement. County relies upon the skill of Attorneys to perform the work in a competent and professional manner, and Attorneys agree to perform the work in accordance with this standard. Acceptance of the work by County shall not release Attorneys from their obligations under this paragraph.

11. **Attorneys' Employees.** No employee of Attorneys shall by virtue of this Agreement acquire any rights or status in County services. Attorneys shall be solely responsible for payment of Attorneys' employees, including all fringe benefits.
12. **Entire Agreement; Modification.** This Agreement contains the entire agreement between Attorneys and County relating to the scope of services described above. The Agreement may be modified or amended only by a written modification to this Agreement executed by Attorneys and by County.
13. **Compliance With Discrimination Laws.** Attorneys will comply with Title VII of the Civil Right Act of 1964 and that no person shall, on the grounds of race, creed, color, disability, sex, national origin, sexual orientation, age, religion, Vietnam era veteran's status, political affiliation, or any other non-merit factors, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under this Agreement.
14. **Conflicting Positions.** No officer, member, or employee of County and no member of its governing bodies shall have any pecuniary interest, direct or indirect, in this Agreement or in any amounts paid under this Agreement. No principal of Attorneys or any of Attorneys' employees shall serve on a County board, committee or other position which by rule, practice or action nominates or recommends attorneys to represent County, supervises such attorneys' representation of County, or authorizes funding to County's attorneys.
15. **General Liability Insurance.** During the term of this Agreement, Attorneys shall maintain comprehensive general liability coverage with aggregate limits in an amount not less than Two Million Dollars (\$2,000,000.00), and automobile coverage with combined single limits in an amount not less than One Million Dollars (\$1,000,000.00). Upon County's request, Attorneys shall provide County a certificate evidencing this insurance. Attorneys' coverage shall be primary to any insurance maintained by County. Unless the policy is simultaneously replaced with a new policy providing the same coverage, Attorneys shall immediately forward to County any notice of the cancellation or non-renewal of any such coverages, or any other policy changes that materially affect coverage.
16. **Professional Liability Insurance.** During the term of this Agreement, Attorneys also shall maintain professional liability insurance coverage with primary limits in an amount not less than required by the State Bar of California, to the extent such coverage can be obtained by Attorneys from reasonably available commercial sources. Such insurance shall insure Attorneys' work to be performed for County under this Agreement. Upon County's request, Attorneys shall provide County a certificate evidencing this insurance. Attorneys' professional liability coverage shall be primary to any insurance maintained by County. Unless the policy is simultaneously replaced with a new policy providing the same coverage, Attorneys shall immediately forward to County any notice of the cancellation or non-renewal of Attorneys' professional liability coverage, or any other policy changes that materially affect such coverage.
17. **Workers' Compensation Insurance.** During the term of this Agreement, Attorneys also shall maintain workers' compensation insurance. At County's request, Attorneys shall provide County a certificate evidencing this insurance. Attorneys' workers' compensation insurance shall be primary to any insurance maintained by County. Unless the policy is simultaneously replaced with a new policy providing the same coverage, Attorneys shall immediately forward to County any notice of the cancellation or non-renewal of Attorneys' workers' compensation coverage, or any other policy changes that materially affect such coverage.
18. **Nuclear Free Humboldt County Ordinance Compliance.** Attorney certifies by its signature below that Attorney is not a nuclear weapons contractor, in that it is not knowingly or intentionally engaged in the research, development, production, or testing of nuclear warheads, nuclear weapons systems,

or nuclear weapons components as defined by the Nuclear Free Humboldt County Ordinance. Attorney agrees to notify County immediately if it becomes a nuclear weapons contractor, as defined above. County may immediately terminate this Agreement if it determines that the foregoing certification is false or if Attorney becomes a nuclear weapons contractor.

19. **Counterpart Execution.** This Agreement may be executed in one or more counterparts, each of which shall be deemed to be an original and all of which, when taken together, shall be deemed to be one and the same agreement. This Agreement, and any amendments hereto, may be signed by manual or electronic signatures in accordance with any and all applicable local, state and federal laws, regulations and standards, and such signatures shall constitute original signatures for all purposes. A signed copy of this Agreement transmitted by email or by other means of electronic transmission shall be deemed to have the same legal effect as delivery of an original executed copy of this Agreement for all purposes.

20. **Authority to Execute.** Each person executing this Agreement represents and warrants that he or she is duly authorized and has legal authority to execute and deliver this Agreement. Each party represents and warrants to the other that the execution and delivery of this Agreement and the performance of such party's obligations hereunder have been duly authorized.

[Signatures on Following Page]

IN WITNESS WHEREOF, the parties have entered into this Agreement as of the first date written above.

TWO SIGNATURES ARE REQUIRED FOR CORPORATIONS:

- (1) CHAIRPERSON OF THE BOARD, PRESIDENT, OR VICE PRESIDENT; AND
- (2) SECRETARY, CHIEF FINANCIAL OFFICER OR TREASURER.

LIEBERT CASSIDY WHITMORE:

By:  _____

Date: 7-8-22

Name: J. Scott Tiedemann

Title: Managing Partner

By:  _____

Date: 7/8/22

Name: Steven M. Berliner

Title: Treasurer

COUNTY OF HUMBOLDT:

By:  _____

Date: 2/18/22

Virginia Bass, Chair
Humboldt County Board of Supervisors

INSURANCE AND INDEMNIFICATION REQUIREMENTS APPROVED:

By: Phillips, Amanda Digitally signed by Phillips, Amanda _____
Date: 2022.07.10 18:47:35 -0700'

Date: 07/10/2022

Risk Management

**FIRST AMENDMENT
AGREEMENT FOR CONSULTANT SERVICES
BY AND BETWEEN
COUNTY OF HUMBOLDT
AND
MARK THOMAS AND COMPANY, INC.
FOR FISCAL YEARS 2021-2022 THROUGH 2026-2027**

This First Amendment to the Agreement for Consultant Services dated March 8, 2022, by and between the County of Humboldt, a political subdivision of the State of California, hereinafter referred to as "COUNTY," and Mark Thomas and Company, Inc., a California corporation, hereinafter referred to as "CONSULTANT," is entered into this 9th day of July, 2022.

WHEREAS, on March 8, 2022, COUNTY and CONSULTANT entered into an Agreement for Consultant Services regarding the provision of on-call engineering and/or environmental services ("Consultant Services Agreement"); and

WHEREAS, the parties now desire to amend certain provisions of the Consultant Services Agreement in order to adjust the rates of compensation set forth therein.

NOW THEREFORE, the parties mutually agree as follows:

1. The Consultant Services Agreement is hereby amended to delete Attachment B – Cost Proposal ("Attachment B"), and replace it in its entirety with the modified version of Attachment B that is attached hereto and incorporated herein by reference. The modified version of Attachment B attached hereto shall supersede any and all prior versions thereof, as of the effective date of this First Amendment.
2. Except as modified herein, the Consultant Services Agreement dated March 8, 2022 shall remain in full force and effect. In the event of a conflict between the provisions of this First Amendment and the original Consultant Services Agreement, the provisions of this First Amendment shall govern.

[Signatures on Following Page]

IN WITNESS WHEREOF, the parties hereto have entered into this First Amendment as of the first date written above.

TWO SIGNATURES ARE REQUIRED FOR CORPORATIONS:

- (1) CHAIRPERSON OF THE BOARD, PRESIDENT, OR VICE PRESIDENT; AND*
- (2) SECRETARY, ASSISTANT SECRETARY, CHIEF FINANCIAL OFFICER OR ASSISTANT TREASURER.*

MARK THOMAS AND COMPANY, INC.:

By:  Date: 07/01/22

Name: Zach Siviglia

Title: President

By:  Date: 07/01/22

Name: R. Matt Brogan

Title: Secretary

COUNTY OF HUMBOLDT:

By:  Date: 7/19/22

Virginia Bass
Chair, Humboldt County Board of Supervisors

INSURANCE REQUIREMENTS APPROVED:

By: Phillips, Amanda Digitally signed by Phillips, Amanda
Date: 2022.07.08 08:36:55 -07'00' Date: 07/08/2022
Risk Management

LIST OF ATTACHMENTS:

Attachment B – Amended Cost Proposal (Exhibit 10-H2 and Exhibit 10-H4)

Attachment B – Amended Cost Proposal
(Exhibit 10-H2 and Exhibit 10-H4)

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Mark Thomas & Company, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 1,326,000

Date: 1/11/2022

For Combined Rate	Fringe Benefit 93.92% + General & Administrative 58.01%	=	Combined 151.93%
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	Fee	=	12%
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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	\$ 388.06	N/A	2/1/2022	1/31/2023		\$ 137.53	\$ 120.00 - \$ 150.00
	\$ 407.46	N/A	2/1/2023	1/31/2024	5.00%	\$ 144.41	\$ 126.00 - \$ 157.50
	\$ 427.83	N/A	2/1/2024	1/31/2025	5.00%	\$ 151.63	\$ 132.30 - \$ 165.38
	\$ 449.22	N/A	2/1/2025	1/31/2026	5.00%	\$ 159.21	\$ 138.92 - \$ 173.64
	\$ 471.69	N/A	2/1/2026	1/31/2027	5.00%	\$ 167.17	\$ 145.86 - \$ 182.33
Sr. Engineering Manager	\$ 326.18	N/A	2/1/2022	1/31/2023		\$ 115.60	\$ 99.00 - \$ 131.00
	\$ 342.49	N/A	2/1/2023	1/31/2024	5.00%	\$ 121.38	\$ 103.95 - \$ 137.55
	\$ 359.61	N/A	2/1/2024	1/31/2025	5.00%	\$ 127.45	\$ 109.15 - \$ 144.43
	\$ 377.59	N/A	2/1/2025	1/31/2026	5.00%	\$ 133.82	\$ 114.60 - \$ 151.65
	\$ 396.47	N/A	2/1/2026	1/31/2027	5.00%	\$ 140.51	\$ 120.34 - \$ 159.23
Engineering Manager	\$ 281.96	N/A	2/1/2022	1/31/2023		\$ 99.93	\$ 89.00 - \$ 115.00
	\$ 296.06	N/A	2/1/2023	1/31/2024	5.00%	\$ 104.93	\$ 93.45 - \$ 120.75
	\$ 310.87	N/A	2/1/2024	1/31/2025	5.00%	\$ 110.17	\$ 98.12 - \$ 126.79
	\$ 326.41	N/A	2/1/2025	1/31/2026	5.00%	\$ 115.68	\$ 103.03 - \$ 133.13
	\$ 342.73	N/A	2/1/2026	1/31/2027	5.00%	\$ 121.47	\$ 108.18 - \$ 139.78

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			
Practice Area Leader	\$ 281.96	N/A	2/1/2022	1/31/2023		\$ 99.93	\$ 89.00 - \$ 115.00
	\$ 296.06	N/A	2/1/2023	1/31/2024	5.00%	\$ 104.93	\$ 93.45 - \$ 120.75
	\$ 310.87	N/A	2/1/2024	1/31/2025	5.00%	\$ 110.17	\$ 98.12 - \$ 126.79
	\$ 326.41	N/A	2/1/2025	1/31/2026	5.00%	\$ 115.68	\$ 103.03 - \$ 133.13
	\$ 342.73	N/A	2/1/2026	1/31/2027	5.00%	\$ 121.47	\$ 108.18 - \$ 139.78
Sr. Project Manager	\$ 234.81	N/A	2/1/2022	1/31/2023		\$ 83.22	\$ 69.00 - \$ 99.00
	\$ 246.56	N/A	2/1/2023	1/31/2024	5.00%	\$ 87.38	\$ 72.45 - \$ 103.95
	\$ 258.88	N/A	2/1/2024	1/31/2025	5.00%	\$ 91.75	\$ 76.07 - \$ 109.15
	\$ 271.83	N/A	2/1/2025	1/31/2026	5.00%	\$ 96.34	\$ 79.88 - \$ 114.60
	\$ 285.42	N/A	2/1/2026	1/31/2027	5.00%	\$ 101.15	\$ 83.87 - \$ 120.34
Sr. Technical Lead	\$ 229.91	N/A	2/1/2022	1/31/2023		\$ 81.48	\$ 69.00 - \$ 99.00
	\$ 241.40	N/A	2/1/2023	1/31/2024	5.00%	\$ 85.55	\$ 72.45 - \$ 103.95
	\$ 253.47	N/A	2/1/2024	1/31/2025	5.00%	\$ 89.83	\$ 76.07 - \$ 109.15
	\$ 266.14	N/A	2/1/2025	1/31/2026	5.00%	\$ 94.32	\$ 79.88 - \$ 114.60
	\$ 279.45	N/A	2/1/2026	1/31/2027	5.00%	\$ 99.04	\$ 83.87 - \$ 120.34
Project Manager	\$ 191.59	N/A	2/1/2022	1/31/2023		\$ 67.90	\$ 60.00 - \$ 81.00
	\$ 201.17	N/A	2/1/2023	1/31/2024	5.00%	\$ 71.30	\$ 63.00 - \$ 85.05
	\$ 211.23	N/A	2/1/2024	1/31/2025	5.00%	\$ 74.86	\$ 66.15 - \$ 89.30
	\$ 221.79	N/A	2/1/2025	1/31/2026	5.00%	\$ 78.60	\$ 69.46 - \$ 93.77
	\$ 232.88	N/A	2/1/2026	1/31/2027	5.00%	\$ 82.53	\$ 72.93 - \$ 98.46
Technical Lead	\$ 191.59	N/A	2/1/2022	1/31/2023		\$ 67.90	\$ 60.00 - \$ 81.00
	\$ 201.17	N/A	2/1/2023	1/31/2024	5.00%	\$ 71.30	\$ 63.00 - \$ 85.05
	\$ 211.23	N/A	2/1/2024	1/31/2025	5.00%	\$ 74.86	\$ 66.15 - \$ 89.30
	\$ 221.79	N/A	2/1/2025	1/31/2026	5.00%	\$ 78.60	\$ 69.46 - \$ 93.77
	\$ 232.88	N/A	2/1/2026	1/31/2027	5.00%	\$ 82.53	\$ 72.93 - \$ 98.46
Sr. Project Engineer	\$ 165.06	N/A	2/1/2022	1/31/2023		\$ 58.50	\$ 51.00 - \$ 71.00
	\$ 173.32	N/A	2/1/2023	1/31/2024	5.00%	\$ 61.43	\$ 53.55 - \$ 74.55
	\$ 181.98	N/A	2/1/2024	1/31/2025	5.00%	\$ 64.50	\$ 56.23 - \$ 78.28
	\$ 191.08	N/A	2/1/2025	1/31/2026	5.00%	\$ 67.72	\$ 59.04 - \$ 82.19
	\$ 200.64	N/A	2/1/2026	1/31/2027	5.00%	\$ 71.11	\$ 61.99 - \$ 86.30

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			
Sr. Technical Engineer	\$ 165.06	N/A	2/1/2022	1/31/2023		\$ 58.50	\$ 51.00 - \$ 71.00
	\$ 173.32	N/A	2/1/2023	1/31/2024	5.00%	\$ 61.43	\$ 53.55 - \$ 74.55
	\$ 181.98	N/A	2/1/2024	1/31/2025	5.00%	\$ 64.50	\$ 56.23 - \$ 78.28
	\$ 191.08	N/A	2/1/2025	1/31/2026	5.00%	\$ 67.72	\$ 59.04 - \$ 82.19
	\$ 200.64	N/A	2/1/2026	1/31/2027	5.00%	\$ 71.11	\$ 61.99 - \$ 86.30
Project Engineer	\$ 144.41	N/A	2/1/2022	1/31/2023		\$ 51.18	\$ 46.00 - \$ 65.00
	\$ 151.63	N/A	2/1/2023	1/31/2024	5.00%	\$ 53.74	\$ 48.30 - \$ 68.25
	\$ 159.21	N/A	2/1/2024	1/31/2025	5.00%	\$ 56.43	\$ 50.72 - \$ 71.66
	\$ 167.17	N/A	2/1/2025	1/31/2026	5.00%	\$ 59.25	\$ 53.25 - \$ 75.25
	\$ 175.53	N/A	2/1/2026	1/31/2027	5.00%	\$ 62.21	\$ 55.91 - \$ 79.01
Design Engineer II	\$ 125.76	N/A	2/1/2022	1/31/2023		\$ 44.57	\$ 39.00 - \$ 58.00
	\$ 132.05	N/A	2/1/2023	1/31/2024	5.00%	\$ 46.80	\$ 40.95 - \$ 60.90
	\$ 138.65	N/A	2/1/2024	1/31/2025	5.00%	\$ 49.14	\$ 43.00 - \$ 63.95
	\$ 145.58	N/A	2/1/2025	1/31/2026	5.00%	\$ 51.60	\$ 45.15 - \$ 67.14
	\$ 152.86	N/A	2/1/2026	1/31/2027	5.00%	\$ 54.18	\$ 47.40 - \$ 70.50
Design Engineer I	\$ 103.16	N/A	2/1/2022	1/31/2023		\$ 36.56	\$ 30.00 - \$ 51.00
	\$ 108.32	N/A	2/1/2023	1/31/2024	5.00%	\$ 38.39	\$ 31.50 - \$ 53.55
	\$ 113.73	N/A	2/1/2024	1/31/2025	5.00%	\$ 40.31	\$ 33.08 - \$ 56.23
	\$ 119.42	N/A	2/1/2025	1/31/2026	5.00%	\$ 42.32	\$ 34.73 - \$ 59.04
	\$ 125.39	N/A	2/1/2026	1/31/2027	5.00%	\$ 44.44	\$ 36.47 - \$ 61.99
Planner II	\$ 104.15	N/A	2/1/2022	1/31/2023		\$ 36.91	\$ 30.00 - \$ 50.00
	\$ 109.35	N/A	2/1/2023	1/31/2024	5.00%	\$ 38.76	\$ 31.50 - \$ 52.50
	\$ 114.82	N/A	2/1/2024	1/31/2025	5.00%	\$ 40.69	\$ 33.08 - \$ 55.13
	\$ 120.56	N/A	2/1/2025	1/31/2026	5.00%	\$ 42.73	\$ 34.73 - \$ 57.88
	\$ 126.59	N/A	2/1/2026	1/31/2027	5.00%	\$ 44.86	\$ 36.47 - \$ 60.78
Planner I	\$ 83.52	N/A	2/1/2022	1/31/2023		\$ 29.60	\$ 22.00 - \$ 38.00
	\$ 87.70	N/A	2/1/2023	1/31/2024	5.00%	\$ 31.08	\$ 23.10 - \$ 39.90
	\$ 92.08	N/A	2/1/2024	1/31/2025	5.00%	\$ 32.63	\$ 24.26 - \$ 41.90
	\$ 96.68	N/A	2/1/2025	1/31/2026	5.00%	\$ 34.27	\$ 25.47 - \$ 43.99
	\$ 101.52	N/A	2/1/2026	1/31/2027	5.00%	\$ 35.98	\$ 26.74 - \$ 46.19

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			
Sr. Technician	\$ 127.71	N/A	2/1/2022	1/31/2023		\$ 45.26	\$ 36.00 - \$ 57.00
	\$ 134.09	N/A	2/1/2023	1/31/2024	5.00%	\$ 47.52	\$ 37.80 - \$ 59.85
	\$ 140.80	N/A	2/1/2024	1/31/2025	5.00%	\$ 49.90	\$ 39.69 - \$ 62.84
	\$ 147.84	N/A	2/1/2025	1/31/2026	5.00%	\$ 52.39	\$ 41.67 - \$ 65.98
	\$ 155.23	N/A	2/1/2026	1/31/2027	5.00%	\$ 55.01	\$ 43.76 - \$ 69.28
Technician	\$ 86.45	N/A	2/1/2022	1/31/2023		\$ 30.64	\$ 24.00 - \$ 46.00
	\$ 90.78	N/A	2/1/2023	1/31/2024	5.00%	\$ 32.17	\$ 25.20 - \$ 48.30
	\$ 95.32	N/A	2/1/2024	1/31/2025	5.00%	\$ 33.78	\$ 26.46 - \$ 50.72
	\$ 100.08	N/A	2/1/2025	1/31/2026	5.00%	\$ 35.47	\$ 27.78 - \$ 53.25
	\$ 105.09	N/A	2/1/2026	1/31/2027	5.00%	\$ 37.24	\$ 29.17 - \$ 55.91
Intern	\$ 58.94	N/A	2/1/2022	1/31/2023		\$ 20.89	\$ 15.00 - \$ 35.00
	\$ 61.89	N/A	2/1/2023	1/31/2024	5.00%	\$ 21.93	\$ 15.75 - \$ 36.75
	\$ 64.99	N/A	2/1/2024	1/31/2025	5.00%	\$ 23.03	\$ 16.54 - \$ 38.59
	\$ 68.23	N/A	2/1/2025	1/31/2026	5.00%	\$ 24.18	\$ 17.36 - \$ 40.52
	\$ 71.65	N/A	2/1/2026	1/31/2027	5.00%	\$ 25.39	\$ 18.23 - \$ 42.54
Sr. LAUD Division Manager	\$ 246.61	N/A	2/1/2022	1/31/2023		\$ 87.40	\$ 80.00 - \$ 100.00
	\$ 258.94	N/A	2/1/2023	1/31/2024	5.00%	\$ 91.77	\$ 84.00 - \$ 105.00
	\$ 271.89	N/A	2/1/2024	1/31/2025	5.00%	\$ 96.36	\$ 88.20 - \$ 110.25
	\$ 285.48	N/A	2/1/2025	1/31/2026	5.00%	\$ 101.18	\$ 92.61 - \$ 115.76
	\$ 299.76	N/A	2/1/2026	1/31/2027	5.00%	\$ 106.24	\$ 97.24 - \$ 121.55
LAUD Division Manager	\$ 226.94	N/A	2/1/2022	1/31/2023		\$ 80.43	\$ 72.00 - \$ 94.00
	\$ 238.29	N/A	2/1/2023	1/31/2024	5.00%	\$ 84.45	\$ 75.60 - \$ 98.70
	\$ 250.20	N/A	2/1/2024	1/31/2025	5.00%	\$ 88.67	\$ 79.38 - \$ 103.64
	\$ 262.71	N/A	2/1/2025	1/31/2026	5.00%	\$ 93.11	\$ 83.35 - \$ 108.82
	\$ 275.85	N/A	2/1/2026	1/31/2027	5.00%	\$ 97.76	\$ 87.52 - \$ 114.26
Sr. LAUD Project Manager	\$ 214.19	N/A	2/1/2022	1/31/2023		\$ 75.91	\$ 61.00 - \$ 84.00
	\$ 224.90	N/A	2/1/2023	1/31/2024	5.00%	\$ 79.71	\$ 64.05 - \$ 88.20
	\$ 236.14	N/A	2/1/2024	1/31/2025	5.00%	\$ 83.69	\$ 67.25 - \$ 92.61
	\$ 247.95	N/A	2/1/2025	1/31/2026	5.00%	\$ 87.88	\$ 70.62 - \$ 97.24
	\$ 260.35	N/A	2/1/2026	1/31/2027	5.00%	\$ 92.27	\$ 74.15 - \$ 102.10

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
LAUD Project Manager	\$ 185.69	N/A	2/1/2022	1/31/2023		\$ 65.81	\$ 57.00 - \$ 76.00
	\$ 194.98	N/A	2/1/2023	1/31/2024	5.00%	\$ 69.10	\$ 59.85 - \$ 79.80
	\$ 204.72	N/A	2/1/2024	1/31/2025	5.00%	\$ 72.56	\$ 62.84 - \$ 83.79
	\$ 214.96	N/A	2/1/2025	1/31/2026	5.00%	\$ 76.18	\$ 65.98 - \$ 87.98
	\$ 225.71	N/A	2/1/2026	1/31/2027	5.00%	\$ 79.99	\$ 69.28 - \$ 92.38
Landscape Architect	\$ 130.67	N/A	2/1/2022	1/31/2023		\$ 46.31	\$ 35.00 - \$ 67.00
	\$ 137.20	N/A	2/1/2023	1/31/2024	5.00%	\$ 48.63	\$ 36.75 - \$ 70.35
	\$ 144.06	N/A	2/1/2024	1/31/2025	5.00%	\$ 51.06	\$ 38.59 - \$ 73.87
	\$ 151.27	N/A	2/1/2025	1/31/2026	5.00%	\$ 53.61	\$ 40.52 - \$ 77.56
	\$ 158.83	N/A	2/1/2026	1/31/2027	5.00%	\$ 56.29	\$ 42.54 - \$ 81.44
Landscape Designer II	\$ 104.15	N/A	2/1/2022	1/31/2023		\$ 36.91	\$ 25.00 - \$ 55.00
	\$ 109.35	N/A	2/1/2023	1/31/2024	5.00%	\$ 38.76	\$ 26.25 - \$ 57.75
	\$ 114.82	N/A	2/1/2024	1/31/2025	5.00%	\$ 40.69	\$ 27.56 - \$ 60.64
	\$ 120.56	N/A	2/1/2025	1/31/2026	5.00%	\$ 42.73	\$ 28.94 - \$ 63.67
	\$ 126.59	N/A	2/1/2026	1/31/2027	5.00%	\$ 44.86	\$ 30.39 - \$ 66.85
Landscape Designer I	\$ 83.52	N/A	2/1/2022	1/31/2023		\$ 29.60	\$ 20.00 - \$ 40.00
	\$ 87.70	N/A	2/1/2023	1/31/2024	5.00%	\$ 31.08	\$ 21.00 - \$ 42.00
	\$ 92.08	N/A	2/1/2024	1/31/2025	5.00%	\$ 32.63	\$ 22.05 - \$ 44.10
	\$ 96.68	N/A	2/1/2025	1/31/2026	5.00%	\$ 34.27	\$ 23.15 - \$ 46.31
	\$ 101.52	N/A	2/1/2026	1/31/2027	5.00%	\$ 35.98	\$ 24.31 - \$ 48.62
Landscape Intern	\$ 57.96	N/A	2/1/2022	1/31/2023		\$ 20.54	\$ 15.00 - \$ 35.00
	\$ 60.85	N/A	2/1/2023	1/31/2024	5.00%	\$ 21.57	\$ 15.75 - \$ 36.75
	\$ 63.90	N/A	2/1/2024	1/31/2025	5.00%	\$ 22.65	\$ 16.54 - \$ 38.59
	\$ 67.09	N/A	2/1/2025	1/31/2026	5.00%	\$ 23.78	\$ 17.36 - \$ 40.52
	\$ 70.45	N/A	2/1/2026	1/31/2027	5.00%	\$ 24.97	\$ 18.23 - \$ 42.54
Sr. Funding Specialist	\$ 167.01	N/A	2/1/2022	1/31/2023		\$ 59.19	\$ 50.00 - \$ 73.00
	\$ 175.36	N/A	2/1/2023	1/31/2024	5.00%	\$ 62.15	\$ 52.50 - \$ 76.65
	\$ 184.13	N/A	2/1/2024	1/31/2025	5.00%	\$ 65.26	\$ 55.13 - \$ 80.48
	\$ 193.34	N/A	2/1/2025	1/31/2026	5.00%	\$ 68.52	\$ 57.88 - \$ 84.51
	\$ 203.00	N/A	2/1/2026	1/31/2027	5.00%	\$ 71.95	\$ 60.78 - \$ 88.73

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			
Funding Specialist	\$ 137.55	N/A	2/1/2022	1/31/2023		\$ 48.75	\$ 40.00 - \$ 62.00
	\$ 144.43	N/A	2/1/2023	1/31/2024	5.00%	\$ 51.19	\$ 42.00 - \$ 65.10
	\$ 151.65	N/A	2/1/2024	1/31/2025	5.00%	\$ 53.75	\$ 44.10 - \$ 68.36
	\$ 159.24	N/A	2/1/2025	1/31/2026	5.00%	\$ 56.43	\$ 46.31 - \$ 71.77
	\$ 167.20	N/A	2/1/2026	1/31/2027	5.00%	\$ 59.26	\$ 48.62 - \$ 75.36
Sr. Project Accountant	\$ 162.10	N/A	2/1/2022	1/31/2023		\$ 57.45	\$ 40.00 - \$ 69.00
	\$ 170.21	N/A	2/1/2023	1/31/2024	5.00%	\$ 60.32	\$ 42.00 - \$ 72.45
	\$ 178.72	N/A	2/1/2024	1/31/2025	5.00%	\$ 63.34	\$ 44.10 - \$ 76.07
	\$ 187.65	N/A	2/1/2025	1/31/2026	5.00%	\$ 66.51	\$ 46.31 - \$ 79.88
	\$ 197.04	N/A	2/1/2026	1/31/2027	5.00%	\$ 69.83	\$ 48.62 - \$ 83.87
Project Accountant	\$ 111.03	N/A	2/1/2022	1/31/2023		\$ 39.35	\$ 32.00 - \$ 52.00
	\$ 116.58	N/A	2/1/2023	1/31/2024	5.00%	\$ 41.32	\$ 33.60 - \$ 54.60
	\$ 122.41	N/A	2/1/2024	1/31/2025	5.00%	\$ 43.38	\$ 35.28 - \$ 57.33
	\$ 128.53	N/A	2/1/2025	1/31/2026	5.00%	\$ 45.55	\$ 37.04 - \$ 60.20
	\$ 134.96	N/A	2/1/2026	1/31/2027	5.00%	\$ 47.83	\$ 38.90 - \$ 63.21
Sr. Project Coordinator	\$ 127.71	N/A	2/1/2022	1/31/2023		\$ 45.26	\$ 36.00 - \$ 58.00
	\$ 134.09	N/A	2/1/2023	1/31/2024	5.00%	\$ 47.52	\$ 37.80 - \$ 60.90
	\$ 140.80	N/A	2/1/2024	1/31/2025	5.00%	\$ 49.90	\$ 39.69 - \$ 63.95
	\$ 147.84	N/A	2/1/2025	1/31/2026	5.00%	\$ 52.39	\$ 41.67 - \$ 67.14
	\$ 155.23	N/A	2/1/2026	1/31/2027	5.00%	\$ 55.01	\$ 43.76 - \$ 70.50
Project Coordinator	\$ 101.18	N/A	2/1/2022	1/31/2023		\$ 35.86	\$ 28.00 - \$ 48.00
	\$ 106.24	N/A	2/1/2023	1/31/2024	5.00%	\$ 37.65	\$ 29.40 - \$ 50.40
	\$ 111.55	N/A	2/1/2024	1/31/2025	5.00%	\$ 39.54	\$ 30.87 - \$ 52.92
	\$ 117.13	N/A	2/1/2025	1/31/2026	5.00%	\$ 41.51	\$ 32.41 - \$ 55.57
	\$ 122.99	N/A	2/1/2026	1/31/2027	5.00%	\$ 43.59	\$ 34.03 - \$ 58.34
Sr. Project Assistant	\$ 100.22	N/A	2/1/2022	1/31/2023		\$ 35.52	\$ 28.00 - \$ 48.00
	\$ 105.23	N/A	2/1/2023	1/31/2024	5.00%	\$ 37.30	\$ 29.40 - \$ 50.40
	\$ 110.50	N/A	2/1/2024	1/31/2025	5.00%	\$ 39.16	\$ 30.87 - \$ 52.92
	\$ 116.02	N/A	2/1/2025	1/31/2026	5.00%	\$ 41.12	\$ 32.41 - \$ 55.57
	\$ 121.82	N/A	2/1/2026	1/31/2027	5.00%	\$ 43.17	\$ 34.03 - \$ 58.34

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			
Project Assistant	\$ 75.65	N/A	2/1/2022	1/31/2023		\$ 26.81	\$ 20.00 - \$ 39.00
	\$ 79.43	N/A	2/1/2023	1/31/2024	5.00%	\$ 28.15	\$ 21.00 - \$ 40.95
	\$ 83.40	N/A	2/1/2024	1/31/2025	5.00%	\$ 29.56	\$ 22.05 - \$ 43.00
	\$ 87.57	N/A	2/1/2025	1/31/2026	5.00%	\$ 31.04	\$ 23.15 - \$ 45.15
	\$ 91.95	N/A	2/1/2026	1/31/2027	5.00%	\$ 32.59	\$ 24.31 - \$ 47.40
Sr. Technical Writer	\$ 116.90	N/A	2/1/2022	1/31/2023		\$ 41.43	\$ 29.00 - \$ 52.00
	\$ 122.74	N/A	2/1/2023	1/31/2024	5.00%	\$ 43.50	\$ 30.45 - \$ 54.60
	\$ 128.88	N/A	2/1/2024	1/31/2025	5.00%	\$ 45.68	\$ 31.97 - \$ 57.33
	\$ 135.33	N/A	2/1/2025	1/31/2026	5.00%	\$ 47.96	\$ 33.57 - \$ 60.20
	\$ 142.09	N/A	2/1/2026	1/31/2027	5.00%	\$ 50.36	\$ 35.25 - \$ 63.21
Technical Writer	\$ 76.64	N/A	2/1/2022	1/31/2023		\$ 27.16	\$ 20.00 - \$ 40.00
	\$ 80.47	N/A	2/1/2023	1/31/2024	5.00%	\$ 28.52	\$ 21.00 - \$ 42.00
	\$ 84.49	N/A	2/1/2024	1/31/2025	5.00%	\$ 29.94	\$ 22.05 - \$ 44.10
	\$ 88.71	N/A	2/1/2025	1/31/2026	5.00%	\$ 31.44	\$ 23.15 - \$ 46.31
	\$ 93.15	N/A	2/1/2026	1/31/2027	5.00%	\$ 33.01	\$ 24.31 - \$ 48.62
Sr. Graphic Manager	\$ 152.28	N/A	2/1/2022	1/31/2023		\$ 53.97	\$ 47.00 - \$ 65.00
	\$ 159.90	N/A	2/1/2023	1/31/2024	5.00%	\$ 56.67	\$ 49.35 - \$ 68.25
	\$ 167.89	N/A	2/1/2024	1/31/2025	5.00%	\$ 59.50	\$ 51.82 - \$ 71.66
	\$ 176.29	N/A	2/1/2025	1/31/2026	5.00%	\$ 62.48	\$ 54.41 - \$ 75.25
	\$ 185.10	N/A	2/1/2026	1/31/2027	5.00%	\$ 65.60	\$ 57.13 - \$ 79.01
Sr. Graphic Designer	\$ 131.66	N/A	2/1/2022	1/31/2023		\$ 46.66	\$ 36.00 - \$ 58.00
	\$ 138.24	N/A	2/1/2023	1/31/2024	5.00%	\$ 48.99	\$ 37.80 - \$ 60.90
	\$ 145.15	N/A	2/1/2024	1/31/2025	5.00%	\$ 51.44	\$ 39.69 - \$ 63.95
	\$ 152.41	N/A	2/1/2025	1/31/2026	5.00%	\$ 54.01	\$ 41.67 - \$ 67.14
	\$ 160.03	N/A	2/1/2026	1/31/2027	5.00%	\$ 56.72	\$ 43.76 - \$ 70.50

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			
Graphic Designer	\$ 111.03	N/A	2/1/2022	1/31/2023		\$ 39.35	\$ 31.00 - \$ 50.00
	\$ 116.58	N/A	2/1/2023	1/31/2024	5.00%	\$ 41.32	\$ 32.55 - \$ 52.50
	\$ 122.41	N/A	2/1/2024	1/31/2025	5.00%	\$ 43.38	\$ 34.18 - \$ 55.13
	\$ 128.53	N/A	2/1/2025	1/31/2026	5.00%	\$ 45.55	\$ 35.89 - \$ 57.88
	\$ 134.96	N/A	2/1/2026	1/31/2027	5.00%	\$ 47.83	\$ 37.68 - \$ 60.78

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

Note:

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

EXHIBIT 10-H2 COST PROPOSAL

Consultant: Mark Thomas & Company, Inc.



Prime Consultant



Subconsultant



2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Date: 1/11/2022

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs			IRS Rate	\$ -
Postage/Delivery/Overnight			At Cost	\$ -
Per Diem			At Cost	\$ -
Lodging			At Cost	\$ -
Grant Writing/Community Engagement/Public Outreach			At Cost	\$ -
Subconsultant 1: Area West				\$ 100,000.00
Subconsultant 2: Crawford & Associates				\$ 250,000.00
Subconsultant 3: Fehr & Peers				\$ 250,000.00
Subconsultant 4: Point West Surveying				\$ 149,000.00
Subconsultant 5: Stantec				\$ 250,000.00
Subconsultant 6: TJKM				\$ 175,000.00

NOTES:

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


Certification of Direct Costs:

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

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

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement. Local governments are responsible for applying only cognizant agency or Caltrans accepted Indirect Cost Rate(s).

Prime Consultant or Subconsultant Certifying:

Name: Zach Siviglia Title *: President/Principal
Signature:  Date of Certification: 01/11/2022
Email: zsiviglia@markthomas.com Phone number: (916) 381-9100
Address: 701 University Avenue, Suite 200, Sacramento, CA 95825

* 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:

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	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 1 1/2	From	To			
Ro umo ic - odsuntie Rebecca . Principal/Biological Resources Lead	\$ 201.78	N/A	2/1/2022	1/31/2023		\$ 68.00	N/A
	\$ 207.83	N/A	2/1/2023	1/31/2024	3.00%	\$ 70.04	N/A
	\$ 214.07	N/A	2/1/2024	1/31/2025	3.00%	\$ 72.14	N/A
	\$ 220.49	N/A	2/1/2025	1/31/2026	3.00%	\$ 74.31	N/A
	Exempt	\$ 227.11	N/A	2/1/2026	1/31/2027	3.00%	\$ 76.53
Ai en Mi hela W. Technician	\$ 50.45	\$ 75.67	2/1/2022	1/31/2023		\$ 17.00	N/A
	\$ 51.96	\$ 77.94	2/1/2023	1/31/2024	3.00%	\$ 17.51	N/A
	\$ 53.52	\$ 80.28	2/1/2024	1/31/2025	3.00%	\$ 18.04	N/A
	\$ 55.12	\$ 82.68	2/1/2025	1/31/2026	3.00%	\$ 18.58	N/A
	Non-Exempt	\$ 56.78	\$ 85.16	2/1/2026	1/31/2027	3.00%	\$ 19.13
Bailey Mary L. Archaeologist III/ Cultural Resources Specialist	\$ 148.37	\$ 222.55	2/1/2022	1/31/2023		\$ 50.00	N/A
	\$ 152.82	\$ 229.23	2/1/2023	1/31/2024	3.00%	\$ 51.50	N/A
	\$ 157.40	\$ 236.11	2/1/2024	1/31/2025	3.00%	\$ 53.05	N/A
	\$ 162.13	\$ 243.19	2/1/2025	1/31/2026	3.00%	\$ 54.64	N/A
	Non-Exempt	\$ 166.99	\$ 250.48	2/1/2026	1/31/2027	3.00%	\$ 56.28

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ \$100,000 Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	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 1 1/2	From	To			
Brin man Cory G. Planner III/Project Manager	\$ 112.76	N/A	2/1/2022	1/31/2023		\$ 38.00	N/A
	\$ 116.14	N/A	2/1/2023	1/31/2024	3.00%	\$ 39.14	N/A
	\$ 119.63	N/A	2/1/2024	1/31/2025	3.00%	\$ 40.31	N/A
	\$ 123.22	N/A	2/1/2025	1/31/2026	3.00%	\$ 41.52	N/A
	\$ 126.91	N/A	2/1/2026	1/31/2027	3.00%	\$ 42.77	N/A
Exempt							
Bro n Eli abeth L. Technician	\$ 59.35	\$ 89.02	2/1/2022	1/31/2023		\$ 20.00	N/A
	\$ 61.13	\$ 91.69	2/1/2023	1/31/2024	3.00%	\$ 20.60	N/A
	\$ 62.96	\$ 94.44	2/1/2024	1/31/2025	3.00%	\$ 21.22	N/A
	\$ 64.85	\$ 97.28	2/1/2025	1/31/2026	3.00%	\$ 21.85	N/A
	\$ 66.80	\$ 100.19	2/1/2026	1/31/2027	3.00%	\$ 22.51	N/A
Non-Exempt							
Dour-Smith Aimee A. CE A/NEPA Specialist/Project Manager	\$ 175.76	\$ 263.64	2/1/2022	1/31/2023		\$ 59.23	N/A
	\$ 181.03	\$ 271.54	2/1/2023	1/31/2024	3.00%	\$ 61.01	N/A
	\$ 186.46	\$ 279.69	2/1/2024	1/31/2025	3.00%	\$ 62.84	N/A
	\$ 192.05	\$ 288.08	2/1/2025	1/31/2026	3.00%	\$ 64.72	N/A
	\$ 197.82	\$ 296.72	2/1/2026	1/31/2027	3.00%	\$ 66.66	N/A
Non-Exempt							

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate

Fringe Benefit 49.39% + Overhead 120.37% + G & A -% = Combined 169.76%

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Fremont Matthe Sr. GIS Specialist	\$ 172.11	\$ 258.16	2/1/2022	1/31/2023		\$ 58.00	N/A
	\$ 177.27	\$ 265.91	2/1/2023	1/31/2024	3.00%	\$ 59.74	N/A
	\$ 182.59	\$ 273.88	2/1/2024	1/31/2025	3.00%	\$ 61.53	N/A
	\$ 188.07	\$ 282.10	2/1/2025	1/31/2026	3.00%	\$ 63.38	N/A
	\$ 193.71	\$ 290.56	2/1/2026	1/31/2027	3.00%	\$ 65.28	N/A
Non-Exempt							
Freund Rachel A. GIS II	\$ 83.09	\$ 124.63	2/1/2022	1/31/2023		\$ 28.00	N/A
	\$ 85.58	\$ 128.37	2/1/2023	1/31/2024	3.00%	\$ 28.84	N/A
	\$ 88.15	\$ 132.22	2/1/2024	1/31/2025	3.00%	\$ 29.71	N/A
	\$ 90.79	\$ 136.19	2/1/2025	1/31/2026	3.00%	\$ 30.60	N/A
	\$ 93.51	\$ 140.27	2/1/2026	1/31/2027	3.00%	\$ 31.51	N/A
Non-Exempt							
Garrison Christopher E. Biologist I	\$ 89.02	\$ 133.53	2/1/2022	1/31/2023		\$ 30.00	N/A
	\$ 91.69	\$ 137.54	2/1/2023	1/31/2024	3.00%	\$ 30.90	N/A
	\$ 94.44	\$ 141.66	2/1/2024	1/31/2025	3.00%	\$ 31.83	N/A
	\$ 97.28	\$ 145.91	2/1/2025	1/31/2026	3.00%	\$ 32.78	N/A
	\$ 100.19	\$ 150.29	2/1/2026	1/31/2027	3.00%	\$ 33.77	N/A
Non-Exempt							

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	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 1 1/2	From	To			
Heco Eric a A. Project Accountant I Non-Exempt	\$ 74.18	\$ 111.28	2/1/2022	1/31/2023		\$ 25.00	N/A
	\$ 76.41	\$ 114.61	2/1/2023	1/31/2024	3.00%	\$ 25.75	N/A
	\$ 78.70	\$ 118.05	2/1/2024	1/31/2025	3.00%	\$ 26.52	N/A
	\$ 81.06	\$ 121.59	2/1/2025	1/31/2026	3.00%	\$ 27.32	N/A
	\$ 83.49	\$ 125.24	2/1/2026	1/31/2027	3.00%	\$ 28.14	N/A
Hin ley Christine M. Accounting Lead Non-Exempt	\$ 92.73	\$ 139.10	2/1/2022	1/31/2023		\$ 31.25	N/A
	\$ 95.51	\$ 143.27	2/1/2023	1/31/2024	3.00%	\$ 32.19	N/A
	\$ 98.38	\$ 147.57	2/1/2024	1/31/2025	3.00%	\$ 33.15	N/A
	\$ 101.33	\$ 151.99	2/1/2025	1/31/2026	3.00%	\$ 34.15	N/A
	\$ 104.37	\$ 156.55	2/1/2026	1/31/2027	3.00%	\$ 35.17	N/A
im Caroline M. Biologist I Non-Exempt	\$ 89.02	\$ 133.53	2/1/2022	1/31/2023		\$ 30.00	N/A
	\$ 91.69	\$ 137.54	2/1/2023	1/31/2024	3.00%	\$ 30.90	N/A
	\$ 94.44	\$ 141.66	2/1/2024	1/31/2025	3.00%	\$ 31.83	N/A
	\$ 97.28	\$ 145.91	2/1/2025	1/31/2026	3.00%	\$ 32.78	N/A
	\$ 100.19	\$ 150.29	2/1/2026	1/31/2027	3.00%	\$ 33.77	N/A

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ \$100,000 Date: 12/7/2021

For Combined Rate
Fringe Benefit 49.39% + Overhead 120.37% + G & A -% = Combined 169.76%

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
odsuntie Claudia Technician	\$ 50.45	\$ 75.67	2/1/2022	1/31/2023		\$ 17.00	N/A
	\$ 51.96	\$ 77.94	2/1/2023	1/31/2024	3.00%	\$ 17.51	N/A
	\$ 53.52	\$ 80.28	2/1/2024	1/31/2025	3.00%	\$ 18.04	N/A
	\$ 55.12	\$ 82.68	2/1/2025	1/31/2026	3.00%	\$ 18.58	N/A
	\$ 56.78	\$ 85.16	2/1/2026	1/31/2027	3.00%	\$ 19.13	N/A
Non-Exempt							
odsuntie Crystal Technician	\$ 50.45	\$ 75.67	2/1/2022	1/31/2023		\$ 17.00	N/A
	\$ 51.96	\$ 77.94	2/1/2023	1/31/2024	3.00%	\$ 17.51	N/A
	\$ 53.52	\$ 80.28	2/1/2024	1/31/2025	3.00%	\$ 18.04	N/A
	\$ 55.12	\$ 82.68	2/1/2025	1/31/2026	3.00%	\$ 18.58	N/A
	\$ 56.78	\$ 85.16	2/1/2026	1/31/2027	3.00%	\$ 19.13	N/A
Non-Exempt							
odsuntie Ta atchai Sr. Graphic Designer	\$ 172.05	N/A	2/1/2022	1/31/2023		\$ 57.98	N/A
	\$ 177.21	N/A	2/1/2023	1/31/2024	3.00%	\$ 59.72	N/A
	\$ 182.53	N/A	2/1/2024	1/31/2025	3.00%	\$ 61.51	N/A
	\$ 188.00	N/A	2/1/2025	1/31/2026	3.00%	\$ 63.36	N/A
	\$ 193.64	N/A	2/1/2026	1/31/2027	3.00%	\$ 65.26	N/A
Exempt							

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	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 1 1/2	From	To			
Loomis Ames D. Water Quality Specialist Non-Exempt	\$ 103.86	\$ 155.79	2/1/2022	1/31/2023		\$ 35.00	N/A
	\$ 106.97	\$ 160.46	2/1/2023	1/31/2024	3.00%	\$ 36.05	N/A
	\$ 110.18	\$ 165.27	2/1/2024	1/31/2025	3.00%	\$ 37.13	N/A
	\$ 113.49	\$ 170.23	2/1/2025	1/31/2026	3.00%	\$ 38.25	N/A
	\$ 116.89	\$ 175.34	2/1/2026	1/31/2027	3.00%	\$ 39.39	N/A
Manning Andre R. Biologist I Non-Exempt	\$ 65.28	\$ 97.92	2/1/2022	1/31/2023		\$ 22.00	N/A
	\$ 67.24	\$ 100.86	2/1/2023	1/31/2024	3.00%	\$ 22.66	N/A
	\$ 69.26	\$ 103.89	2/1/2024	1/31/2025	3.00%	\$ 23.34	N/A
	\$ 71.34	\$ 107.00	2/1/2025	1/31/2026	3.00%	\$ 24.04	N/A
	\$ 73.48	\$ 110.21	2/1/2026	1/31/2027	3.00%	\$ 24.76	N/A
Masche si Samantha Technician Non-Exempt	\$ 56.38	\$ 84.57	2/1/2022	1/31/2023		\$ 19.00	N/A
	\$ 58.07	\$ 87.11	2/1/2023	1/31/2024	3.00%	\$ 19.57	N/A
	\$ 59.81	\$ 89.72	2/1/2024	1/31/2025	3.00%	\$ 20.16	N/A
	\$ 61.61	\$ 92.41	2/1/2025	1/31/2026	3.00%	\$ 20.76	N/A
	\$ 63.46	\$ 95.18	2/1/2026	1/31/2027	3.00%	\$ 21.38	N/A

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate

Fringe Benefit 49.39% + Overhead 120.37% + G & A -% = Combined 169.76%

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Mays Kimberly A. Technician Non-Exempt	\$ 77.15	\$ 115.73	2/1/2022	1/31/2023		\$ 26.00	N/A
	\$ 79.47	\$ 119.20	2/1/2023	1/31/2024	3.00%	\$ 26.78	N/A
	\$ 81.85	\$ 122.77	2/1/2024	1/31/2025	3.00%	\$ 27.58	N/A
	\$ 84.31	\$ 126.46	2/1/2025	1/31/2026	3.00%	\$ 28.41	N/A
	\$ 86.83	\$ 130.25	2/1/2026	1/31/2027	3.00%	\$ 29.26	N/A
Medin Anmarie Sr. Archaeologist Non-Exempt	\$ 154.30	\$ 231.45	2/1/2022	1/31/2023		\$ 52.00	N/A
	\$ 158.93	\$ 238.40	2/1/2023	1/31/2024	3.00%	\$ 53.56	N/A
	\$ 163.70	\$ 245.55	2/1/2024	1/31/2025	3.00%	\$ 55.17	N/A
	\$ 168.61	\$ 252.92	2/1/2025	1/31/2026	3.00%	\$ 56.82	N/A
	\$ 173.67	\$ 260.50	2/1/2026	1/31/2027	3.00%	\$ 58.53	N/A
Morford Samantha Biologist II Non-Exempt	\$ 77.15	\$ 115.73	2/1/2022	1/31/2023		\$ 26.00	N/A
	\$ 79.47	\$ 119.20	2/1/2023	1/31/2024	3.00%	\$ 26.78	N/A
	\$ 81.85	\$ 122.77	2/1/2024	1/31/2025	3.00%	\$ 27.58	N/A
	\$ 84.31	\$ 126.46	2/1/2025	1/31/2026	3.00%	\$ 28.41	N/A
	\$ 86.83	\$ 130.25	2/1/2026	1/31/2027	3.00%	\$ 29.26	N/A

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	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 1 1/2	From	To			
Munger Corinne A. Biologist III	\$ 121.66	\$ 182.49	2/1/2022	1/31/2023		\$ 41.00	N/A
	\$ 125.31	\$ 187.97	2/1/2023	1/31/2024	3.00%	\$ 42.23	N/A
	\$ 129.07	\$ 193.61	2/1/2024	1/31/2025	3.00%	\$ 43.50	N/A
	\$ 132.94	\$ 199.41	2/1/2025	1/31/2026	3.00%	\$ 44.80	N/A
	\$ 136.93	\$ 205.40	2/1/2026	1/31/2027	3.00%	\$ 46.15	N/A
Non-Exempt							
Prior Alyssa M. Biologist I	\$ 65.28	\$ 97.92	2/1/2022	1/31/2023		\$ 22.00	N/A
	\$ 67.24	\$ 100.86	2/1/2023	1/31/2024	3.00%	\$ 22.66	N/A
	\$ 69.26	\$ 103.89	2/1/2024	1/31/2025	3.00%	\$ 23.34	N/A
	\$ 71.34	\$ 107.00	2/1/2025	1/31/2026	3.00%	\$ 24.04	N/A
	\$ 73.48	\$ 110.21	2/1/2026	1/31/2027	3.00%	\$ 24.76	N/A
Non-Exempt							
Rabbass Chaim Elise C. Biologist I	\$ 65.28	\$ 97.92	2/1/2022	1/31/2023		\$ 22.00	N/A
	\$ 67.24	\$ 100.86	2/1/2023	1/31/2024	3.00%	\$ 22.66	N/A
	\$ 69.26	\$ 103.89	2/1/2024	1/31/2025	3.00%	\$ 23.34	N/A
	\$ 71.34	\$ 107.00	2/1/2025	1/31/2026	3.00%	\$ 24.04	N/A
	\$ 73.48	\$ 110.21	2/1/2026	1/31/2027	3.00%	\$ 24.76	N/A
Non-Exempt							

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ \$100,000 Date: 12/7/2021

For Combined Rate
Fringe Benefit 49.39% + Overhead 120.37% + G & A -% = Combined 169.76%

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Richardson Arthur L. Biologist I Non-Exempt	\$ 77.15	\$ 115.73	2/1/2022	1/31/2023		\$ 26.00	N/A
	\$ 79.47	\$ 119.20	2/1/2023	1/31/2024	3.00%	\$ 26.78	N/A
	\$ 81.85	\$ 122.77	2/1/2024	1/31/2025	3.00%	\$ 27.58	N/A
	\$ 84.31	\$ 126.46	2/1/2025	1/31/2026	3.00%	\$ 28.41	N/A
	\$ 86.83	\$ 130.25	2/1/2026	1/31/2027	3.00%	\$ 29.26	N/A
Rogers Matthe S. Biologist III/Project Manager Non-Exempt	\$ 106.82	\$ 160.24	2/1/2022	1/31/2023		\$ 36.00	N/A
	\$ 110.03	\$ 165.04	2/1/2023	1/31/2024	3.00%	\$ 37.08	N/A
	\$ 113.33	\$ 170.00	2/1/2024	1/31/2025	3.00%	\$ 38.19	N/A
	\$ 116.73	\$ 175.10	2/1/2025	1/31/2026	3.00%	\$ 39.34	N/A
	\$ 120.23	\$ 180.35	2/1/2026	1/31/2027	3.00%	\$ 40.52	N/A
Smith avi A. Technician (rate as per SB3) Non-Exempt	\$ 41.54	\$ 62.31	2/1/2022	1/31/2023		\$ 14.00	\$ 14.00 SB3
	\$ 42.79	\$ 64.18	2/1/2023	1/31/2024	3.00%	\$ 15.00	\$ 15.00 SB3
	\$ 44.07	\$ 66.11	2/1/2024	1/31/2025	3.00%	\$ 15.45	N/A
	\$ 45.40	\$ 68.09	2/1/2025	1/31/2026	3.00%	\$ 15.91	N/A
	\$ 46.76	\$ 70.14	2/1/2026	1/31/2027	3.00%	\$ 16.39	N/A

EXHIBIT 10-H2 COST PROPOSAL

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Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	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 1 1/2	From	To			
Ste man Casey . Biologist III/Botanist Non-Exempt	\$ 148.37	N/A	2/1/2022	1/31/2023		\$ 50.00	N/A
	\$ 152.82	N/A	2/1/2023	1/31/2024	3.00%	\$ 51.50	N/A
	\$ 157.40	N/A	2/1/2024	1/31/2025	3.00%	\$ 53.05	N/A
	\$ 162.13	N/A	2/1/2025	1/31/2026	3.00%	\$ 54.64	N/A
	\$ 166.99	N/A	2/1/2026	1/31/2027	3.00%	\$ 56.28	N/A
Alvere eff Wildlife Biology Contract Staff-Sr. Biologist	\$ 95.00	N/A	2/1/2022	1/31/2023		\$ 95.00	N/A
	\$ 97.85	N/A	2/1/2023	1/31/2024	3.00%	\$ 97.85	N/A
	\$ 100.79	N/A	2/1/2024	1/31/2025	3.00%	\$ 100.79	N/A
	\$ 103.81	N/A	2/1/2025	1/31/2026	3.00%	\$ 103.81	N/A
	\$ 106.92	N/A	2/1/2026	1/31/2027	3.00%	\$ 106.92	N/A
Helm Brent Wildlife Biology Contract Staff-Sr. Biologist	\$ 139.02	N/A	2/1/2022	1/31/2023		\$ 139.02	N/A
	\$ 143.19	N/A	2/1/2023	1/31/2024	3.00%	\$ 143.19	N/A
	\$ 147.49	N/A	2/1/2024	1/31/2025	3.00%	\$ 147.49	N/A
	\$ 151.91	N/A	2/1/2025	1/31/2026	3.00%	\$ 151.91	N/A
	\$ 156.47	N/A	2/1/2026	1/31/2027	3.00%	\$ 156.47	N/A

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ \$100,000 Date: 12/7/2021

For Combined Rate
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Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Accounting Lead	\$ 103.86	N/A	2/1/2022	1/31/2023		\$ 35.00	\$ 30.00 - \$ 40.00
	\$ 106.97	N/A	2/1/2023	1/31/2024	3.00%	\$ 36.05	\$ 30.90 - \$ 41.20
	\$ 110.18	N/A	2/1/2024	1/31/2025	3.00%	\$ 37.13	\$ 31.83 - \$ 42.44
	\$ 113.49	N/A	2/1/2025	1/31/2026	3.00%	\$ 38.25	\$ 32.78 - \$ 43.71
	\$ 116.89	N/A	2/1/2026	1/31/2027	3.00%	\$ 39.39	\$ 33.77 - \$ 45.02
Archaeologist I	\$ 78.64	N/A	2/1/2022	1/31/2023		\$ 26.50	\$ 18.00 - \$ 35.00
	\$ 80.99	N/A	2/1/2023	1/31/2024	3.00%	\$ 27.30	\$ 18.54 - \$ 36.05
	\$ 83.42	N/A	2/1/2024	1/31/2025	3.00%	\$ 28.11	\$ 19.10 - \$ 37.13
	\$ 85.93	N/A	2/1/2025	1/31/2026	3.00%	\$ 28.96	\$ 19.67 - \$ 38.25
	\$ 88.50	N/A	2/1/2026	1/31/2027	3.00%	\$ 29.83	\$ 20.26 - \$ 39.39
Archaeologist II	\$ 114.24	N/A	2/1/2022	1/31/2023		\$ 38.50	\$ 27.00 - \$ 50.00
	\$ 117.67	N/A	2/1/2023	1/31/2024	3.00%	\$ 39.66	\$ 27.81 - \$ 51.50
	\$ 121.20	N/A	2/1/2024	1/31/2025	3.00%	\$ 40.84	\$ 28.64 - \$ 53.05
	\$ 124.84	N/A	2/1/2025	1/31/2026	3.00%	\$ 42.07	\$ 29.50 - \$ 54.64
	\$ 128.58	N/A	2/1/2026	1/31/2027	3.00%	\$ 43.33	\$ 30.39 - \$ 56.28

EXHIBIT 10-H2 COST PROPOSAL

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Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	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 1 1/2	From	To			
Archaeologist III/Cultural Resources Specialist	\$ 170.62	N/A	2/1/2022	1/31/2023		\$ 57.50	\$ 40.00 - \$ 75.00
	\$ 175.74	N/A	2/1/2023	1/31/2024	3.00%	\$ 59.23	\$ 41.20 - \$ 77.25
	\$ 181.01	N/A	2/1/2024	1/31/2025	3.00%	\$ 61.00	\$ 42.44 - \$ 79.57
	\$ 186.44	N/A	2/1/2025	1/31/2026	3.00%	\$ 62.83	\$ 43.71 - \$ 81.95
	\$ 192.04	N/A	2/1/2026	1/31/2027	3.00%	\$ 64.72	\$ 45.02 - \$ 84.41
Biological Resources Lead	\$ 229.97	N/A	2/1/2022	1/31/2023		\$ 77.50	\$ 45.00 - \$ 110.00
	\$ 236.87	N/A	2/1/2023	1/31/2024	3.00%	\$ 79.83	\$ 46.35 - \$ 113.30
	\$ 243.98	N/A	2/1/2024	1/31/2025	3.00%	\$ 82.22	\$ 47.74 - \$ 116.70
	\$ 251.29	N/A	2/1/2025	1/31/2026	3.00%	\$ 84.69	\$ 49.17 - \$ 120.20
	\$ 258.83	N/A	2/1/2026	1/31/2027	3.00%	\$ 87.23	\$ 50.65 - \$ 123.81
Biologist I	\$ 93.47	N/A	2/1/2022	1/31/2023		\$ 31.50	\$ 18.00 - \$ 45.00
	\$ 96.28	N/A	2/1/2023	1/31/2024	3.00%	\$ 32.45	\$ 18.54 - \$ 46.35
	\$ 99.16	N/A	2/1/2024	1/31/2025	3.00%	\$ 33.42	\$ 19.10 - \$ 47.74
	\$ 102.14	N/A	2/1/2025	1/31/2026	3.00%	\$ 34.42	\$ 19.67 - \$ 49.17
	\$ 105.20	N/A	2/1/2026	1/31/2027	3.00%	\$ 35.45	\$ 20.26 - \$ 50.65

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ \$100,000 Date: 12/7/2021

For Combined Rate
Fringe Benefit 49.39% + Overhead 120.37% + G & A -% = Combined 169.76%

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Biologist II	\$ 124.63	N/A	2/1/2022	1/31/2023		\$ 42.00	\$ 24.00 - \$ 60.00
	\$ 128.37	N/A	2/1/2023	1/31/2024	3.00%	\$ 43.26	\$ 24.72 - \$ 61.80
	\$ 132.22	N/A	2/1/2024	1/31/2025	3.00%	\$ 44.56	\$ 25.46 - \$ 63.65
	\$ 136.19	N/A	2/1/2025	1/31/2026	3.00%	\$ 45.89	\$ 26.23 - \$ 65.56
	\$ 140.27	N/A	2/1/2026	1/31/2027	3.00%	\$ 47.27	\$ 27.01 - \$ 67.53
Biologist III	\$ 155.79	N/A	2/1/2022	1/31/2023		\$ 52.50	\$ 35.00 - \$ 70.00
	\$ 160.46	N/A	2/1/2023	1/31/2024	3.00%	\$ 54.08	\$ 36.05 - \$ 72.10
	\$ 165.27	N/A	2/1/2024	1/31/2025	3.00%	\$ 55.70	\$ 37.13 - \$ 74.26
	\$ 170.23	N/A	2/1/2025	1/31/2026	3.00%	\$ 57.37	\$ 38.25 - \$ 76.49
	\$ 175.34	N/A	2/1/2026	1/31/2027	3.00%	\$ 59.09	\$ 39.39 - \$ 78.79
Botanist	\$ 148.37	N/A	2/1/2022	1/31/2023		\$ 50.00	\$ 20.00 - \$ 80.00
	\$ 152.82	N/A	2/1/2023	1/31/2024	3.00%	\$ 51.50	\$ 20.60 - \$ 82.40
	\$ 157.40	N/A	2/1/2024	1/31/2025	3.00%	\$ 53.05	\$ 21.22 - \$ 84.87
	\$ 162.13	N/A	2/1/2025	1/31/2026	3.00%	\$ 54.64	\$ 21.85 - \$ 87.42
	\$ 166.99	N/A	2/1/2026	1/31/2027	3.00%	\$ 56.28	\$ 22.51 - \$ 90.04

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	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 1 1/2	From	To			
CE A/NEPA Specialist	\$ 204.75	N/A	2/1/2022	1/31/2023		\$ 69.00	\$ 38.00 - \$ 100.00
	\$ 210.89	N/A	2/1/2023	1/31/2024	3.00%	\$ 71.07	\$ 39.14 - \$ 103.00
	\$ 217.22	N/A	2/1/2024	1/31/2025	3.00%	\$ 73.20	\$ 40.31 - \$ 106.09
	\$ 223.73	N/A	2/1/2025	1/31/2026	3.00%	\$ 75.40	\$ 41.52 - \$ 109.27
	\$ 230.45	N/A	2/1/2026	1/31/2027	3.00%	\$ 77.66	\$ 42.77 - \$ 112.55
Controller	\$ 126.11	N/A	2/1/2022	1/31/2023		\$ 42.50	\$ 35.00 - \$ 50.00
	\$ 129.90	N/A	2/1/2023	1/31/2024	3.00%	\$ 43.78	\$ 36.05 - \$ 51.50
	\$ 133.79	N/A	2/1/2024	1/31/2025	3.00%	\$ 45.09	\$ 37.13 - \$ 53.05
	\$ 137.81	N/A	2/1/2025	1/31/2026	3.00%	\$ 46.44	\$ 38.25 - \$ 54.64
	\$ 141.94	N/A	2/1/2026	1/31/2027	3.00%	\$ 47.83	\$ 39.39 - \$ 56.28
Director of Project Management	\$ 229.97	N/A	2/1/2022	1/31/2023		\$ 77.50	\$ 55.00 - \$ 100.00
	\$ 236.87	N/A	2/1/2023	1/31/2024	3.00%	\$ 79.83	\$ 56.65 - \$ 103.00
	\$ 243.98	N/A	2/1/2024	1/31/2025	3.00%	\$ 82.22	\$ 58.35 - \$ 106.09
	\$ 251.29	N/A	2/1/2025	1/31/2026	3.00%	\$ 84.69	\$ 60.10 - \$ 109.27
	\$ 258.83	N/A	2/1/2026	1/31/2027	3.00%	\$ 87.23	\$ 61.90 - \$ 112.55

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ \$100,000 Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	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 1 1/2	From	To			
Editor	\$ 89.02	N/A	2/1/2022	1/31/2023		\$ 30.00	\$ 20.00 - \$ 40.00
	\$ 91.69	N/A	2/1/2023	1/31/2024	3.00%	\$ 30.90	\$ 20.60 - \$ 41.20
	\$ 94.44	N/A	2/1/2024	1/31/2025	3.00%	\$ 31.83	\$ 21.22 - \$ 42.44
	\$ 97.28	N/A	2/1/2025	1/31/2026	3.00%	\$ 32.78	\$ 21.85 - \$ 43.71
	\$ 100.19	N/A	2/1/2026	1/31/2027	3.00%	\$ 33.77	\$ 22.51 - \$ 45.02
Environmental Specialist I	\$ 86.05	N/A	2/1/2022	1/31/2023		\$ 29.00	\$ 18.00 - \$ 40.00
	\$ 88.64	N/A	2/1/2023	1/31/2024	3.00%	\$ 29.87	\$ 18.54 - \$ 41.20
	\$ 91.29	N/A	2/1/2024	1/31/2025	3.00%	\$ 30.77	\$ 19.10 - \$ 42.44
	\$ 94.03	N/A	2/1/2025	1/31/2026	3.00%	\$ 31.69	\$ 19.67 - \$ 43.71
	\$ 96.85	N/A	2/1/2026	1/31/2027	3.00%	\$ 32.64	\$ 20.26 - \$ 45.02
Environmental Specialist II	\$ 111.28	N/A	2/1/2022	1/31/2023		\$ 37.50	\$ 30.00 - \$ 45.00
	\$ 114.61	N/A	2/1/2023	1/31/2024	3.00%	\$ 38.63	\$ 30.90 - \$ 46.35
	\$ 118.05	N/A	2/1/2024	1/31/2025	3.00%	\$ 39.78	\$ 31.83 - \$ 47.74
	\$ 121.59	N/A	2/1/2025	1/31/2026	3.00%	\$ 40.98	\$ 32.78 - \$ 49.17
	\$ 125.24	N/A	2/1/2026	1/31/2027	3.00%	\$ 42.21	\$ 33.77 - \$ 50.65

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	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 1 1/2	From	To			
Environmental Specialist III	\$ 126.11	N/A	2/1/2022	1/31/2023		\$ 42.50	\$ 35.00 - \$ 50.00
	\$ 129.90	N/A	2/1/2023	1/31/2024	3.00%	\$ 43.78	\$ 36.05 - \$ 51.50
	\$ 133.79	N/A	2/1/2024	1/31/2025	3.00%	\$ 45.09	\$ 37.13 - \$ 53.05
	\$ 137.81	N/A	2/1/2025	1/31/2026	3.00%	\$ 46.44	\$ 38.25 - \$ 54.64
	\$ 141.94	N/A	2/1/2026	1/31/2027	3.00%	\$ 47.83	\$ 39.39 - \$ 56.28
Field/Construction Monitor	\$ 99.41	N/A	2/1/2022	1/31/2023		\$ 33.50	\$ 22.00 - \$ 45.00
	\$ 102.39	N/A	2/1/2023	1/31/2024	3.00%	\$ 34.51	\$ 22.66 - \$ 46.35
	\$ 105.46	N/A	2/1/2024	1/31/2025	3.00%	\$ 35.54	\$ 23.34 - \$ 47.74
	\$ 108.62	N/A	2/1/2025	1/31/2026	3.00%	\$ 36.61	\$ 24.04 - \$ 49.17
	\$ 111.88	N/A	2/1/2026	1/31/2027	3.00%	\$ 37.70	\$ 24.76 - \$ 50.65
GIS I	\$ 89.02	N/A	2/1/2022	1/31/2023		\$ 30.00	\$ 20.00 - \$ 40.00
	\$ 91.69	N/A	2/1/2023	1/31/2024	3.00%	\$ 30.90	\$ 20.60 - \$ 41.20
	\$ 94.44	N/A	2/1/2024	1/31/2025	3.00%	\$ 31.83	\$ 21.22 - \$ 42.44
	\$ 97.28	N/A	2/1/2025	1/31/2026	3.00%	\$ 32.78	\$ 21.85 - \$ 43.71
	\$ 100.19	N/A	2/1/2026	1/31/2027	3.00%	\$ 33.77	\$ 22.51 - \$ 45.02

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ \$100,000 Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	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 1 1/2	From	To			
GIS II	\$ 130.56	N/A	2/1/2022	1/31/2023		\$ 44.00	\$ 28.00 - \$ 60.00
	\$ 134.48	N/A	2/1/2023	1/31/2024	3.00%	\$ 45.32	\$ 28.84 - \$ 61.80
	\$ 138.52	N/A	2/1/2024	1/31/2025	3.00%	\$ 46.68	\$ 29.71 - \$ 63.65
	\$ 142.67	N/A	2/1/2025	1/31/2026	3.00%	\$ 48.08	\$ 30.60 - \$ 65.56
	\$ 146.95	N/A	2/1/2026	1/31/2027	3.00%	\$ 49.52	\$ 31.51 - \$ 67.53
Sr. GIS Specialist	\$ 207.72	N/A	2/1/2022	1/31/2023		\$ 70.00	\$ 40.00 - \$ 100.00
	\$ 213.95	N/A	2/1/2023	1/31/2024	3.00%	\$ 72.10	\$ 41.20 - \$ 103.00
	\$ 220.37	N/A	2/1/2024	1/31/2025	3.00%	\$ 74.26	\$ 42.44 - \$ 106.09
	\$ 226.98	N/A	2/1/2025	1/31/2026	3.00%	\$ 76.49	\$ 43.71 - \$ 109.27
	\$ 233.79	N/A	2/1/2026	1/31/2027	3.00%	\$ 78.79	\$ 45.02 - \$ 112.55
Graphic Designer (rate as per SB3)	\$ 41.54	N/A	2/1/2022	1/31/2023		\$ 14.00	\$ 14.00 - SB3
	\$ 42.79	N/A	2/1/2023	1/31/2024	3.00%	\$ 14.42	\$ 15.00 - SB3
	\$ 44.07	N/A	2/1/2024	1/31/2025	3.00%	\$ 14.85	\$ 15.45 - \$ 32.00
	\$ 45.40	N/A	2/1/2025	1/31/2026	3.00%	\$ 15.30	\$ 15.91 - \$ 32.96
	\$ 46.76	N/A	2/1/2026	1/31/2027	3.00%	\$ 15.76	\$ 16.39 - \$ 33.95

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	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 1 1/2	From	To			
Sr. Graphic Designer	\$ 185.46	N/A	2/1/2022	1/31/2023		\$ 62.50	\$ 45.00 - \$ 80.00
	\$ 191.02	N/A	2/1/2023	1/31/2024	3.00%	\$ 64.38	\$ 46.35 - \$ 82.40
	\$ 196.75	N/A	2/1/2024	1/31/2025	3.00%	\$ 66.31	\$ 47.74 - \$ 84.87
	\$ 202.66	N/A	2/1/2025	1/31/2026	3.00%	\$ 68.30	\$ 49.17 - \$ 87.42
	\$ 208.74	N/A	2/1/2026	1/31/2027	3.00%	\$ 70.34	\$ 50.65 - \$ 90.04
IT Support (rate as per SB3)	\$ 41.54	N/A	2/1/2022	1/31/2023		\$ 14.00	\$ 14.00 - SB3
	\$ 42.79	N/A	2/1/2023	1/31/2024	3.00%	\$ 14.42	\$ 15.00 - SB3
	\$ 44.07	N/A	2/1/2024	1/31/2025	3.00%	\$ 14.85	\$ 15.45 - \$ 32.00
	\$ 45.40	N/A	2/1/2025	1/31/2026	3.00%	\$ 15.30	\$ 15.91 - \$ 32.96
	\$ 46.76	N/A	2/1/2026	1/31/2027	3.00%	\$ 15.76	\$ 16.39 - \$ 33.95
IT Manager	\$ 185.46	N/A	2/1/2022	1/31/2023		\$ 62.50	\$ 25.00 - \$ 100.00
	\$ 191.02	N/A	2/1/2023	1/31/2024	3.00%	\$ 64.38	\$ 25.75 - \$ 103.00
	\$ 196.75	N/A	2/1/2024	1/31/2025	3.00%	\$ 66.31	\$ 26.52 - \$ 106.09
	\$ 202.66	N/A	2/1/2025	1/31/2026	3.00%	\$ 68.30	\$ 27.32 - \$ 109.27
	\$ 208.74	N/A	2/1/2026	1/31/2027	3.00%	\$ 70.34	\$ 28.14 - \$ 112.55

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate

Fringe Benefit 49.39% + Overhead 120.37% + G & A -% = Combined 169.76%

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Office Manager	\$ 86.05	N/A	2/1/2022	1/31/2023		\$ 29.00	\$ 18.00 - \$ 40.00
	\$ 88.64	N/A	2/1/2023	1/31/2024	3.00%	\$ 29.87	\$ 18.54 - \$ 41.20
	\$ 91.29	N/A	2/1/2024	1/31/2025	3.00%	\$ 30.77	\$ 19.10 - \$ 42.44
	\$ 94.03	N/A	2/1/2025	1/31/2026	3.00%	\$ 31.69	\$ 19.67 - \$ 43.71
	\$ 96.85	N/A	2/1/2026	1/31/2027	3.00%	\$ 32.64	\$ 20.26 - \$ 45.02
Permit Specialist	\$ 227.00	N/A	2/1/2022	1/31/2023		\$ 76.50	\$ 38.00 - \$ 115.00
	\$ 233.81	N/A	2/1/2023	1/31/2024	3.00%	\$ 78.80	\$ 39.14 - \$ 118.45
	\$ 240.83	N/A	2/1/2024	1/31/2025	3.00%	\$ 81.16	\$ 40.31 - \$ 122.00
	\$ 248.05	N/A	2/1/2025	1/31/2026	3.00%	\$ 83.59	\$ 41.52 - \$ 125.66
	\$ 255.49	N/A	2/1/2026	1/31/2027	3.00%	\$ 86.10	\$ 42.77 - \$ 129.43
Planner I	\$ 74.18	N/A	2/1/2022	1/31/2023		\$ 25.00	\$ 20.00 - \$ 30.00
	\$ 76.41	N/A	2/1/2023	1/31/2024	3.00%	\$ 25.75	\$ 20.60 - \$ 30.90
	\$ 78.70	N/A	2/1/2024	1/31/2025	3.00%	\$ 26.52	\$ 21.22 - \$ 31.83
	\$ 81.06	N/A	2/1/2025	1/31/2026	3.00%	\$ 27.32	\$ 21.85 - \$ 32.78
	\$ 83.49	N/A	2/1/2026	1/31/2027	3.00%	\$ 28.14	\$ 22.51 - \$ 33.77

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	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 1 1/2	From	To			
Planner II	\$ 108.31	N/A	2/1/2022	1/31/2023		\$ 36.50	\$ 28.00 - \$ 45.00
	\$ 111.56	N/A	2/1/2023	1/31/2024	3.00%	\$ 37.60	\$ 28.84 - \$ 46.35
	\$ 114.90	N/A	2/1/2024	1/31/2025	3.00%	\$ 38.72	\$ 29.71 - \$ 47.74
	\$ 118.35	N/A	2/1/2025	1/31/2026	3.00%	\$ 39.88	\$ 30.60 - \$ 49.17
	\$ 121.90	N/A	2/1/2026	1/31/2027	3.00%	\$ 41.08	\$ 31.51 - \$ 50.65
Planner III/Project Manager	\$ 142.43	N/A	2/1/2022	1/31/2023		\$ 48.00	\$ 36.00 - \$ 60.00
	\$ 146.71	N/A	2/1/2023	1/31/2024	3.00%	\$ 49.44	\$ 37.08 - \$ 61.80
	\$ 151.11	N/A	2/1/2024	1/31/2025	3.00%	\$ 50.92	\$ 38.19 - \$ 63.65
	\$ 155.64	N/A	2/1/2025	1/31/2026	3.00%	\$ 52.45	\$ 39.34 - \$ 65.56
	\$ 160.31	N/A	2/1/2026	1/31/2027	3.00%	\$ 54.02	\$ 40.52 - \$ 67.53
Principal	\$ 267.06	N/A	2/1/2022	1/31/2023		\$ 90.00	\$ 65.00 - \$ 115.00
	\$ 275.07	N/A	2/1/2023	1/31/2024	3.00%	\$ 92.70	\$ 66.95 - \$ 118.45
	\$ 283.33	N/A	2/1/2024	1/31/2025	3.00%	\$ 95.48	\$ 68.96 - \$ 122.00
	\$ 291.83	N/A	2/1/2025	1/31/2026	3.00%	\$ 98.35	\$ 71.03 - \$ 125.66
	\$ 300.58	N/A	2/1/2026	1/31/2027	3.00%	\$ 101.30	\$ 73.16 - \$ 129.43

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	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 1 1/2	From	To			
Project Accountant I	\$ 81.60	N/A	2/1/2022	1/31/2023		\$ 27.50	\$ 20.00 - \$ 35.00
	\$ 84.05	N/A	2/1/2023	1/31/2024	3.00%	\$ 28.33	\$ 20.60 - \$ 36.05
	\$ 86.57	N/A	2/1/2024	1/31/2025	3.00%	\$ 29.17	\$ 21.22 - \$ 37.13
	\$ 89.17	N/A	2/1/2025	1/31/2026	3.00%	\$ 30.05	\$ 21.85 - \$ 38.25
	\$ 91.84	N/A	2/1/2026	1/31/2027	3.00%	\$ 30.95	\$ 22.51 - \$ 39.39
Project Accountant II	\$ 96.44	N/A	2/1/2022	1/31/2023		\$ 32.50	\$ 25.00 - \$ 40.00
	\$ 99.33	N/A	2/1/2023	1/31/2024	3.00%	\$ 33.48	\$ 25.75 - \$ 41.20
	\$ 102.31	N/A	2/1/2024	1/31/2025	3.00%	\$ 34.48	\$ 26.52 - \$ 42.44
	\$ 105.38	N/A	2/1/2025	1/31/2026	3.00%	\$ 35.51	\$ 27.32 - \$ 43.71
	\$ 108.54	N/A	2/1/2026	1/31/2027	3.00%	\$ 36.58	\$ 28.14 - \$ 45.02
Project Accountant III	\$ 111.28	N/A	2/1/2022	1/31/2023		\$ 37.50	\$ 30.00 - \$ 45.00
	\$ 114.61	N/A	2/1/2023	1/31/2024	3.00%	\$ 38.63	\$ 30.90 - \$ 46.35
	\$ 118.05	N/A	2/1/2024	1/31/2025	3.00%	\$ 39.78	\$ 31.83 - \$ 47.74
	\$ 121.59	N/A	2/1/2025	1/31/2026	3.00%	\$ 40.98	\$ 32.78 - \$ 49.17
	\$ 125.24	N/A	2/1/2026	1/31/2027	3.00%	\$ 42.21	\$ 33.77 - \$ 50.65

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate

Fringe Benefit 49.39% + Overhead 120.37% + G & A -% = Combined 169.76%

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Project Assistant (rate as per SB3)	\$ 41.54	N/A	2/1/2022	1/31/2023		\$ 14.00	\$ 14.00 - SB3
	\$ 42.79	N/A	2/1/2023	1/31/2024	3.00%	\$ 14.42	\$ 15.00 - SB3
	\$ 44.07	N/A	2/1/2024	1/31/2025	3.00%	\$ 14.85	\$ 15.45 - \$ 32.00
	\$ 45.40	N/A	2/1/2025	1/31/2026	3.00%	\$ 15.30	\$ 15.91 - \$ 32.96
	\$ 46.76	N/A	2/1/2026	1/31/2027	3.00%	\$ 15.76	\$ 16.39 - \$ 33.95
Project Coordinator	\$ 129.08	N/A	2/1/2022	1/31/2023		\$ 43.50	\$ 22.00 - \$ 65.00
	\$ 132.95	N/A	2/1/2023	1/31/2024	3.00%	\$ 44.81	\$ 22.66 - \$ 66.95
	\$ 136.94	N/A	2/1/2024	1/31/2025	3.00%	\$ 46.15	\$ 23.34 - \$ 68.96
	\$ 141.05	N/A	2/1/2025	1/31/2026	3.00%	\$ 47.53	\$ 24.04 - \$ 71.03
	\$ 145.28	N/A	2/1/2026	1/31/2027	3.00%	\$ 48.96	\$ 24.76 - \$ 73.16
Project Manager	\$ 224.04	N/A	2/1/2022	1/31/2023		\$ 75.50	\$ 36.00 - \$ 115.00
	\$ 230.76	N/A	2/1/2023	1/31/2024	3.00%	\$ 77.77	\$ 37.08 - \$ 118.45
	\$ 237.68	N/A	2/1/2024	1/31/2025	3.00%	\$ 80.10	\$ 38.19 - \$ 122.00
	\$ 244.81	N/A	2/1/2025	1/31/2026	3.00%	\$ 82.50	\$ 39.34 - \$ 125.66
	\$ 252.15	N/A	2/1/2026	1/31/2027	3.00%	\$ 84.98	\$ 40.52 - \$ 129.43

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$

\$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	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 1 1/2	From	To			
Technical Support Specialist	\$ 111.28	N/A	2/1/2022	1/31/2023		\$ 37.50	\$ 25.00 - \$ 50.00
	\$ 114.61	N/A	2/1/2023	1/31/2024	3.00%	\$ 38.63	\$ 25.75 - \$ 51.50
	\$ 118.05	N/A	2/1/2024	1/31/2025	3.00%	\$ 39.78	\$ 26.52 - \$ 53.05
	\$ 121.59	N/A	2/1/2025	1/31/2026	3.00%	\$ 40.98	\$ 27.32 - \$ 54.64
	\$ 125.24	N/A	2/1/2026	1/31/2027	3.00%	\$ 42.21	\$ 28.14 - \$ 56.28
Sr. Technical Writer	\$ 133.53	N/A	2/1/2022	1/31/2023		\$ 45.00	\$ 30.00 - \$ 60.00
	\$ 137.54	N/A	2/1/2023	1/31/2024	3.00%	\$ 46.35	\$ 30.90 - \$ 61.80
	\$ 141.66	N/A	2/1/2024	1/31/2025	3.00%	\$ 47.74	\$ 31.83 - \$ 63.65
	\$ 145.91	N/A	2/1/2025	1/31/2026	3.00%	\$ 49.17	\$ 32.78 - \$ 65.56
	\$ 150.29	N/A	2/1/2026	1/31/2027	3.00%	\$ 50.65	\$ 33.77 - \$ 67.53
Technician (rate as per SB3)	\$ 41.54	N/A	2/1/2022	1/31/2023		\$ 14.00	\$ 14.00 - SB3
	\$ 42.79	N/A	2/1/2023	1/31/2024	3.00%	\$ 14.42	\$ 15.00 - SB3
	\$ 44.07	N/A	2/1/2024	1/31/2025	3.00%	\$ 14.85	\$ 15.45 - \$ 32.00
	\$ 45.40	N/A	2/1/2025	1/31/2026	3.00%	\$ 15.30	\$ 15.91 - \$ 32.96
	\$ 46.76	N/A	2/1/2026	1/31/2027	3.00%	\$ 15.76	\$ 16.39 - \$ 33.95

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	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 1 1/2	From	To			
Water Quality Specialist SP	\$ 133.53	N/A	2/1/2022	1/31/2023		\$ 45.00	\$ 25.00 - \$ 65.00
	\$ 137.54	N/A	2/1/2023	1/31/2024	3.00%	\$ 46.35	\$ 25.75 - \$ 66.95
	\$ 141.66	N/A	2/1/2024	1/31/2025	3.00%	\$ 47.74	\$ 26.52 - \$ 68.96
	\$ 145.91	N/A	2/1/2025	1/31/2026	3.00%	\$ 49.17	\$ 27.32 - \$ 71.03
	\$ 150.29	N/A	2/1/2026	1/31/2027	3.00%	\$ 50.65	\$ 28.14 - \$ 73.16
Water Quality Specialist SD	\$ 166.17	N/A	2/1/2022	1/31/2023		\$ 56.00	\$ 32.00 - \$ 80.00
	\$ 171.16	N/A	2/1/2023	1/31/2024	3.00%	\$ 57.68	\$ 32.96 - \$ 82.40
	\$ 176.29	N/A	2/1/2024	1/31/2025	3.00%	\$ 59.41	\$ 33.95 - \$ 84.87
	\$ 181.58	N/A	2/1/2025	1/31/2026	3.00%	\$ 61.19	\$ 34.97 - \$ 87.42
	\$ 187.03	N/A	2/1/2026	1/31/2027	3.00%	\$ 63.03	\$ 36.02 - \$ 90.04

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ \$100,000 Date: 12/7/2021

For Combined Rate
Fringe Benefit 49.39% + Overhead 120.37% + G & A -% = Combined 169.76%

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Water Resources Lead SD / SP	\$ 222.55	N/A	2/1/2022	1/31/2023		\$ 75.00	\$ 40.00 - \$ 110.00
	\$ 229.23	N/A	2/1/2023	1/31/2024	3.00%	\$ 77.25	\$ 41.20 - \$ 113.30
	\$ 236.11	N/A	2/1/2024	1/31/2025	3.00%	\$ 79.57	\$ 42.44 - \$ 116.70
	\$ 243.19	N/A	2/1/2025	1/31/2026	3.00%	\$ 81.95	\$ 43.71 - \$ 120.20
	\$ 250.48	N/A	2/1/2026	1/31/2027	3.00%	\$ 84.41	\$ 45.02 - \$ 123.81

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

Note:

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

EXHIBIT 10-H2 COST PROPOSAL

Consultant Area West Environmental, Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Date: 12/7/2021

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Travel: Mileage Costs (at current federal travel rate)		mile	\$ -	\$ -
Travel: vehicle rental and fuel (at cost)		day	\$ -	\$ -
Travel: lodging, meals (at state travel rate)		day	\$ -	\$ -
Cultural Resources Record Search (at cost)		lump sum	\$ -	\$ -
Permit Fees (at cost)		lump sum	\$ -	\$ -
Equipment: GIS (at cost)		day	\$ -	\$ -
Printing/Reproduction/Postage (at cost)		page	\$ -	\$ -
Subconsultant 1:			\$ -	\$ -
Subconsultant 1:				\$ -
Subconsultant 2:				\$ -
Subconsultant 3:				\$ -
Subconsultant 4:				\$ -
Subconsultant 5:				\$ -

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.

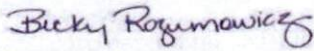
Certification of Direct Costs:

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: Becky Rozumowicz-Kodsuntie Title *: President
Signature:  Date of Certification: 12/7/2021
Email: becky@areawest.net Phone number: 1-916/987-3362
Address: 6248 Main Avenue, Suite C, Orangevale, CA 95662

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

List services the consultant is providing under the proposed contract:

On call environmental consulting, including but not limited to the following: biological, botanical, archeological resources, water quality, CEQA, NEPA, permitting, wetland delineation, mitigation, construction monitoring, inter agency relations, GIS.

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Crawford & Associates, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No.: Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$250,000

Date: 10/19/2021

For Combined Rate	Fringe Benefit 88.29% + General & Administrative 136.79%	=	Combined 225.08%
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	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			
Benjamin Crawford Principal	\$ 232.40	N/A	2/1/2022	1/31/2023		\$ 64.99	N/A
	\$ 239.37	N/A	2/1/2023	1/31/2024	3.00%	\$ 66.94	
	\$ 246.55	N/A	2/1/2024	1/31/2025	3.00%	\$ 68.95	
	\$ 253.95	N/A	2/1/2025	1/31/2026	3.00%	\$ 71.02	
	\$ 261.56	N/A	2/1/2026	1/31/2027	3.00%	\$ 73.15	
Chris Trumbull Senior Project Manager	\$ 244.38	N/A	2/1/2022	1/31/2023		\$ 68.34	N/A
	\$ 251.71	N/A	2/1/2023	1/31/2024	3.00%	\$ 70.39	
	\$ 259.26	N/A	2/1/2024	1/31/2025	3.00%	\$ 72.50	
	\$ 267.04	N/A	2/1/2025	1/31/2026	3.00%	\$ 74.68	
	\$ 275.05	N/A	2/1/2026	1/31/2027	3.00%	\$ 76.92	
Eric Nichols Senior Project Manager	\$ 195.35	N/A	2/1/2022	1/31/2023		\$ 54.63	N/A
	\$ 201.21	N/A	2/1/2023	1/31/2024	3.00%	\$ 56.27	
	\$ 207.25	N/A	2/1/2024	1/31/2025	3.00%	\$ 57.96	
	\$ 213.46	N/A	2/1/2025	1/31/2026	3.00%	\$ 59.70	
	\$ 219.87	N/A	2/1/2026	1/31/2027	3.00%	\$ 61.49	

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Crawford & Associates, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No.: Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ \$250,000 Date: 10/19/2021

For Combined Rate
Fringe Benefit 88.29% + General & Administrative 136.79% = Combined 225.08%

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
Project Manager TBD	\$ 177.86	N/A	2/1/2022	1/31/2023		\$ 49.74	\$ 46.60 - \$ 52.88
	\$ 183.20	N/A	2/1/2023	1/31/2024	3.00%	\$ 51.23	\$ 48.00 - \$ 54.47
	\$ 188.70	N/A	2/1/2024	1/31/2025	3.00%	\$ 52.77	\$ 49.44 - \$ 56.10
	\$ 194.36	N/A	2/1/2025	1/31/2026	3.00%	\$ 54.35	\$ 50.92 - \$ 57.78
	\$ 200.19	N/A	2/1/2026	1/31/2027	3.00%	\$ 55.98	\$ 52.45 - \$ 59.52
Senior Geologist TBD	\$ 148.76	N/A	2/1/2022	1/31/2023		\$ 41.60	\$ 41.20 - \$ 42.00
	\$ 153.22	N/A	2/1/2023	1/31/2024	3.00%	\$ 42.85	\$ 42.44 - \$ 43.26
	\$ 157.82	N/A	2/1/2024	1/31/2025	3.00%	\$ 44.13	\$ 43.71 - \$ 44.56
	\$ 162.55	N/A	2/1/2025	1/31/2026	3.00%	\$ 45.46	\$ 45.02 - \$ 45.89
	\$ 167.43	N/A	2/1/2026	1/31/2027	3.00%	\$ 46.82	\$ 46.37 - \$ 47.27
Senior Engineer TBD	\$ 139.35	N/A	2/1/2022	1/31/2023		\$ 38.97	\$ 36.50 - \$ 41.44
	\$ 143.53	N/A	2/1/2023	1/31/2024	3.00%	\$ 40.14	\$ 37.60 - \$ 42.68
	\$ 147.84	N/A	2/1/2024	1/31/2025	3.00%	\$ 41.34	\$ 38.72 - \$ 43.96
	\$ 152.27	N/A	2/1/2025	1/31/2026	3.00%	\$ 42.58	\$ 39.88 - \$ 45.28
	\$ 156.84	N/A	2/1/2026	1/31/2027	3.00%	\$ 43.86	\$ 41.08 - \$ 46.64

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Crawford & Associates, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No.: Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ \$250,000 Date: 10/19/2021

For Combined Rate	Fringe Benefit 88.29% + General & Administrative 136.79%	=	Combined 225.08%
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	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			
Project Engineer II	\$ 128.62	N/A	2/1/2022	1/31/2023		\$ 35.97	\$ 35.43 - \$ 36.50
	\$ 132.48	N/A	2/1/2023	1/31/2024	3.00%	\$ 37.05	\$ 36.49 - \$ 37.60
	\$ 136.46	N/A	2/1/2024	1/31/2025	3.00%	\$ 38.16	\$ 37.59 - \$ 38.72
	\$ 140.55	N/A	2/1/2025	1/31/2026	3.00%	\$ 39.31	\$ 38.72 - \$ 39.88
	\$ 144.77	N/A	2/1/2026	1/31/2027	3.00%	\$ 40.48	\$ 39.88 - \$ 41.08
Project Engineer I	\$ 109.42	N/A	2/1/2022	1/31/2023		\$ 30.60	\$ 29.00 - \$ 32.19
	\$ 112.70	N/A	2/1/2023	1/31/2024	3.00%	\$ 31.52	\$ 29.87 - \$ 33.16
	\$ 116.09	N/A	2/1/2024	1/31/2025	3.00%	\$ 32.46	\$ 30.77 - \$ 34.15
	\$ 119.57	N/A	2/1/2025	1/31/2026	3.00%	\$ 33.44	\$ 31.69 - \$ 35.17
	\$ 123.16	N/A	2/1/2026	1/31/2027	3.00%	\$ 34.44	\$ 32.64 - \$ 36.23
Staff Engineer	\$ 99.23	N/A	2/1/2022	1/31/2023		\$ 27.75	\$ 26.00 - \$ 29.50
	\$ 102.21	N/A	2/1/2023	1/31/2024	3.00%	\$ 28.58	\$ 26.78 - \$ 30.39
	\$ 105.27	N/A	2/1/2024	1/31/2025	3.00%	\$ 29.44	\$ 27.58 - \$ 31.30
	\$ 108.43	N/A	2/1/2025	1/31/2026	3.00%	\$ 30.32	\$ 28.41 - \$ 32.24
	\$ 111.68	N/A	2/1/2026	1/31/2027	3.00%	\$ 31.23	\$ 29.26 - \$ 33.20

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Crawford & Associates, Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No.: Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ \$250,000 Date: 10/19/2021

For Combined Rate
Fringe Benefit 88.29% + General & Administrative 136.79% = Combined 225.08%

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
Administrative Assistant	\$ 92.44	N/A	2/1/2022	1/31/2023		\$ 25.85	\$ 23.69 - \$ 28.00
	\$ 95.21	N/A	2/1/2023	1/31/2024	3.00%	\$ 26.63	\$ 24.40 - \$ 28.84
	\$ 98.07	N/A	2/1/2024	1/31/2025	3.00%	\$ 27.42	\$ 25.13 - \$ 29.71
	\$ 101.01	N/A	2/1/2025	1/31/2026	3.00%	\$ 28.25	\$ 25.89 - \$ 30.60
	\$ 104.04	N/A	2/1/2026	1/31/2027	3.00%	\$ 29.09	\$ 26.66 - \$ 31.51

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

Note:

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

EXHIBIT 10-H2 COST PROPOSAL

Consultant: Crawford & Associates, Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No.: Humboldt County On-Call

Contract No. DPW2021-001

Date: 10/19/2021

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage			Current IRS Rate	
Per Diem (Lodging & Meals)			County Rate	
Permit Fees			At Cost	
Traffic Control (Minor)			At Cost	
Traffic Control (Major)			At Cost	
Drilling			At Cost	
Steel Liners			At Cost	
Hand Auger			At Cost	
Wildcat DCP Equipment			At Cost	
Wildcat DCP Tips			At Cost	
Laboratory Testing (Crawford 2022 Rates)			At Cost	
Subconsultant 1:				\$ -
Subconsultant 1:				\$ -
Subconsultant 2:				\$ -
Subconsultant 3:				\$ -
Subconsultant 4:				\$ -
Subconsultant 5:				\$ -

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.

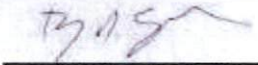
Certification of Direct Costs:

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: Benjamin D. Crawford Title *: President/Principal
Signature:  Date of Certification: 10/19/2021
Email: ben.crawford@crawford-inc.com Phone number: (916) 455-4225
Address: Crawford & Associates, Inc., 1100 Corporate Way, Suite 230, Sacramento, CA 95831

* 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 Engineering Services

2022 IN-HOUSE RATES

CONSTRUCTION SERVICES	DETAIL	RATE
Traffic Control (Major) DBE or PW	DAY	\$ 2,500.00
Traffic Control Equipment (Minor) Non-DBE	DAY	\$ 700.00
Seismic Refraction (12 Channel)	DAY	\$ 1,200.00
Core Machine with Generator	DAY	\$ 2,500.00
Core Machine Bit	INCH	\$ 3.00
Core Boxes	EACH	\$ 17.25
Hot Mix Asphalt Patching (First)	FIRST	\$ 1,000.00
Hot Mix Asphalt Patching (2 or more)	EACH AFTER	\$ 500.00
Wildcat DCP Equipment	DAY	\$ 750.00
Wildcat DCP Tips	EACH	\$ 15.00
Survey Equipment - Tripod, Level and Rod	DAY	\$ 150.00
Survey Equipment - Liquid Level	DAY	\$ 150.00
Percolation Equipment	DAY	\$ 200.00
Hand Auger	DAY	\$ 150.00
Backfill	BAG	\$ 8.00
Steel Liners (MCAL/SPT)	LINER	\$ 8.00
Nuclear Density Tests	EACH	\$ 6.00
CLASSIFICATION TESTING		
#200 Wash	ASTM D1140	\$ 110.00
Grain Size Analysis to #200 (Sieve Analysis)	ASTM D6913	\$ 150.00
Grain Size with Hydrometer	ASTM D422	\$ 240.00
Hydrometer Analysis	ASTM D422	\$ 175.00
Moisture & Density	ASTM D2216, D2937	\$ 60.00
Moisture Content	ASTM D2216, CTM 226	\$ 40.00
Non-Plastic Index Result	ASTM D4318	\$ 125.00
Plasticity Index	ASTM D4318	\$ 250.00
STRENGTH TESTING		
California Impact	CTM 216	\$ 280.00
Compaction Curve (4" Mold)	ASTM D698/D1557	\$ 265.00
Compaction Curve (6" Mold)	ASTM D698/D1557	\$ 295.00
Compaction Curve Checkpoint (4" Mold)	ASTM D698/D1557	\$ 66.00
Compaction Curve Checkpoint (6" Mold)	ASTM D698/D1557	\$ 74.00
Compression (Rock)	ASTM 7012	\$ 275.00
Compressive Strength of Cylinders	ASTM C39	\$ 34.50
Direct Shear (CD 3pt) Peak Only	ASTM D3080	\$ 500.00
Point Load (Rock)	ASTM D5731	\$ 65.00
R-Value	ASTM D2844, CAL 301	\$ 350.00
Triaxial Shear-UU	ASTM D2850	\$ 165.00
Triaxial Staged-UU	ASTM D2850	\$ 265.00
Unconfined Compression (Rock)	ASTM D2166	\$ 225.00
Unconfined Compression (Soil)	ASTM D2166	\$ 165.00
CONSOLIDATION EXPANSION		
1-D Consolidation	ASTM D2435	\$ 300.00
1-D Consolidation (Time Rate) / Per Point	ASTM D2435	\$ 75.00
Expansion Index	ASTM D4829	\$ 210.00
CHEMICAL ANALYSIS TESTING		
pH & Resistivity	CTM643	\$ 100.00
Sulfate Content	CTM417	\$ 50.00
Chloride Content	CTM422	\$ 50.00
Redox Potential and Sulfate Reducing Bacteria	ASTM D1498	\$ 110.00
PAVEMENT TESTING		
Asphalt Ignition Calibration	CTM 382	\$ 345.00
Grain Size Analysis	CTM 209	\$ 150.00
Percent Asphalt Ignition Oven	CTM 382	\$ 145.00
Sand Equivalent	CTM 217	\$ 130.00
Stabilometer Value	CTM 366	\$ 200.00
Theoretical Maximum Specific Gravity/Density	CTM 309	\$ 200.00
SEISMIC ANALYSIS		
EZ Frisk Site Specific Analysis	PER PROJECT	\$ 1,500.00

Rates will remain the same throughout the duration of the project.

4225

Modesto: 1165 Scenic Drive, Suite B, Modesto, CA 95350 - (209) 312-7668
Pleasanton: 6200 Stoneridge Mall Road, Suite 330, Pleasanton, CA 94588 - (925) 401-3515

Rocklin: 4220 Rocklin Road, Suite 1, Rocklin, CA 95677 - (916) 455-4225
Elkridge: 100 North Pine Street, Elkridge, CA 95427 - (707) 346-4400

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Fehr & Peers

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No.: Humboldt County On-Call Contract No. **DPW2021-001** Participation Amount \$ 250,000 Date: 12/9/2021

For Combined Rate
 Fringe Benefit 77.35% + General & Administrative 111.96% = Combined **189.31%**

Fee = **10%**

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
Geoff Rubendall Senior Associate	\$ 243.26	N/A	2/1/2022	1/31/2023		\$ 76.44	N/A
	\$ 250.56	N/A	2/1/2023	1/31/2024	3.00%	\$ 78.73	N/A
	\$ 258.08	N/A	2/1/2024	1/31/2025	3.00%	\$ 81.10	N/A
	\$ 265.82	N/A	2/1/2025	1/31/2026	3.00%	\$ 83.53	N/A
	\$ 273.80	N/A	2/1/2026	1/31/2027	3.00%	\$ 86.03	N/A
Adrian Engel Senior Associate	\$ 216.50	N/A	2/1/2022	1/31/2023		\$ 68.03	N/A
	\$ 222.99	N/A	2/1/2023	1/31/2024	3.00%	\$ 70.07	N/A
	\$ 229.68	N/A	2/1/2024	1/31/2025	3.00%	\$ 72.17	N/A
	\$ 236.57	N/A	2/1/2025	1/31/2026	3.00%	\$ 74.34	N/A
	\$ 243.67	N/A	2/1/2026	1/31/2027	3.00%	\$ 76.57	N/A

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Fehr & Peers

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No.: Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 250,000

Date: 12/9/2021

For Combined Rate	Fringe Benefit <u> </u> % + General & Administrative <u> </u> %	=	Combined <u>189.31%</u>
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	Fee	=	<u>10%</u>
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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	\$ 316.71	N/A	2/1/2022	1/31/2023		\$ 99.52	\$ 71.63 - \$ 127.40
	\$ 326.21	N/A	2/1/2023	1/31/2024	3.00%	\$ 102.51	\$ 73.78 - \$ 131.22
	\$ 336.00	N/A	2/1/2024	1/31/2025	3.00%	\$ 105.58	\$ 75.99 - \$ 135.16
	\$ 346.08	N/A	2/1/2025	1/31/2026	3.00%	\$ 108.75	\$ 78.27 - \$ 139.21
	\$ 356.46	N/A	2/1/2026	1/31/2027	3.00%	\$ 112.01	\$ 80.62 - \$ 143.39
Senior Associate	\$ 234.08	N/A	2/1/2022	1/31/2023		\$ 73.56	\$ 58.65 - \$ 88.46
	\$ 241.10	N/A	2/1/2023	1/31/2024	3.00%	\$ 75.76	\$ 60.41 - \$ 91.11
	\$ 248.34	N/A	2/1/2024	1/31/2025	3.00%	\$ 78.03	\$ 62.22 - \$ 93.85
	\$ 255.79	N/A	2/1/2025	1/31/2026	3.00%	\$ 80.38	\$ 64.09 - \$ 96.66
	\$ 263.46	N/A	2/1/2026	1/31/2027	3.00%	\$ 82.79	\$ 66.01 - \$ 99.56
Associate	\$ 198.14	N/A	2/1/2022	1/31/2023		\$ 62.26	\$ 48.56 - \$ 75.96
	\$ 204.08	N/A	2/1/2023	1/31/2024	3.00%	\$ 64.13	\$ 50.02 - \$ 78.24
	\$ 210.20	N/A	2/1/2024	1/31/2025	3.00%	\$ 66.05	\$ 51.52 - \$ 80.59
	\$ 216.51	N/A	2/1/2025	1/31/2026	3.00%	\$ 68.03	\$ 53.06 - \$ 83.00
	\$ 223.00	N/A	2/1/2026	1/31/2027	3.00%	\$ 70.07	\$ 54.65 - \$ 85.49
Senior Engineer/Planner	\$ 157.59	N/A	2/1/2022	1/31/2023		\$ 49.52	\$ 41.35 - \$ 57.69
	\$ 162.32	N/A	2/1/2023	1/31/2024	3.00%	\$ 51.01	\$ 42.59 - \$ 59.42
	\$ 167.19	N/A	2/1/2024	1/31/2025	3.00%	\$ 52.54	\$ 43.87 - \$ 61.20
	\$ 172.21	N/A	2/1/2025	1/31/2026	3.00%	\$ 54.11	\$ 45.18 - \$ 63.04

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Fehr & Peers

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No.: Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 250,000

Date: 12/9/2021

For Combined Rate

Fringe Benefit % + General & Administrative % = Combined 189.31%

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
	\$ 177.37	N/A	2/1/2026	1/31/2027	3.00%	\$ 55.74	\$ 46.54 - \$ 64.93
Engineer/Planner	\$ 122.78	N/A	2/1/2022	1/31/2023		\$ 38.58	\$ 31.25 - \$ 45.91
	\$ 126.46	N/A	2/1/2023	1/31/2024	3.00%	\$ 39.74	\$ 32.19 - \$ 47.29
	\$ 130.25	N/A	2/1/2024	1/31/2025	3.00%	\$ 40.93	\$ 33.15 - \$ 48.71
	\$ 134.16	N/A	2/1/2025	1/31/2026	3.00%	\$ 42.16	\$ 34.15 - \$ 50.17
	\$ 138.19	N/A	2/1/2026	1/31/2027	3.00%	\$ 43.42	\$ 35.17 - \$ 51.67
Senior Engineering Technician	\$ 162.56	N/A	2/1/2022	1/31/2023		\$ 51.08	\$ 38.22 - \$ 63.94
	\$ 167.43	N/A	2/1/2023	1/31/2024	3.00%	\$ 52.61	\$ 39.37 - \$ 65.86
	\$ 172.46	N/A	2/1/2024	1/31/2025	3.00%	\$ 54.19	\$ 40.55 - \$ 67.83
	\$ 177.63	N/A	2/1/2025	1/31/2026	3.00%	\$ 55.82	\$ 41.76 - \$ 69.87
	\$ 182.96	N/A	2/1/2026	1/31/2027	3.00%	\$ 57.49	\$ 43.02 - \$ 71.97
Technician	\$ 111.70	N/A	2/1/2022	1/31/2023		\$ 35.10	\$ 28.85 - \$ 41.35
	\$ 115.05	N/A	2/1/2023	1/31/2024	3.00%	\$ 36.15	\$ 29.72 - \$ 42.59
	\$ 118.51	N/A	2/1/2024	1/31/2025	3.00%	\$ 37.24	\$ 30.61 - \$ 43.87
	\$ 122.06	N/A	2/1/2025	1/31/2026	3.00%	\$ 38.35	\$ 31.53 - \$ 45.18
	\$ 125.72	N/A	2/1/2026	1/31/2027	3.00%	\$ 39.51	\$ 32.47 - \$ 46.54
Senior Project Accountant	\$ 142.29	N/A	2/1/2022	1/31/2023		\$ 44.71	\$ 38.46 - \$ 50.96
	\$ 146.55	N/A	2/1/2023	1/31/2024	3.00%	\$ 46.05	\$ 39.61 - \$ 52.49
	\$ 150.95	N/A	2/1/2024	1/31/2025	3.00%	\$ 47.43	\$ 40.80 - \$ 54.06

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Fehr & Peers

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No.: Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 250,000

Date: 12/9/2021

For Combined Rate

Fringe Benefit % + General & Administrative % = Combined 189.31%

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
	\$ 155.48	N/A	2/1/2025	1/31/2026	3.00%	\$ 48.86	\$ 42.03 - \$ 55.69
	\$ 160.14	N/A	2/1/2026	1/31/2027	3.00%	\$ 50.32	\$ 43.29 - \$ 57.36
Senior Project Coordinator	\$ 129.29	N/A	2/1/2022	1/31/2023		\$ 40.63	\$ 32.21 - \$ 49.04
	\$ 133.16	N/A	2/1/2023	1/31/2024	3.00%	\$ 41.84	\$ 33.18 - \$ 50.51
	\$ 137.16	N/A	2/1/2024	1/31/2025	3.00%	\$ 43.10	\$ 34.17 - \$ 52.03
	\$ 141.27	N/A	2/1/2025	1/31/2026	3.00%	\$ 44.39	\$ 35.20 - \$ 53.59
	\$ 145.51	N/A	2/1/2026	1/31/2027	3.00%	\$ 45.72	\$ 36.25 - \$ 55.19
Project Coordinator	\$ 101.04	N/A	2/1/2022	1/31/2023		\$ 31.75	\$ 26.00 - \$ 37.50
	\$ 104.07	N/A	2/1/2023	1/31/2024	3.00%	\$ 32.70	\$ 26.78 - \$ 38.63
	\$ 107.19	N/A	2/1/2024	1/31/2025	3.00%	\$ 33.68	\$ 27.58 - \$ 39.78
	\$ 110.41	N/A	2/1/2025	1/31/2026	3.00%	\$ 34.69	\$ 28.41 - \$ 40.98
	\$ 113.72	N/A	2/1/2026	1/31/2027	3.00%	\$ 35.73	\$ 29.26 - \$ 42.21
Intern	\$ 82.74	N/A	2/1/2022	1/31/2023		\$ 26.00	\$ 20.00 - \$ 32.00
	\$ 85.22	N/A	2/1/2023	1/31/2024	3.00%	\$ 26.78	\$ 20.60 - \$ 32.96
	\$ 87.78	N/A	2/1/2024	1/31/2025	3.00%	\$ 27.58	\$ 21.22 - \$ 33.95
	\$ 90.42	N/A	2/1/2025	1/31/2026	3.00%	\$ 28.41	\$ 21.85 - \$ 34.97
	\$ 93.13	N/A	2/1/2026	1/31/2027	3.00%	\$ 29.26	\$ 22.51 - \$ 36.02

EXHIBIT 10-H2 COST PROPOSAL

Consultant: Fehr & Peers

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No.: Humboldt County On-Call

Contract No. DPW2021-001

Date: 12/9/21

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Reproduction & Communication (as a percent of labor)	TBD			#VALUE!
Mileage (at prevailing federal reimbursement)	TBD			#VALUE!
			\$	-
			\$	-
			\$	-
			\$	-
			\$	-
			\$	-
			\$	-
			\$	-
			\$	-
			\$	-
Subconsultant 1:			\$	-
Subconsultant 1:			\$	-
Subconsultant 2:			\$	-
Subconsultant 3:			\$	-
Subconsultant 4:			\$	-
Subconsultant 5:			\$	-

NOTES:

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

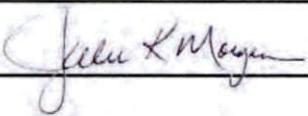
Certification of Direct Costs:

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: Julie K Morgan Title *: Principal/Director of Operations
Signature:  Date of Certification: 12/9/2021
Email: j.morgan@fehrrandpeers.com Phone number: 925-357-3370
Address: 100 Pringle Avenue, Suite 600, Walnut Creek CA 94596

* 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:

--

Humboldt County DPW On-Call Engineering and/or Environmental Services

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Stantec Consulting Services Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ 250,000 Date: 1/13/2022

For Combined Rate			G&A		Overhead		
Fringe Benefit	31.572%	+	10.384%	+	110.302%	=	Combined 152.258%

			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					
Wirt Lanning	\$ 208.11	N/A	2/1/2022	1/31/2023		\$ 75.00	N/A		
Principal	\$ 214.36	N/A	2/1/2023	1/31/2024	3.00%	\$ 77.25	\$ -	\$ -	\$ -
Role - Principal-in-Charge	\$ 220.79	N/A	2/1/2024	1/31/2025	3.00%	\$ 79.57	\$ -	\$ -	\$ -
	\$ 227.41	N/A	2/1/2025	1/31/2026	3.00%	\$ 81.95	\$ -	\$ -	\$ -
Exempt	\$ 234.23	N/A	2/1/2026	1/31/2027	3.00%	\$ 84.41	\$ -	\$ -	\$ -
Joe Richards	\$ 240.86	N/A	2/1/2022	1/31/2023		\$ 86.80	N/A		
Principal Engineer	\$ 248.08	N/A	2/1/2023	1/31/2024	3.00%	\$ 89.40	\$ -	\$ -	\$ -
Role - Stream Restoration Lead	\$ 255.52	N/A	2/1/2024	1/31/2025	3.00%	\$ 92.09	\$ -	\$ -	\$ -
	\$ 263.19	N/A	2/1/2025	1/31/2026	3.00%	\$ 94.85	\$ -	\$ -	\$ -
Exempt	\$ 271.09	N/A	2/1/2026	1/31/2027	3.00%	\$ 97.69	\$ -	\$ -	\$ -
Connie MacGregor	\$ 140.60	N/A	2/1/2022	1/31/2023		\$ 50.67	N/A		
Associate Planner	\$ 144.82	N/A	2/1/2023	1/31/2024	3.00%	\$ 52.19	\$ -	\$ -	\$ -
Role - Project Manager; CEQA/NEPA; Permits	\$ 149.16	N/A	2/1/2024	1/31/2025	3.00%	\$ 53.76	\$ -	\$ -	\$ -
	\$ 153.64	N/A	2/1/2025	1/31/2026	3.00%	\$ 55.37	\$ -	\$ -	\$ -
Exempt	\$ 158.25	N/A	2/1/2026	1/31/2027	3.00%	\$ 57.03	\$ -	\$ -	\$ -

Humboldt County DPW On-Call Engineering and/or Environmental Services
EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Stantec Consulting Services Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ 250,000 Date: 1/13/2022

For Combined Rate			G&A		Overhead		
Fringe Benefit	31.572%	+	10.384%	+	110.302%	=	Combined 152.258%

			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					
Sarah Tona	\$ 103.89	N/A	2/1/2022	1/31/2023		\$ 37.44	N/A		
Associate Biologist	\$ 107.01	N/A	2/1/2023	1/31/2024	3.00%	\$ 38.56	\$ -	-	\$ -
Role - Wetlands/Botanical Lead	\$ 110.22	N/A	2/1/2024	1/31/2025	3.00%	\$ 39.72	\$ -	-	\$ -
	\$ 113.52	N/A	2/1/2025	1/31/2026	3.00%	\$ 40.91	\$ -	-	\$ -
Non-Exempt	\$ 116.93	N/A	2/1/2026	1/31/2027	3.00%	\$ 42.14	\$ -	-	\$ -
David Pluth	\$ 84.38	N/A	2/1/2022	1/31/2023		\$ 30.41	N/A		
Associate Biologist	\$ 86.91	N/A	2/1/2023	1/31/2024	3.00%	\$ 31.32	\$ -	-	\$ -
Role - Fisheries Lead	\$ 89.52	N/A	2/1/2024	1/31/2025	3.00%	\$ 32.26	\$ -	-	\$ -
	\$ 92.21	N/A	2/1/2025	1/31/2026	3.00%	\$ 33.23	\$ -	-	\$ -
Non-Exempt	\$ 94.97	N/A	2/1/2026	1/31/2027	3.00%	\$ 34.23	\$ -	-	\$ -
Gabe Youngblood	\$ 80.14	N/A	2/1/2022	1/31/2023		\$ 28.88	N/A		
Biologist	\$ 82.54	N/A	2/1/2023	1/31/2024	3.00%	\$ 29.75	\$ -	-	\$ -
Role - Wildlife Lead	\$ 85.02	N/A	2/1/2024	1/31/2025	3.00%	\$ 30.64	\$ -	-	\$ -
	\$ 87.57	N/A	2/1/2025	1/31/2026	3.00%	\$ 31.56	\$ -	-	\$ -
Exempt	\$ 90.20	N/A	2/1/2026	1/31/2027	3.00%	\$ 32.50	\$ -	-	\$ -

Humboldt County DPW On-Call Engineering and/or Environmental Services

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Stantec Consulting Services Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ 250,000 Date: 1/13/2022

For Combined Rate			G&A		Overhead		
Fringe Benefit	31.572%	+	10.384%	+	110.302%	=	Combined 152.258%

			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					
Senior Principal Engineer/Scientist/Planner/Consultant	\$ 263.97	N/A	2/1/2022	1/31/2023		\$ 95.13	\$ 87.51	-	\$ 102.75
	\$ 271.89	N/A	2/1/2023	1/31/2024	3.00%	\$ 97.98	\$ 90.14	-	\$ 105.83
	\$ 280.05	N/A	2/1/2024	1/31/2025	3.00%	\$ 100.92	\$ 92.84	-	\$ 109.01
	\$ 288.45	N/A	2/1/2025	1/31/2026	3.00%	\$ 103.95	\$ 95.62	-	\$ 112.28
	Exempt	\$ 297.10	N/A	2/1/2026	1/31/2027	3.00%	\$ 107.07	\$ 98.49	-
Principal Engineer Engineer/Scientist/Planner/Consultant	\$ 225.15	N/A	2/1/2022	1/31/2023		\$ 81.14	\$ 74.77	-	\$ 87.50
	\$ 231.90	N/A	2/1/2023	1/31/2024	3.00%	\$ 83.57	\$ 77.01	-	\$ 90.13
	\$ 238.86	N/A	2/1/2024	1/31/2025	3.00%	\$ 86.08	\$ 79.32	-	\$ 92.83
	\$ 246.03	N/A	2/1/2025	1/31/2026	3.00%	\$ 88.66	\$ 81.70	-	\$ 95.61
	Exempt	\$ 253.41	N/A	2/1/2026	1/31/2027	3.00%	\$ 91.32	\$ 84.15	-
Senior Associate II Engineer/Scientist/Planner/Consultant	\$ 193.57	N/A	2/1/2022	1/31/2023		\$ 69.76	\$ 64.76	-	\$ 74.76
	\$ 199.38	N/A	2/1/2023	1/31/2024	3.00%	\$ 71.85	\$ 66.70	-	\$ 77.00
	\$ 205.36	N/A	2/1/2024	1/31/2025	3.00%	\$ 74.01	\$ 68.70	-	\$ 79.31
	\$ 211.52	N/A	2/1/2025	1/31/2026	3.00%	\$ 76.23	\$ 70.77	-	\$ 81.69
	Exempt	\$ 217.87	N/A	2/1/2026	1/31/2027	3.00%	\$ 78.52	\$ 72.89	-

Humboldt County DPW On-Call Engineering and/or Environmental Services
EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Stantec Consulting Services Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ 250,000 Date: 1/13/2022

For Combined Rate			G&A		Overhead			
Fringe Benefit	31.572%	+	10.384%	+	110.302%	=	Combined	152.258%

			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					
Senior Associate I Engineer/Scientist/Planner/Consultant	\$ 168.24	N/A	2/1/2022	1/31/2023		\$ 60.63	\$ 56.51	-	\$ 64.75
	\$ 173.29	N/A	2/1/2023	1/31/2024	3.00%	\$ 62.45	\$ 58.21	-	\$ 66.69
	\$ 178.48	N/A	2/1/2024	1/31/2025	3.00%	\$ 64.32	\$ 59.95	-	\$ 68.69
	\$ 183.84	N/A	2/1/2025	1/31/2026	3.00%	\$ 66.25	\$ 61.75	-	\$ 70.75
	Exempt	\$ 189.35	N/A	2/1/2026	1/31/2027	3.00%	\$ 68.24	\$ 63.60	-
Associate III Engineer/Scientist/Planner/Consultant	\$ 146.73	N/A	2/1/2022	1/31/2023		\$ 52.88	\$ 49.26	-	\$ 56.50
	\$ 151.14	N/A	2/1/2023	1/31/2024	3.00%	\$ 54.47	\$ 50.74	-	\$ 58.20
	\$ 155.67	N/A	2/1/2024	1/31/2025	3.00%	\$ 56.10	\$ 52.26	-	\$ 59.94
	\$ 160.34	N/A	2/1/2025	1/31/2026	3.00%	\$ 57.78	\$ 53.83	-	\$ 61.74
	Exempt	\$ 165.15	N/A	2/1/2026	1/31/2027	3.00%	\$ 59.52	\$ 55.44	-
Associate II Engineer/Scientist/Planner/Consultant	\$ 128.36	N/A	2/1/2022	1/31/2023		\$ 46.26	\$ 43.26	-	\$ 49.25
	\$ 132.21	N/A	2/1/2023	1/31/2024	3.00%	\$ 47.65	\$ 44.56	-	\$ 50.73
	\$ 136.18	N/A	2/1/2024	1/31/2025	3.00%	\$ 49.08	\$ 45.89	-	\$ 52.25
	\$ 140.27	N/A	2/1/2025	1/31/2026	3.00%	\$ 50.55	\$ 47.27	-	\$ 53.82
	Exempt	\$ 144.47	N/A	2/1/2026	1/31/2027	3.00%	\$ 52.07	\$ 48.69	-

Humboldt County DPW On-Call Engineering and/or Environmental Services
EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Stantec Consulting Services Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ 250,000 Date: 1/13/2022

For Combined Rate		G&A		Overhead		
Fringe Benefit	31.572%	+	10.384%	+	110.302%	= Combined 152.258%

		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					
Staff I Engineer/Scientist/Planner/Consultant	\$ 81.22	N/A	2/1/2022	1/31/2023		\$ 29.27	\$ 27.76	-	\$ 30.77
	\$ 83.66	N/A	2/1/2023	1/31/2024	3.00%	\$ 30.15	\$ 28.59	-	\$ 31.69
	\$ 86.17	N/A	2/1/2024	1/31/2025	3.00%	\$ 31.05	\$ 29.45	-	\$ 32.64
	\$ 88.75	N/A	2/1/2025	1/31/2026	3.00%	\$ 31.98	\$ 30.33	-	\$ 33.62
	Exempt/Non-Exempt	\$ 91.41	N/A	2/1/2026	1/31/2027	3.00%	\$ 32.94	\$ 31.24	-
Technician III Engineer/Scientist/Planner/Consultant	\$ 73.20	N/A	2/1/2022	1/31/2023		\$ 26.38	\$ 25.01	-	\$ 27.75
	\$ 75.40	N/A	2/1/2023	1/31/2024	3.00%	\$ 27.17	\$ 25.76	-	\$ 28.58
	\$ 77.66	N/A	2/1/2024	1/31/2025	3.00%	\$ 27.99	\$ 26.53	-	\$ 29.44
	\$ 79.99	N/A	2/1/2025	1/31/2026	3.00%	\$ 28.83	\$ 27.33	-	\$ 30.32
	Exempt/Non-Exempt	\$ 82.39	N/A	2/1/2026	1/31/2027	3.00%	\$ 29.69	\$ 28.15	-
Technician II Engineer/Scientist/Planner/Consultant	\$ 65.93	N/A	2/1/2022	1/31/2023		\$ 23.76	\$ 22.51	-	\$ 25.00
	\$ 67.91	N/A	2/1/2023	1/31/2024	3.00%	\$ 24.47	\$ 23.19	-	\$ 25.75
	\$ 69.95	N/A	2/1/2024	1/31/2025	3.00%	\$ 25.21	\$ 23.88	-	\$ 26.52
	\$ 72.04	N/A	2/1/2025	1/31/2026	3.00%	\$ 25.96	\$ 24.60	-	\$ 27.32
	Exempt	\$ 74.20	N/A	2/1/2026	1/31/2027	3.00%	\$ 26.74	\$ 25.34	-

Humboldt County DPW On-Call Engineering and/or Environmental Services
EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Stantec Consulting Services Inc.

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call Contract No. DPW2021-001 Participation Amount \$ 250,000 Date: 1/13/2022

For Combined Rate			G&A		Overhead		
Fringe Benefit	31.572%	+	10.384%	+	110.302%	=	Combined 152.258%

			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					
Administrative Assistant	\$ 61.05	N/A	2/1/2022	1/31/2023		\$ 22.00	\$ 9.00	-	\$ 35.00
	\$ 62.88	N/A	2/1/2023	1/31/2024	3.00%	\$ 22.66	\$ 9.27	-	\$ 36.05
	\$ 64.76	N/A	2/1/2024	1/31/2025	3.00%	\$ 23.34	\$ 9.55	-	\$ 37.13
	\$ 66.71	N/A	2/1/2025	1/31/2026	3.00%	\$ 24.04	\$ 9.83	-	\$ 38.25
	\$ 68.71	N/A	2/1/2026	1/31/2027	3.00%	\$ 24.76	\$ 10.13	-	\$ 39.39
Non-Exempt									

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

Note:

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

EXHIBIT 10-H2 COST PROPOSAL

Consultant: Stantec Consulting Services Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. _____

Contract No. _____

Date: 1/13/2022

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs			Current IRS Rate	
Equipment Rental and Supplies			At Cost	
Permit Fees			At Cost	
Travel			\$ -	\$ -
A. Tolls			At Cost	
B. Parking			At Cost	
C. Rental Vehicle and Gas			At Cost	
D. Lodging			At Cost	
E. Meals			At Cost	
F. Other Incidentals			At Cost	
Document Production				
A. Color: 8 1/2 x 11 / 11 x 17 (internal)			\$0.25 / \$0.50	
B. Color: 8 1/2 x 11 / 11 x 17 (internal)			\$0.05 / \$0.10	
C. Printing (outside services)			At Cost	
D. Postage/Shipping			At Cost	
Subconsultant 1:			\$ -	\$ -
Subconsultant 1:				\$ -
Subconsultant 2:				\$ -
Subconsultant 3:				\$ -
Subconsultant 4:				\$ -
Subconsultant 5:				\$ -

NOTES:

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


Certification of Direct Costs:

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

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

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement. Local governments are responsible for applying only cognizant agency or Caltrans accepted Indirect Cost Rate(s).

Prime Consultant or Subconsultant Certifying:

Name: Jim Grasty Title *: Senior Vice President
Signature:  Date of Certification: 01/13/2022
Email: jim.grasty@stantec.com Phone number: (916) 669-5960
Address: 555 Capitol Mall, Suite 650, Sacramento, CA 95814-4583

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

List services the consultant is providing under the proposed contract:

On-all environmental services (biological studies, CEQA/NEPA, permitting)

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant T J K M

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 175,000

Date: 10/27/2021

For Combined Rate	Fringe Benefit 32.71 % + General & Administrative 108.49%	=	Combined 141.20%
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	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					
Nayan Amin / TJKM Project Manager President	\$ 242.87	N/A	2/1/2022	1/31/2023		\$ 91.54			
	\$ 250.16	N/A	2/1/2023	1/31/2024	3.00%	\$ 94.29	\$ -	\$ -	\$ -
	\$ 257.66	N/A	2/1/2024	1/31/2025	3.00%	\$ 97.11	\$ -	\$ -	\$ -
	\$ 265.39	N/A	2/1/2025	1/31/2026	3.00%	\$ 100.03	\$ -	\$ -	\$ -
	\$ 273.36	N/A	2/1/2026	1/31/2027	3.00%	\$ 103.03	\$ -	\$ -	\$ -
Ruta Jariwala / Traffic Operations Lead Principal	\$ 242.87	N/A	2/1/2022	1/31/2023		\$ 91.54			
	\$ 250.16	N/A	2/1/2023	1/31/2024	3.00%	\$ 94.29	\$ -	\$ -	\$ -
	\$ 257.66	N/A	2/1/2024	1/31/2025	3.00%	\$ 97.11	\$ -	\$ -	\$ -
	\$ 265.39	N/A	2/1/2025	1/31/2026	3.00%	\$ 100.03	\$ -	\$ -	\$ -
	\$ 273.36	N/A	2/1/2026	1/31/2027	3.00%	\$ 103.03	\$ -	\$ -	\$ -
Atul Patel / Design Lead Director	\$ 224.14	N/A	2/1/2022	1/31/2023		\$ 84.48			
	\$ 230.87	N/A	2/1/2023	1/31/2024	3.00%	\$ 87.01	\$ -	\$ -	\$ -
	\$ 237.79	N/A	2/1/2024	1/31/2025	3.00%	\$ 89.62	\$ -	\$ -	\$ -
	\$ 244.93	N/A	2/1/2025	1/31/2026	3.00%	\$ 92.31	\$ -	\$ -	\$ -
	\$ 252.27	N/A	2/1/2026	1/31/2027	3.00%	\$ 95.08	\$ -	\$ -	\$ -

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant T J K M

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 175,000

Date: 10/27/2021

For Combined Rate

Fringe Benefit 32.71 % + General & Administrative 108.49% = Combined 141.20%

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
	Straight	Overtime	From	To					
Chris Kinzel / Transportation Planning Lead Vice President	\$ 226.37	N/A	2/1/2022	1/31/2023		\$ 85.32	-		
	\$ 233.16	N/A	2/1/2023	1/31/2024	3.00%	\$ 87.88	\$ -	-	\$ -
	\$ 240.16	N/A	2/1/2024	1/31/2025	3.00%	\$ 90.52	\$ -	-	\$ -
	\$ 247.36	N/A	2/1/2025	1/31/2026	3.00%	\$ 93.23	\$ -	-	\$ -
	\$ 254.78	N/A	2/1/2026	1/31/2027	3.00%	\$ 96.03	\$ -	-	\$ -
Principal	\$ 304.53	N/A	2/1/2022	1/31/2023		\$ 114.78	\$ 85.32	-	\$ 144.23
	\$ 313.67	N/A	2/1/2023	1/31/2024	3.00%	\$ 118.22	\$ 87.88	-	\$ 148.56
	\$ 323.08	N/A	2/1/2024	1/31/2025	3.00%	\$ 121.77	\$ 90.52	-	\$ 153.01
	\$ 332.77	N/A	2/1/2025	1/31/2026	3.00%	\$ 125.42	\$ 93.23	-	\$ 157.60
	\$ 342.76	N/A	2/1/2026	1/31/2027	3.00%	\$ 129.19	\$ 96.03	-	\$ 162.33
Director	\$ 274.26	N/A	2/1/2022	1/31/2023		\$ 103.37	\$ 81.73	-	\$ 125.00
	\$ 282.49	N/A	2/1/2023	1/31/2024	3.00%	\$ 106.47	\$ 84.18	-	\$ 128.75
	\$ 290.96	N/A	2/1/2024	1/31/2025	3.00%	\$ 109.67	\$ 86.71	-	\$ 132.61
	\$ 299.69	N/A	2/1/2025	1/31/2026	3.00%	\$ 112.96	\$ 89.31	-	\$ 136.59
	\$ 308.68	N/A	2/1/2026	1/31/2027	3.00%	\$ 116.34	\$ 91.99	-	\$ 140.69

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant T J K M

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 175,000

Date: 10/27/2021

For Combined Rate	Fringe Benefit 32.71 % + General & Administrative 108.49%	=	Combined 141.20%
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	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					
Project Manager	\$ 138.31	N/A	2/1/2022	1/31/2023		\$ 52.13	\$ 35.96	-	\$ 68.29
	\$ 142.46	N/A	2/1/2023	1/31/2024	3.00%	\$ 53.69	\$ 37.04	-	\$ 70.34
	\$ 146.73	N/A	2/1/2024	1/31/2025	3.00%	\$ 55.30	\$ 38.15	-	\$ 72.45
	\$ 151.14	N/A	2/1/2025	1/31/2026	3.00%	\$ 56.96	\$ 39.29	-	\$ 74.62
	\$ 155.67	N/A	2/1/2026	1/31/2027	3.00%	\$ 58.67	\$ 40.47	-	\$ 76.86
Transportation Engineer	\$ 163.78	N/A	2/1/2022	1/31/2023		\$ 61.73	\$ 61.73	-	\$ 61.73
	\$ 168.70	N/A	2/1/2023	1/31/2024	3.00%	\$ 63.58	\$ 63.58	-	\$ 63.58
	\$ 173.76	N/A	2/1/2024	1/31/2025	3.00%	\$ 65.49	\$ 65.49	-	\$ 65.49
	\$ 178.97	N/A	2/1/2025	1/31/2026	3.00%	\$ 67.45	\$ 67.45	-	\$ 67.45
	\$ 184.34	N/A	2/1/2026	1/31/2027	3.00%	\$ 69.48	\$ 69.48	-	\$ 69.48
Assistant Transportation Engineer	\$ 95.09	N/A	2/1/2022	1/31/2023		\$ 35.84	\$ 31.33	-	\$ 40.34
	\$ 97.94	N/A	2/1/2023	1/31/2024	3.00%	\$ 36.92	\$ 32.27	-	\$ 41.55
	\$ 100.88	N/A	2/1/2024	1/31/2025	3.00%	\$ 38.02	\$ 33.24	-	\$ 42.80
	\$ 103.91	N/A	2/1/2025	1/31/2026	3.00%	\$ 39.16	\$ 34.24	-	\$ 44.08
	\$ 107.03	N/A	2/1/2026	1/31/2027	3.00%	\$ 40.34	\$ 35.26	-	\$ 45.40

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant T J K M

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 175,000

Date: 10/27/2021

For Combined Rate

Fringe Benefit 32.71 % + General & Administrative 108.49% = Combined 141.20%

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
	Straight	Overtime	From	To					
Senior Transportation Planner	\$ 157.81	N/A	2/1/2022	1/31/2023		\$ 59.48	\$ 58.85	-	\$ 60.10
	\$ 162.55	N/A	2/1/2023	1/31/2024	3.00%	\$ 61.26	\$ 60.62	-	\$ 61.90
	\$ 167.42	N/A	2/1/2024	1/31/2025	3.00%	\$ 63.10	\$ 62.43	-	\$ 63.76
	\$ 172.45	N/A	2/1/2025	1/31/2026	3.00%	\$ 65.00	\$ 64.31	-	\$ 65.67
	\$ 177.62	N/A	2/1/2026	1/31/2027	3.00%	\$ 66.95	\$ 66.24	-	\$ 67.64
Transportation Planner	\$ 123.06	N/A	2/1/2022	1/31/2023		\$ 46.38	\$ 39.62	-	\$ 53.13
	\$ 126.75	N/A	2/1/2023	1/31/2024	3.00%	\$ 47.77	\$ 40.81	-	\$ 54.72
	\$ 130.55	N/A	2/1/2024	1/31/2025	3.00%	\$ 49.20	\$ 42.03	-	\$ 56.37
	\$ 134.47	N/A	2/1/2025	1/31/2026	3.00%	\$ 50.68	\$ 43.29	-	\$ 58.06
	\$ 138.50	N/A	2/1/2026	1/31/2027	3.00%	\$ 52.20	\$ 44.59	-	\$ 59.80
Assistant Transportation Planner	\$ 103.77	N/A	2/1/2022	1/31/2023		\$ 39.11	\$ 31.67	-	\$ 46.54
	\$ 106.88	N/A	2/1/2023	1/31/2024	3.00%	\$ 40.28	\$ 32.62	-	\$ 47.94
	\$ 110.09	N/A	2/1/2024	1/31/2025	3.00%	\$ 41.49	\$ 33.60	-	\$ 49.37
	\$ 113.39	N/A	2/1/2025	1/31/2026	3.00%	\$ 42.74	\$ 34.61	-	\$ 50.86
	\$ 116.79	N/A	2/1/2026	1/31/2027	3.00%	\$ 44.02	\$ 35.64	-	\$ 52.38

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant T J K M

Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 175,000

Date: 10/27/2021

For Combined Rate

Fringe Benefit 32.71 % + General & Administrative 108.49% = Combined 141.20%

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
	Straight	Overtime	From	To					
Designer	\$ 79.73	N/A	2/1/2022	1/31/2023		\$ 30.05	\$ 30.05	-	\$ 30.05
	\$ 82.12	N/A	2/1/2023	1/31/2024	3.00%	\$ 30.95	\$ 30.95	-	\$ 30.95
	\$ 84.58	N/A	2/1/2024	1/31/2025	3.00%	\$ 31.88	\$ 31.88	-	\$ 31.88
	\$ 87.12	N/A	2/1/2025	1/31/2026	3.00%	\$ 32.84	\$ 32.84	-	\$ 32.84
	\$ 89.74	N/A	2/1/2026	1/31/2027	3.00%	\$ 33.82	\$ 33.82	-	\$ 33.82
Administration	\$ 105.46	N/A	2/1/2022	1/31/2023		\$ 39.75	\$ 33.65	-	\$ 45.84
	\$ 108.63	N/A	2/1/2023	1/31/2024	3.00%	\$ 40.94	\$ 34.66	-	\$ 47.22
	\$ 111.89	N/A	2/1/2024	1/31/2025	3.00%	\$ 42.17	\$ 35.70	-	\$ 48.63
	\$ 115.24	N/A	2/1/2025	1/31/2026	3.00%	\$ 43.44	\$ 36.77	-	\$ 50.09
	\$ 118.70	N/A	2/1/2026	1/31/2027	3.00%	\$ 44.74	\$ 37.87	-	\$ 51.59

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

Note:

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

EXHIBIT 10-H2 COST PROPOSAL

Consultant TJKM

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Date: 10/27/2021

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs	TBD	Mile	\$ 0.56	IRS Rate
Equipment Rental and Supplies			\$ -	At Cost
Permit Fees			\$ -	\$ -
Plan Sheets	TBD		\$ 18.00	At Cost
Test Vehicle			\$ -	At Cost
Subconsultant 1:			\$ -	\$ -
Subconsultant 1:				\$ -
Subconsultant 2:				\$ -
Subconsultant 3:				\$ -
Subconsultant 4:				\$ -
Subconsultant 5:				\$ -

NOTES:

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

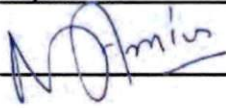
Certification of Direct Costs:

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

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

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement. Local governments are responsible for applying only cognizant agency or Caltrans accepted Indirect Cost Rate(s).

Prime Consultant or Subconsultant Certifying:

Name: Nayan Amin Title *: President
Signature:  Date of Certification: 10/27/2021
Email: namin@tjkm.com Phone number: 925.463.0611
Address: 4305 Hacienda Drive, Suite 550 Pleasanton, CA 94588

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

List services the consultant is providing under the proposed contract:

Traffic Engineering and Transportation Planning