

**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 ____ day of _____, 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: _____

Virginia Bass
Chair, Humboldt County Board of Supervisors

INSURANCE REQUIREMENTS APPROVED:

By: _____

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% |
|-------------------|---|---|------------------|

| | | | |
|--|-----|---|-----|
| | Fee | = | 12% |
|--|-----|---|-----|

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 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: 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% |
|-------------------|---|---|------------------|

| | | | |
|--|-----|---|-----|
| | 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 | | | |
| 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 |
| | \$ 227.11 | N/A | 2/1/2026 | 1/31/2027 | 3.00% | \$ 76.53 | N/A |
| 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 |
| | \$ 56.78 | \$ 85.16 | 2/1/2026 | 1/31/2027 | 3.00% | \$ 19.13 | N/A |
| 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 |
| | \$ 166.99 | \$ 250.48 | 2/1/2026 | 1/31/2027 | 3.00% | \$ 56.28 | 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 | | | |
| 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 Non-Exempt | \$ 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 |
| Freund Rachel A. GIS II Non-Exempt | \$ 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 |
| Garrison Christopher E. 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 | | | |
| 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 Non-Exempt | \$ 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 |
| odsuntie Crystal Technician Non-Exempt | \$ 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 |
| odsuntie Ta atchai Sr. Graphic Designer Exempt | \$ 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 |

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 | | | |
| Loomis James 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 Imberly 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% |
|-------------------|---|---|------------------|

| | | | |
|--|-----|---|-----|
| | 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 | | | |
| Munger Corinne A. | \$ 121.66 | \$ 182.49 | 2/1/2022 | 1/31/2023 | | \$ 41.00 | N/A |
| Biologist III | \$ 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 |
| Non-Exempt | \$ 136.93 | \$ 205.40 | 2/1/2026 | 1/31/2027 | 3.00% | \$ 46.15 | N/A |
| Prior Alyssa M. | \$ 65.28 | \$ 97.92 | 2/1/2022 | 1/31/2023 | | \$ 22.00 | N/A |
| Biologist I | \$ 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 |
| Non-Exempt | \$ 73.48 | \$ 110.21 | 2/1/2026 | 1/31/2027 | 3.00% | \$ 24.76 | N/A |
| Rabbass Chaim Elise C. | \$ 65.28 | \$ 97.92 | 2/1/2022 | 1/31/2023 | | \$ 22.00 | N/A |
| Biologist I | \$ 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 |
| Non-Exempt | \$ 73.48 | \$ 110.21 | 2/1/2026 | 1/31/2027 | 3.00% | \$ 24.76 | 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 | | | |
| 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

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 | | | |
| 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 | 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 | | | |
| 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

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 | | | |
| 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% |
|-------------------|---|---|------------------|

| | | | |
|--|-----|---|-----|
| | 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 | | | |
| 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% |
|-------------------|---|---|------------------|

| | | | |
|--|-----|---|-----|
| | 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 | | | |
| 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% |
|-------------------|---|---|------------------|

| | | | |
|--|-----|---|-----|
| | 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 | | | |
| 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% |
|-------------------|---|---|------------------|

| | | | |
|--|-----|---|-----|
| | 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 | | | |
| 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%

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 | | | |
| 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% |
|-------------------|---|---|------------------|

| | | | |
|--|-----|---|-----|
| | 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 | | | |
| 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% |
|-------------------|---|---|------------------|

| | | | |
|--|-----|---|-----|
| | 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 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% |
|-------------------|---|---|------------------|

| | | | |
|--|-----|---|-----|
| | 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 | | | |
| 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% |
|-------------------|---|---|------------------|

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

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

List services the consultant is providing under the proposed contract:

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% |
|-------------------|--|---|------------------|

| | | | |
|--|-----|---|-----|
| | 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 | | | |
| 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 | \$ 177.86 | N/A | 2/1/2022 | 1/31/2023 | | \$ 49.74 | \$ 46.60 - \$ 52.88 |
| TBD | \$ 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 | \$ 148.76 | N/A | 2/1/2022 | 1/31/2023 | | \$ 41.60 | \$ 41.20 - \$ 42.00 |
| TBD | \$ 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 | \$ 139.35 | N/A | 2/1/2022 | 1/31/2023 | | \$ 38.97 | \$ 36.50 - \$ 41.44 |
| TBD | \$ 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% |
|-------------------|--|---|------------------|

| | | | |
|--|-----|---|-----|
| | 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 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 |
| PERFORMANCE 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.

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 % + 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 | | | |
| 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 <u> </u> % + General & Administrative <u> </u> % | = | Combined <u>189.31%</u> |
|-------------------|---|---|-------------------------|

| | | | |
|--|-----|---|------------|
| | Fee | = | <u>10%</u> |
|--|-----|---|------------|

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 <u> </u> % + General & Administrative <u> </u> % | = | Combined <u>189.31%</u> |
|-------------------|---|---|-------------------------|

| | | | |
|--|-----|---|------------|
| | Fee | = | <u>10%</u> |
|--|-----|---|------------|

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! |
| | | | | \$ - |
| | | | | \$ - |
| | | | | \$ - |
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| | | | | \$ - |
| 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.

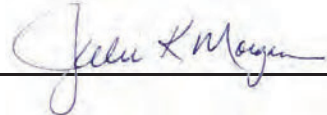
Certification of Direct Costs:

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

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

List services the consultant is providing under the proposed contract:

Loaded Rate Calculation

Non Exempt Employee Loaded Billing Rates
 A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)
 B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

Exempt Employee Loaded Billing Rates
 C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

| | | | | |
|--------------------------------|------------------|------------|--------------------------|------------|
| Home Office Personnel: | Fringe Benefit % | Overhead % | General Administration % | Combined % |
| NORMAL | 58.84% | 38.70% | 0.00% | 97.54% |
| OVERTIME | 58.84% | 38.70% | 0.00% | 97.54% |
| Field Office Personnel: | Fringe Benefit % | Overhead % | General Administration % | Combined % |
| NORMAL | 58.84% | 38.70% | 0.00% | 97.54% |
| OVERTIME | 58.84% | 38.70% | 0.00% | 97.54% |
| | | Fee | | 10.00% |

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Name/Classification | Home Office Personnel Field Office Personnel | Prevailing Wage Rate established by State DIR only applicable for prevailing wage or | | | | | | Employee Actual Rate fringe benefits vary year over year | | | | | | DELTA TOTAL Employee Total Rate - DIR Rate | | | Applicable DELTA TOTAL Employee Total - DIR Total | | | Applicable DELTA Base DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE DELTA TOTAL - DELTA BASE Employee - DIR | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class | | | | | | | | | | |
|--|---|---|---------|-----------------|---------|-------------------------------------|----------|---|----------|-----------------|----------|-----------------------|----------|---|----------|-----------|---|-----------|-----------|---|-----------|-----------|---|-----------|-----------|-----------------------------|-----------|---------|----------------------------------|----------|--------------------------|--|---------------------------|----------|--------|-----------|-----------|-----------|-----------|-----------|-------|-----|-----|
| | | Base Salary | | Fringe Benefits | | Total Base Salary + Fringe Benefits | | Base Salary | | Estimate Fringe | | Total = Base + Fringe | | Straight | | 1.5 OT | | 2.0 OT | | Straight | | 1.5 OT | | 2.0 OT | | Straight | | 1.5 OT | | 2.0 OT | | | | Straight | | OT (1.5x) | | OT (2x) | | From | To | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | | | | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | | | | | |
| David Crivelli PLS Project Manager Surveys | FIELD | \$49.63 | \$74.45 | \$99.26 | \$32.16 | \$81.79 | \$106.61 | \$131.42 | 2. | \$124.13 | \$165.50 | \$19.34 | \$102.09 | \$143.47 | \$184.84 | \$20.30 | \$36.86 | \$53.42 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 2/1/2022 | 1/31/2023 | 3.00% | 2. | N/A |
| David Crivelli PLS Project Manager Surveys | OFFICE | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 2/1/2022 | 1/31/2023 | 3.00% | 2. | N/A | |
| Michael Pulley PLS Project Manager Surveys | FIELD | \$49.63 | \$74.45 | \$99.26 | \$32.16 | \$81.79 | \$106.61 | \$131.42 | 1. | \$112.02 | \$149.36 | \$19.36 | \$94.04 | \$131.38 | \$168.72 | \$12.25 | \$24.78 | \$37.30 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 2/1/2022 | 1/31/2023 | 3.00% | 1. | N/A | |
| Michael Pulley PLS Project Manager Surveys | OFFICE | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 2/1/2022 | 1/31/2023 | 3.00% | 1. | N/A | |
| esse Buffington PLS Cre Chief | FIELD | \$49.63 | \$74.45 | \$99.26 | \$32.16 | \$81.79 | \$106.61 | \$131.42 | 0.00 | \$60.00 | \$80.00 | \$14.29 | \$54.29 | \$74.29 | \$94.29 | (\$27.50) | (\$32.32) | (\$37.13) | (\$27.50) | (\$32.32) | (\$37.13) | (\$9.83) | (\$14.45) | (\$19.26) | (\$17.87) | (\$16.47) | (\$17.87) | \$86.92 | \$106.92 | \$126.92 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 2/1/2022 | 1/31/2023 | 3.00% | 0.00 | N/A | | |
| esse Buffington PLS Survey Rodman | FIELD | \$43.66 | \$65.49 | \$87.32 | \$32.16 | \$75.82 | \$97.65 | \$119.48 | 0.00 | \$60.00 | \$80.00 | \$14.29 | \$54.29 | \$74.29 | \$94.29 | (\$21.53) | (\$23.36) | (\$25.19) | (\$21.53) | (\$23.36) | (\$25.19) | (\$3.66) | (\$5.49) | (\$7.32) | (\$17.87) | (\$17.87) | (\$17.87) | \$86.92 | \$106.92 | \$126.92 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 2/1/2022 | 1/31/2023 | 3.00% | 0.00 | N/A | | |
| William Pool CAD Drafter | OFFICE | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 2/1/2022 | 1/31/2023 | 3.00% | 0.00 | N/A | |
| Ryan Ba ter Cre Chief | FIELD | \$49.63 | \$74.45 | \$99.26 | \$32.16 | \$81.79 | \$106.61 | \$131.42 | 0.00 | \$45.00 | \$60.00 | \$10.79 | \$40.79 | \$55.79 | \$70.79 | (\$41.00) | (\$50.82) | (\$60.63) | (\$41.00) | (\$50.82) | (\$60.63) | (\$19.63) | (\$29.45) | (\$39.26) | (\$21.37) | (\$21.37) | (\$21.37) | \$65.19 | \$80.19 | \$95.19 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 2/1/2022 | 1/31/2023 | 3.00% | 0.00 | N/A | | |
| Ryan Ba ter Survey Rodman | FIELD | \$43.66 | \$65.49 | \$87.32 | \$32.16 | \$75.82 | \$97.65 | \$119.48 | 0.00 | \$45.00 | \$60.00 | \$10.79 | \$40.79 | \$55.79 | \$70.79 | (\$35.03) | (\$41.86) | (\$48.69) | (\$35.03) | (\$41.86) | (\$48.69) | (\$13.66) | (\$20.49) | (\$27.32) | (\$21.37) | (\$21.37) | (\$21.37) | \$65.19 | \$80.19 | \$95.19 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 2/1/2022 | 1/31/2023 | 3.00% | 0.00 | N/A | | |
| Paul raus Cre Chief | FIELD | \$49.63 | \$74.45 | \$99.26 | \$32.16 | \$81.79 | \$106.61 | \$131.42 | 2.00 | \$37.50 | \$50.00 | \$6.16 | \$31.16 | \$43.66 | \$56.16 | (\$50.63) | (\$62.95) | (\$75.26) | (\$50.63) | (\$62.95) | (\$75.26) | (\$24.63) | (\$36.95) | (\$49.26) | (\$26.00) | (\$26.00) | (\$26.00) | \$54.32 | \$66.82 | \$79.32 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 2/1/2022 | 1/31/2023 | 3.00% | 2.00 | N/A | | |
| Paul raus Survey Rodman | FIELD | \$43.66 | \$65.49 | \$87.32 | \$32.16 | \$75.82 | \$97.65 | \$119.48 | 2.00 | \$37.50 | \$50.00 | \$6.16 | \$31.16 | \$43.66 | \$56.16 | (\$44.66) | (\$53.99) | (\$63.32) | (\$44.66) | (\$53.99) | (\$63.32) | (\$18.66) | (\$27.99) | (\$37.32) | (\$26.00) | (\$26.00) | (\$26.00) | \$54.32 | \$66.82 | \$79.32 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 2/1/2022 | 1/31/2023 | 3.00% | 2.00 | N/A | | |
| Austin McChesney Cre Chief | FIELD | \$49.63 | \$74.45 | \$99.26 | \$32.16 | \$81.79 | \$106.61 | \$131.42 | 2.00 | \$34.50 | \$46.00 | \$15.56 | \$38.56 | \$50.06 | \$61.56 | (\$43.23) | (\$56.55) | (\$69.86) | (\$43.23) | (\$56.55) | (\$69.86) | (\$26.63) | (\$39.95) | (\$53.26) | (\$16.60) | (\$16.60) | (\$16.60) | \$49.98 | \$61.48 | \$72.98 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 2/1/2022 | 1/31/2023 | 3.00% | 2.00 | N/A | | |
| Austin McChesney Survey Rodman | FIELD | \$43.66 | \$65.49 | \$87.32 | \$32.16 | \$75.82 | \$97.65 | \$119.48 | 2.00 | \$34.50 | \$46.00 | \$15.56 | \$38.56 | \$50.06 | \$61.56 | (\$37.26) | (\$47.59) | (\$57.92) | (\$37.26) | (\$47.59) | (\$57.92) | (\$20.66) | (\$30.99) | (\$41.32) | (\$16.60) | (\$16.60) | (\$16.60) | \$49.98 | \$61.48 | \$72.98 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 2/1/2022 | 1/31/2023 | 3.00% | 2.00 | N/A | | |
| Loren Blodgett Survey Rodman | FIELD | \$43.66 | \$65.49 | \$87.32 | \$32.16 | \$75.82 | \$97.65 | \$119.48 | 0.00 | \$49.50 | \$66.00 | \$2.11 | \$35.11 | \$51.61 | \$68.11 | (\$40.71) | (\$46.04) | (\$51.37) | (\$40.71) | (\$46.04) | (\$51.37) | (\$10.66) | (\$15.99) | (\$21.32) | (\$30.05) | (\$30.05) | (\$30.05) | \$71.71 | \$88.21 | \$104.71 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 2/1/2022 | 1/31/2023 | 3.00% | 0.00 | N/A | | |

1. Note employees/classifications that are subject to prevailing wage requirements with an asterisk (*). Prevailing Wage specified is based on current DIR determination. Any future DIR escalation of prevailing wage rate will be reflected in the loaded rates

2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.

3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.

4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on xxx/xx/xx. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on xxx/xx/xx. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or

5. Travel Time Charges:
 For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
 For E exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
 For Non-E exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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% |
|--|--|--|-----|---|-----|

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% |
|--|--|--|-----|---|-----|

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% |
|--|--|--|--|--|-----|---|-----|

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 | \$ 263.97 | N/A | 2/1/2022 | 1/31/2023 | | \$ 95.13 | \$ 87.51 | - | \$ 102.75 |
| Engineer/Scientist/Planner/Consultant | \$ 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 | - | \$ 115.65 |
| Principal Engineer | \$ 225.15 | N/A | 2/1/2022 | 1/31/2023 | | \$ 81.14 | \$ 74.77 | - | \$ 87.50 |
| Engineer/Scientist/Planner/Consultant | \$ 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 | - | \$ 98.48 |
| Senior Associate II | \$ 193.57 | N/A | 2/1/2022 | 1/31/2023 | | \$ 69.76 | \$ 64.76 | - | \$ 74.76 |
| Engineer/Scientist/Planner/Consultant | \$ 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 | - | \$ 84.14 |

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% |
|--|--|--|--|--|-----|---|-----|

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 | \$ 168.24 | N/A | 2/1/2022 | 1/31/2023 | | \$ 60.63 | \$ 56.51 | - | \$ 64.75 |
| Engineer/Scientist/Planner/Consultant | \$ 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 | - | \$ 72.88 |
| Associate III | \$ 146.73 | N/A | 2/1/2022 | 1/31/2023 | | \$ 52.88 | \$ 49.26 | - | \$ 56.50 |
| Engineer/Scientist/Planner/Consultant | \$ 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 | - | \$ 63.59 |
| Associate II | \$ 128.36 | N/A | 2/1/2022 | 1/31/2023 | | \$ 46.26 | \$ 43.26 | - | \$ 49.25 |
| Engineer/Scientist/Planner/Consultant | \$ 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 | - | \$ 55.43 |

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% |
|--|--|--|--|--|-----|---|-----|

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 | | | | | |
| Associate I | \$ 113.10 | N/A | 2/1/2022 | 1/31/2023 | | \$ 40.76 | \$ 38.26 | - | \$ 43.25 |
| Engineer/Scientist/Planner/Consultant | \$ 116.50 | N/A | 2/1/2023 | 1/31/2024 | 3.00% | \$ 41.98 | \$ 39.41 | - | \$ 44.55 |
| | \$ 119.99 | N/A | 2/1/2024 | 1/31/2025 | 3.00% | \$ 43.24 | \$ 40.59 | - | \$ 45.88 |
| | \$ 123.59 | N/A | 2/1/2025 | 1/31/2026 | 3.00% | \$ 44.54 | \$ 41.81 | - | \$ 47.26 |
| Exempt/Non-Exempt | \$ 127.30 | N/A | 2/1/2026 | 1/31/2027 | 3.00% | \$ 45.88 | \$ 43.06 | - | \$ 48.68 |
| Staff III | \$ 100.62 | N/A | 2/1/2022 | 1/31/2023 | | \$ 36.26 | \$ 34.26 | - | \$ 38.25 |
| Engineer/Scientist/Planner/Consultant | \$ 103.63 | N/A | 2/1/2023 | 1/31/2024 | 3.00% | \$ 37.35 | \$ 35.29 | - | \$ 39.40 |
| | \$ 106.74 | N/A | 2/1/2024 | 1/31/2025 | 3.00% | \$ 38.47 | \$ 36.35 | - | \$ 40.58 |
| | \$ 109.95 | N/A | 2/1/2025 | 1/31/2026 | 3.00% | \$ 39.62 | \$ 37.44 | - | \$ 41.80 |
| Exempt/Non-Exempt | \$ 113.24 | N/A | 2/1/2026 | 1/31/2027 | 3.00% | \$ 40.81 | \$ 38.56 | - | \$ 43.05 |
| Staff II | \$ 90.21 | N/A | 2/1/2022 | 1/31/2023 | | \$ 32.51 | \$ 30.76 | - | \$ 34.25 |
| Engineer/Scientist/Planner/Consultant | \$ 92.92 | N/A | 2/1/2023 | 1/31/2024 | 3.00% | \$ 33.49 | \$ 31.68 | - | \$ 35.28 |
| | \$ 95.70 | N/A | 2/1/2024 | 1/31/2025 | 3.00% | \$ 34.49 | \$ 32.63 | - | \$ 36.34 |
| | \$ 98.57 | N/A | 2/1/2025 | 1/31/2026 | 3.00% | \$ 35.52 | \$ 33.61 | - | \$ 37.43 |
| Exempt/Non-Exempt | \$ 101.53 | N/A | 2/1/2026 | 1/31/2027 | 3.00% | \$ 36.59 | \$ 34.62 | - | \$ 38.55 |

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% |
|--|--|--|--|--|-----|---|-----|

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 | \$ 81.22 | N/A | 2/1/2022 | 1/31/2023 | | \$ 29.27 | \$ 27.76 | - | \$ 30.77 |
| Engineer/Scientist/Planner/Consultant | \$ 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 | - | \$ 34.63 |
| Technician III | \$ 73.20 | N/A | 2/1/2022 | 1/31/2023 | | \$ 26.38 | \$ 25.01 | - | \$ 27.75 |
| Engineer/Scientist/Planner/Consultant | \$ 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 | - | \$ 31.23 |
| Technician II | \$ 65.93 | N/A | 2/1/2022 | 1/31/2023 | | \$ 23.76 | \$ 22.51 | - | \$ 25.00 |
| Engineer/Scientist/Planner/Consultant | \$ 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 | - | \$ 28.14 |

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% |
|--|--|--|-----|---|-----|

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 | | | | | |
| Technician I | \$ 58.99 | N/A | 2/1/2022 | 1/31/2023 | | \$ 21.26 | \$ 20.01 | - | \$ 22.50 |
| Engineer/Scientist/Planner/Consultant | \$ 60.76 | N/A | 2/1/2023 | 1/31/2024 | 3.00% | \$ 21.90 | \$ 20.61 | - | \$ 23.18 |
| | \$ 62.59 | N/A | 2/1/2024 | 1/31/2025 | 3.00% | \$ 22.55 | \$ 21.23 | - | \$ 23.87 |
| | \$ 64.46 | N/A | 2/1/2025 | 1/31/2026 | 3.00% | \$ 23.23 | \$ 21.87 | - | \$ 24.59 |
| Exempt | \$ 66.40 | N/A | 2/1/2026 | 1/31/2027 | 3.00% | \$ 23.93 | \$ 22.52 | - | \$ 25.32 |
| Clerical/Tech. Editor | \$ 113.10 | N/A | 2/1/2022 | 1/31/2023 | | \$ 40.76 | \$ 38.26 | - | \$ 43.25 |
| | \$ 116.50 | N/A | 2/1/2023 | 1/31/2024 | 3.00% | \$ 41.98 | \$ 39.41 | - | \$ 44.55 |
| | \$ 119.99 | N/A | 2/1/2024 | 1/31/2025 | 3.00% | \$ 43.24 | \$ 40.59 | - | \$ 45.88 |
| | \$ 123.59 | N/A | 2/1/2025 | 1/31/2026 | 3.00% | \$ 44.54 | \$ 41.81 | - | \$ 47.26 |
| Exempt/Non-Exempt | \$ 127.30 | N/A | 2/1/2026 | 1/31/2027 | 3.00% | \$ 45.88 | \$ 43.06 | - | \$ 48.68 |

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% |
|--|--|--|--|--|-----|---|-----|

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.

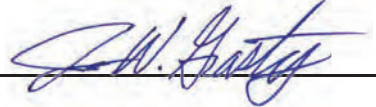
Certification of Direct Costs:

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 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

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

Prime Consultant or Subconsultant Certifying:

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

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

List services the consultant is providing under the proposed contract:

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%

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 | | | | | |
| 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% |
|-------------------|---|---|------------------|

| | | |
|-----|---|-----|
| 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 | \$ 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.

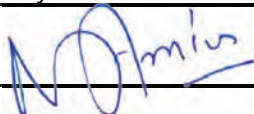
Certification of Direct Costs:

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 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: 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