

**AGREEMENT FOR CONSULTANT SERVICES  
BY AND BETWEEN  
COUNTY OF HUMBOLDT  
AND  
GHIRARDELLI ASSOCIATES, INC.  
FOR FISCAL YEARS 2024-2025 THROUGH 2029-2030**

This Agreement for Consultant Services (“Agreement”) entered into this \_\_\_\_ day of \_\_\_\_\_, 2024, by and between the County of Humboldt, a political subdivision of the State of California, hereinafter referred to as “COUNTY,” and Ghirardelli Associates, Inc., a California corporation, hereinafter referred to as “CONSULTANT,” is made upon the following considerations:

WHEREAS, COUNTY, by and through its Department of Public Works – Engineering Division, desires to retain a qualified professional to assist COUNTY in performing on-call professional construction management services that are further described in Attachment A – Scope of Work, which is attached hereto and incorporated herein by reference as if set forth in full; and

WHEREAS, such work involves the performance of professional and technical services of a temporary and occasional character; and

WHEREAS, COUNTY has no employees available to perform such services and is unable to hire employees for the performance thereof for this temporary period; and

WHEREAS, pursuant to California Government Code Section 31000, COUNTY may retain independent contractors to perform special services for COUNTY or any department thereof; and

WHEREAS, CONSULTANT represents that it is adequately trained, skilled, experienced and qualified to perform the duties and services set forth in this Agreement; and

NOW THEREFORE, the parties hereto mutually agree as follows:

**ARTICLE I – INTRODUCTION**

- A. CONSULTANT’s Project Manager will be Nathan Hayler. COUNTY’s Contract Administrator will be Tony Seghetti, Deputy Director of Public Works, or a designee thereof.
- B. The work to be performed under this Agreement is described in Article II – Statement of Work and the approved Cost Proposal dated March 25, 2024, which is attached hereto as Attachment B – Cost Proposal & Schedule of Work and incorporated herein by reference as if set forth in full. If there is any conflict between the approved Cost Proposal and the terms and conditions of this Agreement, this Agreement shall take precedence.
- C. CONSULTANT agrees to the fullest extent permitted by law, to indemnify, protect, defend and hold harmless COUNTY, and its agents, officers, officials, employees and volunteers, from and against any and all claims, demands, damages, losses, liabilities and costs and expenses, including, without limitation, court costs and reasonable attorneys’ and expert witness fees, arising out of any failure to comply with applicable law, injury to, or death of, any person, damage to, or loss of, property or economic loss arising out of the performance of the work described herein, to the extent caused by a negligent act or negligent failure to act, errors, omissions, recklessness or willful misconduct incident to CONSULTANT’s performance hereunder, except such loss or damage which was caused by the sole negligence, or willful misconduct of COUNTY, as determined by a court of competent jurisdiction. The provisions of this article shall survive termination or suspension of this Agreement.

- D. In the performance of this Agreement, CONSULTANT shall act in an independent capacity. It is understood and agreed that CONSULTANT, and its agents, officers, officials, employees and subconsultants, is an independent contractor and that no relationship of employer-employee exists between the parties hereto. CONSULTANT's assigned personnel shall not be entitled to any benefits payable to employees of COUNTY.
- E. COUNTY is not required to make any deductions or withholdings from the compensation payable to CONSULTANT pursuant to the terms and conditions of this Agreement, and is not required to issue W-2 Forms for income and employment tax purposes for any of CONSULTANT's assigned personnel. CONSULTANT, in the performance of its obligations hereunder, is only subject to the control or direction of COUNTY as to the designation of tasks to be performed and the results to be accomplished.
- F. Any third parties employed by CONSULTANT shall be entirely and exclusively under the direction, supervision and control of CONSULTANT. CONSULTANT hereby agrees to indemnify and hold COUNTY harmless from any and all claims that may be made against COUNTY based upon any contention by any third party that an employer-employee relationship exists by reason of this Agreement.
- G. Except as expressly authorized herein, CONSULTANT's obligations hereunder are not assignable or transferable, and CONSULTANT shall not subcontract any work, without COUNTY's prior written approval. However, claims for money due to CONSULTANT under this Agreement may be assigned to a financial institution or to a trustee in bankruptcy, without such approval. Notice of any assignment or transfer whether voluntary or involuntary shall be furnished promptly to COUNTY.
- H. CONSULTANT shall be fully responsible to COUNTY for the negligent acts and omissions of its agents and subconsultants, and of persons either directly or indirectly employed thereby, in the same manner as persons directly employed by CONSULTANT.
- J. No alteration or variation of the terms of this Agreement shall be valid, unless made in writing and signed by the parties hereto; and no oral understanding or agreement not incorporated herein, shall be binding on any of the parties hereto.
- K. The consideration to be paid to CONSULTANT as provided herein, shall be compensation for all of CONSULTANT's expenses incurred in the performance hereof, including, without limitation, travel and per diem expenses, unless otherwise expressly so provided.

## **ARTICLE II – STATEMENT OF WORK**

The work to be performed under this Agreement is described in Attachment A – Scope of Work and Attachment B – Cost Proposal & Schedule of Work.

## **ARTICLE III – CONSULTANT'S REPORTS OR MEETINGS**

- A. CONSULTANT shall submit progress reports on each specific project in accordance with the Task Order. These reports shall be submitted at least once a month. The report should be sufficiently detailed for COUNTY's Contract Administrator or Project Coordinator to determine, if CONSULTANT is performing to expectations, or is on schedule; to provide communication of interim findings, and to sufficiently address any difficulties or special problems encountered, so remedies can be developed.
- B. CONSULTANT's Project Manager shall meet with COUNTY's Contract Administrator or Project Coordinator, as needed, to discuss progress on the projects.

**ARTICLE IV – PERFORMANCE PERIOD**

- A. This Agreement shall go into effect on July 2, 2024, contingent upon approval by COUNTY, and CONSULTANT shall commence work after receiving notification to proceed from COUNTY’s Contract Administrator. This Agreement shall end on July 1, 2029, unless extended by written amendment.
- B. CONSULTANT is advised that any recommendation for award of this Agreement is not binding on COUNTY until this Agreement is fully executed and approved by COUNTY.
- C. The period of performance for each specific project shall be in accordance with the Task Order for that project. If work on a Task Order is in progress on the expiration date of this Agreement, the terms and conditions of this Agreement shall be extended by amendment prior to the expiration of this Agreement to cover the time needed to complete the Task Order in progress only. The maximum term of this Agreement shall not exceed five (5) years.

**ARTICLE V – ALLOWABLE COSTS AND PAYMENTS**

- A. CONSULTANT will be reimbursed for hours worked at the hourly rates specified in CONSULTANT’s approved Cost Proposal. The specified hourly rates shall include direct salary costs, employee benefits, prevailing wages, employer payments, overhead expenses and fees. These rates are not adjustable for the performance period set forth in this Agreement. CONSULTANT will be reimbursed within thirty (30) calendar days after COUNTY’s receipt of itemized invoices in duplicate.
- B. In addition, CONSULTANT will be reimbursed for actual incurred direct costs, other than salary costs, that are identified in the approved Cost Proposal and in the executed Task Order.
- C. Specific projects will be assigned to CONSULTANT through the issuance of Task Orders that have been approved by COUNTY’s Contract Administrator.
- D. After a project to be performed under this Agreement is identified by COUNTY, COUNTY will prepare a draft Task Order; less the cost estimate. A draft Task Order will identify the scope of services, expected results, project deliverables, period of performance, project schedule and will designate a COUNTY Project Coordinator. The draft Task Order will be delivered to CONSULTANT for review. CONSULTANT shall return the draft Task Order within ten (10) calendar days along with a Cost Estimate, including a written estimate of the number of hours and hourly rates per staff person, any anticipated reimbursable expenses, overhead costs and fees, if any, and total dollar amount. After agreement has been reached on the negotiable items and total cost; the finalized Task Order shall be signed by both COUNTY and CONSULTANT.
- E. Task Orders may be negotiated for a cost plus fixed fee or lump sum (Firm Fixed Price) or for specific rates of compensation, all of which must be based on the labor and other rates set forth in CONSULTANT’s Cost Proposal. CONSULTANT shall be responsible for any future adjustments to prevailing wage rates, including, without limitation, base hourly rates and employer payments as determined by the Department of Industrial Relations. CONSULTANT will also be responsible for paying the appropriate rate, including, without limitation, escalations that take place during the terms of the Agreement.
- F. Reimbursement for transportation and subsistence costs shall not exceed the rates as specified in the approved Cost Proposal. CONSULTANT shall be responsible for transportation and subsistence costs in excess of applicable state rates.

- G. When milestone cost estimates are included in the approved Cost Proposal, CONSULTANT shall obtain prior written approval in the form of an amendment to this Agreement for a revised milestone cost estimate from the Contract Administrator before exceeding such estimate.
- H. Progress payments for each Task Order will be made monthly in arrears based on services provided and actual costs incurred.
- I. CONSULTANT shall not perform any work or services until this Agreement has been approved by COUNTY, and notification to proceed has been issued by COUNTY's Contract Administrator. No payment will be made prior to approval or for any work performed prior to approval of this Agreement.
- J. A Task Order is of no force or effect until returned to COUNTY and signed by an authorized representative of COUNTY. No expenditures are authorized on a project and work shall not commence until a Task Order for that project has been executed by COUNTY.
- K. CONSULTANT will be reimbursed within thirty (30) calendar days after COUNTY's receipt of itemized invoices in duplicate. Separate invoices itemizing all costs are required for all work performed under each Task Order. Invoices shall be submitted no later than thirty (30) calendar days after the performance of work for which CONSULTANT is billing, or upon completion of the Task Order. Invoices shall detail the work performed on each milestone, on each project as applicable. Invoices shall follow the format stipulated for the approved Cost Proposal and shall reference this Agreement number, project title and Task Order number. Credits due COUNTY that include any equipment purchased under the provisions of Article XI – Equipment Purchase of this Agreement, must be reimbursed by CONSULTANT prior to the expiration or termination of this Agreement. Invoices shall be mailed to COUNTY's Contract Administrator at the following address:
- COUNTY: Humboldt County Department of Public Works – Engineering Division  
Attention: Tony Seghetti, Contract Administrator  
1106 Second Street  
Eureka, California 95501
- L. The period of performance for Task Orders shall be in accordance with dates specified in the Task Order. No Task Order will be written which extends beyond the expiration date of this Agreement.
- M. The total amount payable by COUNTY for an individual Task Order shall not exceed the amount agreed to in the Task Order, unless authorized by an amendment thereto.
- N. If CONSULTANT fails to satisfactorily complete a deliverable according to the schedule set forth in a Task Order, no payment will be made until the deliverable has been satisfactorily completed.
- O. Task Orders may not be used to amend this Agreement and may not exceed the scope of work under this Agreement.
- P. The total amount payable by COUNTY for all Task Orders resulting from this Agreement shall not exceed Six Million Dollars (\$6,000,000.00). It is understood and agreed that there is no guarantee, either expressed or implied, that this dollar amount will be authorized under this Agreement.

## **ARTICLE VI – TERMINATION**

- A. This Agreement may be terminated by COUNTY, provided that COUNTY gives not less than thirty (30) calendar days' written notice of its intent to terminate in accordance with the noticing requirements set forth in Article XXXII – Notification of this Agreement. Upon termination, COUNTY shall be entitled

to all work, including, without limitation, any and all reports, investigations, appraisals, inventories, studies, analyses, drawings and data estimates performed to that date, whether completed or not.

- B. COUNTY may temporarily suspend this Agreement, at no additional cost to COUNTY, provided that CONSULTANT is given written notice of the temporary suspension in accordance with the noticing requirements set forth in Article XXXII – Notification of this Agreement. If COUNTY gives such notice of temporary suspension, CONSULTANT shall immediately suspend its activities under this Agreement. A temporary suspension may be issued concurrent with the notice of termination.
- C. Notwithstanding anything to the contrary, CONSULTANT shall not be relieved of liability for damages sustained by COUNTY by virtue of any breach of this Agreement by CONSULTANT, and COUNTY may withhold any payments due to CONSULTANT until such time as the exact amount of damages, if any, due COUNTY from CONSULTANT is determined.
- D. In the event of termination, CONSULTANT shall be compensated as provided for in this Agreement. Upon termination, COUNTY shall be entitled to all work, including, without limitation, any and all reports, investigations, appraisals, inventories, studies, analyses, drawings and data estimates performed to that date, whether completed or not.

#### **ARTICLE VII – COST PRINCIPLES AND ADMINISTRATIVE REQUIREMENTS**

- A. CONSULTANT agrees that the applicable contract cost principles and procedures set forth in Part 31 of Title 48 of the Code of Federal Regulations (“CFR”) shall be used to determine the allowability of individual terms of cost.
- B. CONSULTANT also agrees to comply with the applicable administrative requirements, cost principles and audit procedures for federal awards set forth in 2 CFR Part 200.
- C. Any and all costs for which payment has been made that are determined by subsequent audit to be unallowable under 48 CFR Part 31 or 2 CFR Part 200 shall be subject to repayment by CONSULTANT.
- D. When a CONSULTANT or Subconsultant is a Non-Profit Organization or an Institution of Higher Education, the Cost Principles for Title 2 CFR 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards shall apply.

#### **ARTICLE VIII – RETENTION OF RECORDS/AUDIT**

For the purpose of determining compliance with California Government Code Section 8546.7, COUNTY, CONSULTANT and any subconsultants hereunder shall maintain any and all books, documents, papers, accounting records, Indirect Cost Rate (“ICR”) work papers, and other evidence pertaining to each party’s performance hereunder, including, without limitation, the costs of administering this Agreement. All parties, including, without limitation, CONSULTANT’s independent Certified Public Accountant (“CPA”), shall make such work papers and materials available at their respective offices at all reasonable times during the term of this Agreement and for three (3) years from the date of final payment hereunder. Records for real property and equipment acquired with federal funds must be retained for three (3) years after final disposition. COUNTY, the California Department of Transportation (“Caltrans”), the Federal Highway Administration (“FHWA”) and any other duly authorized representative of the federal government having jurisdiction under federal laws or regulations, including, without limitation, the basis of federal funding in whole or in part, shall have access to any such books, records and documents for audit, examination and review, and copies thereof shall be furnished if requested without limitation.

#### **ARTICLE IX – AUDIT REVIEW PROCEDURES**

- A. Any dispute concerning a question of fact arising under an interim or post audit of this Agreement that is not disposed of by agreement, shall be reviewed by the Humboldt County Auditor-Controller.
- B. Not later than thirty (30) calendar days after issuance of the final audit report, CONSULTANT may submit a written request for review of unresolved issues to the Humboldt County Auditor-Controller.
- C. Neither the pendency of a dispute nor its consideration by COUNTY will excuse CONSULTANT from full and timely performance, in accordance with the terms and conditions of this Agreement.
- D. This Agreement, and any subcontracts related hereto, including, without limitation, cost proposals and ICR, may be subject to audits or reviews such as, but not limited to, an agreement audit, an incurred cost audit, an ICR audit or a CPA ICR audit work paper review. If selected for audit or review, the agreement, cost proposal and ICR and related work papers, if applicable, will be reviewed to verify compliance with 48 CFR Part 31 and other related laws and regulations. In the instances of a CPA ICR audit work paper review, CONSULTANT shall be responsible for ensuring that any and all duly authorized local, state and federal government officials are allowed full access to the CPA's work papers including making copies as necessary. The agreement, cost proposal and ICR shall be adjusted by CONSULTANT and approved by COUNTY's Contract Administrator to conform to the audit or review recommendations. CONSULTANT agrees that individual terms of costs identified in the audit report shall be incorporated into the agreement by this reference if directed by COUNTY at its sole discretion. Refusal by CONSULTANT to incorporate audit or review recommendations, or to ensure that the federal, COUNTY or local governments have access to CPA work papers, will be considered a breach of the terms and conditions of this Agreement, and will be cause for termination of this Agreement and disallowance of prior reimbursed costs.
- E. CONSULTANT's Cost Proposal may be subject to a CPA ICR Audit Work Paper Review and/or audit by the Independent Office of Audits and Investigation ("IOAI"). IOAI, at its sole discretion, may review and/or audit and approve the CPA ICR documentation. The Cost Proposal shall be adjusted by CONSULTANT and approved by COUNTY's Contract Administrator to conform to the Work Paper Review recommendations included in the management letter or audit recommendations included in the audit report. Refusal by CONSULTANT to incorporate the Work Paper Review recommendations included in the management letter or audit recommendations included in the audit report will be considered a breach of the terms and conditions of this Agreement, and will be cause for termination of this Agreement and disallowance of prior reimbursed costs.
1. During IOAI's review of the ICR audit work papers created by CONSULTANT's independent CPA, IOAI will work with the CPA and/or CONSULTANT toward a resolution of issues that arise during the review. Each party agrees to use its best efforts to resolve any audit disputes in a timely manner. If IOAI identifies significant issues during the review and is unable to issue a cognizant approval letter, COUNTY will reimburse CONSULTANT at an accepted ICR until a Federal Acquisition Regulation compliant ICR [e.g. 48 CFR Part 31; Generally Accepted Auditing Standards; Cost Accounting Standards, if applicable; in accordance with the procedures and guidelines of the American Association of State Highways and Transportation Officials Audit Guide; and other applicable procedures and guidelines] is received and approved by IOAI. Accepted rates will be as follows:
    - a. If the proposed rate is less than one hundred fifty percent (150%) – the accepted rate reimbursed will be ninety percent (90%) of the proposed rate.
    - b. If the proposed rate is between one hundred fifty percent (150%) and two hundred percent (200%) – the accepted rate will be eighty-five percent (85%) of the proposed rate.

- c. If the proposed rate is greater than two hundred percent (200%) – the accepted rate will be seventy-five percent (75%) of the proposed rate.
2. If IOAI is unable to issue a cognizant letter per subsection E(1) of this article, IOAI may require CONSULTANT to submit a revised independent CPA audited ICR and audit report within three (3) months of the effective date of the management letter. IOAI will then have up to six (6) months to review CONSULTANT's and/or the independent CPA's revisions.
3. If CONSULTANT fails to comply with the requirements set forth herein, or if IOAI is still unable to issue a cognizant approval letter after the revised independent CPA audited ICR is submitted, overhead cost reimbursement will be limited to the accepted ICR that was established upon initial rejection of the ICR as set forth in subsection E(1) of this article for all rendered services. In this event, the accepted ICR will become the actual and final ICR for reimbursement purposes under this Agreement.
4. CONSULTANT may submit a final invoice to COUNTY only when all of the following items have occurred: IOAI accepts or adjusts the original or revised independent CPA audited ICR; all work under this Agreement has been completed to the satisfaction of COUNTY; and IOAI has issued its final ICR review letter. CONSULTANT must submit its final invoice to COUNTY no later than sixty (60) calendar days after occurrence of the last of these items. The accepted ICR will apply to this Agreement and all other agreements executed between COUNTY and CONSULTANT, either as a prime or subcontractor, with the same fiscal period ICR.
5. COUNTY and CONSULTANT hereby agree to fix the ICR for the period of time set forth in Article IV – Period of Performance of this Agreement. If the term of this Agreement is extended by a duly executed amendment hereto, COUNTY and CONSULTANT may adjust the ICR to the current IOAI approved ICR.

## **ARTICLE X – SUBCONTRACTING**

- A. Nothing contained in this Agreement or otherwise, shall create any contractual relationship between COUNTY and any of CONSULTANT's subconsultants hereunder, and no subcontract shall relieve CONSULTANT of its responsibilities and obligations hereunder. CONSULTANT agrees to be as fully responsible to COUNTY for the acts and omissions of its subconsultants and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by CONSULTANT. CONSULTANT's obligation to pay its subconsultants is an independent obligation from COUNTY's obligation to make payments to CONSULTANT.
- B. CONSULTANT shall perform the work contemplated with resources available within its own organization and no portion of the work shall be subcontracted without written authorization by COUNTY's Contract Administrator, except that which is expressly identified in CONSULTANT's approved Cost Proposal.
- C. Any subcontract entered into as a result of this Agreement, shall contain all of the applicable provisions set forth in this Agreement.
- D. CONSULTANT shall pay its subconsultants within Fifteen (15) calendar days from receipt of each payment made to CONSULTANT by COUNTY.
- E. Any substitution of subconsultants must be approved in writing by COUNTY's Contract Administrator in advance of assigning work to a substitute subcontractor.

- F. CONSULTANT shall pay to any subconsultant hereunder, not later than fifteen (15) days after receipt of each progress payment, unless otherwise agreed to in writing, the respective amounts owed to CONSULTANT on account of the services performed by the subconsultants, to the extent of each subconsultant's interest therein. In the event that there is a good faith dispute over any portion of the amount due on a progress payment from CONSULTANT to a subconsultant, CONSULTANT may withhold no more than one hundred fifty percent (150%) of the disputed amount. Any violation of this provision shall constitute a cause for disciplinary action and shall subject CONSULTANT to a penalty, payable to the subconsultant, of two percent (2%) of the amount due per month for every month that payment is not made. In any action for the collection of funds wrongfully withheld, the prevailing party shall be entitled to its attorney's fees and costs. The sanctions authorized under this provision shall be separate from, and in addition to, all other remedies, either civil, administrative or criminal. This provision applies to both DBE and non-DBE subconsultants.
- G. No retainage will be held by COUNTY from progress payments due to CONSULTANT. Retainage by CONSULTANT, or any subconsultants hereunder, is prohibited and no retainage will be held by CONSULTANT, or any subconsultant hereunder, from progress due to its subconsultants. Any delay or postponement of payment may take place only for good cause and with COUNTY's prior written approval. Any violation of this provision shall subject CONSULTANT, or any subconsultants hereunder, to the penalties, sanctions and other remedies specified in Section 3321 of the California Civil Code. This provision shall not be construed to limit or impair any contractual, administrative or judicial remedies, otherwise available to CONSULTANT, or any subconsultants hereunder, in the event of a dispute involving late payment or nonpayment by CONSULTANT and/or deficient subconsultant performance or noncompliance. This provision shall apply to both DBE and non-DBE subconsultants.

#### **ARTICLE XI – EQUIPMENT PURCHASE**

- A. Prior authorization in writing by COUNTY's Contract Administrator shall be required before CONSULTANT enters into any unbudgeted purchase order, or subcontract exceeding Five Thousand Dollars (\$5,000.00) for supplies, equipment or consultant services. CONSULTANT shall provide an evaluation of the necessity or desirability of incurring such costs.
- B. For purchase of any item, service or consulting work not covered in CONSULTANT's approved Cost Proposal and exceeding Five Thousand Dollars (\$5,000.00), with prior authorization by COUNTY's Contract Administrator, three (3) competitive quotations must be submitted with the request, or the absence of bidding must be adequately justified.
- C. Any equipment purchased with funds provided under the terms and conditions of this Agreement is subject to the following:
1. CONSULTANT shall maintain an inventory of all nonexpendable property. Nonexpendable property is defined as having a useful life of at least two (2) years and an acquisition cost of Five Thousand Dollars (\$5,000.00) or more. If the purchased equipment needs replacement and is sold or traded in, COUNTY shall receive a proper refund or credit at the conclusion of this Agreement, or if this Agreement is terminated, CONSULTANT may either keep the equipment and credit COUNTY in an amount equal to its fair market value, or sell such equipment at the best price obtainable at a public or private sale, in accordance with established COUNTY procedures; and credit COUNTY in an amount equal to the sales price. If CONSULTANT elects to keep the equipment, fair market value shall be determined at CONSULTANT's expense, on the basis of a competent independent appraisal of such equipment. Appraisals shall be obtained from an appraiser mutually agreeable to by COUNTY and CONSULTANT, if it is determined to sell the equipment, the terms and conditions of such sale must be approved in advance by COUNTY.



2. 2 CFR Part 200 requires a credit to federal funds when participating equipment with a fair market value greater than Five Thousand Dollars (\$5,000.00) is credited to the project.

## ARTICLE XII – STATE PREVAILING WAGE RATES

- A. Neither CONSULTANT nor its subconsultants may be awarded an agreement containing public work elements unless registered with the California Department of Industrial Relations (“DIR”) pursuant to California Labor Code Section 1725.5. Registration with DIR must be maintained throughout the entire term of this Agreement, including any subsequent extensions thereof.
- B. CONSULTANT shall comply with all of the applicable provisions of the California Labor Code requiring the payment of prevailing wages. The General Prevailing Wage Rate Determinations applicable to work pursuant to the terms and conditions of this Agreement are on file with Caltrans’ District Labor Compliance Officer and available online at the following address: [http://www.dot.ca.gov/hq/construc/LaborCompliance/documents/DistrictRegion\\_Map\\_Construction\\_7-8-15.pdf](http://www.dot.ca.gov/hq/construc/LaborCompliance/documents/DistrictRegion_Map_Construction_7-8-15.pdf). These wage rates are hereby incorporated into this Agreement by reference as if set forth in full, pursuant to California Labor Code Section 1773.2, and will be applicable to work performed at a construction project site. Prevailing wages will be applicable to all inspection work performed at COUNTY construction sites, at COUNTY facilities and at off-site locations that are set up by the construction contractor or one of its subconsultants solely and specifically to serve COUNTY projects. Prevailing wage requirements do not apply to inspection work performed at the facilities of vendors and commercial materials suppliers that provide goods and services to the general public.
- C. General Prevailing Wage Rate Determinations applicable to this project may also be obtained from DIR’s website at <http://www.dir.ca.gov>.
- D. By executing this Agreement, CONSULTANT, for itself, and its subconsultants, assignees and successors in interest, agrees to comply with the following requirements pertaining to preparation, retention, certification, reproduction and disclosure of payroll records:
  1. CONSULTANT and its subconsultants shall keep accurate certified payroll records and supporting documents, as mandated by California Labor Code Section 1776 and as defined in Section 16000 of Title 8 of the California Code of Regulations (“CCR”), showing the name, address, social security number, work classification, straight time and overtime hours worked each day and week, and the actual per diem wages paid to each journeyman, apprentice, worker, or other employee employed by CONSULTANT or its subconsultants in connection with the public work. Each payroll record shall contain or be verified by a written declaration that it is made under penalty of perjury, stating both of the following:
    - a. The information contained in the payroll record is true and correct.
    - b. The employer has complied with the requirements of California Labor Code Sections 1771, 1811 and 1815 for any work performed by its employees on the public works project.
  2. The payroll records enumerated under subsection D(1) of this article shall be certified as correct by CONSULTANT under penalty of perjury. The payroll records and all supporting documents shall be made available for inspection and copying by COUNTY representatives at all reasonable hours at the principal office of CONSULTANT. CONSULTANT shall provide copies of certified payrolls or permit inspection of its records as follows:

- a. A certified copy of an employee's payroll record shall be made available for inspection or furnished to the employee or the employee's authorized representative upon request.
  - b. A certified copy of all payroll records enumerated in subsection D(1) of this article shall be made available for inspection or furnished upon request to a representative of COUNTY, the Division of Labor Standards Enforcement and the Division of Apprenticeship Standards of the DIR. Certified payrolls submitted to COUNTY, the Division of Labor Standards Enforcement and the Division of Apprenticeship Standards shall not be altered or obliterated.
  - c. CONSULTANT shall not give the public access to certified payroll records. CONSULTANT shall forward any requests for certified payrolls to COUNTY's Contract Administrator by both email and regular mail on the business day following receipt of the request.
3. CONSULTANT shall submit a certified copy of the records enumerated in subsection D(1) of this article to the requesting entity within ten (10) calendar days after receipt of a written request.
  4. Any records made available for inspection as copies and furnished upon request to the public or any public agency by COUNTY shall be redacted or obliterated in such a manner as to prevent disclosure of each individual's name, address and social security number. The name and address of CONSULTANT or its subconsultants performing the work shall not be redacted or obliterated.
  5. CONSULTANT shall inform COUNTY of the location of the records enumerated under subsection D(1) of this article, including, without limitation, the street address, city and county, and shall, within five (5) business days, provide a notice of a change of location and address.
  6. CONSULTANT and its subconsultants shall have ten (10) calendar days in which to comply subsequent to receipt of written notice requesting the records enumerated in subsection D(1) of this article. In the event of CONSULTANT's failure to comply within the ten (10) day period, CONSULTANT shall, as a penalty to COUNTY, forfeit One Hundred Dollars (\$100.00) for each calendar day, or portion thereof, for each worker, until strict compliance is effectuated. Such penalties shall be withheld by COUNTY from payments then due. CONSULTANT is not subject to a penalty assessment pursuant to this subsection due to the failure of a subcontractor to comply with the requirements set forth herein.
- E. When prevailing wage rates apply, CONSULTANT shall be responsible for verifying compliance with certified payroll requirements. Payment will not be made until the invoice is approved by COUNTY.
- F. By executing this Agreement, CONSULTANT, for itself, and its subconsultants, assignees and successors in interest, agrees to comply with the following requirements pertaining to the imposition and payment of any and all penalties resulting from CONSULTANT's noncompliance with any applicable local, state and federal prevailing wage laws, regulations and standards:
1. CONSULTANT and its subconsultants shall comply with California Labor Code Sections 1774 and 1775. Pursuant to California Labor Code Section 1775, CONSULTANT and its subconsultants shall forfeit to COUNTY a penalty of not more than Two Hundred Dollars (\$200.00) for each calendar day, or portion thereof, for each worker paid less than the prevailing rates as determined by the Director of DIR for the work or craft in which the worker is employed for any public work done under this Agreement by CONSULTANT or by its subconsultants in violation of the requirements of any applicable local, state or federal laws, regulations or standards, including, without limitation, California Labor Code Sections 1770, *et seq.*

2. The amount of the forfeiture described in subsection F(1) of this article shall be determined by the California Labor Commissioner and shall be based on consideration of mistake, inadvertence or neglect of CONSULTANT or its subconsultants in failing to pay the correct rate of prevailing wages, or the previous record of CONSULTANT or its subconsultants in meeting their respective prevailing wage obligations, or the willful failure by CONSULTANT or its subconsultants to pay the correct rates of prevailing wages. A mistake, inadvertence or neglect in failing to pay the correct rates of prevailing wages is not excusable if CONSULTANT or its subconsultants had knowledge of the obligations under the California Labor Code. CONSULTANT shall be responsible for paying the appropriate rate, including, without limitation, any escalations that take place during the term of this Agreement and any extensions thereof.
3. In addition to the penalty described in subsection F(1) of this article, and pursuant to California Labor Code Section 1775, the difference between the prevailing wage rates and the amount paid to each worker for each calendar day or portion thereof for which each worker was paid less than the prevailing wage rate shall be paid to each worker by CONSULTANT or its subconsultants.
4. If workers employed by CONSULTANT's subconsultants on a public works project are not paid the general prevailing per diem wages by the subconsultants, CONSULTANT shall not be liable for the penalties described in subsections F(1) and F(3) of this article, unless CONSULTANT had knowledge of the subconsultants' failure to pay the specified prevailing rate of wages to those workers or CONSULTANT fails to comply with all of the following requirements:
  - a. The subcontracts executed between CONSULTANT and the subconsultants for the performance of work on public works projects shall include a copy of the requirements in California Labor Code Sections 1771, 1775, 1776, 1777.5, 1813 and 1815.
  - b. CONSULTANT shall monitor the payment of the specified general prevailing rate of per diem wages by the subconsultants to their employees by periodic review of the subconsultants' certified payroll records.
  - c. Upon becoming aware of the subconsultants' failure to pay the specified prevailing rate of wages to the subconsultants' employees, CONSULTANT shall diligently take corrective action to halt or rectify the failure, including, without limitation, retaining sufficient funds due the subconsultants for work performed on the public works project.
  - d. Prior to making final payment to the subconsultants for work performed on the public works project, CONSULTANT shall obtain an affidavit signed under penalty of perjury from the subconsultants that they have paid the specified general prevailing rate of per diem wages to their employees on the public works project and any amounts due pursuant to California Labor Code Section 1813.
5. Pursuant to California Labor Code Section 1775, COUNTY shall notify CONSULTANT within fifteen (15) calendar days after the receipt of a complaint that any of its subconsultants have failed to pay their employees the general prevailing rate of per diem wages.
6. If COUNTY determines that any of CONSULTANT's subconsultants have not paid their employees the general prevailing rate of per diem wages, and if COUNTY did not retain sufficient money to pay those employees the balance of wages owed under the general prevailing rate of per diem wages, CONSULTANT shall withhold an amount of money due the subconsultants sufficient to pay those employees the general prevailing rate of per diem wages, if requested by COUNTY.

- G. CONSULTANT shall forfeit, as a penalty to COUNTY, Twenty-Five Dollars (\$25.00) for each worker employed in the execution of this Agreement by CONSULTANT or any of its subconsultants for each calendar day during which such worker is required or permitted to work more than eight (8) hours in any one (1) calendar day and forty (40) hours in any one (1) calendar week in violation of the provisions of the California Labor Code, including, without limitation, Sections 1810 to 1815 thereof, except that work performed by employees in excess of eight (8) hours per day, and forty (40) hours during any one (1) week, shall be permitted upon compensation for all hours worked in excess of eight (8) hours per day and forty (40) hours in any week, at not less than one and one-half (1.5) times the basic rate of pay, as provided in California Labor Code Section 1815.
- H. By executing this Agreement, CONSULTANT, for itself, and its subconsultants, assignees and successors in interest, agrees to comply with the following requirements pertaining to the employment of apprentices:
1. CONSULTANT, and any of its subconsultants working under a subcontract exceeding Thirty Thousand Dollars (\$30,000.00), shall comply with all applicable requirements regarding the employment of apprentices set forth in California Labor Code Sections 1777.5, 1777.6 and 1777.7.
  2. CONSULTANT and its subconsultants shall comply with any and all California Labor Code requirements regarding the employment of apprentices, including, without limitation, mandatory ratios of journey level to apprentice workers. Prior to commencement of work, CONSULTANT and its subconsultants are advised to review the DIR Division of Apprenticeship Standards website at <https://www.dir.ca.gov/das/>, for additional information regarding the employment of apprentices and for the specific journey-to-apprentice ratios. CONSULTANT shall be responsible for its subconsultants' compliance with these requirements. Penalties are specified in California Labor Code Section 1777.7.

### **ARTICLE XIII – CONFLICT OF INTEREST**

- A. During the term of this Agreement, and any extensions thereof, CONSULTANT shall disclose any financial, business or other relationship with COUNTY that may have an impact upon the outcome of this Agreement or any ensuing COUNTY construction project. CONSULTANT shall also list current clients who may have a financial interest in the outcome of this Agreement or any ensuing COUNTY construction project which will follow.
- B. CONSULTANT certifies that it has disclosed to COUNTY any actual, apparent or potential conflicts of interest that may exist relative to the services to be provided hereunder. CONSULTANT agrees to advise COUNTY of any actual, apparent or potential conflicts of interest that may develop subsequent to the date of execution of this Agreement. CONSULTANT further agrees to complete any statements of economic interest if required by any applicable local, state or federal laws, regulations or standards.
- C. CONSULTANT hereby certifies that it does not now have nor shall it acquire any financial or business interest that would conflict with the performance of services under this Agreement.
- D. CONSULTANT hereby certifies that neither CONSULTANT nor any of its subconsultants, or any firm affiliated with CONSULTANT or its subconsultants, that bids on any construction contract or on any agreement to provide construction inspection for any construction project resulting from this Agreement, has established necessary controls to ensure that a conflict of interest does not exist. For purposes of this Agreement, an affiliated firm is one, which is subject to the control of the same persons, through joint ownership or otherwise.

### **ARTICLE XIV – REBATES, KICKBACKS OR OTHER UNLAWFUL CONSIDERATION**

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

## **ARTICLE XV – PROHIBITION OF EXPENDING COUNTY, STATE OR FEDERAL FUNDS FOR LOBBYING**

- A. CONSULTANT certifies, to the best of its knowledge and belief, that:
1. No local, state or federal appropriated funds have been paid or will be paid, by or on behalf of CONSULTANT, to any person for influencing or attempting to influence an officer or employee of any local, state or federal agency, a member of the California State Legislature or United States Congress, an officer or employee of the California State Legislature or Congress or any employee of a member of the California State Legislature or Congress in connection with the awarding or making of this Agreement, or with the extension, continuation, renewal, amendment or modification of this Agreement.
  2. If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress or an employee of a member of Congress in connection with this Agreement, CONSULTANT shall complete and submit Standard Form-LLL, “Disclosure Form to Report Lobbying,” in accordance with its instructions.
- B. This certification is a material representation of fact upon which reliance was placed when this Agreement was made and entered into. Submission of this certification is a prerequisite for making or entering into this Agreement imposed by Section 1352 of Title 31 of the United States Code (“USC”). Any person who fails to file the required certification shall be subject to a civil penalty of not less than Ten Thousand Dollars (\$10,000.00) and not more than One Hundred Thousand Dollars (\$100,000.00) for each such failure.
- C. CONSULTANT also agrees by executing this Agreement that it shall require that the language of this certification be included in all lower tier subcontracts, which exceed One Hundred Thousand Dollars (\$100,000.00), and that all such subrecipients shall certify and disclose accordingly.

## **ARTICLE XVI – NON-DISCRIMINATION CLAUSE AND STATEMENT OF COMPLIANCE**

- A. CONSULTANT’s signature affixed herein shall constitute a certification, under penalty of perjury under the laws of the State of California, that CONSULTANT has, unless exempt, complied with any and applicable nondiscrimination requirements set forth in California Government Code Section 12990 and 2 CCR Section 8103.
- B. During the performance of this Agreement, CONSULTANT and its subconsultants shall not deny any benefits to any person on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation or military and veteran status, nor shall they unlawfully discriminate, harass or allow harassment against any employee or applicant for employment because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation or military and veteran status. CONSULTANT and its subconsultants shall ensure

that the evaluation and treatment of their employees and applicants for employment are free from such discrimination and harassment.

- C. CONSULTANT and its subconsultants shall comply with the provisions of the Fair Employment and Housing Act (California Government Code Sections 12990, *et seq.*) and the applicable regulations promulgated thereunder (2 CCR Sections 11000, *et seq.*), the provisions of California Government Code Sections 11135 through 11139.5 and the regulations or standards adopted by COUNTY to implement this article. The applicable regulations of the Fair Employment and Housing Commission implementing California Government Code Section 12990, set forth in 2 CCR Sections 8100 through 8504, are hereby incorporated into this Agreement by reference and made a part hereof as if set forth in full.
- D. CONSULTANT shall permit access by representatives of COUNTY and any other duly authorized local, state and federal agencies, including, without limitation, the California Department of Fair Employment and Housing, upon reasonable notice at any time during normal business hours, but in no case less than twenty-four (24) hours' notice, to its facilities, books, records, accounts and all other sources of information as COUNTY or any other duly authorized local, state or federal agency shall require to ascertain compliance with this article.
- E. CONSULTANT and its subconsultants shall give written notice of their obligations under this article to any and all labor organizations with which they have a collective bargaining or other agreement.
- F. CONSULTANT shall include the nondiscrimination and compliance provisions of this article in all subcontracts to perform work under this Agreement.
- G. CONSULTANT, with regard to the work performed pursuant to the terms and conditions of this Agreement, shall act in accordance with Title VI of the Civil Rights Act of 1964 (42 USC Sections 2000d, *et seq.*) which provides that recipients of federal assistance will implement and maintain a policy of nondiscrimination in which no person in the United States shall, on the basis of race, color, national origin, religion, sex, age or disability, be excluded from participation in, denied the benefits of or be subject to discrimination under any program or activity by the recipients of federal assistance or their assignees and successors in interest.
- H. CONSULTANT shall comply with any and all applicable local, state and federal laws, regulations and standards pertaining to nondiscrimination in federally-assisted programs of the United States Department of Transportation (49 CFR Part 21 – Effectuation of Title VI of the Civil Rights Act of 1964). Specifically, CONSULTANT shall not participate either directly or indirectly in the discrimination prohibited by 49 CFR Section 21.5, including, without limitation, employment practices and the selection and retention of subconsultants.
- I. Neither party hereto, nor any subconsultants hereunder, shall exclude any person from participation in, deny any person the benefits of or otherwise discriminate against anyone in connection with the award and performance of any contract covered by 49 CFR Part 26 on the basis of race, color, sex or national origin. In administering the DBE Program Plan, neither party hereto, nor any subconsultants hereunder, shall, directly, or through contractual or other arrangements, use criteria or methods of administration that have the effect of defeating or substantially impairing accomplishment of the objectives of the DBE Program Plan with respect to individuals of a particular race, color, sex or national origin.

## **ARTICLE XVII – DEBARMENT AND SUSPENSION CERTIFICATION**

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

1. Is not currently under suspension, debarment, voluntary exclusion or determination of ineligibility by any federal agency;
  2. Has not been suspended, debarred, voluntarily excluded or determined ineligible by any federal agency within the past three (3) years.
  3. Does not have a proposed debarment pending; and
  4. Has not been indicted, convicted or had a civil judgment rendered against it by a court of competent jurisdiction in any matter involving fraud or official misconduct within the past three (3) years.
- B. Any exceptions to this certification must be disclosed to COUNTY. Exceptions will not necessarily result in denial of recommendation for award, but will be considered in determining responsibility. Disclosures must indicate the party to whom the exceptions apply, the initiating agency and the dates of agency action.
- C. Exceptions to the Federal Government Excluded Parties List System maintained by the United States General Services Administration are to be determined by FHWA.

#### **ARTICLE XVIII – DISADVANTAGED BUSINESS ENTERPRISES (DBE) PARTICIPATION**

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

CONSULTANT shall meet the DBE goal shown elsewhere in these special provisions or demonstrate that they made adequate Good Faith Efforts (GFE) to meet this goal. It is CONSULTANT's responsibility to verify at date of proposal opening that the DBE firm is certified as a DBE by using the California Unified Certification Program (CUCP) database and possesses the most specific available North American Industry Classification System (NAICS) codes and work code applicable to the type of work the firm will perform on the contract. Additionally, the CONSULTANT is responsible to document the verification record by printing out the CUCP data for each DBE firm. A list of DBEs certified by the CUCP can be found at <https://dot.ca.gov/programs/civil-rights/dbe-search>.

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

- 100 percent counts if the materials or supplies are obtained from a DBE manufacturer.
- 60 percent counts if the materials or supplies are purchased from a DBE regular dealer.
- Only fees, commissions, and charges for assistance in the procurement and delivery of materials or supplies count if obtained from a DBE that is neither a manufacturer nor regular dealer. 49 CFR 26.55 defines "manufacturer" and "regular dealer."

This AGREEMENT is subject to 49 CFR 26 entitled "Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs". CONSULTANTS who

enter into a federally-funded agreement will assist the COUNTY in a good faith effort to achieve California's statewide overall DBE goal.

- B. The goal for DBE participation for this AGREEMENT is **22%** Participation by DBE CONSULTANT or subconsultants shall be in accordance with information contained in Attachment D - Consultant Contract DBE Commitment (Exhibit 10-O2) attached hereto and incorporated as part of the AGREEMENT. If a DBE subconsultant is unable to perform, CONSULTANT must make a good faith effort to replace him/her with another DBE subconsultant, if the goal is not otherwise met.
- C. CONSULTANT can meet the DBE participation goal by either documenting commitments to DBEs to meet the AGREEMENT goal, or by documenting adequate good faith efforts to meet the AGREEMENT goal. An adequate good faith effort means that the CONSULTANT must show that it took all necessary and reasonable steps to achieve a DBE goal that, by their scope, intensity, and appropriateness to the objective, could reasonably be expected to meet the DBE goal. If CONSULTANT has not met the DBE goal, complete and submit Attachment E - Proposer/Contractor Good Faith Efforts (Exhibit 15-H) to document efforts to meet the goal. Refer to 49 CFR 26 for guidance regarding evaluation of good faith efforts to meet the DBE goal.
- D. Contract Assurance

Under 49 CFR 26.13(b):

CONSULTANT, subrecipient or subconsultant shall not discriminate on the basis of race, color, national origin, or sex in the performance of this contract. CONSULTANT shall carry out applicable requirements of 49 CFR 26 in the award and administration of federal-aid contracts.

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

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

- E. Termination and Replacement of DBE Subconsultants

CONSULTANT shall utilize the specific DBEs listed to perform the work and supply the materials for which each is listed unless CONSULTANT or DBE subconsultant obtains the COUNTY's written consent. CONSULTANT shall not terminate or replace a listed DBE for convenience and perform the work with their own forces or obtain materials from other sources without authorization from the COUNTY. Unless the COUNTY's consent is provided, the CONSULTANT shall not be entitled to any payment for work or material unless it is performed or supplied by the listed DBE on the Attachment D - Consultant Contract DBE Commitment form (Exhibit 10-02).

#### Termination of DBE Subconsultants

After execution of the AGREEMENT, termination of a DBE may be allowed for the following, but not limited to, justifiable reasons with prior written authorization from the COUNTY:



1. Listed DBE fails or refuses to execute a written contract based on plans and specifications for the project.
2. The COUNTY stipulated that a bond is a condition of executing the subcontract and the listed DBE fails to meet the COUNTY's bond requirements.
3. Work requires a consultant's license and listed DBE does not have a valid license under Contractors License Law.
4. Listed DBE fails or refuses to perform the work or furnish the listed materials (failing or refusing to perform is not an allowable reason to remove a DBE if the failure or refusal is a result of bad faith or discrimination).
5. Listed DBE's work is unsatisfactory and not in compliance with the contract.
6. Listed DBE is ineligible to work on the project because of suspension or debarment.
7. Listed DBE becomes bankrupt or insolvent or exhibits credit unworthiness.
8. Listed DBE voluntarily withdraws with written notice from the Contract.
9. Listed DBE is ineligible to receive credit for the type of work required.
10. Listed DBE owner dies or becomes disabled resulting in the inability to perform the work on the Contract.
11. The COUNTY determines other documented good cause.

CONSULTANT must use the following procedures to request the termination of a DBE or portion of a DBE's work:

1. Send a written notice to the DBE of the CONSULTANT's intent to use other forces or material sources and include one or more justifiable reasons listed above. Simultaneously send a copy of this written notice to the COUNTY. The written notice to the DBE must request they provide any response within five (5) business days to both the CONSULTANT and the COUNTY by either acknowledging their agreement or documenting their reasoning as to why the use of other forces or sources of materials should not occur.
2. If the DBE does not respond within five (5) business days, CONSULTANT may move forward with the request as if the DBE had agreed to CONSULTANT's written notice.
3. Submit CONSULTANT's DBE termination request by written letter to the COUNTY and include:
  - One or more above listed justifiable reasons along with supporting documentation.
  - CONSULTANT's written notice to the DBE regarding the request, including proof of transmission and tracking documentation of CONSULTANT's written notice
  - The DBE's response to CONSULTANT's written notice, if received. If a written response was not provided, provide a statement to that effect.

The COUNTY shall respond in writing to CONSULTANT's DBE termination request within five (5) business days.

### Replacement of DBE Subconsultants

After receiving the COUNTY's written authorization of DBE termination request, CONSULTANT must obtain the COUNTY's written agreement for DBE replacement. CONSULTANT must find or demonstrate GFEs to find qualified DBE replacement firms to perform the work to the extent needed to meet the DBE commitment.

The following procedures shall be followed to request authorization to replace a DBE firm:

1. Submit a request to replace a DBE with other forces or material sources in writing to the COUNTY which must include:
  - a. Description of remaining uncommitted work item made available for replacement DBE solicitation and participation.
  - b. The proposed DBE replacement firm's business information, the work they have agreed to perform, and the following:
    - Description of scope of work and cost proposal
    - Proposed subcontract agreement and written confirmation of agreement to perform on the Contract
    - Revised Attachment D - Consultant Contract DBE Commitment (Exhibit 10-02)
2. If CONSULTANT has not identified a DBE replacement firm, submits documentation of CONSULTANT's GFEs to use DBE replacement firms within seven (7) days of COUNTY's authorization to terminate the DBE. CONSULTANT may request the COUNTY's approval to extend this submittal period to a total of 14 days. Submit documentation of actions taken to find a DBE replacement firm, such as:
  - Search results of certified DBEs available to perform the original DBE work identified and or other work CONSULTANT had intended to self-perform, to the extent needed to meet DBE commitment
  - Solicitations of DBEs for performance of work identified
  - Correspondence with interested DBEs that may have included contract details and requirements
  - Negotiation efforts with DBEs that reflect why an agreement was not reached
  - If a DBE's quote was rejected, provide reasoning for the rejection, such as why the DBE was unqualified for the work, or why the price quote was unreasonable or excessive
  - Copies of each DBE's and non-DBE's price quotes for work identified, as the COUNTY may contact the firms to verify solicitation efforts and determine if the DBE quotes are substantially higher

- Additional documentation that supports CONSULTANT's GFE

The COUNTY shall respond in writing to CONSULTANT's DBE replacement request within five (5) business days.

#### F. Commitment and Utilization

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

The COUNTY shall request CONSULTANT to:

1. Notify the COUNTY's contract administrator or designated representative of any changes to its anticipated DBE participation
2. Provide this notification before starting the affected work
3. Maintain records including:
  - Name and business address of each 1-tier subconsultant
  - Name and business address of each DBE subconsultant, DBE vendor, and DBE trucking company, regardless of tier
  - Date of payment and total amount paid to each business (see Attachment F - Monthly Disadvantaged Business Enterprise Payment (Exhibit 9-F))

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

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

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

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

#### G. Commercially Useful Function

DBEs must perform a commercially useful function (CUF) under 49 CFR 26.55 when performing work or supplying materials listed on the DBE Commitment form. The DBE value of work will only count toward the DBE commitment if the DBE performs a CUF. A DBE performs a CUF when it is responsible for execution of the work of the AGREEMENT and is carrying out its responsibilities by actually performing, managing, and supervising the work involved. To perform a CUF, the DBE must also be

responsible, with respect to materials and supplies used on the AGREEMENT, for negotiating price, determining quality and quantity, ordering the material and installing (where applicable), and paying for the material itself.

CONSULTANT must perform CUF evaluation for each DBE working on a federal-aid contract, with or without a DBE goal. Perform a CUF evaluation at the beginning of the DBE's work and continue to monitor the performance of CUF for the duration of the project.

CONSULTANT must provide written notification to the COUNTY at least 15 days in advance of each DBE's initial performance of work or supplying materials for the Contract. The notification must include the DBE's name, work the DBE will perform on the contract, and the location, date, and time of where their work will take place.

Within 10 days of a DBE initially performing work or supplying materials on the Contract, CONSULTANT shall submit to the LPA the initial evaluation and validation of DBE performance of a CUF using Attachment G - DBE Commercially Useful Function Evaluation (Exhibit 9-J). Include the following information with the submittal:

- Subcontract agreement with the DBE
- Purchase orders
- Bills of lading
- Invoices
- Proof of payment

CONSULTANT must monitor all DBE's performance of CUF by conducting quarterly evaluations and validations throughout their duration of work on the Contract using Attachment G - DBE Commercially Useful Function Evaluation (Exhibit 9-J). CONSULTANT must submit to the COUNTY these quarterly evaluations and validations by the 5th of the month for the previous three months of work.

CONSULTANT must notify the COUNTY immediately if they believe the DBE may not be performing a CUF.

The COUNTY will verify DBEs performance of CUF by reviewing the initial and quarterly submissions of Attachment G - DBE Commercially Useful Function Evaluation (Exhibit 9-J), submitted supporting information, field observations, and through any additional COUNTY evaluations. The COUNTY must evaluate DBEs and their CUF performance throughout the duration of a Contract. The COUNTY will provide written notice to the CONSULTANT and the DBE at least two (2) business days prior to any evaluation. The CONSULTANT and the DBE must participate in the evaluation. Upon completing the evaluation, the COUNTY must share the evaluation results with the CONSULTANT and the DBE. An evaluation could include items that must be remedied upon receipt. If the COUNTY determines the DBE is not performing a CUF, the CONSULTANT must suspend performance of the noncompliant work.

CONSULTANT and DBEs must submit any additional CUF related records and documents within five (5) business days of COUNTY's request such as:

- Proof of ownership or lease and rental agreements for equipment

- Tax records
- Employee rosters
- Certified payroll records
- Inventory rosters

Failure to submit required DBE Commercially Useful Function Evaluation forms or requested records and documents can result in withholding of payment for the value of work completed by the DBE.

If CONSULTANT and/or the COUNTY determine that a listed DBE is not performing a CUF in performance of their DBE committed work, CONSULTANT must immediately suspend performance of the noncompliant portion of the work. COUNTY may deny payment for the noncompliant portion of the work. COUNTY will ask the CONSULTANT to submit a corrective action plan (CAP) to the LOCAL AGENCY within five (5) days of the noncompliant CUF determination. The CAP must identify how the CONSULTANT will correct the noncompliance findings for the remaining portion of the DBE's work. COUNTY has five (5) days to review the CAP in conjunction with the CONSULTANT's review. The CONSULTANT must implement the CAP within five (5) days of the COUNTY's approval. The COUNTY will then authorize the prior noncompliant portion of work for the DBE's committed work.

If corrective actions cannot be accomplished to ensure the DBE performs a commercially useful function on the Contract, CONSULTANT may have good cause to request termination of the DBE.

- H. A DBE does not perform a CUF if its role is limited to that of an extra participant in a transaction, AGREEMENT, or project through which funds are passed in order to obtain the appearance of DBE participation. In determining whether a DBE is such an extra participant, examine similar transactions, particularly those in which DBEs do not participate.
- I. If a DBE does not perform or exercise responsibility for at least thirty percent (30%) of the total cost of its AGREEMENT with its own work force, or the DBE subcontracts a greater portion of the work of the AGREEMENT than would be expected on the basis of normal industry practice for the type of work involved, it will be presumed that it is not performing a CUF.
- J. CONSULTANT shall maintain records of materials purchased or supplied from all subcontracts entered into with certified DBEs. The records shall show the name and business address of each DBE or vendor and the total dollar amount actually paid each DBE or vendor, regardless of tier. The records shall show the date of payment and the total dollar figure paid to all firms. DBE CONSULTANT's shall also show the date of work performed by their own forces along with the corresponding dollar value of the work.
- K. If a DBE subconsultant is decertified during the life of the AGREEMENT, the decertified subconsultant shall notify CONSULTANT in writing with the date of decertification. If a subconsultant becomes a certified DBE during the life of the AGREEMENT, the subconsultant shall notify CONSULTANT in writing with the date of certification. Any changes should be reported to COUNTY's Contract Administrator within thirty (30) calendar days.
- L. For projects awarded on or after March 1, 2020, but before September 1, 2023: after submitting an invoice for reimbursement that includes a payment to a DBE, but no later than the 10th of the following month, the prime contractor/consultant must complete and email Attachment F - Monthly Disadvantaged Business Enterprise Payment (Exhibit 9-F) to [business.support.unit@dot.ca.gov](mailto:business.support.unit@dot.ca.gov) with a copy to local administering agencies.

For projects awarded on or after September 1, 2023: Attachment F - Monthly Disadvantaged Business Enterprise Payment (Exhibit 9-F) is no longer required. Instead, by the 15th of the month following the month of any payment(s), the CONSULTANT must now submit Attachment H – Prompt Payment Certification (Exhibit 9-P) to the COUNTY administering the contract. If the CONSULTANT does not make any payments to subconsultants, supplier(s), and/or manufacturers they must report “no payments were made to subs this month” and write this visibly and legibly on Attachment H – Prompt Payment Certification (Exhibit 9-P).

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

## **ARTICLE XIX – INSURANCE AND INDEMNIFICATION**

- A. Prior to the execution of this Agreement, CONSULTANT shall furnish to COUNTY satisfactory proof that CONSULTANT has taken out for the entire term of this Agreement, as further described below, the following insurance, in a form satisfactory to COUNTY, and with an insurance carrier satisfactory to COUNTY, authorized to do business in the State of California with a current A.M. Bests rating of no less than A; VII or its equivalent, which will protect those described below from claims which arise out of, or in connection with, the acts or omissions of CONSULTANT for which CONSULTANT may be legally liable, whether performed by CONSULTANT, or by those employed directly or indirectly thereby, or by anyone for whose acts CONSULTANT may be liable:
1. Commercial General Liability Insurance, written on an “occurrence” basis, which shall provide coverage for bodily injury, death and property damage resulting from operations, products liability, blasting, explosion, collapse of buildings or structures, damage to underground structures and utilities, liability for slander, false arrest and invasion of privacy arising out of construction management operations, blanket contractual liability, broad form endorsement, a construction management endorsement, products and completed operations, personal and advertising liability, with per location limits of not less than Two Million Dollars (\$2,000,000.00) per occurrence for any one (1) incident, subject to a deductible of not more than Fifty Thousand Dollars (\$50,000.00) payable by CONSULTANT. If a general aggregate limit is used, such limit shall apply separately hereto or shall be twice the required occurrence limit.
  2. Business Automobile Liability Insurance with limits not less than One Million Dollars (\$1,000,000.00) for each occurrence including coverage for owned, non-owned and hired vehicles, subject to a deductible of not more than Ten Thousand Dollars (\$10,000.00) payable by CONSULTANT.
  3. Workers’ Compensation Insurance, as required by the California Labor Code, with statutory limits and Employers’ Liability Insurance with a limit of no less than One Million Dollars (\$1,000,000.00) per accident for bodily injury or disease. Said policy shall contain, or be endorsed to contain, a waiver of subrogation against COUNTY and its agents, officers, officials, employees and volunteers. In the event CONSULTANT is self-insured, a Certificate of Permission to Self-Insure, signed by the California Department of Industrial Relations – Administration of Self-Insurance, shall be filed with the Clerk of the Humboldt County Board of Supervisors.
  4. Professional Liability Insurance – Error and Omission Coverage, including coverage in an amount no less than Two Million Dollars (\$2,000,000.00) for each occurrence (Four Million Dollars (\$4,000,000.00) general aggregate), subject to a deductible not to exceed Fifty Thousand Dollars (\$50,000.00) payable by CONSULTANT. Said insurance shall be maintained for the statutory period during which CONSULTANT may be exposed to liability regarding the work performed

pursuant to the terms and conditions of this Agreement. Such coverage shall be incorporated into CONSULTANT's agreements with any other entities.

- B. CONSULTANT's insurance policies shall, unless otherwise specified herein, be endorsed with the following provisions:
1. CONSULTANT's Commercial General Liability policy and Automobile Liability policy shall name COUNTY, and its agents, officers, officials, employees and volunteers, as additional insureds, but only with respect to liability arising out of the activities of the named insured, and there shall be a waiver of subrogation as to each named and additional insured. Said policy shall also contain a provision stating that such coverage:
    - a. Includes contractual liability.
    - b. Is the primary insurance with regard to COUNTY.
    - c. Does not contain exclusions as to property damage caused by explosion or collapse of structures or underground damage, commonly referred to as "XCU Hazards."
    - d. Does not contain a pro-rated excess only and/or escape clause.
    - e. Contains a cross liability, severability of interest or separation of insureds clause.
  2. The above-referenced policies shall not be canceled, non-renewed or materially reduced in coverage without thirty (30) calendar days prior written notice being provided to COUNTY in accordance with the notice provisions set forth herein. It is further understood that CONSULTANT shall not terminate such coverage until COUNTY receives adequate proof that equal or better insurance has been secured.
  3. The inclusion of more than one (1) insured shall not operate to impair the rights of one (1) insured against another insured, and the coverage afforded shall apply as though separate policies had been issued to each insured, but the inclusion of more than one (1) insured shall not operate to increase the limits of the insurer's liability.
  4. Any failure to comply with the terms and conditions of this Agreement shall not affect the coverage provided to COUNTY or its agents, officers, officials, employees and volunteers.
  5. For claims related to this Agreement, CONSULTANT's insurance is the primary coverage to COUNTY, and any insurance or self-insured programs maintained thereby are excess to CONSULTANT's insurance and will not be used to contribute therewith.
  6. CONSULTANT shall furnish COUNTY with certificates and original endorsements effecting the required coverage prior to execution of this Agreement. The endorsements shall be on forms approved by the Humboldt County Risk Manager. Any deductible or self-insured retention over One Hundred Thousand Dollars (\$100,000.00) shall be disclosed to, and approved by, COUNTY. If CONSULTANT does not keep all required policies in full force and effect, COUNTY may, in addition to any other available remedies, take out the necessary insurance and deduct the cost of said insurance from the monies owed to CONSULTANT under this Agreement.
  7. COUNTY is to be notified immediately if twenty-five percent (25%) or more of any required insurance aggregate limit is encumbered, and CONSULTANT shall be required to purchase additional coverage to meet the above-referenced aggregate limits.

- 8. Nothing contained herein shall be construed as limiting the extent to which CONSULTANT or its subconsultants may be held responsible for payment of damages resulting from their operations.
- C. Any and all insurance notices required to be given pursuant to the terms of this Agreement shall be sent to the addresses set forth below in accordance with the notice requirements contained herein.

CONSULTANT: Ghirardelli Associates, Inc.  
Attention: Nathan Hayler, Project Manager  
1225 Central Avenue, Suite 10  
McKinleyville, CA 95519

COUNTY: County of Humboldt  
Attention: Risk Management  
825 Fifth Street, Room 131  
Eureka, California 95501

AND

Humboldt County Department of Public Works – Engineering Division  
Attention: Tony Seghetti, Contract Administrator  
1106 Second Street  
Eureka, California 95501

- D. In connection with the performance of the design professional services required hereunder, CONSULTANT shall, to the fullest extent permitted by law, and in accordance with California Civil Code Section 2782.8, indemnify, defend and hold harmless COUNTY, and its agents, officers, officials, employees and volunteers, from any claim, liability, loss, injury or damage (referred to collectively as “Litigation”) that arises out of, pertains to, relates to, or is connected with, performance of this Agreement due to the negligence, recklessness or willful misconduct of CONSULTANT and/or its agents, employees or subconsultants. CONSULTANT shall reimburse COUNTY for all costs, attorneys’ fees, expenses and liabilities incurred with respect to any Litigation in which CONSULTANT is obligated to indemnify and defend COUNTY under this Agreement.
- E. In connection with the performance of the non-design professional services required hereunder, if any, CONSULTANT shall hold harmless, defend and indemnify COUNTY and its officers, officials, employees and volunteers from and against any and all liability, loss, damage, expense and costs of any kind or nature, including, without limitation, costs and fees of Litigation, arising out of, or in connection with, CONSULTANT’s performance of, or failure to comply with, any of its obligations contained in this Agreement, except such loss or damage which was caused by the sole negligence or willful misconduct of COUNTY. CONSULTANT shall reimburse COUNTY for all costs, attorneys’ fees, expenses and liabilities incurred with respect to any Litigation in which CONSULTANT is obligated to indemnify and defend COUNTY under this Agreement.

**ARTICLE XX – FUNDING REQUIREMENTS**

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



- B. This Agreement is valid and enforceable only, if sufficient funds are made available to COUNTY for the purpose of this Agreement. In addition, this Agreement is subject to any additional local, state and federal restrictions, limitations, conditions and legal obligations that may affect the provisions, terms, conditions or funding of this Agreement in any manner.
- C. It is mutually agreed that if sufficient funds are not appropriated, this Agreement may be amended to reflect any reduction in funds.
- D. COUNTY has the option to terminate this Agreement pursuant to Article VI – Termination, or by mutual agreement to amend this Agreement to reflect any reduction of funds.

#### **ARTICLE XXI – CHANGE IN TERMS**

- A. This Agreement may be amended or modified only by mutual written agreement of the parties.
- B. CONSULTANT shall only commence work covered by an amendment after the amendment is executed and notification to proceed has been provided by COUNTY’s Contract Administrator.
- C. There shall be no change in CONSULTANT’s Project Manager or members of the project team, as listed in the approved Cost Proposal, which is a part of this Agreement without prior written approval by COUNTY’s Contract Administrator.

#### **ARTICLE XXII – CONTINGENT FEE**

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

#### **ARTICLE XXIII – DISPUTES**

Prior to either party commencing any legal action under this Agreement, the parties agree to try in good faith, to settle any dispute amicably between them. If a dispute has not been settled after forty-five (45) calendar days of good-faith negotiations, and as may be otherwise provided herein, then either party may commence legal action against the other.

- A. Any dispute, other than audit, concerning a question of fact arising under this Agreement that is not disposed of by agreement shall be decided by a committee consisting of COUNTY’s Contract Administrator and other COUNTY officials, who may consider written or verbal information submitted by CONSULTANT.
- B. Not later than thirty (30) calendar days after completion of all deliverables necessary to complete the plans, specifications and estimate, CONSULTANT may submit a written request for review by COUNTY’s governing board of unresolved claims or disputes, other than audit.
- C. Neither the pendency of a dispute, nor its consideration by the committee will excuse CONSULTANT from full and timely performance in accordance with the terms of this Agreement.

#### **ARTICLE XXIV – INSPECTION OF WORK**

CONSULTANT and its subconsultants shall permit COUNTY, the State of California and the FHWA, if federal participating funds are used in this Agreement, to review and inspect the project activities and files at all reasonable times during the performance period of this Agreement.

#### **ARTICLE XXV – SAFETY**

- A. CONSULTANT shall comply with any and all California Division of Occupational Safety and Health (“Cal-OSHA”) regulations applicable to CONSULTANT regarding necessary safety equipment or procedures. CONSULTANT shall comply with safety instructions issued by the Humboldt County Risk Manager and other COUNTY representatives. CONSULTANT’s personnel shall wear hard hats and safety vests at all times while working on the construction project site.
- B. Pursuant to Section 591 of the California Vehicle Code, COUNTY has determined that such areas are within the limits of the project and are open to public traffic. CONSULTANT shall comply with all of the requirements set forth in Divisions 11 through 15 of the California Vehicle Code. CONSULTANT shall take all reasonably necessary precautions for safe operation of its vehicles and the protection of the traveling public from injury and damage from such vehicles.
- C. CONSULTANT must have any and all applicable CAL-OSHA permits, as outlined in California Labor Code Sections 6500 and 6705, prior to the initiation of any practices, work, method, operation or process related to the construction or excavation of trenches which are five (5) feet deep or deeper.
- D. Any subcontract entered into as a result of this Agreement shall contain all of the provisions of this article.

#### **ARTICLE XXVI – OWNERSHIP OF DATA**

- A. It is mutually agreed that all materials prepared by CONSULTANT pursuant to the terms and conditions of this Agreement shall become the property of COUNTY, and CONSULTANT shall have no property rights therein whatsoever. Immediately upon termination of this Agreement, COUNTY shall be entitled to, and CONSULTANT shall deliver to COUNTY, any and all reports, investigations, appraisals, inventories, studies, analyses, drawings and data estimates performed to that date, whether completed or not, and other such materials as may have been prepared or accumulated to date by CONSULTANT in performing this Agreement, which is not CONSULTANT’s privileged information, as defined by law, or CONSULTANT’s personnel information, along with all other property belonging exclusively to COUNTY which is in CONSULTANT’s possession. Publication of the information derived from work performed or data obtained in connection with services rendered pursuant to the terms and conditions of this Agreement must be approved in writing by COUNTY.
- B. Additionally, it is agreed that the parties intend this Agreement to be an agreement for services and each considers the products and results of the services rendered by CONSULTANT hereunder to be work made for hire. CONSULTANT acknowledges and agrees that the work and all rights therein, including, without limitation, copyrights, belongs to and shall be the sole and exclusive property of COUNTY without restriction or limitation upon its use or dissemination by COUNTY. Any reuse of such works made for hire outside the scope of work for which it was developed, or any alteration of them whatsoever, without CONSULTANT’s review and approval shall be at COUNTY’S sole risk.
- C. Nothing herein shall constitute or be construed to be any representation by CONSULTANT that the work product is suitable in any way for any other project except the one (a) detailed in a particular Task. Any reuse by COUNTY for another project or project location shall be at COUNTY’s sole risk.

- D. Each party hereto agrees to comply with any and all applicable local, state and federal laws, regulations and standards pertaining to patent rights, including, without limitation, 48 CFR Subpart 27.3 – Patent Rights under Government Contracts.
- E. COUNTY may permit CONSULTANT to copyright reports or other byproducts of this Agreement. If copyrights are permitted; FHWA shall be granted a royalty-free, nonexclusive and irrevocable right to reproduce, publish or otherwise use; and to authorize others to use, the work for government purposes.
- F. Any subcontract in excess of Twenty-Five Thousand Dollars (\$25,000.00) entered into as a result of this Agreement shall contain all of the provisions of this article.

#### **ARTICLE XXVII – CLAIMS FILED BY COUNTY’S CONSTRUCTION CONTRACTOR**

- A. If claims are filed by COUNTY’s construction contractor relating to work performed by CONSULTANT, and additional information or assistance from CONSULTANT is required in order to evaluate or defend against such claims; CONSULTANT agrees to make its personnel available for consultation with COUNTY’s Contract Administrator and for testimony, if necessary, at depositions and at trial or arbitration proceedings.
- B. CONSULTANT shall, upon reasonable notice from COUNTY, allow interviews of all personnel that COUNTY considers essential to assist in defending against construction contractor claims. Consultation or testimony will be reimbursed at the same rates, including, without limitation, travel costs, that are being paid for CONSULTANT’s services under this Agreement.
- C. Services of CONSULTANT in connection with COUNTY’s construction contractor claims will be performed pursuant to a written contract amendment which extends the expiration date of this Agreement, if necessary, in order to resolve such construction claims.
- D. Any subcontract in excess of Twenty-Five Thousand Dollars (\$25,000.00) entered into as a result of this Agreement shall contain all of the provisions of this article.

#### **ARTICLE XXVIII – CONFIDENTIALITY OF DATA**

- A. CONSULTANT hereby agrees to protect any and all confidential information obtained in the performance of this Agreement in accordance with any and all applicable local, state and federal laws, regulations and standards.
- B. All financial, statistical, personal, technical or other information relative to COUNTY’s operations, which are designated confidential by COUNTY and made available to CONSULTANT in order to carry out this Agreement, shall be protected by CONSULTANT from unauthorized use and disclosure.
- C. Permission to disclose information on one (1) occasion, or disclosure at a public hearing held by COUNTY relating to this Agreement, shall not authorize CONSULTANT to further disclose such information or disseminate the same on any other occasion.
- D. CONSULTANT shall not comment publicly to the press or any other media outlet regarding this Agreement or COUNTY’s actions on the same, except to COUNTY’s staff, CONSULTANT’s own personnel involved in the performance of this Agreement, at public hearings or in response to questions from a legislative committee.

- E. CONSULTANT shall not issue any news release or public relations item of any nature, whatsoever, regarding work performed or to be performed under this Agreement without prior review of the contents thereof by COUNTY, and receipt of COUNTY's written permission.
- F. All information related to the construction estimate is confidential, and shall not be disclosed by CONSULTANT to any entity, other than COUNTY, Caltrans and/or FHWA. All of the materials prepared or assembled by CONSULTANT pursuant to the terms and conditions of this Agreement are confidential and CONSULTANT agrees that they shall not be made available to any individual or organization without the prior written approval of COUNTY or except by court order. If CONSULTANT, or any of its agents, officers, employees or subconsultants, does voluntarily provide information in violation of this Agreement, COUNTY has the right to reimbursement and indemnity from CONSULTANT for any damages caused by CONSULTANT releasing such information, including, without limitation, COUNTY's attorney's fees, expert witness fees and disbursements.
- G. Any subcontract entered into as a result of this Agreement shall contain all of the provisions of this article.

#### **ARTICLE XXIX – NATIONAL LABOR RELATIONS BOARD CERTIFICATION**

In accordance with California Public Contract Code Section 10296, CONSULTANT hereby states under penalty of perjury that no more than one (1) final unappealable finding of contempt of court by a federal court has been issued against CONSULTANT within two (2) years prior to the execution this Agreement because of CONSULTANT's failure to comply with an order of a federal court that requires CONSULTANT to comply with an order of the National Labor Relations Board.

#### **ARTICLE XXX – EVALUATION OF CONSULTANT**

CONSULTANT's performance will be evaluated by COUNTY. A copy of COUNTY's evaluation report will be sent to CONSULTANT for comments. COUNTY's evaluation report along with CONSULTANT's comments shall be retained in accordance with the record retention provisions set forth herein.

#### **ARTICLE XXXI – PROMPT PAYMENT**

##### **A. PROMPT PAYMENT FROM COUNTY TO CONSULTANT**

The COUNTY shall make all project progress payment within 30 days after receipt of an undisputed and properly submitted payment request from CONSULTANT on a professional service contract. If the COUNTY fails to pay promptly, the COUNTY shall pay interest to the CONSULTANT, which accrues at the rate of 10 percent per annum on the principal amount of a money judgment remaining unsatisfied and pro-rated as necessary. Upon receipt of the payment request, the COUNTY shall act in accordance with both of the following:

1. The COUNTY shall review each payment request as soon as feasible after receipt to verify it is a proper payment request.
2. The COUNTY must return any payment request deemed improper by the COUNTY to the CONSULTANT as soon as feasible, but not later than seven (7) days, after receipt. A request returned pursuant to this paragraph shall include documentation setting forth in writing the reasons why it is an improper payment request.

##### **B. PROMPT PAYMENT CERTIFICATION**

For projects awarded on or after September 1, 2023: the CONSULTANT must now submit Attachment H – Prompt Payment Certification (Exhibit 9-P) to the COUNTY administering the contract by the 15th of the month following the month of any payment(s). If the CONSULTANT does not make any payments to subconsultants, supplier(s), and/or manufacturers they must report “no payments were made to subs this month” and write this visibly and legibly on Attachment H – Prompt Payment Certification (Exhibit 9-P).

The COUNTY must verify all Attachment H – Prompt Payment Certification (Exhibit 9-P) information, monitor compliance with prompt payment requirements for DBE and non-DBE firms, and address any shortfalls to the DBE commitment and prompt payment issues until the end of the project. The COUNTY must email a copy of Attachment H – Prompt Payment Certification (Exhibit 9-P) to [DBE.Forms@dot.ca.gov](mailto:DBE.Forms@dot.ca.gov) before the end of the month after receiving the Attachment H – Prompt Payment Certification (Exhibit 9-P) from the CONSULTANT.

## **ARTICLE XXXII – TITLE VI ASSURANCES**

### **APPENDICES A - E of the TITLE VI ASSURANCES**

The U.S. Department of Transportation Order No.1050.2A requires all federal-aid Department of Transportation contracts between an agency and a consultant to contain Appendices A and E of the Title VI Assurances. Include Appendices B, C, and D if applicable as shown below. In addition, the consultant must include the Title VI Assurances Appendices A and E, and if applicable Appendices B, C, and D in all subcontracts to perform work under the contract.

The clauses of Appendix B of this Assurance shall be included as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to the COUNTY.

The clauses set forth in Appendix C and Appendix D of this Assurance shall be included as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the COUNTY with other parties:

- A. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
- B. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.

### **APPENDIX A**

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

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

discrimination prohibited by Section 21.5 of the Regulations, including employment practices when the agreement covers a program set forth in Appendix B of the Regulations.

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

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

## **APPENDIX B**

### **CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY**

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

NOW THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that the recipient will accept title to the lands and maintain the project constructed thereon in accordance with Title 23 U.S.C., the regulations for the administration of the preceding statute, and the policies and procedures prescribed by the FHWA of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78

Stat. 252; 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the recipient all the right, title and interest of the U.S. Department of Transportation in and to said lands described in Exhibit A attached hereto and made a part hereof.

**(HABENDUM CLAUSE)**

TO HAVE AND TO HOLD said lands and interests therein unto the recipient and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the recipient, its successors and assigns. The recipient, in consideration of the conveyance of said lands and interest in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]\* (2) that the recipient will use the lands and interests in lands and interest in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended[, and (3) that in the event of breach of any of the above- mentioned non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said lands, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction].\* (\*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.)

**APPENDIX C**

**CLAUSES FOR TRANSFER OF REAL PROPERTY ACQUIRED OR IMPROVED UNDER THE  
ACTIVITY, FACILITY, OR PROGRAM**

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

- A. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add “as a covenant running with the land”] that:
  - 1. In the event facilities are constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations(as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.
- B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Non-discrimination covenants, the recipient will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.\*
- C. With respect to a deed, in the event of breach of any of the above Non-discrimination covenants, the recipient will have the right to enter or re-enter the lands and facilities thereon, and the above described

lands and facilities will there upon revert to and vest in and become the absolute property of the recipient and its assigns.\*

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

#### **APPENDIX D**

#### **CLAUSES FOR CONSTRUCTION/USE/ACCESS TO REAL PROPERTY ACQUIRED UNDER THE ACTIVITY, FACILITY OR PROGRAM**

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

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

#### **APPENDIX E**

During the performance of this contract, the CONSULTANT, for itself, its assignees, and successors in interest (hereinafter referred to as the “CONSULTANT”) agrees to comply with the following non-discrimination statutes and authorities, including, but not limited to:

Pertinent Non-Discrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), prohibits discrimination on the basis of sex;



- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 U.S.C. § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms “programs or activities” to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131 – 12189) as implemented by Department of Transportation regulations 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration’s Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).

### **ARTICLE XXXIII – NOTIFICATION**

Any and all notices required hereunder, and communications regarding interpretation of, and changes to, the terms and conditions of this Agreement, shall be effected by the mailing thereof by registered or certified mail, return receipt requested, postage prepaid and addressed as follows:

CONSULTANT: Ghirardelli Associates, Inc.  
 Attention: Nathan Hayler, Project Manager  
 1225 Central Avenue, Suite 10  
 McKinleyville, CA 95519

COUNTY: Humboldt County Department of Public Works – Engineering Division  
 Attention: Tony Seghetti, Contract Administrator  
 1106 Second Street  
 Eureka, California 95501

**ARTICLE XXXIV – GOVERNING LAW, PRACTICE STANDARDS AND BINDING EFFECT**

- A. This Agreement shall be construed in accordance with the laws of the State of California. Any dispute arising hereunder, or relating hereto, shall be litigated in the State of California and venue shall lie in the County of Humboldt unless transferred by court order pursuant to California Code of Civil Procedure Sections 394 or 395.
- B. CONSULTANT agrees to comply with any and all local, state and federal laws, regulations and standards applicable to its performance hereunder, including, without limitation, the Americans with Disabilities Act. CONSULTANT further agrees to comply with any and all applicable local, state and federal accrediting, licensure and certification requirements.
- C. This Agreement is subject to any additional local, state and federal restrictions, limitations or conditions that may affect the provisions, terms, conditions or funding of this Agreement. This Agreement shall be read and enforced as though all legally required provisions are included herein, and if for any reason any such provision is not included, or is not correctly stated, the parties agree to amend the pertinent section to make such insertion or correction.
- D. In the event any law, regulation or standard referred to herein is amended during the term of this Agreement, the parties agree to comply with the amended provision as of the effective date thereof.
- E. CONSULTANT warrants that it has the degree of learning and skill ordinarily possessed by reputable professionals practicing in similar localities in the same profession and under similar circumstances. CONSULTANT's duty is to exercise such care, skill and diligence as professionals engaged in the same profession ordinarily exercise under like circumstances.
- F. The terms of this Agreement shall be binding upon and shall inure to the benefit of the heirs, executors, administrators, successors and permitted assigns of the parties.

**ARTICLE XXXV – NO WAIVER OF DEFAULT**

- A. The waiver by either party of any breach of this Agreement shall not be deemed to be a waiver of any such breach in the future, or of the breach of any other requirement of this Agreement.
- B. In no event shall any payment by COUNTY constitute a waiver of any breach of this Agreement which may then exist on the part of CONSULTANT. Neither shall such payment impair or prejudice any remedy available to COUNTY with respect to the breach or default. COUNTY shall have the right to demand repayment of, and CONSULTANT shall promptly refund, any funds disbursed to CONSULTANT hereunder, which COUNTY determines were not expended in accordance with the terms of this Agreement.

**ARTICLE XXXVI – ATTORNEY FEES ON BREACH**

If either party shall commence any legal action, including, without limitation, an action for declaratory relief, against the other by reason of the alleged failure of the other to perform any of its obligations hereunder, the prevailing party in said action shall be entitled to recover court costs and reasonable attorneys' fees, including, but not limited to, the reasonable value of services rendered by the Humboldt County Counsel's Office, to be fixed by the court, and such recovery shall include court costs and attorney's fees on appeal, if applicable. As used herein, "prevailing party" means the party who dismisses an action in exchange for payment of substantially all sums allegedly due, performance of provisions allegedly breached or other considerations substantially equal to the relief sought by said party, as well as the party in whose favor final judgment is rendered.

**ARTICLE XXXVII – NUCLEAR FREE HUMBOLDT COUNTY ORDINANCE COMPLIANCE**

By executing this Agreement, CONSULTANT certifies that it is not a Nuclear Weapons Contractor, in that CONSULTANT is not knowingly or intentionally engaged in the research, development, production or testing of nuclear warheads, nuclear weapons systems or nuclear weapons components as defined by the Nuclear Free Humboldt County Ordinance. CONSULTANT agrees to notify COUNTY immediately if it becomes a Nuclear Weapons Contractor, as defined above. COUNTY may immediately terminate this Agreement if it determines that the foregoing certification is false or if CONSULTANT subsequently becomes a Nuclear Weapons Contractor.

**ARTICLE XXXVIII – CONTRACT**

The two (2) parties to this Agreement, who are the before named CONSULTANT and the before named COUNTY, hereby agree that this Agreement constitutes the entire agreement which is made and concluded in duplicate between the two (2) parties. Both of these parties for and in consideration of the payments to be made, conditions mentioned, and work to be performed; each agree to diligently perform in accordance with the terms and conditions of this Agreement as evidenced by the signatures below.

[Signatures on Following Page]

**ARTICLE XXXIX – SIGNATURES**

*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.*

**GHIRARDELLI ASSOCIATES, INC.:**

By:  Randall Bruner, P.E. (May 28, 2024 09:52 PDT)

Date: 05/28/2024

Name: Randall Bruner, P.E.

Title: President/CEO

By:  Raewyn Butcher (May 28, 2024 09:58 PDT)

Date: 05/28/2024

Name: Raewyn Butcher

Title: Executive Vice President | Secretary

**COUNTY OF HUMBOLDT:**

By: \_\_\_\_\_  
Rex Bohn  
Chair, Humboldt County Board of Supervisors

Date: \_\_\_\_\_

**INSURANCE AND INDEMNIFICATION REQUIREMENTS APPROVED:**

By: **Oakley, Jennifer** Digitally signed by Oakley, Jennifer  
Date: 2024.05.30 08:19:48 -07'00'  
Risk Management

Date: 05/30/2024

**LIST OF ATTACHMENTS:**

- Attachment A – Scope of Work
- Attachment B – Cost Proposal & Schedule of Work
- Attachment C – Consultant Proposal DBE Commitment (Exhibit 10-O1)
- Attachment D – Consultant Contract DBE Commitment (Exhibit 10-O2)
- Attachment E – DBE Information, Good Faith Efforts (Exhibit 15-H)
- Attachment F – DBE Running Tally of Payments (Exhibit 9-F)
- Attachment G - DBE Commercially Useful Function Evaluation (Exhibit 9-J)
- Attachment H – Prompt Payment Certification (Exhibit 9-P)
- Attachment I – DBE Certification Status Change (Exhibit 17-O)
- Attachment J – Final Report – Utilization of DBE First-Tier Subconsultants (Exhibit 17-F)
- Attachment K – Inspector General’s Certification of Indirect Costs and Financial Management System
- Attachment L – Disclosure of Lobbying Activities (Exhibit 10-Q)
- Attachment M – Appendix E of the Title VI Assurances
- Attachment N – Liability Insurance

**ATTACHMENT A – SCOPE OF WORK**

# Scope Of Services

## METHODOLOGY

The following section breaks down, in detail, the individual tasks included in Ghirardelli's system for construction management. Tasks and schedules are core tools that we use to break complex projects down into more manageable pieces. These smaller pieces are accomplished by utilizing our team's experience and steady management which helps to be sure that greater project goals are met, and potential risks are mitigated.

This is a general list of tasks which may be expected for roadway and structures projects with the consultant providing full construction management. Project specified scope of services will be developed for individual task orders or projects and tailored to the specific staffing scenario, either full construction management or staff augmentation for a County Resident Engineer.

## PROJECT MANAGEMENT SERVICES (BEFORE AND DURING CONSTRUCTION)

**Constructability Reviews:** Our Contract Manager and Resident Engineers perform plans, specifications, and estimate (PS&E) reviews for many of our clients. Typically, we offer a constructability review of project documents when responding to an RFQ or SOQ to include preparing a P-6 CPM progress schedule to assist with validation the estimate of working days. When reviewing PS&E packages, our team research the appropriate references such as the Caltrans Standard Specifications and plans, Caltrans Local Assistance Procedures Manuals, Caltrans Structures Construction Technical Manuals, Manual of Uniform Traffic Control Devices (MUTCD), Cal-OSHA Construction Safety Orders, Caltrans Design Manual, Caltrans WPCP / SWPPP preparation manuals, Caltrans Authorized materials Lists, Caltrans Design Information Bulletins, CEQA, NEPA, and standards of the construction industry to

mention a few. Upon request, we will assign an engineering professional, either a Ghirardelli associate or subconsultant as appropriate, to provide a constructability review of a full PS&E package or individual documents and plans.

**Technical Report Preparation:** Upon request, we will assign an engineering professional to prepare project reports and studies or work plans. Selection of the Ghirardelli Associate or subconsultant to perform the task will be based on the previous experience, certification or experience with the subject to be addressed.

**Public Information Services:** Our team is sensitive to the needs and concerns of the public, Federal, State and local agencies and other project stakeholders. Our Resident Engineers and Inspectors will meet with, coordinate and communicate with property and business owners to ensure they are advised of construction operations and activities which may impact their operations such as access (ingress – egress), programed work which is stipulated as right of way obligation or activities within a temporary construction easement.

## PRE-CONSTRUCTION PHASE

**File Review:** As part of the plan review process, the Resident Engineer will review the Resident Engineer Pending File normally prepared by the Designer which contains design assumptions, quantity calculations, geotechnical and materials information, environmental studies, environmental Commitment Record, Right-of- Way documents, Area of Potential Effect (APE) information, permits, utility agreements, survey control point and staking data, and other relevant documents that have been generated during the design process.

**Contract Documents and Reference Manuals:** The Resident Engineer and Inspectors will



utilize the applicable specifications, manuals, and documents in the administration of the project. These documents include and are not limited to:

- 1) Contract Documents, which include: the Contract Special Provisions; Project Plans, Engineer's Estimate (PS&E); Geotechnical Report; Design Hydraulic Study; Foundation / Materials Report; Environmental Commitments Record, and Construction Contractors bid documents.
- 2) Permits secured for a project which may include: California Department of Fish and Wildlife (1602, streambed alteration agreement); North Coast Regional Water Quality Control Board Water Quality Certification (Section 401 of the Clean Water Act); U.S. Coast Guard; U.S. Army Corps of Engineers – Nationwide Permit General Conditions; and National Environmental Policy Act (NEPA) and California Environmental Quality Act (CEQA) documents.

Reference manuals and documents include: LAPM; Caltrans Construction Manual, Caltrans Standard Plans and Specifications (2018); MUTCD; Cal-OSHA Construction Safety Orders; Caltrans Temporary Pedestrian facility Handbook; Caltrans Bridge Construction Records and Procedures Manuals; Caltrans Foundation Manual; Caltrans Falsework Manual; Caltrans Trenching and Shoring Manual; Caltrans Prestress Manual; Caltrans Bridge Deck Construction Manual; Caltrans Local Assistance Structure Representative Guidelines; Caltrans Construction Manual Supplement for Local Assistance Resident

Engineers; and Caltrans Storm Water Pollution Prevention Manuals.

**Document Existing Site Conditions:** Prior to breaking ground, the Resident Engineer or Inspector using digital equipment will photograph and video the entire project including surrounding properties to develop an "as-is" condition record. This will be done in conjunction with the County, contractor and local property owners. The complete photographic record will be maintained by the County in safe keeping with a copy retained by the Resident Engineer for reference during the work. We will also take daily digital photos to document progress and site conditions.

**Pre-Construction Conference:** The Resident Engineer will organize a pre-construction conference with the contractor, subcontractors, County staff, designer, utility companies, construction management team members, and other interested parties to discuss the project and the work involved. This conference will also provide a forum for answering questions from the contractor and other stakeholders as well as addressing issues and coordination that must to be performed before work commences. The Resident Engineer will prepare an agenda and meeting minutes. Topics to be discussed during the conference may include:

- Superintendence
- Authority and Lines of Communication
- Partnering
- Order of Work and Scheduling

- Contract Plans and Specifications
- Environmental Permits
- WPCP/SWPPP
- Submittals and Working Drawings
- Requests for Information (RFIs)
- Dispute/Potential Claims Processes
- Utility Coordination
- Safety
- Traffic Handling/Detours
- Labor Compliance
- EEO/DBE Utilization
- Progress Payment
- Contractor's Quality Control Program
- Control of Materials
- Surveying and Staking
- Project Coordination (Designer & Stakeholders)
- Changes and Extra Work
- Public Relations

## CONSTRUCTION PHASE

**Field Office:** The Resident Engineer will set-up and maintain electronic project files utilizing the Caltrans Standard Construction File Management System in accordance with the Caltrans LAPM and Construction Manual. These files will be maintained by Ghirardelli utilizing Dropbox.

### **Coordination:**

The Resident Engineer will be the main point of contact and will be responsible for keeping the County staff fully informed of project progress, issues encountered and resolution of those issues to verify completion of the work according to the County's requirements.

Our Resident Engineer will verify that our construction management team fully covers the work and that the necessary coordination with the County, environmental agencies, utility companies, other stakeholders and the construction contractor is maintained throughout the duration of construction operations.

The Resident Engineer or Inspector will coordinate with the contractor to advise adjacent property owners or business of

work shift hours and construction activities which may impact ingress or egress to their properties with follow-up coordination to minimize such impacts.

**Contract Administration:** Under the direction of the Resident Engineer, each member of our construction management staff will prepare a daily report on each day's activities. In addition to the daily reports, our Inspector will provide daily quantity calculations for progress payments on each day measurable work is completed. Our Resident Engineer will produce a daily Resident Engineer's report, summarizing the day's work progress, pertinent conversations with the contractor or County staff, and other noteworthy occurrences.

**Daily Administration:** The Resident Engineer will manage the day-to-day administration of the project. The Resident Engineer, as appropriate, will be the first point of contact with the contractor, representing the County and the construction management team. The Resident Engineer will:

- Provide written field direction in memorandum form to the contractor, when necessary.
- Prepare letters to the contractor giving formal direction and instruction.
- Prepare letters and memorandum to the County, providing informational updates, requesting opinions and assistance, as needed.
- Manage and perform roadway and structures inspection, as required.
- Coordinate and review materials sampling and testing activities to be performed by the County's material testing staff or subconsultant materials testing firm. For this pursuit, we have secured the services of Crawford & Associates.
- Verify grades, staking and marks set by the Contractor.
- Coordinate field observation of daily reports recording work performed, labor and equipment, issues and resolutions,



conversations, materials sampling and testing, grades/controls checked, item quantities, field measurements and extra work performed.

- Verify photographic records of the construction operations and site conditions are secured.
- Review inspectors' daily reports for completeness and accuracy.
- Verify project safety reviews are performed and compliance with laws, orders, and regulations.
- Document progress and operations with photographs, including pre-construction photographs and aerial photographs with UAVs (Drones).
- Supervise preparation of monthly progress pay estimates.
- Review labor compliance documents.
- EEO and DBE interviews, tracking and reports.
- Prepare punch lists, as necessary.

Our Resident Engineer or Structure Representative will provide guidance to the Inspector with regard structures inspections and perform technical submittal reviews, as necessary, which are expected to include:

- Independent analysis and approval of formwork, falsework, and scaffolding plans.
- Structure concrete mix designs.
- Review of contractor shop drawings for all structures work to include tubular handrailing, ground anchor designs, reinforcement, soldier pile wall, etc.
- Review and approval of plans and programs to include: Pile driving operations, shoring plans, cofferdam designs, water diversion plans, rebar coupler/splice plans, etc.
- Scheduling for materials testing of all structures work by the County Materials Laboratory Personnel or subconsultant materials testing firms.
- Coordinating construction surveys and staking to be performed by consultant surveyors, to include furnishing grades as necessary to the contractor and checking

all structure related surveys.

- Coordinating RFIs related to structures work with County staff, the designer of record or other stakeholders.
- Structures redlines for As-Built drawings.
- Report of Completion documents.

**Weekly Administration:** At the conclusion of each work week, a Weekly Statement of Working Days (WSWD) will be submitted to both the Contractor and County staff. A weekly Status of construction report will be prepared summarizing the week's activities, the schedule for the following week, status of change orders, outstanding submittal reviews, the contractor's controlling activities, and status of the contingency balance.

**Monthly Progress Payments:** A progress payment estimate will be prepared monthly by the Resident Engineer and will include the quantity and amount to be paid, quantity and amount paid to date, and the quantity and amount remaining for each contract item and change order. Extra work bills will be checked for approval based on the provision of the specific change order, inspector's daily report, certified payroll records, and the Caltrans Labor Surcharge and Equipment Rental Rates Publication, and appropriate markups. Partial payment for Materials On-Hand (MOH) for materials listed in the contract special provisions will be reviewed to ensure that invoices are valid and correct, the materials meet the project specifications and are secured at the project or approved site. MOH balances will be adjusted as Item payments are released or additional materials are purchased. The estimate will be prepared using a County approved formatted spreadsheet. We will submit with each progress estimate, source documents justifying the quantities to be paid, and copy of the current extra payment summary for each change order.

The Resident Engineer and Inspector will prepare source documents for payment for work performed for each item listed in the

Swain Slough Bridge Replacement - Humboldt County



Engineer's Estimate. These source documents will include calculations, field measures and counts to document the exact quantity(s) of item work performed each progress pay period, usually each month with a cutoff date agreed to by the County and contractor. These source documents will be filed in the project records and will be the basis for payment as well as the auditable permanent project records. Before the progress pay estimate is submitted to the County, the Resident Engineer and contractor will review and reach agreement on the item quantities to be paid, as well as any payments for material on-hand and not incorporated in the work and any administrative deductions. A monthly submittal consisting of potential change orders, change orders, notification of potential claims, RFI's and RFI log, shop drawing logs, review of record drawings, survey request log, materials testing request and results summaries, and minutes of the past month's meeting will be provided to the County staff for review.

**Scheduling:** We will constantly review the plans, specifications and permits to determine whether the contractor is constructing the project correctly and in accordance with the intent of the County. We will look ahead to prepare for specific project tasks to protect the County against defects and deficiencies resulting from inferior workmanship and materials. Close adherence to the plans, details and all applicable specifications is required in order to properly construct and administer the project. Activities include, but are not limited to, maintaining continuous

agency coordination, issuing notices of non-compliance, maintaining strict adherence to all local policies, conducting a daily review of the construction operations, conducting reviews of all disputes and potential claims, and adhering to all County and federal standards and construction guidelines.

**Punch Lists:** As work in each phase of construction nears completion, a punch list will be generated with input from County staff. As the project nears completion, a final punch list inclusive of all work previously identified on previous punch lists, will be submitted to the contractor. The status of each punch list item will be noted as to when work began and was completed, and any changes associated with that item.

Upon completion of work, we will submit a Completion Report to County staff, including a complete set of shop drawings with review comments, completed final punch list, and Record Drawings (As Built) separate from the contractor's set.

To verify quality of administration, our Contract Manager will conduct regular reviews of the project site and records then report any concerns to the Resident Engineer. In the case where the Resident Engineer is the designated Contract Manager, another Ghirardelli's Division Director Nathan Hayler, PE, will conduct the QA reviews at no cost to the County.

**Labor Compliance/EEO /Apprenticeship Programs:** Our staff will maintain a log for tracking the prime contractor's and

subcontractor's submittal of certified payrolls and supporting documentation such as fringe benefit statement, apprenticeship programs, etc. The certified payrolls will be checked against the inspector's daily reports to verify the employees are receiving compensation at appropriate number of hours and in accordance with the DIR prevailing wage determination for the various crafts (i.e., laborer, operation engineer, cement mason, teamster, carpenter, etc.).

Any discrepancies will be reported to the prime contractor for resolution. Should any issue not be rapidly resolved, the County will be notified and if warranted a temporary administrative deduction of money due the contractor will be withheld from the next progress pay estimate. This temporary deduction of funds will be held until the issue(s) is resolved or a formal labor case is filed with the DIR.

Our Inspectors will conduct periodic employee interviews using LAPM Exhibit 16-N, Employee Interview: Labor Compliance/EEO form. The minimum frequency for interview is one interview per month, per craft for the Prime contractor's and subcontractor's workforce on the project. The completed interview forms will be reviewed and signed by the Resident Engineer. Any issues or discrepancies discovered during the interviews will be investigated by the construction management staff and reported to the County.

Documentation for any apprentices or trainees employed on the project will be secured for the files and reviewed to verify the workers are enrolled in an apprenticeship or trainee program approved by the Department of Labor Standards or DIR. Training reports and verification of pay and fringe benefit rates will be documented in the project records. These records will be used to support reimbursement (\$0.80 per hour) to the Contractor for employees participating in an approved training program.

### **Construction Status/Weekly Coordination**

**Meetings:** The Resident Engineer and construction management staff will conduct weekly scheduling and coordination meetings with the contractor, County staff and other interested parties. The Resident Engineer and Office Engineer will prepare and distribute weekly project meeting agendas and minutes to attendees, County staff, and designer. The topics covered at the meeting may include:

- Three-week look-ahead schedule.
- Overview of schedule performance.
- RFI status.
- Submittal, working drawing, programs status, including the status of repeat or revised documents.
- WPCP or SWPPP status.
- Environmental stewardship.
- Change order/extra work status.
- Review of unresolved issues (old business).
- Review of current issues (new business).
- Review of safety issues.
- Control of materials- Notice of Materials to be Used, certificates of compliance, test results and SIQMP.
- Scheduling of materials testing and construction staking & surveys.

**Safety Meetings:** Safety Meetings will be scheduled every 10 working days for the construction management staff. Regular attendees will be the Resident Engineer, Inspector and other interested parties. The purpose of the meeting is to discuss safety aspects with regard to current project operations and site conditions as well as public and personal safety and any concerns. A written record attendance and the subjects discussed as well as recommendations and actions will be prepared and filed in the project records and distributed to the County and Ghirardelli's Safety Officer. Whenever possible, the Resident Engineer and Inspectors are encouraged to attend the contractor's safety meetings.

**Pre-Activity Meetings:** As determined by the Resident Engineer or stipulated in the contract

documents, pre-activity meetings may be conducted to discuss submittals, detailed planning and coordination, scheduling, traffic controls, WPCP, public notifications, staffing and resources such as materials and equipment required for important tasks or complex operations. Examples of such tasks/operations for which a pre-activity meeting may be conducted are:

- Bridge removal/demolition operations
- Soldier pile retaining wall construction
- Sheet pile retaining wall construction
- Construction of engineered shoring systems
- Falsework erection and removal operations
- Field welding operations
- Transitions to subsequent stage construction operations or detours
- Water diversion operations
- Dewatering operations
- HMA paving operations
- Concrete placement for bridge decks
- Bridge deck post-tensioning operations
- Pile driving operations
- Cast-in-drilled-hole concrete piling operations

#### **Contractor Requests for Information (RFI):**

As the work progresses, the Contractor may submit RFI's which may cover an actual request for information, notice of a differing site condition or request a change. These requests will be forwarded to the appropriate party(s) for review and the response provided to the contractor in a timely manner.

The Resident Engineer will carefully monitor all RFI's, then review, distribute and track progress. Although this is a routine function of any construction project, the key to success is prompt review and timely response so that the owner's interest in cost and schedule are kept in consideration. By our close monitoring of and coordinating the follow-up of all RFIs, we will help to prevent potential delays and/or changes to the project schedule or scope. Document control logs will be maintained for RFIs by either the Resident Engineer or office engineer.

#### **Project Submittals and Correspondence:**

A log of all project submittals will be kept at the Resident Engineer's office. Copies of all submittals will be retained in the field office for record keeping. A set will be sent to the design engineer for review and mark-up.

Others will be routed to the appropriate personnel as required and the County, with a statement identifying when the submittal should be returned to the Resident Engineer's office. Tracking of submittals will be part of the progress meetings and will be tracked by our staff. In the event that the reviewers are unable to carry out their analysis within the specified time frames, the Resident Engineer will call for a special meeting with all parties involved and determine a solution.

The Resident Engineer will carefully monitor all submittals and correspondence from the contractor, then review, distribute and track progress. Although this is a routine function of any construction project, the key to success is prompt review and timely response so that the owner's interest in cost and schedule are kept in consideration. By our close monitoring of and coordinating the follow-up of all submittals, we will help to prevent potential delays and/or changes to the project schedule or scope. Document logs will be maintained for correspondence, submittals, change orders, disputes and potential claims. Examples of contractor submittals which will be reviewed include:

- Traffic control plans
- Baseline CPM schedule and monthly updates
- Quality control plans
- WPCPs and SWPPPs
- Hot mix asphalt job mix formulas
- PCC mix designs
- Bridge and retaining structures working drawings and plans mentioned elsewhere in this document
- Hazardous waste management plans
- Notice of materials to be used
- Subcontracting requests
- Proposed changes to stage construction plans

- Welding quality control programs
- Schedule of values for lumps sum items
- Payment for materials on-hand requests
- Value engineering change proposals

**Shop Drawings/Plans:** We will review all shop drawings. We will analyze the drawings and make recommendations on whether or not they conform to the intent of the contract documents. Copies will be forwarded to the appropriate reviewers, such as the Designer (Engineer of Record) and County Project Manager.

After all comments are received, we will then return the drawings back to the contractor with the appropriate response or action. A submittal log will be maintained by the Resident Engineer or office engineer for each document to monitor the review process and verify timely review and approval and to also, verify the documents is approved with a specified or stipulated timeframe. Examples of anticipated contractor shop drawing and plans included:

- Prestress systems
- Ground anchor design and calculations
- Tubular bicycle railing
- Pile placement plans
- Field welding plans
- Cleaning & painting soldier piles, including repair of damage to coating in the field.
- MSE walls
- Precast concrete structures and components (drainage inlets, girders, piles, deck panels, etc.).

**Materials Sampling, Testing and Plant Inspection:** The contractor is required to submit a Quality Control Program (QCP) in accordance with Section 6-02.02B of the Standard Specifications. Once approved, the QCP will be distributed to the inspection and materials testing staff for use in their quality assurance activities and to prevent the County's or consultant's materials testers from performing QC testing which is the contractor's responsibility. Also, the

construction management staff will monitor the contractor's QC inspection activities to ensure their program is effective. The contractor will be notified immediately should their program not be implemented properly or ignored.

The Resident Engineer or inspector will coordinate all necessary quality assurance materials testing and inspection for the project with the County's materials laboratory or consultant materials testing firms. Testing frequencies and methods are performed in accordance with the County's Quality Assurance Program (QAP) and Caltrans LAPM. The materials testers will provide the necessary sampling, testing and plant inspection services. They will also, as necessary, verify Hot Mix Asphalt Mix (HMA) Job Mix Formulas (JMF) and PCC Mix Designs (trial batches).

Examples of materials which will be sampled and tested at County's or consultants' laboratory include but are not limited to:

- Hot Mix Asphalt (HMA)
- PCC Concrete
- Grout
- Native Subgrade Materials
- Aggregate Bases
- Structure Backfill Materials
- Permeable Materials
- Pipe Bedding & Backfill Materials
- Vegetation Control Concrete

**Materials Source Inspection:** Ghirardelli has a group of materials engineers which prepare and implement a task order or project specific Source Inspection Quality Management Plan (SIQMP) for materials required to be sampled and or inspected at the point of manufacturer. Our team will develop the necessary SIQMPs to include coordination of specialty destructive and nondestructive testing by the appropriately certified materials laboratories. As required monthly progress reports will be prepared for the County's review and a final report prepared upon completion of the source inspection activities.

Section 6-2.01E, Material Source Inspection and Testing, provides for source inspection expense deductions as reimbursement for travel expense associated with travel in excess of 300 air-line miles.

**Material Test Data and Certificates of Compliance:**

The Resident Engineer will review all contractor-provided manufacturers' shop or mill test certificates, including test reports from independent materials testing laboratories to verify compliance with the contract specifications. Certificates of compliance will be obtained for all materials for which the specifications require their submittal as well as for the basis of acceptance of materials which are to be inspected and released at the project site. For State and federally funded projects, Section 6-1.04, Buy America, of the Standard Specifications requires that steel and iron materials be melted and manufactured in the United States, except a small amount, less than 0.1 percent of the total bid or \$2,500, may be incorporated in the work. We will ensure all steel and iron materials are certified as appropriate. Examples of materials which are accepted based on certificates of compliance and inspected and released at the project site are:

- Rebar
- Drainage/underdrain pipe (metal, concrete, plastic, PVC, etc.)
- Metal beam guard railing and terminal systems
- Mineral admixtures for concrete
- Chemical admixtures for concrete
- Hydroseed – Fiber, Mulch & Fertilizer
- Elastomeric Bearing Pads
- Sheet Metal
- Structural Shape Steel Piles
- Steel Sheet Piling
- Treated Timber Lagging
- Cable Railing
- Thermoplastic Traffic Stripe Material
- Glass Beads
- Delineators and Object Markers
- Geocomposite Drain

- Filter Fabrics
- Misc. Metal
- Erosion Control Materials – Fiber Rolls and Silt Fence.

**Construction Inspection:** Close adherence to the plans, details and all applicable specifications is required in order to properly construct and administer the project. Activities include, but are not limited to, maintaining continuous agency coordination, issuing notices of non-compliance, maintaining strict adherence to all local policies, conducting a daily review of the construction operations, and adhering to all applicable contract specifications and standards to include County, Caltrans and FHWA. Inspectors will be selected based on experience and skill sets applicable to the project scope including ability to work extended shifts and weekends, if required. Once an Inspector is assigned to task order, they will remain on assignment until completion of the project or released by the County Construction Manager.

Our field staff will prepare electronic daily reports which will document weather, shift duration, personnel on the project, equipment used, tracking of force account activities (including accurate recording of labor, equipment and materials used), phone conversations, field instructions and discussions and any other daily occurrences pertinent to the scope, schedule, budget, quality, and safety related issues. The Resident Engineer will then review these issues and verify progress toward resolution or corrective action(s).

Our Inspectors will provide WPCP/SWPPP/ erosion control monitoring in compliance with the contract documents and approved contractor's program. The Resident Engineer and/or Inspection staff will monitor all daily activity for any impacts, non-compliance and/or enforcement of the project specifications and/or imposed BMPs to effectively minimize any impacts before they happen.



**Traffic Control:** The Resident Engineer and Inspectors will review and make recommendations for the contractor’s traffic control plan submittal and inspect the contractor’s traffic control to verify compliance with plans, specifications, County standards as well as the Manual on Uniform Traffic Control Devices (MUTCD). Our staff will verify compliance with the planned / approved staged construction and associated traffic handling plans. We will constantly monitor public traffic reactions to detours, temporary alignments, traffic delineation devices, signage, and propose/direct changes as necessary to verify the safe, smooth, efficient passage of public traffic through or around the work zone(s).

**Safety:** Our Resident Engineer and Inspectors will conduct and document project safety meetings in accordance with project requirements (Caltrans Standards). They will report all accidents, including property damage, and notify proper authorities. They will document all incidents with digital photographs and written reports and enforce Federal and State (Cal OSHA) regulations for occupational safety and health standards for construction activities. The Resident Engineer will review the project plans and develop a list of potential project safety issues. A project-specific code of safe practices will be developed for all team members and visitors to the project site to review and sign. Examples are:

- General Policy, Personal Protective Equipment (PPE) appropriate footwear, hard hat, reflective safety vest / garment

(ANSI Class 2 or 3), eye protection, and hearing protection.

- Fall Protection
- Confined Spaces
- Public Traffic
- Construction Equipment
- Excavation shoring systems
- Fire safety – cutting and welding
- Impalement protection
- Underground utilities- Contact USA before performing excavation.
- Compliance with CalOsha Construction Safety Orders
- COVID-19 – PPE and social distancing

The Resident Engineer will review and inspect the contractor’s trench excavation and shoring in accordance with Cal-OSHA requirements. We will verify that prior to accepting portions of the work as relief of maintenance, our staff will review the work and make recommendations to the County with regard to our findings. Internally, the Resident Engineer will walk the project daily, monitoring for safety issues. In addition, our inspection staff will review their portion of the work every day.

**Environmental and Permits:** The Resident Engineer and Inspectors will thoroughly review the project specific environmental commitments record, environmental permits, CEQA and NEPA documents for the project and become fully familiar with any environmentally sensitive areas (ESAs), required mitigation, protected species, etc. During construction operations, our staff will monitor the contractor’s compliance with the environmental provisions of the contract. We

have secured the services of GHD to provide environmental and biological services.

**Water Pollution Control (WPCP/SWPPP):** Our Resident Engineer as well as our Inspectors have received training on the most recent NPDES General Permit issued by the California State Water Resources Control Board. Our staff will verify that the contractor complies with the provisions of the approved WPCP or SWPPP and general permit to include installation and maintenance of BMPs, inspections and program updates as required to changing operations and site conditions. As necessary, our staff will perform inspection of the construction BMPs and records. A WPCP is required when the footprint of the designated project site is under one acre. The construction management staff will monitor changes in the project footprint (disturbed soil areas – DSAs) and notify the County if it appears the combined DSAs associated with the project site and staging / storage areas will exceed the one acre threshold before a SWPPP is required.

Many of our Resident Engineers and Office Engineers are certified QSP/QSDs, along with our Inspectors, are well versed in the guidelines of the current NPDES General Permit issued by the California State Water Resources Board. We will ensure that the site is maintained in full compliance with the approved SWPPP at all times. For Risk Level 1 and 2 sites, all staff will be fully aware of the requirements for event-specific Rain Event Action Plans, weekly site inspection reports, effluent sampling and analysis, project reporting, and the additional requirements outlined in the Special Provisions or Standard Specifications. Ghirardelli understands that effective stormwater management is an iterative process that requires continual assessment and modification to properly manage the site including associated staging area(s). Our team will utilize amendments to the SWPPP, specific to each phase of construction, as a means of managing the required BMP installations as well as

documenting the adjustments made to support the work. Our project staff will coordinate with the County's Project Manager to help ensure all required reports, test data, amendments, and associated updates are promptly uploaded to the SMARTS system, as required for permit compliance.

**Environmental Stewardship:** Section 14, Environmental Stewardship, of the standard Specifications contains many requirements associated with environmental compliance and environmental resource management. We receive training specific to the requirements of Section 14 and assist with protecting the environmental and cultural resources to include social economic impacts associated with certain construction operations. Section 14 provides for the protection and management of resources to include:

- Environmental sensitive areas
- Archaeological resources
- Native American concerns
- Species protection
- Noise and vibration
- Hazardous waste management
- Air Quality

We have secured the services of subconsultant GHD a to assist with enforcement of the environmental stewardship, environmental, biological provisions of a project to include compliance with CEQA and NEPA.

**Change Orders:** The Resident Engineer or Office Engineer will prepare change orders, as necessary. Change orders will be prepared in accordance with the Caltrans Construction Manual, Caltrans Local Assistance Procedures Manual, and the County Project Manager's instructions. The Resident Engineer will seek guidance from the County Project Manager regarding the County's policy and procedures for the preparation, processing, and approval of change orders. Change order approval or authority to proceed will be secured from the County before any work of the change is performed.



**Project Budget/Contingency Balance:** The Resident Engineer or Office Engineer will maintain a contingency balance status, which will include change order commitments, actual and anticipated overrun and under run in contract items quantities, and permanent administrative deductions stipulated in the contract documents. A copy of this status sheet will be included with the monthly progress narrative and invoice. The County Project Manager will be notified immediately should a status of funds issue arise.

**Progress Reports and Budget:** The Ghirardelli Contract Manager will prepare a progress report to document the construction management activities performed during the month, anticipated activities for the following month, and construction management budget status with expenditure projections for following months. This report will be submitted with the consultant invoice and labor compliance documentation.

**Structures Technical Tasks:** Our Resident Engineer or Structure Representative is prepared to check and perform independent analysis of certain engineering submittals associated with the structures construction as well as inspect and direct the efforts of the field staff with their inspection efforts. We understand that the designer may check or analyze such submittals as the ground anchor design and calculations, prestress system design and calculations. We expect to check grades and elevations for the various operations associated with the retaining wall and barrier slab construction.

**Shoring Systems:** The Resident Engineer can review, perform independent analysis, approve, and inspect excavation shoring systems, including engineered systems, in accordance with the Caltrans Trenching and Shoring Manual and Cal OSHA Construction Safety Orders.

**Temporary Bridges:** Our Resident Engineer or Structure Representative will review the contractor proposed temporary bridge, rail flatcar bridge or equivalent which will be used for a bypass or project detour. It is anticipated the most bridges will consist of a rail flatcar suitable for the intended use, grade beams to function as temporary abutments, deck tread way, wheel guards and railing.

**Bridge Removal/Demolition Plans:** The Resident Engineer or Structure Representative will review and approve the contractor's bridge removal/demolition plans to verify compliance with the construction plans, Cal-OSHA Construction Safety Orders and environmental standards. The contractor's submittal will include specified type and placement of equipment used in the work, sequence for bridge component removal, traffic control, dust control, protection of adjacent structures and property, method cutting steel reinforcement and separating concrete components, disposal location for concrete and rebar materials, protective cover for the stream and channel, as well as plans for temporary relocation for the bridge mounted utilities.

**Concrete Mix Designs:** The Resident Engineer or Structure Representative and field staff will verify that concrete delivered for the various structures and components meet the requirements of the approved mix design(s). The constituent weights and volumes published on the batch tickets will be checked to verify compliance with the mix design. Any member of our staff can check the contractor's concrete mix design for compliance with Section 90 of the Standard Specifications. Concrete pour records will be prepared for each concrete placement operation. A list of approved mix designs will be maintained and distributed to the Inspector, Materials Testers, and contractor.

**Steel Soldier Pile Retaining Wall:** The Resident Engineer or Structure Representative will

review the contractor's materials submittals and pile placement plan for the W-section steel piling to verify compliance with the materials specifications and plan details for the wall. Pile placement will be monitored by the Project Inspector to help verify proper spacing and alignment (vertical & horizontal). Damage to pile shear connector or coating system shall be repaired by approved methods. Our Inspector will ensure that field cut ends of treated timber lagging is treated with an approved sealant.

**Pile Driving Systems:** The Resident Engineer will secure and review the submittals required by the specifications for pile driving operations. These submittals may include:

- 1) Pile Work/Handling plan if the operations are closer than the length of pile being handled or installed near public traffic or areas open to public use.
- 2) Driving System Submittal which may include: drivability studies and analysis; selected hammer specifications including energy; cap blocks; pile cushions; follower information; pile compressive, tensile and driving resistance verses blow count per foot length of pile; soil parameters; assumptions and a completed Pile and Driving Data Form. The Resident Engineer, Structure Representative or Inspector will monitor driving conditions and operations to help verify compliance with the specifications (nominal resistance – blow count/ft. and tip elevation).
- 3) Crane submittals to include equipment specification data, lifting charts, set-up / layout sketches, equipment and operator certifications. Designer guidance will be secured should problems be encountered with reaching the planned pile tip elevation or bearing or unforeseen conditions affecting pile installations. There are existing overhead utility lines at the project site, we will ensure this line are addressed in the Contractor's pile handling and driving plans.

**Formwork Systems:** Our Resident Engineer or Structure Representative may request and review formwork designs in order to confirm that the forming system design and designated materials will with stand the forces imposed by fluid concrete without failure or excessive settlement or deformation. The contractor may be required to specify maximum pour rates to be adhered to during concrete placement operations. any site-fabricated or previously constructed form panels intended for use on the abutments, wingwalls or barrier rails will be checked for straightness, smoothness, square, and integrity prior to use.

**Falsework:** Our Resident Engineer or Structure Representative will perform an independent analysis and approve the contractor falsework working drawings in conjunction with the Designer review. In addition to inspecting the erection and removal of the bridge falsework, our staff will review subsequent amendments to the work in accordance with the Caltrans Falsework Manual. Our staff will ensure the contractors' engineer, or designated representative, inspects and certifies in writing that the quality of the workmanship and materials meets or exceeds the requirements of their design.

**Post Tensioning Operations:** The Resident Engineer or Structure Representative as part of the prestressing system submittal review will help ensure the contractor's proposed system and hardware are listed on the Caltrans Prestress/Post Tensioning Strand Systems Authorized Hardware listing. We will also ensure the contractor's post tensioning jack(s) are listed on the current Caltrans Calibration List. At the time of stressing, In addition to inspecting the installation of post tensioning ducts and tendons in accordance with Section 50- Prestressing Concrete of the Standard Specifications, our staff will perform the necessary calculations to properly manage the stressing operation and verify strand elongations. Caltrans standard stressing operation forms recording the actual field

elongations will be completed during stressing operations. Grout efflux time will be tested in accordance with CTM 541 (flow cone method).

**Joint Seal Calculations:** The Resident Engineer or Structure Representative will help ensure the joint seal gap is temporarily blocked out with polystyrene/hardboard during construction of the abutment backwall and approach slabs in accordance with Caltrans Standard Plan Detail B6-21. Later, the Resident Engineer or Structures Representative will determine the Joint Seal groove (saw cut) width based on the seal width limits (W1 & W2- determined by seal manufacturer) and structure temperature at the time of installation. The joint seal movement calculations form with the initial structure information is furnished to the Resident Engineer or Structures Representative for completion of the calculation for the saw cut width, which is provided to the contractor.

**Dispute Resolution and Potential Claims Management:** Disputes and potential claims are normally prevented through a partnering and a transparent relationship with the contractor- effective communication, no surprises and fairness. Constant communication between the Resident Engineer and the contractor's representatives can help to prevent the further risk of claims and greatly minimize the owner's risk. Such issues are best handled quickly and at the lowest level, normally in the field, when the provisions of the contract allow for such resolution. Should disputes or potential claims arise during the life of the contract, our Resident Engineer will verify that the circumstances pertaining to the issue(s) is documented in writing. The Resident Engineer will discuss the issue(s) with the County Project Manager; perform the necessary investigation to determine merit and entitlement then present recommendations to the County. Our staff will verify the administrative processes for dispute resolution and potential claims are adhered to and

the appropriate documentation prepared, collected, and filed in preparation for further claims processes or litigation.

The Caltrans Standard Specifications provide for alternative dispute resolution process which include Dispute Resolution Advisor for contract with a bid between \$3 million and \$10 million and Dispute Resolution Board for contracts with a total bid or \$10 million. Our Contract Manager and Resident Engineers are experienced in both processes. We can set-up the appropriate process for a qualifying contract, schedule the necessary meeting and hearing to include preparing position papers and conducting power point presentations for the Advisor or Board.

Ghirardelli is currently performing CPM schedule and Claims support services for Caltrans District 1 and 3 including ADR.

## POST-CONSTRUCTION PHASE

**Claims Management:** Before the return of a proposed final estimate, most issues, which could become formal claims, should already be identified with documentation in the files generated from previous investigations, meetings, and dispute hearings. Once a claim(s) is returned with the PFE, the Resident Engineer will compare the new documentation, if any, to the files then perform the necessary analysis/investigation to formulate recommendations for resolution to the County. Claims which are administrative in nature, such as disputed item or extra work payments, will be immediately reviewed and investigated to determine merit and entitlement to provide for a rapid resolution, if possible. Current issues that have resulted in claims, such as accumulated delay, change in character, liquidated damages, etc., will be reviewed and investigated to formulate recommendations for resolution to the County.

**Project Closeout:** We will work closely with the design engineer, County staff and other stake holders to verify that the project closeout proceedings are performed quickly, accurately, and consistently, in accordance with all pertinent policies and procedures. We will review and monitor the contractor's submittal information respective to the closeout, such as "as-built" information, warranties, guarantees, bond reduction, punch list preparation, etc. In addition, the Resident Engineer will prepare and submit the following documents in accordance with Chapter 17 of the Caltrans Local Assistance Procedures Manual:

- Final Detail Estimate
- Change Order Summary (Exhibit 17-E)
- Final Report – Utilization of Disadvantage Businesses and Women-Owned Business Enterprises (Exhibit 17-F)
- Disadvantaged Business Enterprises Certification Status Change (Exhibit 17-0)
- Statement of Materials and Labor Used by Contractors Involving Federal Funds (Exhibit 17-H)
- Materials Certificate (Exhibit 17-G)

**As-Built Plans:** During the construction, the Resident Engineer and Inspectors will annotate changes and as built conditions on a set of contract plans specifically set aside for this purpose. Upon project completion, this field set of as built plans will be submitted to the County for their files or as a template for the Designer to complete a formal set of as-built drawings using their electronic processes.

**Reports of Completion:** The Resident Engineer will prepare reports of completion for the bridge and roadway construction utilizing the report formats and guidelines in the following Caltrans Manuals: Local Assistance Procedures, Construction, and Bridge Records and Procedures. As-built tieback or ground anchor drawings, As-built post tensioning system drawings, pile driving records, completed joint seal calculations, and post tensioning strand elongation calculations will be submitted with the report(s).

**Contract Records:** Under the direction of the Resident Engineer, construction management staff will provide the County staff with an electronic set of construction documents, cataloged in accordance with the Caltrans File Management System, which includes all documented correspondence, diaries, reports, photos, correspondence, contract documents, labor compliance, materials certificates of compliance, material tests and summaries, change orders, progress payment and survey records, etc. for storage by the County. All contract documents will be digitized and filed electronically.

#### **Supplemental Tasks:**

**Public Relations:** Our team's public outreach group specializes in facilitating community dialogue and elevating our client's positive exposure. Our associates have helped public agencies foster strong relationships with their constituents and stakeholders, produced compelling project collateral, and bolstered the agency's reputation within their communities. Whether it is a localized or large-scale project, our team has the experience and skilled staff to develop comprehensive outreach plans and deliver compelling messages to the Town's target audience and stakeholders. Our team is prepared to provide facilitation of public meetings, public awareness/media relations, website and social media strategy and content, polling services, brochure development, design, and printing.

**UAV Services:** Ghirardelli has recently formed a Technology and Innovation Committee to develop a drone program and invest in technology to assist with fieldwork. Our drone program offers licensed pilots under UAS Part 107. We will utilize drones for tracking progress for the public, capturing dense orthomosaic photos to perform large volumetric measurements for quantities, assist in real-time reviews over a large footprint, and overlay current conditions with plans for punch list and creation of as-builts during closeout.



**ATTACHMENT B – COST PROPOSAL & SCHEDULE OF WORK**

**Loaded Billing Rate Calculations:**

**Non-Exempt Employee Loaded Billing Rates:**

A) Straight Time (ST) Loaded Billing Rate = Actual Hourly Rate \* [(1 + Field OH) \* (1 + Fee)] + (ST Delta Base \* 1) + (ST Delta Fringe \* 1)  
 B) ST Loaded Billing Rate \* [(1+Field OH) \* (1+Fee)] + (1.5 Base PW Rate - ST Base PW Rate \* 1) or ST Loaded Billing Rate \* [(1+Field OH) \* (1+Fee)] + (2.0 Base PW Rate - 1.5 Base PW Rate \* 1)

**Exempt Employee Loaded Billing Rates- Compensated for PW OT:**

C) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate \* [(1 + Field OH) \* (1 + Fee)] + (ST Delta Base \* 1) + (ST Delta Fringe \* 1)]  
 D) ST Loaded Billing Rate \* [(1+Field OH) \* (1+Fee)] + (1.5 Base PW Rate - ST Base PW Rate \* 1) or ST Loaded Billing Rate \* [(1+Field OH) \* (1+Fee)] + (2.0 Base PW Rate - 1.5 Base PW Rate \* 1)

**The PW Deltas (Base & Fringe) above for Loaded Billing Rates, are applicable for services covered under DIR determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy.**

**Exempt Employee Loaded Billing Rates- Not Compensated for OT (Uncompensated OT):**

E) ST Loaded Billing Rate = Actual Hourly Rate \* [(1 + Home OH) \* (1 + Fee)]  
 F) No Overtime. Columns are shaded out - See Stevie Ray Vaughn Non-Prevailing Wage example, line 59.

**Exempt Employee Loaded Billing Rates- Compensated for OT @ ST Rate per company policy:**

G) ST Loaded Billing Rate = Actual Hourly Rate \* [(1 + Home OH) \* (1 + Fee)]  
 H) OT Loaded Billing Rate = ST Loaded Billing Rate. See example for Bob Marley, line 47 and Alecia Moore, line 65, both Non-Prevailing Wage Work.

| Home Office:      | Fringe Benefit % | Fringe Benefit % | General Administration % | Combined % |
|-------------------|------------------|------------------|--------------------------|------------|
| NORMAL            | 34.34%           | 88.20%           | 0.00%                    | 122.540%   |
| OVERTIME          | 34.34%           | 88.20%           | 0.00%                    | 122.540%   |
| Field Office:     | Fringe Benefit % | Fringe Benefit % | General Administration % | Combined % |
| NORMAL            | 34.34%           | 88.20%           | 0.00%                    | 122.540%   |
| OVERTIME          | 34.34%           | 88.20%           | 0.00%                    | 122.540%   |
| Project Specific: | Fringe Benefit % | Fringe Benefit % | General Administration % | Combined % |
| NORMAL            | 34.34%           | 88.20%           | 0.00%                    | 122.540%   |
| OVERTIME          | 34.34%           | 88.20%           | 0.00%                    | 122.540%   |

Applicable Delta Base Multiplier (Field/Home) = 2.4479  
 Applicable Delta Fringe Multiplier Fringe (Field) = 2.4479

| Name & Work Information | Home / Field / Project Specific Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) |         |          |                 |         |          |                                     |          |          | Employee Actual Rate (fringe benefits vary year over year) |         |          |               |          |         |                       |          |        | DELTA (TOTAL) = Employee Total Rate - DIR Rate |          |         | Applicable DELTA (TOTAL) = Employee Total - DIR Total |               |          | DELTA (BASE) = Employee Base - DIR Base |        |          | 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 | Hourly Range for Class |           |        |           |        |    |  |      |    |  |
|-------------------------|---|--|---------|----------|-----------------|---------|----------|-------------------------------------|----------|----------|--|---------|----------|---------------|----------|---------|-----------------------|----------|--------|--|----------|---------|---|---------------|----------|---|--------|----------|---|--------|----------|---|--------|----------|-----------------------------|--------|----------|-------------------------------|----------|-----------------------|--------------------|------------------------|-----------|--------|-----------|--------|----|--|------|----|--|
|                         |   | Base Salary  |         |          | Fringe Benefits |         |          | Total Base Salary + Fringe Benefits |          |          | Base Salary  |         |          | Actual 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 |    |  | 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   | Actual Fringe | Straight | 1.5 OT  | 2.0 OT                | Straight | 1.5 OT | 2.0 OT   | Straight | 1.5 OT  | 2.0 OT  | DELTA (TOTAL) | 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    | From   | To |  |      |    |  |
| 1. Nathan Hayler        | FIELD                                     | \$56.27  | \$84.41 | \$112.54 | \$32.97         | \$89.24 | \$117.38 | \$145.51                            | \$103.00 | \$154.50 | \$206.00   | \$21.13 | \$124.13 | \$175.63      | \$227.13 | \$34.89 | \$58.25               | \$81.62  | \$0.00 | \$0.00   | \$0.00   | \$46.73 | \$70.10   | \$93.46       | \$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                        | \$252.14 | \$303.64              | \$355.14           | 1/30/2024              | 6/30/2024 | --     | \$ 103.00 | N/A    |    |  |      |    |  |

H) OT Loaded Billing Rate = ST Loaded Billing Rate. See example for Bob Marley, line 47 and Alecia Moore, line 65, both Non-Prevailing Wage Work.

Applicable Delta Base Multiplier (Field/Home) = 2.4479  
Applicable Delta Fringe Multiplier (Fringe) = 2.4479

Table with columns: Name & Work Information, Home / Field / Project Specific, Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work), Employee Actual Rate (fringe benefits vary year over year), DELTA (TOTAL) = Employee Total Rate - DIR Rate, Applicable DELTA (TOTAL) = Employee Base - DIR Base, DELTA (BASE) = Employee Base - DIR Base, Applicable DELTA Base = Employee Base - DIR Base, Applicable DELTA TOTAL - DELTA BASE, Loaded Hourly Billing Rates, Effective Date of Hourly Rate, % Escalation, Actual, Hourly Range.





**EXHIBIT 10-H2 COST PROPOSAL** PAGE 1 OF 8  
**SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS NEEDED CONTRACTS)**  
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant Ghirardelli Associates, Inc.  Prime Consultant  Subconsultant  2nd Tier Subconsultant

Project No. Humboldt County On-Call CM services Contract No. N/A Participation Amount N/A Date 1/30/2024

|                   |        |   |          |        |   |                        |       |   |         |                |
|-------------------|--------|---|----------|--------|---|------------------------|-------|---|---------|----------------|
| For Combined Rate |        |   |          |        |   |                        |       |   |         |                |
| Fringe Benefit    | 34.34% | + | Overhead | 88.20% | + | General Administrative | 0.00% | = | 122.54% | Combined IRC % |

OR

|                      |  |   |          |  |   |                        |  |   |       |                  |
|----------------------|--|---|----------|--|---|------------------------|--|---|-------|------------------|
| For Home Office Rate |  |   |          |  |   |                        |  |   |       |                  |
| Fringe Benefit       |  | + | Overhead |  | + | General Administrative |  | = | 0.00% | Home Office IRC% |

|                       |  |   |          |  |   |                        |  |   |       |                    |
|-----------------------|--|---|----------|--|---|------------------------|--|---|-------|--------------------|
| For Field Office Rate |  |   |          |  |   |                        |  |   |       |                    |
| Fringe Benefit        |  | + | Overhead |  | + | General Administrative |  | = | 0.00% | Field Office IRC % |

FEE= 10%

| BILLING Information                        |                  |                                   |           | Calculation Information |                               |          |   |                  |                                      |
|--|------------------|-----------------------------------|-----------|-------------------------|-------------------------------|----------|---|------------------|--------------------------------------|
| Name/Job title/Classificaiton <sup>1</sup> |                  | Hourly Billing Rates <sup>2</sup> |           |                         | Effective date of hourly rate |          | Actual or Avg. Hourly rate <sup>3</sup> | % or \$ Increase | Hourly Range for classification only |
|  |                  | Straight                          | OT (1.5x) | OT (2x)                 | From                          | To       |   |                  |                                      |
| 1. Nathan Hayler                           | FIELD            | \$252.14                          | \$303.64  | \$355.14                | 01/30/24                      | 06/30/24 | \$ 103.00                               | --               |                                      |
| 2. Contract Manager, Resident Engineer, S  | 0                | \$252.14                          | \$303.64  | \$355.14                | 07/01/24                      | 12/31/24 | \$ 103.00                               | 0%               |                                      |
| 3. Const. Inspector, Group 2               | 0                | \$264.74                          | \$318.82  | \$372.89                | 01/01/25                      | 12/31/25 | \$ 108.15                               | 5%               |                                      |
|  | 0                | \$277.98                          | \$334.76  | \$391.54                | 01/01/26                      | 12/31/26 | \$ 113.56                               | 5%               |                                      |
| 4. Exempt Hourly                           | Prevailing Wage  | \$291.88                          | \$351.50  | \$411.12                | 01/01/27                      | 12/31/27 | \$ 119.24                               | 5%               |                                      |
| 5. Full Time                               | Day Shift        | \$306.48                          | \$369.07  | \$431.67                | 01/01/28                      | 12/31/28 | \$ 125.20                               | 5%               |                                      |
|  | NC-63-3-9-2022-1 |                                   |           |                         |                               |          |   |                  |                                      |
| 1. Nathan Hayler                           | FIELD            | \$252.14                          | \$303.64  | \$355.14                | 01/30/24                      | 06/30/24 | \$ 103.00                               | --               |                                      |
| 2. Contract Manager, Resident Engineer, S  | 0                | \$252.14                          | \$303.64  | \$355.14                | 07/01/24                      | 12/31/24 | \$ 103.00                               | 0%               |                                      |
| 3. Const. Inspector, Group 2               | 0                | \$264.74                          | \$318.82  | \$372.89                | 01/01/25                      | 12/31/25 | \$ 108.15                               | 5%               |                                      |
|  | 0                | \$277.98                          | \$334.76  | \$391.54                | 01/01/26                      | 12/31/26 | \$ 113.56                               | 5%               |                                      |
| 4. Exempt Hourly                           | Prevailing Wage  | \$291.88                          | \$351.50  | \$411.12                | 01/01/27                      | 12/31/27 | \$ 119.24                               | 5%               |                                      |
| 5. Full Time                               | Night Shift      | \$306.48                          | \$369.07  | \$431.67                | 01/01/28                      | 12/31/28 | \$ 125.20                               | 5%               |                                      |
|  | NC-63-3-9-2022-1 |                                   |           |                         |                               |          |   |                  |                                      |
| 1. Nathan Hayler                           | FIELD            | \$252.14                          | \$303.64  | \$355.14                | 01/30/24                      | 12/31/24 | \$ 103.00                               | --               |                                      |
| 2. Contract Manager, Resident Engineer, S  | 0                | \$264.74                          | \$318.82  | \$372.89                | 01/01/25                      | 12/31/25 | \$ 108.15                               | 5%               |                                      |
| 3. Const. Inspector, Group 2               | 0                | \$277.98                          | \$334.76  | \$391.54                | 01/01/26                      | 12/31/26 | \$ 113.56                               | 5%               |                                      |
| 4. Exempt Hourly                           | Non-Prevailing   | \$291.88                          | \$351.50  | \$411.12                | 01/01/27                      | 12/31/27 | \$ 119.24                               | 5%               |                                      |
| 5. Full Time                               | Wage Work        | \$306.48                          | \$369.07  | \$431.67                | 01/01/28                      | 12/31/28 | \$ 125.20                               | 5%               |                                      |

|  |                  |   |          |          |          |          |          |           |    |
|--|------------------|---|----------|----------|----------|----------|----------|-----------|----|
| 1. Nathaniel Steen                         | FIELD            |   | \$232.55 | \$280.05 | \$327.55 | 01/30/24 | 06/30/24 | \$ 95.00  | -- |
| 2. Resident Engineer, Office Engineer      |                  | 0 | \$232.55 | \$280.05 | \$327.55 | 07/01/24 | 12/31/24 | \$ 95.00  | 0% |
| 3. Const. Inspector, Group 2               |                  | 0 | \$244.18 | \$294.06 | \$343.93 | 01/01/25 | 12/31/25 | \$ 99.75  | 5% |
|  |                  | 0 | \$256.39 | \$308.76 | \$361.13 | 01/01/26 | 12/31/26 | \$ 104.74 | 5% |
| 4. Exempt Hourly                           | Prevailing Wage  |   | \$269.21 | \$324.20 | \$379.19 | 01/01/27 | 12/31/27 | \$ 109.97 | 5% |
| 5. Full Time                               | Day Shift        |   | \$282.67 | \$340.41 | \$398.14 | 01/01/28 | 12/31/28 | \$ 115.47 | 5% |
|  | NC-63-3-9-2022-1 |   |          |          |          |          |          |           |    |
| 1. Nathaniel Steen                         | FIELD            |   | \$232.55 | \$280.05 | \$327.55 | 01/30/24 | 06/30/24 | \$ 95.00  | -- |
| 2. Resident Engineer, Office Engineer      |                  | 0 | \$232.55 | \$280.05 | \$327.55 | 07/01/24 | 12/31/24 | \$ 95.00  | 0% |
| 3. Const. Inspector, Group 2               |                  | 0 | \$244.18 | \$294.06 | \$343.93 | 01/01/25 | 12/31/25 | \$ 99.75  | 5% |
|  |                  | 0 | \$256.39 | \$308.76 | \$361.13 | 01/01/26 | 12/31/26 | \$ 104.74 | 5% |
| 4. Exempt Hourly                           | Prevailing Wage  |   | \$269.21 | \$324.20 | \$379.19 | 01/01/27 | 12/31/27 | \$ 109.97 | 5% |
| 5. Full Time                               | Night Shift      |   | \$282.67 | \$340.41 | \$398.14 | 01/01/28 | 12/31/28 | \$ 115.47 | 5% |
|  | NC-63-3-9-2022-1 |   |          |          |          |          |          |           |    |
| 1. Nathaniel Steen                         | FIELD            |   | \$232.55 | \$280.05 | \$327.55 | 01/30/24 | 12/31/24 | \$ 95.00  | -- |
| 2. Resident Engineer, Office Engineer      |                  | 0 | \$244.18 | \$294.06 | \$343.93 | 01/01/25 | 12/31/25 | \$ 99.75  | 5% |
| 3. Const. Inspector, Group 2               |                  | 0 | \$256.39 | \$308.76 | \$361.13 | 01/01/26 | 12/31/26 | \$ 104.74 | 5% |
| 4. Exempt Hourly                           | Non-Prevailing   |   | \$269.21 | \$324.20 | \$379.19 | 01/01/27 | 12/31/27 | \$ 109.97 | 5% |
| 5. Full Time                               | Wage Work        |   | \$282.67 | \$340.41 | \$398.14 | 01/01/28 | 12/31/28 | \$ 115.47 | 5% |
| 1. Kevin Church                            | FIELD            |   | \$263.72 | \$317.58 | \$371.45 | 01/30/24 | 06/30/24 | \$ 107.73 | -- |
| 2. Resident Engineer, Office Engineer      |                  | 0 | \$263.72 | \$317.58 | \$371.45 | 07/01/24 | 12/31/24 | \$ 107.73 | 0% |
| 3. Const. Inspector, Group 2               |                  | 0 | \$276.90 | \$333.46 | \$390.02 | 01/01/25 | 12/31/25 | \$ 113.12 | 5% |
|  |                  | 0 | \$290.75 | \$350.13 | \$409.52 | 01/01/26 | 12/31/26 | \$ 118.77 | 5% |
| 4. Non-Exempt                              | Prevailing Wage  |   | \$305.28 | \$367.64 | \$430.00 | 01/01/27 | 12/31/27 | \$ 124.71 | 5% |
| 5. Full Time                               | Day Shift        |   | \$320.55 | \$386.02 | \$451.50 | 01/01/28 | 12/31/28 | \$ 130.95 | 5% |
|  | NC-63-3-9-2022-1 |   |          |          |          |          |          |           |    |
| 1. Kevin Church                            | FIELD            |   | \$263.72 | \$317.58 | \$371.45 | 01/30/24 | 06/30/24 | \$ 107.73 | -- |
| 2. Resident Engineer, Office Engineer      |                  | 0 | \$263.72 | \$317.58 | \$371.45 | 07/01/24 | 12/31/24 | \$ 107.73 | 0% |
| 3. Const. Inspector, Group 2               |                  | 0 | \$276.90 | \$333.46 | \$390.02 | 01/01/25 | 12/31/25 | \$ 113.12 | 5% |
|  |                  | 0 | \$290.75 | \$350.13 | \$409.52 | 01/01/26 | 12/31/26 | \$ 118.77 | 5% |
| 4. Non-Exempt                              | Prevailing Wage  |   | \$305.28 | \$367.64 | \$430.00 | 01/01/27 | 12/31/27 | \$ 124.71 | 5% |
| 5. Full Time                               | Night Shift      |   | \$320.55 | \$386.02 | \$451.50 | 01/01/28 | 12/31/28 | \$ 130.95 | 5% |
|  | NC-63-3-9-2022-1 |   |          |          |          |          |          |           |    |
| 1. Kevin Church                            | FIELD            |   | \$263.72 | \$317.58 | \$371.45 | 01/30/24 | 12/31/24 | \$ 107.73 | -- |
| 2. Resident Engineer, Office Engineer      |                  | 0 | \$276.90 | \$333.46 | \$390.02 | 01/01/25 | 12/31/25 | \$ 113.12 | 5% |
| 3. Const. Inspector, Group 2               |                  | 0 | \$290.75 | \$350.13 | \$409.52 | 01/01/26 | 12/31/26 | \$ 118.77 | 5% |
| 4. Non-Exempt                              | Non-Prevailing   |   | \$305.28 | \$367.64 | \$430.00 | 01/01/27 | 12/31/27 | \$ 124.71 | 5% |
| 5. Full Time                               | Wage Work        |   | \$320.55 | \$386.02 | \$451.50 | 01/01/28 | 12/31/28 | \$ 130.95 | 5% |
| 1. Charles Haylor                          | FIELD            |   | \$266.36 | \$320.77 | \$375.17 | 01/30/24 | 06/30/24 | \$ 108.81 | -- |
| 2. Resident Engineer, Structures Represent |                  | 0 | \$266.36 | \$320.77 | \$375.17 | 07/01/24 | 12/31/24 | \$ 108.81 | 0% |
| 3. Const. Inspector, Group 2               |                  | 0 | \$279.68 | \$336.80 | \$393.93 | 01/01/25 | 12/31/25 | \$ 114.25 | 5% |
|  |                  | 0 | \$293.66 | \$353.64 | \$413.63 | 01/01/26 | 12/31/26 | \$ 119.96 | 5% |
| 4. Exempt Hourly                           | Prevailing Wage  |   | \$308.35 | \$371.33 | \$434.31 | 01/01/27 | 12/31/27 | \$ 125.96 | 5% |
| 5. Full Time                               | Day Shift        |   | \$323.76 | \$389.89 | \$456.02 | 01/01/28 | 12/31/28 | \$ 132.26 | 5% |
|  | NC-63-3-9-2022-1 |   |          |          |          |          |          |           |    |

|  |                  |   |          |          |          |          |          |           |    |
|--|------------------|---|----------|----------|----------|----------|----------|-----------|----|
| 1. Charles Hayler                          | FIELD            |   | \$266.36 | \$320.77 | \$375.17 | 01/30/24 | 06/30/24 | \$ 108.81 | -- |
| 2. Resident Engineer, Structures Represent |                  | 0 | \$266.36 | \$320.77 | \$375.17 | 07/01/24 | 12/31/24 | \$ 108.81 | 0% |
| 3.Const. Inspector, Group 2                |                  | 0 | \$279.68 | \$336.80 | \$393.93 | 01/01/25 | 12/31/25 | \$ 114.25 | 5% |
|  |                  | 0 | \$293.66 | \$353.64 | \$413.63 | 01/01/26 | 12/31/26 | \$ 119.96 | 5% |
| 4. Exempt Hourly                           | Prevailing Wage  |   | \$308.35 | \$371.33 | \$434.31 | 01/01/27 | 12/31/27 | \$ 125.96 | 5% |
| 5. Full Time                               | Night Shift      |   | \$323.76 | \$389.89 | \$456.02 | 01/01/28 | 12/31/28 | \$ 132.26 | 5% |
|  | NC-63-3-9-2022-1 |   |          |          |          |          |          |           |    |
| 1. Charles Hayler                          | FIELD            |   | \$266.36 | \$320.77 | \$375.17 | 01/30/24 | 12/31/24 | \$ 108.81 | -- |
| 2. Resident Engineer, Structures Represent |                  | 0 | \$279.68 | \$336.80 | \$393.93 | 01/01/25 | 12/31/25 | \$ 114.25 | 5% |
| 3.Const. Inspector, Group 2                |                  | 0 | \$293.66 | \$353.64 | \$413.63 | 01/01/26 | 12/31/26 | \$ 119.96 | 5% |
| 4. Exempt Hourly                           | Non-Prevailing   |   | \$308.35 | \$371.33 | \$434.31 | 01/01/27 | 12/31/27 | \$ 125.96 | 5% |
| 5. Full Time                               | Wage Work        |   | \$323.76 | \$389.89 | \$456.02 | 01/01/28 | 12/31/28 | \$ 132.26 | 5% |
| 1. Chase Richardson                        | FIELD            |   | \$182.36 | \$213.25 | \$249.42 | 01/30/24 | 06/30/24 | \$ 72.34  | -- |
| 2. Inspector                               |                  | 0 | \$189.70 | \$213.25 | \$249.42 | 07/01/24 | 12/31/24 | \$ 72.34  | 0% |
| 3.Const. Inspector, Group 2                |                  | 0 | \$189.70 | \$223.92 | \$261.90 | 01/01/25 | 12/31/25 | \$ 75.96  | 5% |
|  |                  | 0 | \$195.24 | \$235.11 | \$274.99 | 01/01/26 | 12/31/26 | \$ 79.75  | 5% |
| 4. Non-Exempt                              | Prevailing Wage  |   | \$205.00 | \$246.87 | \$288.74 | 01/01/27 | 12/31/27 | \$ 83.74  | 5% |
| 5. Full Time                               | Day Shift        |   | \$215.25 | \$259.21 | \$303.18 | 01/01/28 | 12/31/28 | \$ 87.93  | 5% |
|  | NC-63-3-9-2022-1 |   |          |          |          |          |          |           |    |
| 1. Chase Richardson                        | FIELD            |   | \$200.10 | \$224.87 | \$249.63 | 01/30/24 | 06/30/24 | \$ 72.34  | -- |
| 2. Inspector                               |                  | 0 | \$207.45 | \$234.41 | \$261.38 | 07/01/24 | 12/31/24 | \$ 72.34  | 0% |
| 3.Const. Inspector, Group 2                |                  | 0 | \$207.45 | \$231.79 | \$261.90 | 01/01/25 | 12/31/25 | \$ 75.96  | 5% |
|  |                  | 0 | \$207.45 | \$235.11 | \$274.99 | 01/01/26 | 12/31/26 | \$ 79.75  | 5% |
| 4. Non-Exempt                              | Prevailing Wage  |   | \$207.45 | \$246.87 | \$288.74 | 01/01/27 | 12/31/27 | \$ 83.74  | 5% |
| 5. Full Time                               | Night Shift      |   | \$215.25 | \$259.21 | \$303.18 | 01/01/28 | 12/31/28 | \$ 87.93  | 5% |
|  | NC-63-3-9-2022-1 |   |          |          |          |          |          |           |    |
| 1. Chase Richardson                        | FIELD            |   | \$177.08 | \$213.25 | \$249.42 | 01/30/24 | 12/31/24 | \$ 72.34  | -- |
| 2. Inspector                               |                  | 0 | \$185.94 | \$223.92 | \$261.90 | 01/01/25 | 12/31/25 | \$ 75.96  | 5% |
| 3.Const. Inspector, Group 2                |                  | 0 | \$195.24 | \$235.11 | \$274.99 | 01/01/26 | 12/31/26 | \$ 79.75  | 5% |
| 4. Non-Exempt                              | Non-Prevailing   |   | \$205.00 | \$246.87 | \$288.74 | 01/01/27 | 12/31/27 | \$ 83.74  | 5% |
| 5. Full Time                               | Wage Work        |   | \$215.25 | \$259.21 | \$303.18 | 01/01/28 | 12/31/28 | \$ 87.93  | 5% |
| 1. Michael Strahan                         | FIELD            |   | \$202.03 | \$222.22 | \$259.91 | 01/30/24 | 06/30/24 | \$ 75.38  | -- |
| 2. Inspector                               |                  | 0 | \$209.38 | \$225.88 | \$259.91 | 07/01/24 | 12/31/24 | \$ 75.38  | 0% |
| 3.Const. Inspector, Group 2                |                  | 0 | \$209.38 | \$233.33 | \$272.90 | 01/01/25 | 12/31/25 | \$ 79.15  | 5% |
|  |                  | 0 | \$209.38 | \$244.99 | \$286.55 | 01/01/26 | 12/31/26 | \$ 83.11  | 5% |
| 4. Non-Exempt                              | Prevailing Wage  |   | \$213.61 | \$257.24 | \$300.87 | 01/01/27 | 12/31/27 | \$ 87.26  | 5% |
| 5. Full Time                               | Day Shift        |   | \$224.29 | \$270.10 | \$315.92 | 01/01/28 | 12/31/28 | \$ 91.62  | 5% |
|  | NC-63-3-9-2022-1 |   |          |          |          |          |          |           |    |

|                             |                  |   |          |          |          |          |          |          |    |
|-----------------------------|------------------|---|----------|----------|----------|----------|----------|----------|----|
| 1. Michael Strahan          | FIELD            |   | \$219.78 | \$242.34 | \$264.91 | 01/30/24 | 06/30/24 | \$ 75.38 | -- |
| 2. Inspector                |                  | 0 | \$227.13 | \$251.89 | \$276.66 | 07/01/24 | 12/31/24 | \$ 75.38 | 0% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$227.13 | \$249.16 | \$272.90 | 01/01/25 | 12/31/25 | \$ 79.15 | 5% |
|                             |                  | 0 | \$227.13 | \$246.30 | \$286.55 | 01/01/26 | 12/31/26 | \$ 83.11 | 5% |
| 4. Non-Exempt               | Prevailing Wage  |   | \$227.13 | \$257.24 | \$300.87 | 01/01/27 | 12/31/27 | \$ 87.26 | 5% |
| 5. Full Time                | Night Shift      |   | \$227.13 | \$270.10 | \$315.92 | 01/01/28 | 12/31/28 | \$ 91.62 | 5% |
|                             | NC-63-3-9-2022-1 |   |          |          |          |          |          |          |    |
| 1. Michael Strahan          | FIELD            |   | \$184.53 | \$222.22 | \$259.91 | 01/30/24 | 12/31/24 | \$ 75.38 | -- |
| 2. Inspector                |                  | 0 | \$193.75 | \$233.33 | \$272.90 | 01/01/25 | 12/31/25 | \$ 79.15 | 5% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$203.44 | \$244.99 | \$286.55 | 01/01/26 | 12/31/26 | \$ 83.11 | 5% |
| 4. Non-Exempt               | Non-Prevailing   |   | \$213.61 | \$257.24 | \$300.87 | 01/01/27 | 12/31/27 | \$ 87.26 | 5% |
| 5. Full Time                | Wage Work        |   | \$224.29 | \$270.10 | \$315.92 | 01/01/28 | 12/31/28 | \$ 91.62 | 5% |
| 1. Shannon Rhodes           | FIELD            |   | \$190.71 | \$230.62 | \$270.54 | 01/30/24 | 06/30/24 | \$ 40.00 | -- |
| 2. Inspector                |                  | 0 | \$198.05 | \$240.17 | \$282.29 | 07/01/24 | 12/31/24 | \$ 40.00 | 0% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$198.05 | \$238.72 | \$279.39 | 01/01/25 | 12/31/25 | \$ 42.00 | 5% |
|                             |                  | 0 | \$198.05 | \$237.20 | \$276.35 | 01/01/26 | 12/31/26 | \$ 44.10 | 5% |
| 4. Non-Exempt               | Prevailing Wage  |   | \$198.05 | \$235.61 | \$273.16 | 01/01/27 | 12/31/27 | \$ 46.31 | 5% |
| 5. Full Time                | Day Shift        |   | \$198.05 | \$233.93 | \$269.81 | 01/01/28 | 12/31/28 | \$ 48.62 | 5% |
|                             | NC-63-3-9-2022-1 |   |          |          |          |          |          |          |    |
| 1. Shannon Rhodes           | FIELD            |   | \$208.46 | \$256.63 | \$304.81 | 01/30/24 | 06/30/24 | \$ 40.00 | -- |
| 2. Inspector                |                  | 0 | \$215.80 | \$266.18 | \$316.56 | 07/01/24 | 12/31/24 | \$ 40.00 | 0% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$215.80 | \$264.73 | \$313.66 | 01/01/25 | 12/31/25 | \$ 42.00 | 5% |
|                             |                  | 0 | \$215.80 | \$263.21 | \$310.62 | 01/01/26 | 12/31/26 | \$ 44.10 | 5% |
| 4. Non-Exempt               | Prevailing Wage  |   | \$215.80 | \$261.62 | \$307.43 | 01/01/27 | 12/31/27 | \$ 46.31 | 5% |
| 5. Full Time                | Night Shift      |   | \$215.80 | \$259.94 | \$304.08 | 01/01/28 | 12/31/28 | \$ 48.62 | 5% |
|                             | NC-63-3-9-2022-1 |   |          |          |          |          |          |          |    |
| 1. Shannon Rhodes           | FIELD            |   | \$97.92  | \$117.92 | \$137.92 | 01/30/24 | 12/31/24 | \$ 40.00 | -- |
| 2. Inspector                |                  | 0 | \$102.81 | \$123.81 | \$144.81 | 01/01/25 | 12/31/25 | \$ 42.00 | 5% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$107.95 | \$130.00 | \$152.05 | 01/01/26 | 12/31/26 | \$ 44.10 | 5% |
| 4. Non-Exempt               | Non-Prevailing   |   | \$113.35 | \$136.50 | \$159.66 | 01/01/27 | 12/31/27 | \$ 46.31 | 5% |
| 5. Full Time                | Wage Work        |   | \$119.02 | \$143.33 | \$167.64 | 01/01/28 | 12/31/28 | \$ 48.62 | 5% |
| 1. Wyatt Coonrod            | FIELD            |   | \$192.63 | \$232.55 | \$272.46 | 01/30/24 | 06/30/24 | \$ 40.00 | -- |
| 2. Inspector                |                  | 0 | \$199.98 | \$242.09 | \$284.21 | 07/01/24 | 12/31/24 | \$ 40.00 | 0% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$199.98 | \$240.65 | \$281.31 | 01/01/25 | 12/31/25 | \$ 42.00 | 5% |
|                             |                  | 0 | \$199.98 | \$239.12 | \$278.27 | 01/01/26 | 12/31/26 | \$ 44.10 | 5% |
| 4. Non-Exempt               | Prevailing Wage  |   | \$199.98 | \$237.53 | \$275.08 | 01/01/27 | 12/31/27 | \$ 46.31 | 5% |
| 5. Full Time                | Day Shift        |   | \$199.98 | \$235.85 | \$271.73 | 01/01/28 | 12/31/28 | \$ 48.62 | 5% |
|                             | NC-63-3-9-2022-1 |   |          |          |          |          |          |          |    |
| 1. Wyatt Coonrod            | FIELD            |   | \$210.38 | \$258.56 | \$306.73 | 01/30/24 | 06/30/24 | \$ 40.00 | -- |
| 2. Inspector                |                  | 0 | \$217.72 | \$268.10 | \$318.48 | 07/01/24 | 12/31/24 | \$ 40.00 | 0% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$217.72 | \$266.65 | \$315.59 | 01/01/25 | 12/31/25 | \$ 42.00 | 5% |
|                             |                  | 0 | \$217.72 | \$265.13 | \$312.54 | 01/01/26 | 12/31/26 | \$ 44.10 | 5% |
| 4. Non-Exempt               | Prevailing Wage  |   | \$217.72 | \$263.54 | \$309.35 | 01/01/27 | 12/31/27 | \$ 46.31 | 5% |
| 5. Full Time                | Night Shift      |   | \$217.72 | \$261.86 | \$306.00 | 01/01/28 | 12/31/28 | \$ 48.62 | 5% |
|                             | NC-63-3-9-2022-1 |   |          |          |          |          |          |          |    |
| 1. Wyatt Coonrod            | FIELD            |   | \$97.92  | \$117.92 | \$137.92 | 01/30/24 | 12/31/24 | \$ 40.00 | -- |
| 2. Inspector                |                  | 0 | \$102.81 | \$123.81 | \$144.81 | 01/01/25 | 12/31/25 | \$ 42.00 | 5% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$107.95 | \$130.00 | \$152.05 | 01/01/26 | 12/31/26 | \$ 44.10 | 5% |
| 4. Non-Exempt               | Non-Prevailing   |   | \$113.35 | \$136.50 | \$159.66 | 01/01/27 | 12/31/27 | \$ 46.31 | 5% |
| 5. Full Time                | Wage Work        |   | \$119.02 | \$143.33 | \$167.64 | 01/01/28 | 12/31/28 | \$ 48.62 | 5% |

|                             |                  |   |          |          |          |          |          |          |    |
|-----------------------------|------------------|---|----------|----------|----------|----------|----------|----------|----|
| 1. Emerson Church           | FIELD            |   | \$204.82 | \$230.25 | \$255.69 | 01/30/24 | 06/30/24 | \$ 60.00 | -- |
| 2. Inspector                |                  | 0 | \$212.16 | \$239.80 | \$267.44 | 07/01/24 | 12/31/24 | \$ 60.00 | 0% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$212.16 | \$237.63 | \$263.09 | 01/01/25 | 12/31/25 | \$ 63.00 | 5% |
|                             |                  | 0 | \$212.16 | \$235.35 | \$258.53 | 01/01/26 | 12/31/26 | \$ 66.15 | 5% |
| 4. Non-Exempt               | Prevailing Wage  |   | \$212.16 | \$232.95 | \$253.74 | 01/01/27 | 12/31/27 | \$ 69.46 | 5% |
| 5. Full Time                | Day Shift        |   | \$212.16 | \$230.44 | \$251.46 | 01/01/28 | 12/31/28 | \$ 72.93 | 5% |
|                             | NC-63-3-9-2022-1 |   |          |          |          |          |          |          |    |
| 1. Emerson Church           | FIELD            |   | \$222.57 | \$256.26 | \$289.96 | 01/30/24 | 06/30/24 | \$ 60.00 | -- |
| 2. Inspector                |                  | 0 | \$229.91 | \$265.81 | \$301.71 | 07/01/24 | 12/31/24 | \$ 60.00 | 0% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$229.91 | \$263.64 | \$297.37 | 01/01/25 | 12/31/25 | \$ 63.00 | 5% |
|                             |                  | 0 | \$229.91 | \$261.36 | \$292.80 | 01/01/26 | 12/31/26 | \$ 66.15 | 5% |
| 4. Non-Exempt               | Prevailing Wage  |   | \$229.91 | \$258.96 | \$288.02 | 01/01/27 | 12/31/27 | \$ 69.46 | 5% |
| 5. Full Time                | Night Shift      |   | \$229.91 | \$256.45 | \$282.99 | 01/01/28 | 12/31/28 | \$ 72.93 | 5% |
|                             | NC-63-3-9-2022-1 |   |          |          |          |          |          |          |    |
| 1. Emerson Church           | FIELD            |   | \$146.88 | \$176.88 | \$206.88 | 01/30/24 | 12/31/24 | \$ 60.00 | -- |
| 2. Inspector                |                  | 0 | \$154.22 | \$185.72 | \$217.22 | 01/01/25 | 12/31/25 | \$ 63.00 | 5% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$161.93 | \$195.01 | \$228.08 | 01/01/26 | 12/31/26 | \$ 66.15 | 5% |
| 4. Non-Exempt               | Non-Prevailing   |   | \$170.03 | \$204.76 | \$239.49 | 01/01/27 | 12/31/27 | \$ 69.46 | 5% |
| 5. Full Time                | Wage Work        |   | \$178.53 | \$214.99 | \$251.46 | 01/01/28 | 12/31/28 | \$ 72.93 | 5% |
| 1. Richard Werner           | FIELD            |   | \$203.57 | \$223.97 | \$244.38 | 01/30/24 | 06/30/24 | \$ 66.95 | -- |
| 2. Inspector                |                  | 0 | \$210.91 | \$233.52 | \$256.13 | 07/01/24 | 12/31/24 | \$ 66.95 | 0% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$210.91 | \$231.10 | \$251.28 | 01/01/25 | 12/31/25 | \$ 70.30 | 5% |
|                             |                  | 0 | \$210.91 | \$228.55 | \$254.50 | 01/01/26 | 12/31/26 | \$ 73.81 | 5% |
| 4. Non-Exempt               | Prevailing Wage  |   | \$210.91 | \$228.47 | \$267.23 | 01/01/27 | 12/31/27 | \$ 77.50 | 5% |
| 5. Full Time                | Day Shift        |   | \$210.91 | \$239.90 | \$280.59 | 01/01/28 | 12/31/28 | \$ 81.38 | 5% |
|                             | NC-63-3-9-2022-1 |   |          |          |          |          |          |          |    |
| 1. Richard Werner           | FIELD            |   | \$221.32 | \$249.98 | \$278.65 | 01/30/24 | 06/30/24 | \$ 66.95 | -- |
| 2. Inspector                |                  | 0 | \$228.66 | \$259.53 | \$290.40 | 07/01/24 | 12/31/24 | \$ 66.95 | 0% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$228.66 | \$257.11 | \$285.55 | 01/01/25 | 12/31/25 | \$ 70.30 | 5% |
|                             |                  | 0 | \$228.66 | \$254.56 | \$280.46 | 01/01/26 | 12/31/26 | \$ 73.81 | 5% |
| 4. Non-Exempt               | Prevailing Wage  |   | \$228.66 | \$251.89 | \$275.12 | 01/01/27 | 12/31/27 | \$ 77.50 | 5% |
| 5. Full Time                | Night Shift      |   | \$228.66 | \$249.08 | \$280.59 | 01/01/28 | 12/31/28 | \$ 81.38 | 5% |
|                             | NC-63-3-9-2022-1 |   |          |          |          |          |          |          |    |
| 1. Richard Werner           | FIELD            |   | \$163.89 | \$197.36 | \$230.84 | 01/30/24 | 12/31/24 | \$ 66.95 | -- |
| 2. Inspector                |                  | 0 | \$172.08 | \$207.23 | \$242.38 | 01/01/25 | 12/31/25 | \$ 70.30 | 5% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$180.69 | \$217.59 | \$254.50 | 01/01/26 | 12/31/26 | \$ 73.81 | 5% |
| 4. Non-Exempt               | Non-Prevailing   |   | \$189.72 | \$228.47 | \$267.23 | 01/01/27 | 12/31/27 | \$ 77.50 | 5% |
| 5. Full Time                | Wage Work        |   | \$199.21 | \$239.90 | \$280.59 | 01/01/28 | 12/31/28 | \$ 81.38 | 5% |
| 1. Michael Flashner         | FIELD            |   | \$179.14 | \$215.73 | \$252.32 | 01/30/24 | 06/30/24 | \$ 73.18 | -- |
| 2. Inspector                |                  | 0 | \$181.75 | \$215.73 | \$252.32 | 07/01/24 | 12/31/24 | \$ 73.18 | 0% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$188.10 | \$226.52 | \$264.94 | 01/01/25 | 12/31/25 | \$ 76.84 | 5% |
|                             |                  | 0 | \$197.50 | \$237.84 | \$278.18 | 01/01/26 | 12/31/26 | \$ 80.68 | 5% |
| 4. Non-Exempt               | Prevailing Wage  |   | \$207.38 | \$249.73 | \$292.09 | 01/01/27 | 12/31/27 | \$ 84.71 | 5% |
| 5. Full Time                | Day Shift        |   | \$217.75 | \$262.22 | \$306.70 | 01/01/28 | 12/31/28 | \$ 88.95 | 5% |
|                             | NC-63-3-9-2022-1 |   |          |          |          |          |          |          |    |
| 1. Michael Flashner         | FIELD            |   | \$192.15 | \$216.30 | \$252.32 | 01/30/24 | 06/30/24 | \$ 73.18 | -- |
| 2. Inspector                |                  | 0 | \$199.49 | \$225.85 | \$252.32 | 07/01/24 | 12/31/24 | \$ 73.18 | 0% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$199.49 | \$226.52 | \$264.94 | 01/01/25 | 12/31/25 | \$ 76.84 | 5% |
|                             |                  | 0 | \$199.49 | \$237.84 | \$278.18 | 01/01/26 | 12/31/26 | \$ 80.68 | 5% |
| 4. Non-Exempt               | Prevailing Wage  |   | \$207.38 | \$249.73 | \$292.09 | 01/01/27 | 12/31/27 | \$ 84.71 | 5% |

|                             |                  |            |          |          |          |          |           |    |  |
|-----------------------------|------------------|------------|----------|----------|----------|----------|-----------|----|--|
| 5. Full Time                | Night Shift      | \$217.75   | \$262.22 | \$306.70 | 01/01/28 | 12/31/28 | \$ 88.95  | 5% |  |
|                             | NC-63-3-9-2022-1 |            |          |          |          |          |           |    |  |
| 1. Michael Flashner         | FIELD            | \$179.14   | \$215.73 | \$252.32 | 01/30/24 | 12/31/24 | \$ 73.18  | -- |  |
| 2. Inspector                |                  | 0 \$188.10 | \$226.52 | \$264.94 | 01/01/25 | 12/31/25 | \$ 76.84  | 5% |  |
| 3.Const. Inspector, Group 2 |                  | 0 \$197.50 | \$237.84 | \$278.18 | 01/01/26 | 12/31/26 | \$ 80.68  | 5% |  |
| 4. Non-Exempt               | Non-Prevailing   | \$207.38   | \$249.73 | \$292.09 | 01/01/27 | 12/31/27 | \$ 84.71  | 5% |  |
| 5. Full Time                | Wage Work        | \$217.75   | \$262.22 | \$306.70 | 01/01/28 | 12/31/28 | \$ 88.95  | 5% |  |
| 1. Jacob Melvin             | FIELD            | \$252.14   | \$303.64 | \$355.14 | 01/30/24 | 06/30/24 | \$ 103.00 | -- |  |
| 2. Inspector                |                  | 0 \$252.14 | \$303.64 | \$355.14 | 07/01/24 | 12/31/24 | \$ 103.00 | 0% |  |
| 3.Const. Inspector, Group 2 |                  | 0 \$264.74 | \$318.82 | \$372.89 | 01/01/25 | 12/31/25 | \$ 108.15 | 5% |  |
|                             | 0                | 0 \$277.98 | \$334.76 | \$391.54 | 01/01/26 | 12/31/26 | \$ 113.56 | 5% |  |
| 4. Non-Exempt               | Prevailing Wage  | \$291.88   | \$351.50 | \$411.12 | 01/01/27 | 12/31/27 | \$ 119.24 | 5% |  |
| 5. Full Time                | Day Shift        | \$306.48   | \$369.07 | \$431.67 | 01/01/28 | 12/31/28 | \$ 125.20 | 5% |  |
|                             | NC-63-3-9-2022-1 |            |          |          |          |          |           |    |  |
| 1. Jacob Melvin             | FIELD            | \$252.14   | \$303.64 | \$355.14 | 01/30/24 | 06/30/24 | \$ 103.00 | -- |  |
| 2. Inspector                |                  | 0 \$252.14 | \$303.64 | \$355.14 | 07/01/24 | 12/31/24 | \$ 103.00 | 0% |  |
| 3.Const. Inspector, Group 2 |                  | 0 \$264.74 | \$318.82 | \$372.89 | 01/01/25 | 12/31/25 | \$ 108.15 | 5% |  |
|                             | 0                | 0 \$277.98 | \$334.76 | \$391.54 | 01/01/26 | 12/31/26 | \$ 113.56 | 5% |  |
| 4. Non-Exempt               | Prevailing Wage  | \$291.88   | \$351.50 | \$411.12 | 01/01/27 | 12/31/27 | \$ 119.24 | 5% |  |
| 5. Full Time                | Night Shift      | \$306.48   | \$369.07 | \$431.67 | 01/01/28 | 12/31/28 | \$ 125.20 | 5% |  |
|                             | NC-63-3-9-2022-1 |            |          |          |          |          |           |    |  |
| 1. Jacob Melvin             | FIELD            | \$252.14   | \$303.64 | \$355.14 | 01/30/24 | 12/31/24 | \$ 103.00 | -- |  |
| 2. Inspector                |                  | 0 \$264.74 | \$318.82 | \$372.89 | 01/01/25 | 12/31/25 | \$ 108.15 | 5% |  |
| 3.Const. Inspector, Group 2 |                  | 0 \$277.98 | \$334.76 | \$391.54 | 01/01/26 | 12/31/26 | \$ 113.56 | 5% |  |
| 4. Non-Exempt               | Non-Prevailing   | \$291.88   | \$351.50 | \$411.12 | 01/01/27 | 12/31/27 | \$ 119.24 | 5% |  |
| 5. Full Time                | Wage Work        | \$306.48   | \$369.07 | \$431.67 | 01/01/28 | 12/31/28 | \$ 125.20 | 5% |  |

|                             |                  |   |          |          |          |          |          |          |    |
|-----------------------------|------------------|---|----------|----------|----------|----------|----------|----------|----|
| 1. Eric Akana               | FIELD            |   | \$200.84 | \$241.73 | \$282.73 | 01/30/24 | 06/30/24 | \$ 82.00 | -- |
| 2. Inspector                |                  | 0 | \$208.18 | \$241.73 | \$282.73 | 07/01/24 | 12/31/24 | \$ 82.00 | 0% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$210.77 | \$253.82 | \$296.87 | 01/01/25 | 12/31/25 | \$ 86.10 | 5% |
|                             |                  | 0 | \$221.31 | \$266.51 | \$311.71 | 01/01/26 | 12/31/26 | \$ 90.41 | 5% |
| 4. Non-Exempt               | Prevailing Wage  |   | \$232.37 | \$279.83 | \$327.30 | 01/01/27 | 12/31/27 | \$ 94.93 | 5% |
| 5. Full Time                | Day Shift        |   | \$243.99 | \$293.83 | \$343.66 | 01/01/28 | 12/31/28 | \$ 99.67 | 5% |
|                             | NC-63-3-9-2022-1 |   |          |          |          |          |          |          |    |
| 1. Eric Akana               | FIELD            |   | \$218.58 | \$241.73 | \$282.73 | 01/30/24 | 06/30/24 | \$ 82.00 | -- |
| 2. Inspector                |                  | 0 | \$225.93 | \$245.90 | \$282.73 | 07/01/24 | 12/31/24 | \$ 82.00 | 0% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$225.93 | \$253.82 | \$296.87 | 01/01/25 | 12/31/25 | \$ 86.10 | 5% |
|                             |                  | 0 | \$225.93 | \$266.51 | \$311.71 | 01/01/26 | 12/31/26 | \$ 90.41 | 5% |
| 4. Non-Exempt               | Prevailing Wage  |   | \$232.37 | \$279.83 | \$327.30 | 01/01/27 | 12/31/27 | \$ 94.93 | 5% |
| 5. Full Time                | Night Shift      |   | \$243.99 | \$293.83 | \$343.66 | 01/01/28 | 12/31/28 | \$ 99.67 | 5% |
|                             | NC-63-3-9-2022-1 |   |          |          |          |          |          |          |    |
| 1. Eric Akana               | FIELD            |   | \$200.73 | \$241.73 | \$282.73 | 01/30/24 | 12/31/24 | \$ 82.00 | -- |
| 2. Inspector                |                  | 0 | \$210.77 | \$253.82 | \$296.87 | 01/01/25 | 12/31/25 | \$ 86.10 | 5% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$221.31 | \$266.51 | \$311.71 | 01/01/26 | 12/31/26 | \$ 90.41 | 5% |
| 4. Non-Exempt               | Non-Prevailing   |   | \$232.37 | \$279.83 | \$327.30 | 01/01/27 | 12/31/27 | \$ 94.93 | 5% |
| 5. Full Time                | Wage Work        |   | \$243.99 | \$293.83 | \$343.66 | 01/01/28 | 12/31/28 | \$ 99.67 | 5% |
| 1. David Waterman           | FIELD            |   | \$200.70 | \$238.69 | \$279.18 | 01/30/24 | 06/30/24 | \$ 80.97 | -- |
| 2. Inspector                |                  | 0 | \$208.04 | \$238.69 | \$279.18 | 07/01/24 | 12/31/24 | \$ 80.97 | 0% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$208.12 | \$250.63 | \$293.14 | 01/01/25 | 12/31/25 | \$ 85.02 | 5% |
|                             |                  | 0 | \$218.53 | \$263.16 | \$307.80 | 01/01/26 | 12/31/26 | \$ 89.27 | 5% |
| 4. Non-Exempt               | Prevailing Wage  |   | \$229.45 | \$276.32 | \$323.19 | 01/01/27 | 12/31/27 | \$ 93.73 | 5% |
| 5. Full Time                | Day Shift        |   | \$240.93 | \$290.13 | \$339.34 | 01/01/28 | 12/31/28 | \$ 98.42 | 5% |
|                             | NC-63-3-9-2022-1 |   |          |          |          |          |          |          |    |
| 1. David Waterman           | FIELD            |   | \$218.45 | \$238.69 | \$279.18 | 01/30/24 | 06/30/24 | \$ 80.97 | -- |
| 2. Inspector                |                  | 0 | \$225.79 | \$246.51 | \$279.18 | 07/01/24 | 12/31/24 | \$ 80.97 | 0% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$225.79 | \$250.63 | \$293.14 | 01/01/25 | 12/31/25 | \$ 85.02 | 5% |
|                             |                  | 0 | \$225.79 | \$263.16 | \$307.80 | 01/01/26 | 12/31/26 | \$ 89.27 | 5% |
| 4. Non-Exempt               | Prevailing Wage  |   | \$229.45 | \$276.32 | \$323.19 | 01/01/27 | 12/31/27 | \$ 93.73 | 5% |
| 5. Full Time                | Night Shift      |   | \$240.93 | \$290.13 | \$339.34 | 01/01/28 | 12/31/28 | \$ 98.42 | 5% |
|                             | NC-63-3-9-2022-1 |   |          |          |          |          |          |          |    |
| 1. David Waterman           | FIELD            |   | \$198.21 | \$238.69 | \$279.18 | 01/30/24 | 12/31/24 | \$ 80.97 | -- |
| 2. Inspector                |                  | 0 | \$208.12 | \$250.63 | \$293.14 | 01/01/25 | 12/31/25 | \$ 85.02 | 5% |
| 3.Const. Inspector, Group 2 |                  | 0 | \$218.53 | \$263.16 | \$307.80 | 01/01/26 | 12/31/26 | \$ 89.27 | 5% |
| 4. Non-Exempt               | Non-Prevailing   |   | \$229.45 | \$276.32 | \$323.19 | 01/01/27 | 12/31/27 | \$ 93.73 | 5% |
| 5. Full Time                | Wage Work        |   | \$240.93 | \$290.13 | \$339.34 | 01/01/28 | 12/31/28 | \$ 98.42 | 5% |



**SAMPLE COST PROPOSAL 2**

**Certification of Direct Costs:**

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

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

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

**Prime Consultant or Subconsultant Certifying:**

Name: Alain Charles Title \*: Corporate Controller

Signature : \_\_\_\_\_ Date of Certification (mm/dd/yyyy): 3/25/2024

Email: [acharles@ghirardelliassoc.com](mailto:acharles@ghirardelliassoc.com) Phone Number: 408.435.5503 x2

\* 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:

**PER ON-CALL ENGINEERING CONSULTING SERVICES RFP DATED JANUARY 30. 2024**

**SAMPLE COST PROPOSAL 2**

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

Note: Mark-ups are Not Allowed

Consultant Albat Prime Consultant x Subconsultant  2<sup>nd</sup> Tier Subconsultant

Project No. \_\_\_\_\_ Contract No. DPW2024-001 Participation Amount \$ \_\_\_\_\_ Date 4/28/2024

|                       |                  |                              |     |         |                   |
|-----------------------|------------------|------------------------------|-----|---------|-------------------|
| For Combined Rate     | Fringe Benefit % | + General & Administrative % | =   | 117.14% | Combined ICR%     |
| OR                    |                  |                              |     |         |                   |
| For Home Office Rate  | Fringe Benefit % | + General & Administrative % | =   | 117.14  | Home Office ICR%  |
| For Field Office Rate | Fringe Benefit % | + General & Administrative % | =   | 117.14  | Field Office ICR% |
|                       |                  |                              | Fee | =       | 11%               |

BILLING INFORMATION

CALCULATION INFORMATION

| Name/Job Title/Classification <sup>1</sup> | Hourly Billing Rates <sup>2</sup> |          |          | Effective date of hourly rate |            | Actual or Avg. Hourly Rate <sup>3</sup> | % or \$ increase | Hourly range - for classifications only |
|--|-----------------------------------|----------|----------|-------------------------------|------------|---|------------------|---|
|  | Straight                          | OT(1.5x) | OT(2x)   | From                          | To         |   |                  |   |
| Tatevik Janvelyan                          | \$ 204.87                         | \$204.87 | \$204.87 | 1/1/2024                      | 12/31/2024 | \$ 85.00                                |                  | Not Applicable                          |
| Materials Representative/ARE               | \$ 215.12                         | \$215.12 | \$215.12 | 1/1/2025                      | 12/31/2025 | \$ 89.25                                | 5.00%            |   |
|  | \$ 225.87                         | \$225.87 | \$225.87 | 1/1/2026                      | 12/31/2026 | \$ 93.71                                | 5.00%            |   |
|  | \$ 237.16                         | \$237.16 | \$237.16 | 1/1/2027                      | 12/31/2027 | \$ 98.40                                | 5.00%            |   |
|  | \$ 249.02                         | \$249.02 | \$249.02 | 1/1/2028                      | 12/31/2028 | \$ 103.32                               | 5.00%            |   |
|  | \$ 261.47                         | \$261.47 | \$261.47 | 1/1/2029                      | 12/31/2029 | \$ 108.48                               | 5.00%            |   |
| Justin Palmaymesa                          | \$ 204.87                         | \$204.87 | \$204.87 | 1/1/2024                      | 12/31/2024 | \$ 85.00                                |                  | Not Applicable                          |
| Materials Representative/ARE               | \$ 215.12                         | \$215.12 | \$215.12 | 1/1/2025                      | 12/31/2025 | \$ 89.25                                | 5.00%            |   |
|  | \$ 225.87                         | \$225.87 | \$225.87 | 1/1/2026                      | 12/31/2026 | \$ 93.71                                | 5.00%            |   |
|  | \$ 237.16                         | \$237.16 | \$237.16 | 1/1/2027                      | 12/31/2027 | \$ 98.40                                | 5.00%            |   |
|  | \$ 249.02                         | \$249.02 | \$249.02 | 1/1/2028                      | 12/31/2028 | \$ 103.32                               | 5.00%            |   |
|  | \$ 261.47                         | \$261.47 | \$261.47 | 1/1/2029                      | 12/31/2029 | \$ 108.48                               | 5.00%            |   |
| Dan Kraft                                  | \$ 253.08                         | \$253.08 | \$253.08 | 1/1/2024                      | 12/31/2024 | \$ 105.00                               |                  | Not Applicable                          |
| Resident Engineer                          | \$ 265.73                         | \$265.73 | \$265.73 | 1/1/2025                      | 12/31/2025 | \$ 110.25                               | 5.00%            |   |
|  | \$ 279.02                         | \$279.02 | \$279.02 | 1/1/2026                      | 12/31/2026 | \$ 115.76                               | 5.00%            |   |
|  | \$ 292.97                         | \$292.97 | \$292.97 | 1/1/2027                      | 12/31/2027 | \$ 121.55                               | 5.00%            |   |
|  | \$ 307.62                         | \$307.62 | \$307.62 | 1/1/2028                      | 12/31/2028 | \$ 127.63                               | 5.00%            |   |
|  | \$ 323.00                         | \$323.00 | \$323.00 | 1/1/2029                      | 12/31/2029 | \$ 134.01                               | 5.00%            |   |
| Eric Sisneros                              | \$ 180.77                         | \$271.15 | \$361.54 | 1/1/2024                      | 12/31/2024 | \$ 75.00                                |                  | Not Applicable                          |

BILLING INFORMATION

CALCULATION INFORMATION

| Name/Job Title/Classification <sup>1</sup> | Hourly Billing Rates <sup>2</sup> |          |          | Effective date of hourly rate |            | Actual <b>or</b> Avg.<br>Hourly Rate <sup>3</sup> | % or \$<br>increase | Hourly range - for<br>classifications only |
|--|-----------------------------------|----------|----------|-------------------------------|------------|---|---------------------|--|
|  | Straight                          | OT(1.5x) | OT(2x)   | From                          | To         |   |                     |  |
| Inspector/Source Inspector                 | \$ 189.81                         | \$284.71 | \$379.62 | 1/1/2025                      | 12/31/2025 | \$ 78.75  | 5.00%               | Not Applicable                             |
|  | \$ 199.30                         | \$298.95 | \$398.60 | 1/1/2026                      | 12/31/2026 | \$ 82.69  | 5.00%               |  |
|  | \$ 209.26                         | \$313.89 | \$418.53 | 1/1/2027                      | 12/31/2027 | \$ 86.82  | 5.00%               |  |
|  | \$ 219.73                         | \$329.59 | \$439.45 | 1/1/2028                      | 12/31/2028 | \$ 91.16  | 5.00%               |  |
|  | \$ 230.71                         | \$346.07 | \$461.42 | 1/1/2029                      | 12/31/2029 | \$ 95.72  | 5.00%               |  |
| Ken Riley                                  | \$ 180.77                         | \$271.15 | \$361.54 | 1/1/2024                      | 12/31/2024 | \$ 75.00  |                     | Not Applicable                             |
| Source Inspector                           | \$ 189.81                         | \$284.71 | \$379.62 | 1/1/2025                      | 12/31/2025 | \$ 78.75  | 5.00%               | Not Applicable                             |
|  | \$ 199.30                         | \$298.95 | \$398.60 | 1/1/2026                      | 12/31/2026 | \$ 82.69  | 5.00%               |  |
|  | \$ 209.26                         | \$313.89 | \$418.53 | 1/1/2027                      | 12/31/2027 | \$ 86.82  | 5.00%               |  |
|  | \$ 219.73                         | \$329.59 | \$439.45 | 1/1/2028                      | 12/31/2028 | \$ 91.16  | 5.00%               |  |
|  | \$ 230.71                         | \$346.07 | \$461.42 | 1/1/2029                      | 12/31/2029 | \$ 95.72  | 5.00%               |  |
| Rocky Rodgers                              | \$ 144.62                         | \$216.92 | \$289.23 | 1/1/2024                      | 12/31/2024 | \$ 60.00  |                     | Not Applicable                             |
| Source Inspector                           | \$ 151.85                         | \$227.77 | \$303.69 | 1/1/2025                      | 12/31/2025 | \$ 63.00  | 5.00%               | Not Applicable                             |
|  | \$ 159.44                         | \$239.16 | \$318.88 | 1/1/2026                      | 12/31/2026 | \$ 66.15  | 5.00%               |  |
|  | \$ 167.41                         | \$251.12 | \$334.82 | 1/1/2027                      | 12/31/2027 | \$ 69.46  | 5.00%               |  |
|  | \$ 175.78                         | \$263.67 | \$351.56 | 1/1/2028                      | 12/31/2028 | \$ 72.93  | 5.00%               |  |
|  | \$ 184.57                         | \$276.85 | \$369.14 | 1/1/2029                      | 12/31/2029 | \$ 76.58  | 5.00%               |  |
| Ben Reeves                                 | \$ 144.62                         | \$216.92 | \$289.23 | 1/1/2024                      | 12/31/2024 | \$ 60.00  |                     | Not Applicable                             |
| Source Inspector                           | \$ 151.85                         | \$227.77 | \$303.69 | 1/1/2025                      | 12/31/2025 | \$ 63.00  | 5.00%               | Not Applicable                             |
|  | \$ 159.44                         | \$239.16 | \$318.88 | 1/1/2026                      | 12/31/2026 | \$ 66.15  | 5.00%               |  |
|  | \$ 167.41                         | \$251.12 | \$334.82 | 1/1/2027                      | 12/31/2027 | \$ 69.46  | 5.00%               |  |
|  | \$ 175.78                         | \$263.67 | \$351.56 | 1/1/2028                      | 12/31/2028 | \$ 72.93  | 5.00%               |  |
|  | \$ 184.57                         | \$276.85 | \$369.14 | 1/1/2029                      | 12/31/2029 | \$ 76.58  | 5.00%               |  |

NOTES:

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

**SAMPLE COST PROPOSAL 2**

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

**Note: Mark-ups are Not Allowed**

Consultant Albat Prime Consultant x Subconsultant

Project No. \_\_\_\_\_ Contract No. DPW2024-001 Date 4/28/2024

| SCHEDULE OF OTHER DIRECT COST ITEMS   |          |      |                 |       |
|---------------------------------------|----------|------|-----------------|-------|
| Description of Item                   | Quantity | Unit | Unit Cost       | Total |
| External Printing and Reproduction    |          | 1    | Actual (note 3) |       |
| Color Copy                            |          | 1    | Actual (note 3) |       |
| Postage/Delivery/Overnight            |          | 1    | Actual (note 3) |       |
| Personal Vehicle                      |          | Mile | Note 3          |       |
| Rental Vehicle, Gas                   |          | Day  | Note 6          |       |
| Tolls, Parking                        |          | Each | Note 6          |       |
| Per Diem                              |          | Day  | Note 6          |       |
| Cell Phones                           |          |      | N/C             |       |
| Office Computers                      |          |      | N/C             |       |
|                                       |          |      |                 |       |
|                                       |          |      |                 |       |
|                                       |          |      |                 |       |
|                                       |          |      |                 |       |
| Other Misc. Field costs (as approved) |          |      |                 |       |
| Subconsultant:                        |          |      |                 |       |

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

**SAMPLE COST PROPOSAL 2**

**Certification of Direct Costs:**


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

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

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

**Prime Consultant or Subconsultant Certifying:**

Name: Tatevik Janvelyan Title \*: President

Signature :  Date of Certification (mm/dd/yyyy): 4/28/2024

Email: tatevik@albat.co Phone Number: 323-459-7510

\* 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:

Construction Management. Construction Inspection, Material Engineering, and Source Inspection

## SAMPLE COST PROPOSAL 4: FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

Please Note: Consultant completes all items in yellow highlight

CONSULTANT \_\_\_\_\_ Albat PRIME \_\_\_\_\_ SUB \_\_\_\_\_ X \_\_\_\_\_  
 PROJECT NO. \_\_\_\_\_ CONTRACT NO. DPW2024-001 DATE 4/28/2024

CONTRACT TYPE \_\_\_\_\_ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)  
 Sub Consultant's Contract Amount \$ \_\_\_\_\_

|  |
|--|
| <b>Loaded Rate Calculation</b>   |
| <b>Non Exempt Employee Loaded Billing Rates</b>  |
| 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) |
| <b>Exempt Employee Loaded Billing Rates</b>  |
| 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)                    |

|                                |                  |            |  |            |
|--------------------------------|------------------|------------|--|------------|
| <b>Home Office Personnel:</b>  | Fringe Benefit % | Overhead % | General Administration %                 | Combined % |
| NORMAL                         | +                | +          |  | = 117.14%  |
| OVERTIME                       | +                | +          |  | = 117.14%  |
| <b>Field Office Personnel:</b> | Fringe Benefit % | Overhead % | General Administration %                 | Combined % |
| NORMAL                         | +                | +          |  | = 117.14%  |
| OVERTIME                       | +                | +          |  | = 117.14%  |
|                                |                  |            | Fee                                      | = 11.00%   |
|                                |                  |            | Applicable Multiplier Delta Base (Field) | = 1.00     |
|                                |                  |            | Applicable Multiplier Fringe (Field)     | = 0.00     |

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 | Effective Date of Hourly Rate |            | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) |         |                 |                                     |         |          | Employee Actual Rate (fringe benefits vary year over year) |         |          |                       |         |          | DELTA (TOTAL) = Employee Total Rate - DIR Rate |          |         | Applicable DELTA (TOTAL) | DELTA (BASE) = Employee Base - DIR Base |        |         | Applicable DELTA Base = DIR Rate - Employee Base Rate |        |        | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) |        |        | Loaded Hourly Billing Rates |           |          | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |          |          |     |
|---------------------------------------|-----------------------|------------------------|-------------------------------|------------|--|---------|-----------------|-------------------------------------|---------|----------|--|---------|----------|-----------------------|---------|----------|--|----------|---------|--------------------------|---|--------|---------|---|--------|--------|---|--------|--------|-----------------------------|-----------|----------|-----------------------|---|------------------------|----------|----------|-----|
|                                       |                       |                        | From                          | To         | Base Salary  |         | Fringe Benefits | Total Base Salary + Fringe Benefits |         |          | Base Salary  |         | Estimate | 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  | 1.5 OT | 2.0 OT | Straight                    | OT (1.5x) | OT (2x)  |                       |   |                        |          |          |     |
|                                       |                       |                        |                               |            |  |         |                 |                                     |         |          |  |         |          |                       |         |          |  |          |         |                          |   |        |         |   |        |        |   |        |        |                             |           |          |                       |   |                        |          |          |     |
| Eric Sisneros, Construction Inspector | FIELD                 |                        | 1/1/2024                      | 12/31/2024 | \$59.27  | \$88.91 | \$118.54        | \$32.97                             | \$92.24 | \$121.88 | \$151.51   | \$75.00 | \$112.50 | \$150.00              | \$18.55 | \$93.55  | \$131.05                                       | \$168.55 | \$1.31  | \$9.18                   | \$17.04                                 | \$0.00 | \$23.60 | \$31.46   | \$0.00 | \$0.00 | \$0.00  | \$0.00 | \$0.00 | \$0.00                      | \$0.00    | \$0.00   | \$180.77              | \$218.27                                      | \$255.77               |          | \$ 75.00 | N/A |
|                                       |                       |                        | 1/1/2025                      | 12/31/2025 | \$59.27  | \$88.91 | \$118.54        | \$32.97                             | \$92.24 | \$121.88 | \$151.51   | \$78.75 | \$118.13 | \$157.50              | \$18.55 | \$97.30  | \$136.68                                       | \$176.05 | \$5.06  | \$14.80                  | \$24.54                                 | \$0.00 | \$29.22 | \$38.96   | \$0.00 | \$0.00 | \$0.00  | \$0.00 | \$0.00 | \$0.00                      | \$0.00    | \$0.00   | \$189.81              | \$229.18                                      | \$268.56               | 5.00%    | \$ 78.75 |     |
|                                       |                       |                        | 1/1/2026                      | 12/31/2026 | \$59.27  | \$88.91 | \$118.54        | \$32.97                             | \$92.24 | \$121.88 | \$151.51   | \$82.69 | \$124.04 | \$165.38              | \$18.55 | \$101.24 | \$142.59                                       | \$183.93 | \$9.00  | \$20.71                  | \$32.42                                 | \$0.00 | \$35.13 | \$46.84   | \$0.00 | \$0.00 | \$0.00  | \$0.00 | \$0.00 | \$0.00                      | \$0.00    | \$0.00   | \$199.30              | \$240.65                                      | \$281.99               | 5.00%    | \$ 82.69 |     |
|                                       |                       |                        | 1/1/2027                      | 12/31/2027 | \$59.27  | \$88.91 | \$118.54        | \$32.97                             | \$92.24 | \$121.88 | \$151.51   | \$86.82 | \$130.23 | \$173.64              | \$18.55 | \$105.37 | \$148.78                                       | \$192.19 | \$13.13 | \$26.91                  | \$40.68                                 | \$0.00 | \$41.33 | \$55.10   | \$0.00 | \$0.00 | \$0.00  | \$0.00 | \$0.00 | \$0.00                      | \$0.00    | \$0.00   | \$209.26              | \$252.67                                      | \$296.08               | 5.00%    | \$ 86.82 |     |
|                                       |                       |                        | 1/1/2028                      | 12/31/2028 | \$59.27  | \$88.91 | \$118.54        | \$32.97                             | \$92.24 | \$121.88 | \$151.51   | \$91.16 | \$136.74 | \$182.32              | \$18.55 | \$109.71 | \$155.29                                       | \$200.87 | \$17.47 | \$33.42                  | \$49.36                                 | \$0.00 | \$47.84 | \$63.78   | \$0.00 | \$0.00 | \$0.00  | \$0.00 | \$0.00 | \$0.00                      | \$0.00    | \$0.00   | \$219.72              | \$265.30                                      | \$310.88               | 5.00%    | \$ 91.16 |     |
| (non-Exempt)                          |                       |                        | 1/1/2029                      | 12/31/2029 | \$59.27  | \$88.91 | \$118.54        | \$32.97                             | \$92.24 | \$121.88 | \$151.51   | \$95.72 | \$143.58 | \$191.44              | \$18.55 | \$114.27 | \$162.13                                       | \$209.99 | \$22.03 | \$40.26                  | \$58.48                                 | \$0.00 | \$54.68 | \$72.90   | \$0.00 | \$0.00 | \$0.00  | \$0.00 | \$0.00 | \$0.00                      | \$0.00    | \$230.71 | \$278.57              | \$326.43                                      | 5.00%                  | \$ 95.72 |          |     |
| Eric Sisneros, Construction Inspector | FIELD                 |                        | 1/1/2024                      | 12/31/2024 |  |         |                 |                                     |         |          |  |         |          |                       |         |          |  |          | \$0.00  | \$0.00                   | \$0.00                                  | N/A    | N/A     | N/A   | N/A    | N/A    | N/A   | N/A    | N/A    | N/A                         | N/A       | \$180.77 | \$218.27              | \$255.77                                      |                        | \$ 75.00 | N/A      |     |
|                                       |                       |                        | 1/1/2025                      | 12/31/2025 |  |         |                 |                                     |         |          |  |         |          |                       |         |          |  |          |         | \$0.00                   | \$0.00                                  | \$0.00 | N/A     | N/A   | N/A    | N/A    | N/A   | N/A    | N/A    | N/A                         | N/A       | \$189.81 | \$229.18              | \$268.56                                      | 5.00%                  | \$ 78.75 |          |     |
|                                       |                       |                        | 1/1/2026                      | 12/31/2026 |  |         |                 |                                     |         |          |  |         |          |                       |         |          |  |          |         |                          | \$0.00                                  | \$0.00 | \$0.00  | N/A   | N/A    | N/A    | N/A   | N/A    | N/A    | N/A                         | N/A       | \$199.30 | \$240.65              | \$281.99                                      | 5.00%                  | \$ 82.69 |          |     |
|                                       |                       |                        | 1/1/2027                      | 12/31/2027 |  |         |                 |                                     |         |          |  |         |          |                       |         |          |  |          |         |                          | \$0.00                                  | \$0.00 | \$0.00  | N/A   | N/A    | N/A    | N/A   | N/A    | N/A    | N/A                         | N/A       | \$209.26 | \$252.67              | \$296.08                                      | 5.00%                  | \$ 86.82 |          |     |
|                                       |                       |                        | 1/1/2028                      | 12/31/2028 |  |         |                 |                                     |         |          |  |         |          |                       |         |          |  |          |         |                          | \$0.00                                  | \$0.00 | \$0.00  | N/A   | N/A    | N/A    | N/A   | N/A    | N/A    | N/A                         | N/A       | \$219.72 | \$265.30              | \$310.88                                      | 5.00%                  | \$ 91.16 |          |     |
| (non-Exempt)                          |                       |                        | 1/1/2029                      | 12/31/2029 |  |         |                 |                                     |         |          |  |         |          |                       |         |          |  |          | \$0.00  | \$0.00                   | \$0.00                                  | N/A    | N/A     | N/A   | N/A    | N/A    | N/A   | N/A    | N/A    | \$230.71                    | \$278.57  | \$326.43 | 5.00%                 | \$ 95.72                                      |                        |          |          |     |

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- 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.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective on xx/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 xx/xx/xx. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- 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 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:  
 Billing rate for travel time = Loaded Rate Formula "C" above.  
 All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)  
**For Non-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:

## SAMPLE COST PROPOSAL 4: FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONSULTANT \_\_\_\_\_ Albat \_\_\_\_\_ PRIME \_\_\_\_\_ SUB X \_\_\_\_\_  
 PROJECT NO. \_\_\_\_\_ CONTRACT NO. \_\_\_\_\_ DPW2024-001 \_\_\_\_\_ DATE \_\_\_\_\_

CONTRACT TYPE \_\_\_\_\_ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Total Other Direct Costs Amount \$ \_\_\_\_\_

### SCHEDULE OF OTHER DIRECT COST ITEMS

| Prime Consultant's Name  |         |          | Albat                               |      |        | Subconsultant's Name          |      |        | Subconsultant's Name |      |        |
|--|---------|----------|-------------------------------------|------|--------|-------------------------------|------|--------|----------------------|------|--------|
| DESCRIPTION OF ITEMS   | UNIT    | COST     | DESCRIPTION OF ITEMS                | UNIT | COST   | DESCRIPTION OF ITEMS          | UNIT | COST   | DESCRIPTION OF ITEMS | UNIT | COST   |
| Special Tooling  |         |          | Special Tooling                     |      |        | Communications                |      |        | Special Tooling      |      |        |
| A.   |         |          | A. Equipment                        |      | Note 3 | A. Printing & Reproduction *  |      | NIC    | A.                   |      |        |
| B.   |         |          | B. Printing                         |      | Note 3 | B. Cell Phone                 |      | NIC    | B.                   |      |        |
| C.   |         |          | C.                                  |      |        | Computer                      |      |        | C.                   |      |        |
| Travel   |         |          | Travel                              |      |        | A. Laptop                     |      | NIC    | Travel               |      | Note 2 |
| A. Per Diem  |         | NIC      | A. Per diem per Caltrans guidelines |      | Note 2 | Vehicles                      |      |        | A.                   |      |        |
| B. Company Vehicles  |         | NIC      | B. Travel                           |      | Note 2 | A. Vehicle                    |      | NIC    | B.                   |      |        |
| C. Personal Vehicles (Mileage)   | mile    | IRS Rate |                                     |      |        | Delivery Services             |      |        | C.                   |      |        |
| Other  |         |          |                                     |      |        | A. FEDEX/UPS/IS Postal *      |      | NIC    | Vehicles             |      | NIC    |
| A. FCCM*   | % Labor | 0.04%    |                                     |      |        | Miscellaneous                 |      |        |                      |      |        |
|  |         |          |                                     |      |        | A. Travel Expenses            | Each | Note 2 |                      |      |        |
|  |         |          |                                     |      |        | * Extensive printing/shipping | Each | Actual |                      |      |        |
|  |         |          |                                     |      |        |                               |      |        |                      |      |        |
| * Facilities Capital Cost of Money (FCCM) will be billed as an Other Direct Cost based on the sum of actual hourly rates (AHR) of each employee (Emp) and the number of monthly hours billed (MHB) multiplied by the FCCM. |         |          |                                     |      |        |                               |      |        |                      |      |        |
| Subconsultant's Name   |         |          | Subconsultant's Name                |      |        |                               |      |        |                      |      |        |
| DESCRIPTION OF ITEMS   | UNIT    | COST     | DESCRIPTION OF ITEMS                | UNIT | COST   |                               |      |        |                      |      |        |
| Special Tooling  |         |          | Special Tooling                     |      |        |                               |      |        |                      |      |        |
| A.   |         |          | A.                                  |      |        |                               |      |        |                      |      |        |
| B.   |         |          | B.                                  |      |        |                               |      |        |                      |      |        |
| C.   |         |          | C.                                  |      |        |                               |      |        |                      |      |        |
| Travel   |         |          | Travel                              |      |        |                               |      |        |                      |      |        |
| A. Vehicle   |         | NIC      | A. Travel                           |      | Note 2 |                               |      |        |                      |      |        |
| B.   |         |          | B.                                  |      |        |                               |      |        |                      |      |        |
| C.   |         |          | C.                                  |      |        |                               |      |        |                      |      |        |
|  |         |          |                                     |      |        |                               |      |        |                      |      |        |
|  |         |          |                                     |      |        |                               |      |        |                      |      |        |
|  |         |          |                                     |      |        |                               |      |        |                      |      |        |
|  |         |          |                                     |      |        |                               |      |        |                      |      |        |

Please Note: Consultant completes all applicable items and deletes what is not applicable

- Important Notes:
- "NIC" denotes No Charge
  - Pre-approved travel and Per Diem will be reimbursed in accordance with the current Caltrans Travel Guide for consultants, and detailed in executed Task Order Cost Estimates. No charge will be invoiced for employee relocation costs.
  - Actual costs are based on prices from appropriate vendors and should be competitive in their respective industries. The costs will be supported with appropriate documents detailed in executed Task Order Cost Estimates. Proposed vendors shall be presented in the Task Order Cost Estimate for each project. Pre-approval by the Caltrans Contract Manager will be required and shall be submitted along with the actual invoice.
  - Parking, tolls and local transportation cost resulting from commuting to and from the employee's residence to the job site as assigned in the Task Order are not reimbursable.
  - Other Direct Cost (ODC) items claimed shall be in compliance with 48 Code of Federal Regulation, Chapter 1, part 31 (Federal Acquisition Regulation - FAR cost principles) and shall be consistent with the firm's company-wide allocation policies and charging practices with all clients including federal government, state governments, local agencies and private clients.
  - Proposed items shall be consistently billed directly to all clients (Commercial entities, Federal Govt., State Govt., and Local Govt. Agency), and not just when the client will pay for them as a direct cost.
  - Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
  - For those items listed here as "tools of the trade" that is part of indirect cost and not applicable as a direct cost, note as Not Applicable (NA).







**SAMPLE COST PROPOSAL 4: FOR CONTRACTS WITH PREVAILING WAGES**  
ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

|                    |                     |                      |  |            |  |
|--------------------|---------------------|----------------------|--|------------|--|
| <b>CONSULTANT</b>  |                     | <b>PRIME</b>         |  | <b>SUB</b> |  |
| <b>PROJECT NO.</b> | <b>CONTRACT NO.</b> | <b>CONTRACT TYPE</b> | <b>(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)</b> |            |  |
|                    |                     |                      | <b>Total Other Direct Costs Amount: \$</b>           |            |  |

**SCHEDULE OF OTHER DIRECT COST ITEMS**

| Prime Consultant's Name |      |     |      | Alpha Technical Consultants LLC |      |     |      | Subconsultant's Name |      |     |      | Subconsultant's Name |      |     |      |
|-------------------------|------|-----|------|---------------------------------|------|-----|------|----------------------|------|-----|------|----------------------|------|-----|------|
| DESCRIPTION OF ITEM     | UNIT | QTY | COST | DESCRIPTION OF ITEM             | UNIT | QTY | COST | DESCRIPTION OF ITEM  | UNIT | QTY | COST | DESCRIPTION OF ITEM  | UNIT | QTY | COST |
| A                       |      |     |      | A                               |      |     |      | A                    |      |     |      | A                    |      |     |      |
| B                       |      |     |      | B                               |      |     |      | B                    |      |     |      | B                    |      |     |      |
| C                       |      |     |      | C                               |      |     |      | C                    |      |     |      | C                    |      |     |      |
| D                       |      |     |      | D                               |      |     |      | D                    |      |     |      | D                    |      |     |      |
| E                       |      |     |      | E                               |      |     |      | E                    |      |     |      | E                    |      |     |      |
| F                       |      |     |      | F                               |      |     |      | F                    |      |     |      | F                    |      |     |      |
| G                       |      |     |      | G                               |      |     |      | G                    |      |     |      | G                    |      |     |      |
| H                       |      |     |      | H                               |      |     |      | H                    |      |     |      | H                    |      |     |      |
| I                       |      |     |      | I                               |      |     |      | I                    |      |     |      | I                    |      |     |      |
| J                       |      |     |      | J                               |      |     |      | J                    |      |     |      | J                    |      |     |      |
| K                       |      |     |      | K                               |      |     |      | K                    |      |     |      | K                    |      |     |      |
| L                       |      |     |      | L                               |      |     |      | L                    |      |     |      | L                    |      |     |      |
| M                       |      |     |      | M                               |      |     |      | M                    |      |     |      | M                    |      |     |      |
| N                       |      |     |      | N                               |      |     |      | N                    |      |     |      | N                    |      |     |      |
| O                       |      |     |      | O                               |      |     |      | O                    |      |     |      | O                    |      |     |      |
| P                       |      |     |      | P                               |      |     |      | P                    |      |     |      | P                    |      |     |      |
| Q                       |      |     |      | Q                               |      |     |      | Q                    |      |     |      | Q                    |      |     |      |
| R                       |      |     |      | R                               |      |     |      | R                    |      |     |      | R                    |      |     |      |
| S                       |      |     |      | S                               |      |     |      | S                    |      |     |      | S                    |      |     |      |
| T                       |      |     |      | T                               |      |     |      | T                    |      |     |      | T                    |      |     |      |
| U                       |      |     |      | U                               |      |     |      | U                    |      |     |      | U                    |      |     |      |
| V                       |      |     |      | V                               |      |     |      | V                    |      |     |      | V                    |      |     |      |
| W                       |      |     |      | W                               |      |     |      | W                    |      |     |      | W                    |      |     |      |
| X                       |      |     |      | X                               |      |     |      | X                    |      |     |      | X                    |      |     |      |
| Y                       |      |     |      | Y                               |      |     |      | Y                    |      |     |      | Y                    |      |     |      |
| Z                       |      |     |      | Z                               |      |     |      | Z                    |      |     |      | Z                    |      |     |      |

Please Note: Consultant completes all applicable items and deletes what is not applicable

**Important Notes:**  
1. "N/C" denotes No Charge.  
2. The approved travel and Per Diem will be reimbursed in accordance with the current Caltrans Travel Guide for consultants, and detailed in executed Task Order Cost Estimates. No charge will be incurred for employee relocation costs.  
3. Actual costs are based on prices from approved vendors and should be competitive to their respective industries. The costs will be supported with appropriate documents detailed in executed Task Order Cost Estimates. Proposed vendors shall be presented in the Task Order Cost Estimates for each project. The approval by the Caltrans Contract Manager will be required and used as submitted along with the actual invoice.  
4. Parking, tolls and local transportation cost resulting from commuting to and from the employee's residence to the job site as assigned in the Task Order are not reimbursable.  
5. Other Direct Cost (ODC) items relevant shall be in compliance with 49 Code of Federal Regulation, Chapter 1, part 51 Federal Acquisition Regulation - FAR cost principles, and shall be consistent with the firm's company-wide allocation policies and charging practices with all clients including federal government, state governments, local agencies and private clients.  
6. Proposed items shall be consistently listed directly to all clients (Commercial entities, Federal Govt., State Govt., and Local Govt. Agency), and not just when the client will pay for them as a direct cost.  
7. Items when incurred for the same purpose, in the circumstances, should not be included in any indirect cost pool or in the overhead rate.  
8. For those items listed here as "N/C" that is part of indirect cost and not applicable as a direct cost, cite as Not Applicable (N/A).

**COST PROPOSAL 2** Form 1 of 3  
**SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)**  
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Consultant **Consor**  Prime Consultant  Subconsultant  2nd Tier Subconsultant

Project No. Humbolt County On Call CM Contract No. DPW2024-001 Participation Amount \$ TBD Date 3/25/2024

For Combined Rate  
 Fringe Benefit % + General & Administrative% = **170.00%** Combined ICR %

OR

For Home Office  
 Fringe Benefit % + General & Administrative% = **170.00%** Home Office ICR %

For Field Office  
 Fringe Benefit % + General & Administrative% = **170.00%** Field Office ICR %

FEE % = **10%**

**BILLING INFORMATION**

**CALCULATION INFORMATION**

| Name/Job Title/Classification <sup>1</sup>              | Hourly Billing Rates <sup>2</sup> |          |          | Effective date of hourly rate |            | Actual or Avg. hourly rate <sup>3</sup> | % or \$ increase | Hourly range - for classifications only | Billing Rate Range for classification |
|---|-----------------------------------|----------|----------|-------------------------------|------------|---|------------------|---|---------------------------------------|
|   | Straight                          | OT(1.5x) | OT(2x)   | From                          | To         |   |                  |   |                                       |
| <b>Construction Administration and Inspection Staff</b> |                                   |          |          |                               |            |   |                  |   |                                       |
| <b>Michael Hagerty</b>                                  | <b>\$299.97</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$101.00</b>                         | 0.00%            | Not Applicable                          | Not Applicable                        |
| Principal-in-Charge                                     | \$314.97                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$106.05                                | 5.00%            |   |                                       |
| Principal Engineer                                      | \$330.72                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$111.35                                | 5.00%            |   |                                       |
|   | \$347.25                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$116.92                                | 5.00%            |   |                                       |
|   | \$364.62                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$122.77                                | 5.00%            |   |                                       |
| <b>Michael Hagerty</b>                                  | <b>\$299.97</b>                   | \$350.47 | \$400.97 | 1/1/2024                      | 12/31/2024 | <b>\$101.00</b>                         | 0.00%            | Not Applicable                          | Not Applicable                        |
| Resident Engineer or Structure Representative           | \$314.97                          | \$367.99 | \$421.02 | 1/1/2025                      | 12/31/2025 | \$106.05                                | 5.00%            |   |                                       |
| Principal Engineer                                      | \$330.72                          | \$386.39 | \$442.07 | 1/1/2026                      | 12/31/2026 | \$111.35                                | 5.00%            |   |                                       |
| (Prevailing Wage) **                                    | \$347.25                          | \$405.71 | \$464.17 | 1/1/2027                      | 12/31/2027 | \$116.92                                | 5.00%            |   |                                       |
|   | \$364.62                          | \$426.00 | \$487.38 | 1/1/2028                      | 12/31/2028 | \$122.77                                | 5.00%            |   |                                       |
| <b>Russ Moore</b>                                       | <b>\$291.27</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$98.07</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Construction Manager                                    | \$305.83                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$102.97                                | 5.00%            |   |                                       |
| Senior Engineer   | \$321.12                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$108.12                                | 5.00%            |   |                                       |
| (Office/Non-Prevailing Wage)                            | \$337.18                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$113.53                                | 5.00%            |   |                                       |
|   | \$354.04                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$119.20                                | 5.00%            |   |                                       |
| <b>Russ Moore</b>                                       | <b>\$291.27</b>                   | \$340.30 | \$389.34 | 1/1/2024                      | 12/31/2024 | <b>\$98.07</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Resident Engineer or Structure Representative           | \$305.83                          | \$357.32 | \$408.80 | 1/1/2025                      | 12/31/2025 | \$102.97                                | 5.00%            |   |                                       |
| Senior Engineer   | \$321.12                          | \$375.18 | \$429.25 | 1/1/2026                      | 12/31/2026 | \$108.12                                | 5.00%            |   |                                       |
| (Prevailing Wage) **                                    | \$337.18                          | \$393.94 | \$450.71 | 1/1/2027                      | 12/31/2027 | \$113.53                                | 5.00%            |   |                                       |
|   | \$354.04                          | \$413.64 | \$473.24 | 1/1/2028                      | 12/31/2028 | \$119.20                                | 5.00%            |   |                                       |

| Name/Job Title/Classification <sup>1</sup>    | Hourly Billing Rates <sup>2</sup> |          |          | Effective date of hourly rate |            | Actual or Avg. hourly rate <sup>3</sup> | % or \$ increase | Hourly range - for classifications only | Billing Rate Range for classification |
|---|-----------------------------------|----------|----------|-------------------------------|------------|---|------------------|---|---------------------------------------|
|   | Straight                          | OT(1.5x) | OT(2x)   | From                          | To         |   |                  |   |                                       |
| <b>Leland Mason</b>                           | <b>\$267.83</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$90.18</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Construction Manager                          | \$267.83                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$94.69                                 | 5.00%            |   |                                       |
| Senior Engineer                               | \$267.83                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$99.42                                 | 5.00%            |   |                                       |
| (Office/Non-Prevailing Wage)                  | \$267.83                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$104.39                                | 5.00%            |   |                                       |
|   | \$267.83                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$109.61                                | 5.00%            |   |                                       |
| <b>Leland Mason</b>                           | <b>\$267.83</b>                   | \$312.92 | \$358.01 | 1/1/2024                      | 12/31/2024 | <b>\$90.18</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Resident Engineer or Structure Representative | \$281.23                          | \$328.57 | \$375.92 | 1/1/2025                      | 12/31/2025 | \$94.69                                 | 5.00%            |   |                                       |
| Senior Engineer                               | \$295.29                          | \$345.00 | \$394.71 | 1/1/2026                      | 12/31/2026 | \$99.42                                 | 5.00%            |   |                                       |
| (Prevailing Wage) **                          | \$310.05                          | \$362.25 | \$414.45 | 1/1/2027                      | 12/31/2027 | \$104.39                                | 5.00%            |   |                                       |
|   | \$325.55                          | \$380.36 | \$435.17 | 1/1/2028                      | 12/31/2028 | \$109.61                                | 5.00%            |   |                                       |
| <b>J. Kerry Theran</b>                        | <b>\$267.30</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$90.00</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Resident Engineer or Structure Representative | \$280.67                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$94.50                                 | 5.00%            |   |                                       |
| Senior Engineer                               | \$294.70                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$99.23                                 | 5.00%            |   |                                       |
| (Office/Non-Prevailing Wage)                  | \$309.43                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$104.19                                | 5.00%            |   |                                       |
|   | \$324.90                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$109.40                                | 5.00%            |   |                                       |
| <b>J. Kerry Theran</b>                        | <b>\$267.30</b>                   | \$312.30 | \$357.30 | 1/1/2024                      | 12/31/2024 | <b>\$90.00</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Resident Engineer or Structure Representative | \$280.67                          | \$327.92 | \$375.17 | 1/1/2025                      | 12/31/2025 | \$94.50                                 | 5.00%            |   |                                       |
| Senior Engineer                               | \$294.70                          | \$344.31 | \$393.92 | 1/1/2026                      | 12/31/2026 | \$99.23                                 | 5.00%            |   |                                       |
| (Prevailing Wage) **                          | \$309.43                          | \$361.53 | \$413.62 | 1/1/2027                      | 12/31/2027 | \$104.19                                | 5.00%            |   |                                       |
|   | \$324.90                          | \$379.60 | \$434.30 | 1/1/2028                      | 12/31/2028 | \$109.40                                | 5.00%            |   |                                       |
| <b>Peter Vacura</b>                           | <b>\$246.51</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$83.00</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Resident Engineer or Structure Representative | \$258.84                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$87.15                                 | 5.00%            |   |                                       |
| Senior Engineer                               | \$271.78                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$91.51                                 | 5.00%            |   |                                       |
| (Office/Non-Prevailing Wage)                  | \$285.37                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$96.08                                 | 5.00%            |   |                                       |
|   | \$299.63                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$100.89                                | 5.00%            |   |                                       |
| <b>Peter Vacura</b>                           | <b>\$246.51</b>                   | \$288.01 | \$329.51 | 1/1/2024                      | 12/31/2024 | <b>\$83.00</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Resident Engineer or Structure Representative | \$258.84                          | \$302.41 | \$345.99 | 1/1/2025                      | 12/31/2025 | \$87.15                                 | 5.00%            |   |                                       |
| Senior Engineer                               | \$271.78                          | \$317.53 | \$363.28 | 1/1/2026                      | 12/31/2026 | \$91.51                                 | 5.00%            |   |                                       |
| (Prevailing Wage) **                          | \$285.37                          | \$333.41 | \$381.45 | 1/1/2027                      | 12/31/2027 | \$96.08                                 | 5.00%            |   |                                       |
|   | \$299.63                          | \$350.08 | \$400.52 | 1/1/2028                      | 12/31/2028 | \$100.89                                | 5.00%            |   |                                       |
| <b>Talina Barajas-Chen</b>                    | <b>\$247.79</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$83.43</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Resident Engineer or Structure Representative | \$260.18                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$87.60                                 | 5.00%            |   |                                       |
| Senior Engineer                               | \$273.19                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$91.98                                 | 5.00%            |   |                                       |
| (Office/Non-Prevailing Wage)                  | \$286.84                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$96.58                                 | 5.00%            |   |                                       |
|   | \$301.19                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$101.41                                | 5.00%            |   |                                       |
| <b>Talina Barajas-Chen</b>                    | <b>\$247.79</b>                   | \$289.50 | \$331.22 | 1/1/2024                      | 12/31/2024 | <b>\$83.43</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Resident Engineer or Structure Representative | \$260.18                          | \$303.98 | \$347.78 | 1/1/2025                      | 12/31/2025 | \$87.60                                 | 5.00%            |   |                                       |
| Senior Engineer                               | \$273.19                          | \$319.18 | \$365.17 | 1/1/2026                      | 12/31/2026 | \$91.98                                 | 5.00%            |   |                                       |
| (Prevailing Wage) **                          | \$286.84                          | \$335.13 | \$383.43 | 1/1/2027                      | 12/31/2027 | \$96.58                                 | 5.00%            |   |                                       |
|   | \$301.19                          | \$351.89 | \$402.60 | 1/1/2028                      | 12/31/2028 | \$101.41                                | 5.00%            |   |                                       |

| Name/Job Title/Classification <sup>1</sup>    | Hourly Billing Rates <sup>2</sup> |          |          | Effective date of hourly rate |            | Actual or Avg. hourly rate <sup>3</sup> | % or \$ increase | Hourly range - for classifications only | Billing Rate Range for classification |
|---|-----------------------------------|----------|----------|-------------------------------|------------|---|------------------|---|---------------------------------------|
|   | Straight                          | OT(1.5x) | OT(2x)   | From                          | To         |   |                  |   |                                       |
| <b>Nick Clouser, CCM</b>                      | <b>\$267.30</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$90.00</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Project Manager                               | \$280.67                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$94.50                                 | 5.00%            |   |                                       |
| Construction Manager                          | \$294.70                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$99.23                                 | 5.00%            |   |                                       |
| (Office/Non-Prevailing Wage)                  | \$309.43                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$104.19                                | 5.00%            |   |                                       |
|   | \$324.90                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$109.40                                | 5.00%            |   |                                       |
| <b>Nick Clouser, CCM</b>                      | <b>\$267.30</b>                   | \$312.30 | \$357.30 | 1/1/2024                      | 12/31/2024 | <b>\$90.00</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Project Manager                               | \$280.67                          | \$327.92 | \$375.17 | 1/1/2025                      | 12/31/2025 | \$94.50                                 | 5.00%            |   |                                       |
| Construction Manager                          | \$294.70                          | \$344.31 | \$393.92 | 1/1/2026                      | 12/31/2026 | \$99.23                                 | 5.00%            |   |                                       |
| (Office/Non-Prevailing Wage)                  | \$309.43                          | \$361.53 | \$413.62 | 1/1/2027                      | 12/31/2027 | \$104.19                                | 5.00%            |   |                                       |
|   | \$324.90                          | \$379.60 | \$434.30 | 1/1/2028                      | 12/31/2028 | \$109.40                                | 5.00%            |   |                                       |
| <b>Steve Elkins</b>                           | <b>\$252.45</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$85.00</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Resident Engineer or Structure Representative | \$265.07                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$89.25                                 | 5.00%            |   |                                       |
| Senior Engineer                               | \$278.33                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$93.71                                 | 5.00%            |   |                                       |
| (Office/Non-Prevailing Wage)                  | \$292.24                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$98.40                                 | 5.00%            |   |                                       |
|   | \$306.85                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$103.32                                | 5.00%            |   |                                       |
| <b>Steve Elkins</b>                           | <b>\$252.45</b>                   | \$294.95 | \$337.45 | 1/1/2024                      | 12/31/2024 | <b>\$85.00</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Resident Engineer or Structure Representative | \$265.07                          | \$309.70 | \$354.32 | 1/1/2025                      | 12/31/2025 | \$89.25                                 | 5.00%            |   |                                       |
| Senior Engineer                               | \$278.33                          | \$325.18 | \$372.04 | 1/1/2026                      | 12/31/2026 | \$93.71                                 | 5.00%            |   |                                       |
| (Prevailing Wage) **                          | \$292.24                          | \$341.44 | \$390.64 | 1/1/2027                      | 12/31/2027 | \$98.40                                 | 5.00%            |   |                                       |
|   | \$306.85                          | \$358.51 | \$410.17 | 1/1/2028                      | 12/31/2028 | \$103.32                                | 5.00%            |   |                                       |
| <b>Mark Reuter</b>                            | <b>\$198.99</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$67.00</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Asst. Resident Engineer                       | \$208.94                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$70.35                                 | 5.00%            |   |                                       |
| Construction Manager                          | \$219.39                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$73.87                                 | 5.00%            |   |                                       |
| (Office/Non-Prevailing Wage)                  | \$230.36                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$77.56                                 | 5.00%            |   |                                       |
|   | \$241.87                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$81.44                                 | 5.00%            |   |                                       |
| <b>Mark Reuter</b>                            | <b>\$198.99</b>                   | \$232.49 | \$265.99 | 1/1/2024                      | 12/31/2024 | <b>\$67.00</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Asst. Resident Engineer                       | \$208.94                          | \$244.11 | \$279.29 | 1/1/2025                      | 12/31/2025 | \$70.35                                 | 5.00%            |   |                                       |
| Construction Manager                          | \$219.39                          | \$256.32 | \$293.25 | 1/1/2026                      | 12/31/2026 | \$73.87                                 | 5.00%            |   |                                       |
| (Prevailing Wage) **                          | \$230.36                          | \$269.14 | \$307.92 | 1/1/2027                      | 12/31/2027 | \$77.56                                 | 5.00%            |   |                                       |
|   | \$241.87                          | \$282.59 | \$323.31 | 1/1/2028                      | 12/31/2028 | \$81.44                                 | 5.00%            |   |                                       |
| <b>Danny Sanchez</b>                          | <b>\$185.63</b>                   | \$216.88 | \$248.13 | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Asst. Resident Engineer                       | \$194.91                          | \$227.72 | \$260.53 | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            |   |                                       |
| Construction Inspector                        | \$204.65                          | \$239.10 | \$273.56 | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            |   |                                       |
| (Prevailing Wage) **                          | \$214.88                          | \$251.06 | \$287.24 | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            |   |                                       |
|   | \$225.63                          | \$263.61 | \$301.60 | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            |   |                                       |
| <b>Danny Sanchez</b>                          | <b>\$185.63</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Asst. Resident Engineer                       | \$194.91                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            |   |                                       |
| Construction Inspector                        | \$204.65                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            |   |                                       |
| (Office/Non-Prevailing Wage)                  | \$214.88                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            |   |                                       |
|   | \$225.63                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            |   |                                       |

| Name/Job Title/Classification <sup>1</sup> | Hourly Billing Rates <sup>2</sup> |          |          | Effective date of hourly rate |            | Actual or Avg. hourly rate <sup>3</sup> | % or \$ increase | Hourly range - for classifications only | Billing Rate Range for classification |
|--|-----------------------------------|----------|----------|-------------------------------|------------|---|------------------|---|---------------------------------------|
|  | Straight                          | OT(1.5x) | OT(2x)   | From                          | To         |   |                  |   |                                       |
| <b>Jesse Dean</b>                          | <b>\$185.63</b>                   | \$216.88 | \$248.13 | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Asst. Resident Engineer                    | \$194.91                          | \$227.72 | \$260.53 | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            |   |                                       |
| Construction Inspector                     | \$204.65                          | \$239.10 | \$273.56 | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            |   |                                       |
| (Prevailing Wage) **                       | \$214.88                          | \$251.06 | \$287.24 | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            |   |                                       |
|  | \$225.63                          | \$263.61 | \$301.60 | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            |   |                                       |
| <b>Jesse Dean</b>                          | <b>\$185.63</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Asst. Resident Engineer                    | \$194.91                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            |   |                                       |
| Construction Inspector                     | \$204.65                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            |   |                                       |
| (Office/Non-Prevailing Wage)               | \$214.88                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            |   |                                       |
|  | \$225.63                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            |   |                                       |
| <b>Josh Marshall</b>                       | <b>\$185.63</b>                   | \$216.88 | \$248.13 | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Asst. Resident Engineer                    | \$194.91                          | \$227.72 | \$260.53 | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            |   |                                       |
| Construction Inspector                     | \$204.65                          | \$239.10 | \$273.56 | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            |   |                                       |
| (Prevailing Wage) **                       | \$214.88                          | \$251.06 | \$287.24 | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            |   |                                       |
|  | \$225.63                          | \$263.61 | \$301.60 | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            |   |                                       |
| <b>Josh Marshall</b>                       | <b>\$185.63</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Asst. Resident Engineer                    | \$194.91                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            |   |                                       |
| Construction Inspector                     | \$204.65                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            |   |                                       |
| (Office/Non-Prevailing Wage)               | \$214.88                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            |   |                                       |
|  | \$225.63                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            |   |                                       |
| <b>Joseph Lockwood</b>                     | <b>\$185.63</b>                   | \$216.88 | \$248.13 | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Asst. Resident Engineer                    | \$194.91                          | \$227.72 | \$260.53 | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            |   |                                       |
| Construction Inspector                     | \$204.65                          | \$239.10 | \$273.56 | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            |   |                                       |
| (Prevailing Wage) **                       | \$214.88                          | \$251.06 | \$287.24 | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            |   |                                       |
|  | \$225.63                          | \$263.61 | \$301.60 | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            |   |                                       |
| <b>Joseph Lockwood</b>                     | <b>\$185.63</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Asst. Resident Engineer                    | \$194.91                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            |   |                                       |
| Construction Inspector                     | \$204.65                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            |   |                                       |
| (Office/Non-Prevailing Wage)               | \$214.88                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            |   |                                       |
|  | \$225.63                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            |   |                                       |
| <b>Dan Anderson</b>                        | <b>\$185.63</b>                   | \$216.88 | \$248.13 | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Asst. Resident Engineer                    | \$194.91                          | \$227.72 | \$260.53 | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            |   |                                       |
| Construction Inspector                     | \$204.65                          | \$239.10 | \$273.56 | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            |   |                                       |
| (Prevailing Wage) **                       | \$214.88                          | \$251.06 | \$287.24 | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            |   |                                       |
|  | \$225.63                          | \$263.61 | \$301.60 | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            |   |                                       |
| <b>Dan Anderson</b>                        | <b>\$185.63</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | Not Applicable                          | Not Applicable                        |
| Asst. Resident Engineer                    | \$194.91                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            |   |                                       |
| Construction Inspector                     | \$204.65                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            |   |                                       |
| (Office/Non-Prevailing Wage)               | \$214.88                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            |   |                                       |
|  | \$225.63                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            |   |                                       |

| Name/Job Title/Classification <sup>1</sup> | Hourly Billing Rates <sup>2</sup> |          |          | Effective date of hourly rate |            | Actual or Avg. hourly rate <sup>3</sup> | % or \$ increase | Hourly range - for classifications only |                 | Billing Rate Range for classification |          |
|--|-----------------------------------|----------|----------|-------------------------------|------------|---|------------------|---|-----------------|---------------------------------------|----------|
|  | Straight                          | OT(1.5x) | OT(2x)   | From                          | To         |   |                  |   |                 |                                       |          |
| <b>Jerry Hayes</b>                         | <b>\$185.63</b>                   | \$216.88 | \$248.13 | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | Not Applicable                          |                 | Not Applicable                        |          |
| Asst. Resident Engineer                    | \$194.91                          | \$227.72 | \$260.53 | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            |   |                 |                                       |          |
| Construction Inspector                     | \$204.65                          | \$239.10 | \$273.56 | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            |   |                 |                                       |          |
| (Prevailing Wage) **                       | \$214.88                          | \$251.06 | \$287.24 | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            |   |                 |                                       |          |
|  | \$225.63                          | \$263.61 | \$301.60 | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            |   |                 |                                       |          |
| <b>Jerry Hayes</b>                         | <b>\$185.63</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | Not Applicable                          |                 | Not Applicable                        |          |
| Asst. Resident Engineer                    | \$194.91                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            |   |                 |                                       |          |
| Construction Inspector                     | \$204.65                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            |   |                 |                                       |          |
| (Office/Non-Prevailing Wage)               | \$214.88                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            |   |                 |                                       |          |
|  | \$225.63                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            |   |                 |                                       |          |
| <b>Dylan O'Riley</b>                       | <b>\$185.63</b>                   | \$216.88 | \$248.13 | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | Not Applicable                          |                 | Not Applicable                        |          |
| Asst. Resident Engineer                    | \$194.91                          | \$227.72 | \$260.53 | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            |   |                 |                                       |          |
| Construction Inspector                     | \$204.65                          | \$239.10 | \$273.56 | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            |   |                 |                                       |          |
| (Prevailing Wage) **                       | \$214.88                          | \$251.06 | \$287.24 | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            |   |                 |                                       |          |
|  | \$225.63                          | \$263.61 | \$301.60 | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            |   |                 |                                       |          |
| <b>Dylan O'Riley</b>                       | <b>\$185.63</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | Not Applicable                          |                 | Not Applicable                        |          |
| Asst. Resident Engineer                    | \$194.91                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            |   |                 |                                       |          |
| Office Engineer                            | \$204.65                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            |   |                 |                                       |          |
| (Office/Non-Prevailing Wage)               | \$214.88                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            |   |                 |                                       |          |
|  | \$225.63                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            |   |                 |                                       |          |
| <b>Martinie Martin</b>                     | <b>\$243.54</b>                   | \$284.54 | \$325.54 | 1/1/2024                      | 12/31/2024 | <b>\$82.00</b>                          | 0.00%            | Not Applicable                          |                 | Not Applicable                        |          |
| Asst. Resident Engineer                    | \$255.72                          | \$298.77 | \$341.82 | 1/1/2025                      | 12/31/2025 | \$86.10                                 | 5.00%            |   |                 |                                       |          |
| Construction Inspector                     | \$268.50                          | \$313.71 | \$358.91 | 1/1/2026                      | 12/31/2026 | \$90.41                                 | 5.00%            |   |                 |                                       |          |
| (Prevailing Wage) **                       | \$281.93                          | \$329.39 | \$376.85 | 1/1/2027                      | 12/31/2027 | \$94.93                                 | 5.00%            |   |                 |                                       |          |
|  | \$296.02                          | \$345.86 | \$395.70 | 1/1/2028                      | 12/31/2028 | \$99.67                                 | 5.00%            |   |                 |                                       |          |
| <b>Martinie Martin</b>                     | <b>\$243.54</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$82.00</b>                          | 0.00%            | Not Applicable                          |                 | Not Applicable                        |          |
| Asst. Resident Engineer                    | \$255.72                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$86.10                                 | 5.00%            |   |                 |                                       |          |
| Construction Inspector                     | \$268.50                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$90.41                                 | 5.00%            |   |                 |                                       |          |
| (Office/Non-Prevailing Wage)               | \$281.93                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$94.93                                 | 5.00%            |   |                 |                                       |          |
|  | \$296.02                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$99.67                                 | 5.00%            |   |                 |                                       |          |
| <b>TBD (Classification Only)</b>           | <b>\$299.97</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$101.00</b>                         | 0.00%            | <b>\$90.00</b>                          | <b>\$120.00</b> | \$267.30                              | \$356.40 |
| Principal Engineer / Principal-in-Charge   | \$314.97                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$106.05                                | 5.00%            | \$94.50                                 | \$126.00        | \$280.67                              | \$374.22 |
|  | \$330.72                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$111.35                                | 5.00%            | \$99.23                                 | \$132.30        | \$294.70                              | \$392.93 |
|  | \$347.25                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$116.92                                | 5.00%            | \$104.19                                | \$138.92        | \$309.43                              | \$412.58 |
|  | \$364.62                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$122.77                                | 5.00%            | \$109.40                                | \$145.86        | \$324.90                              | \$433.21 |
| <b>TBD (Classification Only)</b>           | <b>\$267.30</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$90.00</b>                          | 0.00%            | <b>\$80.00</b>                          | <b>\$100.00</b> | \$237.60                              | \$297.00 |
| Construction Manager                       | \$280.67                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$94.50                                 | 5.00%            | \$84.00                                 | \$105.00        | \$249.48                              | \$311.85 |
|  | \$294.70                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$99.23                                 | 5.00%            | \$88.20                                 | \$110.25        | \$261.95                              | \$327.44 |
|  | \$309.43                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$104.19                                | 5.00%            | \$92.61                                 | \$115.76        | \$275.05                              | \$343.81 |
|  | \$324.90                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$109.40                                | 5.00%            | \$97.24                                 | \$121.55        | \$288.80                              | \$361.01 |

| Name/Job Title/Classification <sup>1</sup>    | Hourly Billing Rates <sup>2</sup> |          |          | Effective date of hourly rate |            | Actual or Avg. hourly rate <sup>3</sup> | % or \$ increase | Hourly range - for classifications only |                | Billing Rate Range for classification |          |
|---|-----------------------------------|----------|----------|-------------------------------|------------|---|------------------|---|----------------|---------------------------------------|----------|
|   | Straight                          | OT(1.5x) | OT(2x)   | From                          | To         |   |                  |   |                |                                       |          |
| <b>TBD (Classification Only)</b>              | <b>\$252.45</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$85.00</b>                          | 0.00%            | <b>\$75.00</b>                          | <b>\$95.00</b> | \$222.75                              | \$282.15 |
| Resident Engineer or Structure Representative | \$265.07                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$89.25                                 | 5.00%            | \$78.75                                 | \$99.75        | \$233.89                              | \$296.26 |
| Senior Engineer                               | \$278.33                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$93.71                                 | 5.00%            | \$82.69                                 | \$104.74       | \$245.58                              | \$311.07 |
| (Office/Non-Prevailing Wage)                  | \$292.24                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$98.40                                 | 5.00%            | \$86.82                                 | \$109.97       | \$257.86                              | \$326.62 |
|   | \$306.85                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$103.32                                | 5.00%            | \$91.16                                 | \$115.47       | \$270.75                              | \$342.96 |
| <b>TBD (Classification Only)</b>              | <b>\$252.45</b>                   | \$294.95 | \$337.45 | 1/1/2024                      | 12/31/2024 | <b>\$85.00</b>                          | 0.00%            | <b>\$75.00</b>                          | <b>\$95.00</b> | \$222.75                              | \$282.15 |
| Resident Engineer or Structure Representative | \$265.07                          | \$309.70 | \$354.32 | 1/1/2025                      | 12/31/2025 | \$89.25                                 | 5.00%            | \$78.75                                 | \$99.75        | \$233.89                              | \$296.26 |
| Senior Engineer                               | \$278.33                          | \$325.18 | \$372.04 | 1/1/2026                      | 12/31/2026 | \$93.71                                 | 5.00%            | \$82.69                                 | \$104.74       | \$245.58                              | \$311.07 |
| (Prevailing Wage) **                          | \$292.24                          | \$341.44 | \$390.64 | 1/1/2027                      | 12/31/2027 | \$98.40                                 | 5.00%            | \$86.82                                 | \$109.97       | \$257.86                              | \$326.62 |
|   | \$306.85                          | \$358.51 | \$410.17 | 1/1/2028                      | 12/31/2028 | \$103.32                                | 5.00%            | \$91.16                                 | \$115.47       | \$270.75                              | \$342.96 |
| <b>TBD (Classification Only)</b>              | <b>\$222.75</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$75.00</b>                          | 0.00%            | <b>\$65.00</b>                          | <b>\$90.00</b> | \$193.05                              | \$267.30 |
| Resident Engineer or Structure Representative | \$233.89                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$78.75                                 | 5.00%            | \$68.25                                 | \$94.50        | \$202.70                              | \$280.67 |
| Associate Engineer                            | \$245.58                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$82.69                                 | 5.00%            | \$71.66                                 | \$99.23        | \$212.84                              | \$294.70 |
| (Office/Non-Prevailing Wage)                  | \$257.86                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$86.82                                 | 5.00%            | \$75.25                                 | \$104.19       | \$223.48                              | \$309.43 |
|   | \$270.75                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$91.16                                 | 5.00%            | \$79.01                                 | \$109.40       | \$234.65                              | \$324.90 |
| <b>TBD (Classification Only)</b>              | <b>\$222.75</b>                   | \$260.25 | \$297.75 | 1/1/2024                      | 12/31/2024 | <b>\$75.00</b>                          | 0.00%            | <b>\$65.00</b>                          | <b>\$90.00</b> | \$193.05                              | \$267.30 |
| Resident Engineer or Structure Representative | \$233.89                          | \$273.26 | \$312.64 | 1/1/2025                      | 12/31/2025 | \$78.75                                 | 5.00%            | \$68.25                                 | \$94.50        | \$202.70                              | \$280.67 |
| Associate Engineer                            | \$245.58                          | \$286.93 | \$328.27 | 1/1/2026                      | 12/31/2026 | \$82.69                                 | 5.00%            | \$71.66                                 | \$99.23        | \$212.84                              | \$294.70 |
| (Prevailing Wage) **                          | \$257.86                          | \$301.27 | \$344.68 | 1/1/2027                      | 12/31/2027 | \$86.82                                 | 5.00%            | \$75.25                                 | \$104.19       | \$223.48                              | \$309.43 |
|   | \$270.75                          | \$316.34 | \$361.92 | 1/1/2028                      | 12/31/2028 | \$91.16                                 | 5.00%            | \$79.01                                 | \$109.40       | \$234.65                              | \$324.90 |
| <b>TBD (Classification Only)</b>              | <b>\$222.75</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$75.00</b>                          | 0.00%            | <b>\$65.00</b>                          | <b>\$90.00</b> | \$193.05                              | \$267.30 |
| Assistant RE or Assistant SR                  | \$233.89                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$78.75                                 | 5.00%            | \$68.25                                 | \$94.50        | \$202.70                              | \$280.67 |
| Senior Engineer                               | \$245.58                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$82.69                                 | 5.00%            | \$71.66                                 | \$99.23        | \$212.84                              | \$294.70 |
| (Office/Non-Prevailing Wage)                  | \$257.86                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$86.82                                 | 5.00%            | \$75.25                                 | \$104.19       | \$223.48                              | \$309.43 |
|   | \$270.75                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$91.16                                 | 5.00%            | \$79.01                                 | \$109.40       | \$234.65                              | \$324.90 |
| <b>TBD (Classification Only)</b>              | <b>\$222.75</b>                   | \$260.25 | \$297.75 | 1/1/2024                      | 12/31/2024 | <b>\$75.00</b>                          | 0.00%            | <b>\$65.00</b>                          | <b>\$90.00</b> | \$193.05                              | \$267.30 |
| Assistant RE or Assistant SR                  | \$233.89                          | \$273.26 | \$312.64 | 1/1/2025                      | 12/31/2025 | \$78.75                                 | 5.00%            | \$68.25                                 | \$94.50        | \$202.70                              | \$280.67 |
| Senior Engineer                               | \$245.58                          | \$286.93 | \$328.27 | 1/1/2026                      | 12/31/2026 | \$82.69                                 | 5.00%            | \$71.66                                 | \$99.23        | \$212.84                              | \$294.70 |
| (Prevailing Wage) **                          | \$257.86                          | \$301.27 | \$344.68 | 1/1/2027                      | 12/31/2027 | \$86.82                                 | 5.00%            | \$75.25                                 | \$104.19       | \$223.48                              | \$309.43 |
|   | \$270.75                          | \$316.34 | \$361.92 | 1/1/2028                      | 12/31/2028 | \$91.16                                 | 5.00%            | \$79.01                                 | \$109.40       | \$234.65                              | \$324.90 |
| <b>TBD (Classification Only)</b>              | <b>\$207.90</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$70.00</b>                          | 0.00%            | <b>\$50.00</b>                          | <b>\$80.00</b> | \$148.50                              | \$237.60 |
| Assistant RE or Assistant SR                  | \$218.30                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$73.50                                 | 5.00%            | \$52.50                                 | \$84.00        | \$155.93                              | \$249.48 |
| Associate Engineer                            | \$229.21                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$77.18                                 | 5.00%            | \$55.13                                 | \$88.20        | \$163.72                              | \$261.95 |
| (Office/Non-Prevailing Wage)                  | \$240.67                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$81.03                                 | 5.00%            | \$57.88                                 | \$92.61        | \$171.91                              | \$275.05 |
|   | \$252.70                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$85.09                                 | 5.00%            | \$60.78                                 | \$97.24        | \$180.50                              | \$288.80 |
| <b>TBD (Classification Only)</b>              | <b>\$207.90</b>                   | \$242.90 | \$277.90 | 1/1/2024                      | 12/31/2024 | <b>\$70.00</b>                          | 0.00%            | <b>\$50.00</b>                          | <b>\$80.00</b> | \$148.50                              | \$237.60 |
| Assistant RE or Assistant SR                  | \$218.30                          | \$255.05 | \$291.80 | 1/1/2025                      | 12/31/2025 | \$73.50                                 | 5.00%            | \$52.50                                 | \$84.00        | \$155.93                              | \$249.48 |
| Associate Engineer                            | \$229.21                          | \$267.80 | \$306.38 | 1/1/2026                      | 12/31/2026 | \$77.18                                 | 5.00%            | \$55.13                                 | \$88.20        | \$163.72                              | \$261.95 |
| (Prevailing Wage) **                          | \$240.67                          | \$281.19 | \$321.70 | 1/1/2027                      | 12/31/2027 | \$81.03                                 | 5.00%            | \$57.88                                 | \$92.61        | \$171.91                              | \$275.05 |
|   | \$252.70                          | \$295.25 | \$337.79 | 1/1/2028                      | 12/31/2028 | \$85.09                                 | 5.00%            | \$60.78                                 | \$97.24        | \$180.50                              | \$288.80 |



| Name/Job Title/Classification <sup>1</sup> | Hourly Billing Rates <sup>2</sup> |          |          | Effective date of hourly rate |            | Actual or Avg. hourly rate <sup>3</sup> | % or \$ increase | Hourly range - for classifications only |                | Billing Rate Range for classification |          |
|--|-----------------------------------|----------|----------|-------------------------------|------------|---|------------------|---|----------------|---------------------------------------|----------|
|  | Straight                          | OT(1.5x) | OT(2x)   | From                          | To         |   |                  |   |                |                                       |          |
| <b>TBD (Classification Only)</b>           | <b>\$193.05</b>                   | N/C      | N/C      | 1/1/2024                      | 12/31/2024 | <b>\$65.00</b>                          | 0.00%            | <b>\$50.00</b>                          | <b>\$75.00</b> | \$148.50                              | \$222.75 |
| Assistant RE or Assistant SR               | \$202.70                          | N/C      | N/C      | 1/1/2025                      | 12/31/2025 | \$68.25                                 | 5.00%            | \$52.50                                 | \$78.75        | \$155.93                              | \$233.89 |
| Assistant Engineer                         | \$212.84                          | N/C      | N/C      | 1/1/2026                      | 12/31/2026 | \$71.66                                 | 5.00%            | \$55.13                                 | \$82.69        | \$163.72                              | \$245.58 |
| (Office/Non-Prevailing Wage)               | \$223.48                          | N/C      | N/C      | 1/1/2027                      | 12/31/2027 | \$75.25                                 | 5.00%            | \$57.88                                 | \$86.82        | \$171.91                              | \$257.86 |
|  | \$234.65                          | N/C      | N/C      | 1/1/2028                      | 12/31/2028 | \$79.01                                 | 5.00%            | \$60.78                                 | \$91.16        | \$180.50                              | \$270.75 |
| <b>TBD (Classification Only)</b>           | <b>\$193.05</b>                   | \$225.55 | \$258.05 | 1/1/2024                      | 12/31/2024 | <b>\$65.00</b>                          | 0.00%            | <b>\$50.00</b>                          | <b>\$75.00</b> | \$148.50                              | \$222.75 |
| Assistant RE or Assistant SR               | \$202.70                          | \$236.83 | \$270.95 | 1/1/2025                      | 12/31/2025 | \$68.25                                 | 5.00%            | \$52.50                                 | \$78.75        | \$155.93                              | \$233.89 |
| Assistant Engineer                         | \$212.84                          | \$248.67 | \$284.50 | 1/1/2026                      | 12/31/2026 | \$71.66                                 | 5.00%            | \$55.13                                 | \$82.69        | \$163.72                              | \$245.58 |
| (Prevailing Wage) **                       | \$223.48                          | \$261.10 | \$298.73 | 1/1/2027                      | 12/31/2027 | \$75.25                                 | 5.00%            | \$57.88                                 | \$86.82        | \$171.91                              | \$257.86 |
|  | \$234.65                          | \$274.16 | \$313.66 | 1/1/2028                      | 12/31/2028 | \$79.01                                 | 5.00%            | \$60.78                                 | \$91.16        | \$180.50                              | \$270.75 |
| <b>TBD (Classification Only)</b>           | <b>\$207.90</b>                   | \$242.90 | \$277.90 | 1/1/2024                      | 12/31/2024 | <b>\$70.00</b>                          | 0.00%            | <b>\$56.00</b>                          | <b>\$76.00</b> | \$166.32                              | \$225.72 |
| Construction Inspector (Group 1)           | \$218.30                          | \$255.05 | \$291.80 | 1/1/2025                      | 12/31/2025 | \$73.50                                 | 5.00%            | \$58.80                                 | \$79.80        | \$174.64                              | \$237.01 |
| First Shift                                | \$229.21                          | \$267.80 | \$306.38 | 1/1/2026                      | 12/31/2026 | \$77.18                                 | 5.00%            | \$61.74                                 | \$83.79        | \$183.37                              | \$248.86 |
| (Prevailing Wage) **                       | \$240.67                          | \$281.19 | \$321.70 | 1/1/2027                      | 12/31/2027 | \$81.03                                 | 5.00%            | \$64.83                                 | \$87.98        | \$192.54                              | \$261.30 |
|  | \$252.70                          | \$295.25 | \$337.79 | 1/1/2028                      | 12/31/2028 | \$85.09                                 | 5.00%            | \$68.07                                 | \$92.38        | \$202.16                              | \$274.36 |
| <b>TBD (Classification Only)</b>           | <b>\$207.90</b>                   | \$242.90 | \$277.90 | 1/1/2024                      | 12/31/2024 | <b>\$70.00</b>                          | 0.00%            | <b>\$56.00</b>                          | <b>\$76.00</b> | \$166.32                              | \$225.72 |
| Construction Inspector (Group 1)           | \$218.30                          | \$255.05 | \$291.80 | 1/1/2025                      | 12/31/2025 | \$73.50                                 | 5.00%            | \$58.80                                 | \$79.80        | \$174.64                              | \$237.01 |
| Second Shift                               | \$229.21                          | \$267.80 | \$306.38 | 1/1/2026                      | 12/31/2026 | \$77.18                                 | 5.00%            | \$61.74                                 | \$83.79        | \$183.37                              | \$248.86 |
| (Prevailing Wage) **                       | \$240.67                          | \$281.19 | \$321.70 | 1/1/2027                      | 12/31/2027 | \$81.03                                 | 5.00%            | \$64.83                                 | \$87.98        | \$192.54                              | \$261.30 |
|  | \$252.70                          | \$295.25 | \$337.79 | 1/1/2028                      | 12/31/2028 | \$85.09                                 | 5.00%            | \$68.07                                 | \$92.38        | \$202.16                              | \$274.36 |
| <b>TBD (Classification Only)</b>           | <b>\$185.63</b>                   | \$216.88 | \$248.13 | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | <b>\$50.00</b>                          | <b>\$65.00</b> | \$148.50                              | \$193.05 |
| Construction Inspector (Group 2)           | \$194.91                          | \$227.72 | \$260.53 | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            | \$52.50                                 | \$68.25        | \$155.93                              | \$202.70 |
| First Shift                                | \$204.65                          | \$239.10 | \$273.56 | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            | \$55.13                                 | \$71.66        | \$163.72                              | \$212.84 |
| (Prevailing Wage) **                       | \$214.88                          | \$251.06 | \$287.24 | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            | \$57.88                                 | \$75.25        | \$171.91                              | \$223.48 |
|  | \$225.63                          | \$263.61 | \$301.60 | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            | \$60.78                                 | \$79.01        | \$180.50                              | \$234.65 |
| <b>TBD (Classification Only)</b>           | <b>\$185.63</b>                   | \$216.88 | \$248.13 | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | <b>\$56.00</b>                          | <b>\$71.00</b> | \$166.32                              | \$210.87 |
| Construction Inspector (Group 2)           | \$194.91                          | \$227.72 | \$260.53 | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            | \$58.80                                 | \$74.55        | \$174.64                              | \$221.41 |
| Second Shift                               | \$204.65                          | \$239.10 | \$273.56 | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            | \$61.74                                 | \$78.28        | \$183.37                              | \$232.48 |
| (Prevailing Wage) **                       | \$214.88                          | \$251.06 | \$287.24 | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            | \$64.83                                 | \$82.19        | \$192.54                              | \$244.11 |
|  | \$225.63                          | \$263.61 | \$301.60 | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            | \$68.07                                 | \$86.30        | \$202.16                              | \$256.31 |
| <b>TBD (Classification Only)</b>           | <b>\$185.63</b>                   | \$216.88 | \$248.13 | 1/1/2024                      | 12/31/2024 | <b>\$62.50</b>                          | 0.00%            | <b>\$45.00</b>                          | <b>\$70.00</b> | \$133.65                              | \$207.90 |
| Office Engineer                            | \$194.91                          | \$227.72 | \$260.53 | 1/1/2025                      | 12/31/2025 | \$65.63                                 | 5.00%            | \$47.25                                 | \$73.50        | \$140.33                              | \$218.30 |
| (Office/Non-Prevailing Wage)               | \$204.65                          | \$239.10 | \$273.56 | 1/1/2026                      | 12/31/2026 | \$68.91                                 | 5.00%            | \$49.61                                 | \$77.18        | \$147.35                              | \$229.21 |
|  | \$214.88                          | \$251.06 | \$287.24 | 1/1/2027                      | 12/31/2027 | \$72.35                                 | 5.00%            | \$52.09                                 | \$81.03        | \$154.72                              | \$240.67 |
|  | \$225.63                          | \$263.61 | \$301.60 | 1/1/2028                      | 12/31/2028 | \$75.97                                 | 5.00%            | \$54.70                                 | \$85.09        | \$162.45                              | \$252.70 |

| Name/Job Title/Classification <sup>1</sup> | Hourly Billing Rates <sup>2</sup> |          |          | Effective date of hourly rate |            | Actual or Avg. hourly rate <sup>3</sup> | % or \$ increase | Hourly range - for classifications only |                | Billing Rate Range for classification |          |
|--|-----------------------------------|----------|----------|-------------------------------|------------|---|------------------|---|----------------|---------------------------------------|----------|
|  | Straight                          | OT(1.5x) | OT(2x)   | From                          | To         |   |                  |   |                |                                       |          |
| <b>Design Staff</b>                        |                                   |          |          |                               |            |   |                  |   |                |                                       |          |
| <b>TBD (Classification Only)</b>           | <b>\$148.50</b>                   | \$173.50 | \$198.50 | 1/1/2024                      | 12/31/2024 | <b>\$50.00</b>                          | 0.00%            | <b>\$40.00</b>                          | <b>\$60.00</b> | \$118.80                              | \$178.20 |
| Engineering Designer I/II                  | \$155.93                          | \$182.18 | \$208.43 | 1/1/2025                      | 12/31/2025 | \$52.50                                 | 5.00%            | \$42.00                                 | \$63.00        | \$124.74                              | \$187.11 |
| (Office/Non-Prevailing Wage)               | \$163.72                          | \$191.28 | \$218.85 | 1/1/2026                      | 12/31/2026 | \$55.13                                 | 5.00%            | \$44.10                                 | \$66.15        | \$130.98                              | \$196.47 |
|  | \$171.91                          | \$200.85 | \$229.79 | 1/1/2027                      | 12/31/2027 | \$57.88                                 | 5.00%            | \$46.31                                 | \$69.46        | \$137.53                              | \$206.29 |
|  | \$180.50                          | \$210.89 | \$241.28 | 1/1/2028                      | 12/31/2028 | \$60.78                                 | 5.00%            | \$48.62                                 | \$72.93        | \$144.40                              | \$216.60 |
| <b>TBD (Classification Only)</b>           | <b>\$207.90</b>                   | \$242.90 | \$277.90 | 1/1/2024                      | 12/31/2024 | <b>\$70.00</b>                          | 0.00%            | <b>\$50.00</b>                          | <b>\$75.00</b> | \$148.50                              | \$222.75 |
| Associate Engineer                         | \$218.30                          | \$255.05 | \$291.80 | 1/1/2025                      | 12/31/2025 | \$73.50                                 | 5.00%            | \$52.50                                 | \$78.75        | \$155.93                              | \$233.89 |
| (Office/Non-Prevailing Wage)               | \$229.21                          | \$267.80 | \$306.38 | 1/1/2026                      | 12/31/2026 | \$77.18                                 | 5.00%            | \$55.13                                 | \$82.69        | \$163.72                              | \$245.58 |
|  | \$240.67                          | \$281.19 | \$321.70 | 1/1/2027                      | 12/31/2027 | \$81.03                                 | 5.00%            | \$57.88                                 | \$86.82        | \$171.91                              | \$257.86 |
|  | \$252.70                          | \$295.25 | \$337.79 | 1/1/2028                      | 12/31/2028 | \$85.09                                 | 5.00%            | \$60.78                                 | \$91.16        | \$180.50                              | \$270.75 |
| <b>TBD (Classification Only)</b>           | <b>\$252.45</b>                   | \$294.95 | \$337.45 | 1/1/2024                      | 12/31/2024 | <b>\$85.00</b>                          | 0.00%            | <b>\$70.00</b>                          | <b>\$90.00</b> | \$207.90                              | \$267.30 |
| Senior Engineer                            | \$265.07                          | \$309.70 | \$354.32 | 1/1/2025                      | 12/31/2025 | \$89.25                                 | 5.00%            | \$73.50                                 | \$94.50        | \$218.30                              | \$280.67 |
| (Office/Non-Prevailing Wage)               | \$278.33                          | \$325.18 | \$372.04 | 1/1/2026                      | 12/31/2026 | \$93.71                                 | 5.00%            | \$77.18                                 | \$99.23        | \$229.21                              | \$294.70 |
|  | \$292.24                          | \$341.44 | \$390.64 | 1/1/2027                      | 12/31/2027 | \$98.40                                 | 5.00%            | \$81.03                                 | \$104.19       | \$240.67                              | \$309.43 |
|  | \$306.85                          | \$358.51 | \$410.17 | 1/1/2028                      | 12/31/2028 | \$103.32                                | 5.00%            | \$85.09                                 | \$109.40       | \$252.70                              | \$324.90 |

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

**COST PROPOSAL 2 FORM 2 OF 3**

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

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant                     **Conzor**                           Prime Consultant       Subconsultant

Project No.           Humbolt County On Call CM                Contr. No.           DPW2024-001                Date           3/25/2024          

| <b>SCHEDULE OF OTHER DIRECT COST ITEMS</b>          |                 |             |                               |              |
|---|-----------------|-------------|-------------------------------|--------------|
| <b>PRIME CONSULTANT</b>                             |                 |             |                               |              |
| <b>DESCRIPTION OF ITEMS</b>                         | <b>Quantity</b> | <b>Unit</b> | <b>Unit Cost</b>              | <b>Total</b> |
| Outside Vendor Printing and Reproduction            | TBD             | EA          | Actual                        | TBD          |
| Construction Field Office (and related expenses)    | TBD             | MO          | Actual                        | TBD          |
| U.S Mail & Overnight Mail Service                   | TBD             | EA          | Actual                        | TBD          |
| Miscellaneous Field Supplies                        | TBD             | EA          | Actual                        | TBD          |
| Short Term Per Diem (with supporting documentation) | TBD             | Day         | up to \$200                   | TBD          |
| Long Per Diem (CA DIR daily rate)                   | TBD             | Day         | \$120.00                      | TBD          |
| Prevailing Wage Differential                        | TBD             | HR          | Actual                        | TBD          |
| Mileage (when not Staff Assigned Vehicles)          | TBD             | MI          | Current Federal Rate (\$0.67) | TBD          |
| Rental Vehicle (and related expenses)               | TBD             | EA          | Actual                        | TBD          |
| Staff Assigned Vehicles                             | Included in ICR |             |                               | N/A          |
| Staff Assigned Computers and Cell Phones            | Included in ICR |             |                               | N/A          |
| Subconsultant 1:                                    |                 |             |                               | TBD          |
| Subconsultant 2:                                    |                 |             |                               | TBD          |
| Subconsultant 3:                                    |                 |             |                               | TBD          |
| Subconsultant 4:                                    |                 |             |                               | TBD          |
| Subconsultant 5:                                    |                 |             |                               | TBD          |
| Subconsultant 6:                                    |                 |             |                               | TBD          |
| Subconsultant 7:                                    |                 |             |                               | TBD          |

Note: Add Additional pages if necessary.

**IMPORTANT NOTES:**

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

**Certification of Direct Costs:**


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

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

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

**Prime Consultant or Subconsultant Certifying:**

Name: Mike Hagerty Title\*: California Regional Manager

Signature:  Date of Certification (mm/dd/yyyy): 2/9/2024

Email: Mike.Hagerty@consoreng.com Phone Number: (925) 200-9898

Address: 11017 Cobblersrock Dr., Suite 100, Rancho Cordova, CA 95670

\*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:

Construction administration and inspection



**Tuolumne County - CM On Call**

**Year 2023 Hourly Rates**

Rates are effective January 1, 2023 through December 31, 2023

| <b>Labor by Classification</b>       | <b>Hourly Rate</b> |
|--------------------------------------|--------------------|
| Principal Engineer                   | \$80 - \$120       |
| Construction Manager                 | \$65 - \$100       |
| Resident Engineer **                 | \$60 - \$100       |
| Structure Representative **          | \$60 - \$100       |
| Construction Inspector (Group 1) *** | \$50 - \$100       |
| Construction Inspector (Group 2) *** | \$48 - \$98        |
| Construction Inspector (Group 3) *** | \$40 - \$90        |
| Construction Inspector (Group 4) *** | \$34 - \$84        |
| Senior Engineer                      | \$60 - \$100       |
| Associate Engineer                   | \$40 - \$80        |
| Engineering Designer I               | \$30 - \$50        |
| Engineering Designer II              | \$36 - \$66        |
| Project Manager Assistant            | \$40 - \$65        |
| Office Engineer                      | \$40 - \$65        |
| <b><u>Surveying</u></b>              |                    |
| Survey Manager                       | \$60 - \$90        |
| Project Surveyor ***                 | \$40 - \$70        |

**Overhead Rate** **170.00%**

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| <b>Other Direct Costs</b>                                |                                      |
|--|--------------------------------------|
| Staff Computers and Cell Phones                          | Included in Overhead                 |
| Staff Assigned Vehicles                                  | Included in Overhead                 |
| Home Office  | Included in Overhead                 |
| Project Specific Construction Office                     | Cost                                 |
| Construction Office Expenses (internet, utilities, etc.) | Cost                                 |
| Mileage (when not Staff Assigned Vehicles)               | Current Federal Rate (\$0.625/mi.)   |
| Other Travel and Rental Vehicles                         | Cost                                 |
| Subconsultants   | Cost                                 |
| Short Term Per Diem                                      | up to \$200 per day                  |
| Long Term Per Diem (DIR Daily Rate)                      | \$120 per day (no receipts required) |
| Prevailing Wage Differential**                           | Cost                                 |
| Miscellaneous (field supplies, delivery, copying, etc.)  | Cost                                 |

| <b>Fee</b>         |     |
|--------------------|-----|
| Labor + Overhead   | 10% |
| Other Direct Costs | 0%  |

**Notes:**  
 \*Overtime rates apply to these classifications and will typically be charged at 1.5 times the hourly rate.  
 \*\*Prevailing Wage may apply for field duties related to construction inspection and survey services.  
 Labor Costs to be invoiced based on actual hourly rate plus overhead plus fee.  
 Other Direct Costs to be invoiced at actual cost plus fee.  
 The Client and Consor agree that the Indirect Cost Rate shall remain unchanged for a multi-year contract  
 All rates subject to an annual escalation of up to 5% per year

**COST PROPOSAL 2**

SPECIFIC RATE OF COMPENSATION

Consultant Crawford & Associates, Inc.  Prime Consultant  Subconsultant  2nd Tier Subconsultant

County of Humboldt On-Call Professional Construction

Project Management Svcs. Contract No. DPW2024-001 Contract Amount \$ TBD Date 2/16/2024

|                   |                  |            |                          |               |
|-------------------|------------------|------------|--------------------------|---------------|
| For Combined Rate | Fringe Benefit % | Overhead % | General & Administrative | Combined ICR% |
|                   | 93.29%           | 116.79%    | 20.00%                   | 230.08%       |
|                   | +                | +          | =                        |               |
|                   |                  |            | Fee                      | = 10%         |

**BILLING INFORMATION**

**CALCULATION INFORMATION**

| Name/Job Title/Classification   | Loaded Hourly Billing Rates |          |          | Effective Date of Hourly |           | Actual or Avg. Hourly Rate <sup>4</sup> | % Escalation Increase | Hourly Range - for Classifications Only |           |
|---|-----------------------------|----------|----------|--------------------------|-----------|---|-----------------------|---|-----------|
|   | Straight <sup>3</sup>       | OT(1.5x) | OT(2x)   | From                     | To        |   |                       |   |           |
| Benjamin Crawford *<br>Principal<br><br>(Exempt, Non-Prevailing Wage)           | \$286.84                    | N/A      | N/A      | 2/1/2024                 | 1/31/2025 | \$79.00                                 |                       | Not Applicable                          |           |
|   | \$301.18                    | N/A      | N/A      | 2/1/2025                 | 1/31/2026 | \$82.95                                 | 5.0%                  |   |           |
|   | \$316.25                    | N/A      | N/A      | 2/1/2026                 | 1/31/2027 | \$87.10                                 | 5.0%                  |   |           |
|   | \$332.08                    | N/A      | N/A      | 2/1/2027                 | 1/31/2028 | \$91.46                                 | 5.0%                  |   |           |
|   | \$348.67                    | N/A      | N/A      | 2/1/2028                 | 1/31/2029 | \$96.03                                 | 5.0%                  |   |           |
| Eric Nichols *<br>Principal<br><br>(Exempt, Non-Prevailing Wage)                | \$245.41                    | N/A      | N/A      | 2/1/2024                 | 1/31/2025 | \$67.59                                 |                       | Not Applicable                          |           |
|   | \$257.68                    | N/A      | N/A      | 2/1/2025                 | 1/31/2026 | \$70.97                                 | 5.0%                  |   |           |
|   | \$270.57                    | N/A      | N/A      | 2/1/2026                 | 1/31/2027 | \$74.52                                 | 5.0%                  |   |           |
|   | \$284.12                    | N/A      | N/A      | 2/1/2027                 | 1/31/2028 | \$78.25                                 | 5.0%                  |   |           |
|   | \$298.31                    | N/A      | N/A      | 2/1/2028                 | 1/31/2029 | \$82.16                                 | 5.0%                  |   |           |
| Shawn Leyva *<br>Principal<br><br>(Exempt, Non-Prevailing Wage)                 | \$225.11                    | N/A      | N/A      | 2/1/2024                 | 1/31/2025 | \$62.00                                 |                       | Not Applicable                          |           |
|   | \$236.37                    | N/A      | N/A      | 2/1/2025                 | 1/31/2026 | \$65.10                                 | 5.0%                  |   |           |
|   | \$248.21                    | N/A      | N/A      | 2/1/2026                 | 1/31/2027 | \$68.36                                 | 5.0%                  |   |           |
|   | \$260.62                    | N/A      | N/A      | 2/1/2027                 | 1/31/2028 | \$71.78                                 | 5.0%                  |   |           |
|   | \$273.66                    | N/A      | N/A      | 2/1/2028                 | 1/31/2029 | \$75.37                                 | 5.0%                  |   |           |
| Chris Trumbull *<br>Senior Project Manager<br><br>(Exempt, Non-Prevailing Wage) | \$271.12                    | N/A      | N/A      | 2/1/2024                 | 1/31/2025 | \$74.67                                 |                       | Not Applicable                          |           |
|   | \$284.66                    | N/A      | N/A      | 2/1/2025                 | 1/31/2026 | \$78.40                                 | 5.0%                  |   |           |
|   | \$298.89                    | N/A      | N/A      | 2/1/2026                 | 1/31/2027 | \$82.32                                 | 5.0%                  |   |           |
|   | \$313.85                    | N/A      | N/A      | 2/1/2027                 | 1/31/2028 | \$86.44                                 | 5.0%                  |   |           |
|   | \$329.54                    | N/A      | N/A      | 2/1/2028                 | 1/31/2029 | \$90.76                                 | 5.0%                  |   |           |
| Project Manager II<br>TBD<br><br>(Exempt, Non-Prevailing Wage)                  | \$204.93                    | N/A      | N/A      | 2/1/2024                 | 1/31/2025 | \$56.44                                 |                       | \$52.88                                 | - \$60.00 |
|   | \$215.17                    | N/A      | N/A      | 2/1/2025                 | 1/31/2026 | \$59.26                                 | 5.0%                  | \$55.52                                 | - \$63.00 |
|   | \$225.91                    | N/A      | N/A      | 2/1/2026                 | 1/31/2027 | \$62.22                                 | 5.0%                  | \$58.30                                 | - \$66.15 |
|   | \$237.21                    | N/A      | N/A      | 2/1/2027                 | 1/31/2028 | \$65.33                                 | 5.0%                  | \$61.22                                 | - \$69.46 |
|   | \$249.08                    | N/A      | N/A      | 2/1/2028                 | 1/31/2029 | \$68.60                                 | 5.0%                  | \$64.28                                 | - \$72.93 |
| Project Manager I<br>TBD<br><br>(Exempt, Non-Prevailing Wage)                   | \$181.54                    | N/A      | N/A      | 2/1/2024                 | 1/31/2025 | \$50.00                                 |                       | \$46.00                                 | - \$54.00 |
|   | \$190.62                    | N/A      | N/A      | 2/1/2025                 | 1/31/2026 | \$52.50                                 | 5.0%                  | \$48.30                                 | - \$56.70 |
|   | \$200.17                    | N/A      | N/A      | 2/1/2026                 | 1/31/2027 | \$55.13                                 | 5.0%                  | \$50.72                                 | - \$59.54 |
|   | \$210.19                    | N/A      | N/A      | 2/1/2027                 | 1/31/2028 | \$57.89                                 | 5.0%                  | \$53.25                                 | - \$62.51 |
|   | \$220.68                    | N/A      | N/A      | 2/1/2028                 | 1/31/2029 | \$60.78                                 | 5.0%                  | \$55.91                                 | - \$65.64 |
| Senior Engineer / Geologist<br>TBD<br><br>(Non-Exempt, Non-Prevailing Wage)     | \$164.77                    | \$187.46 | \$210.15 | 2/1/2024                 | 1/31/2025 | \$45.38                                 |                       | \$42.51                                 | - \$48.25 |
|   | \$173.01                    | \$196.84 | \$220.66 | 2/1/2025                 | 1/31/2026 | \$47.65                                 | 5.0%                  | \$44.64                                 | - \$50.66 |
|   | \$181.65                    | \$206.67 | \$231.68 | 2/1/2026                 | 1/31/2027 | \$50.03                                 | 5.0%                  | \$46.87                                 | - \$53.20 |
|   | \$190.73                    | \$217.00 | \$243.26 | 2/1/2027                 | 1/31/2028 | \$52.53                                 | 5.0%                  | \$49.21                                 | - \$55.86 |
|   | \$200.28                    | \$227.86 | \$255.44 | 2/1/2028                 | 1/31/2029 | \$55.16                                 | 5.0%                  | \$51.67                                 | - \$58.65 |
| Project Engineer II / Geologist<br>TBD<br><br>(Non-Exempt, Non-Prevailing Wage) | \$150.65                    | \$171.39 | \$192.14 | 2/1/2024                 | 1/31/2025 | \$41.49                                 |                       | \$39.38                                 | - \$43.60 |
|   | \$158.16                    | \$179.94 | \$201.72 | 2/1/2025                 | 1/31/2026 | \$43.56                                 | 5.0%                  | \$41.35                                 | - \$45.78 |
|   | \$166.08                    | \$188.95 | \$211.82 | 2/1/2026                 | 1/31/2027 | \$45.74                                 | 5.0%                  | \$43.42                                 | - \$48.07 |
|   | \$174.39                    | \$198.41 | \$222.42 | 2/1/2027                 | 1/31/2028 | \$48.03                                 | 5.0%                  | \$45.59                                 | - \$50.47 |
|   | \$183.11                    | \$208.32 | \$233.54 | 2/1/2028                 | 1/31/2029 | \$50.43                                 | 5.0%                  | \$47.87                                 | - \$53.00 |
| Project Engineer I / Geologist<br>TBD<br><br>(Non-Exempt, Non-Prevailing Wage)  | \$136.63                    | \$155.45 | \$174.26 | 2/1/2024                 | 1/31/2025 | \$37.63                                 |                       | \$34.00                                 | - \$41.25 |
|   | \$143.46                    | \$163.21 | \$182.97 | 2/1/2025                 | 1/31/2026 | \$39.51                                 | 5.0%                  | \$35.70                                 | - \$43.31 |
|   | \$150.65                    | \$171.39 | \$192.14 | 2/1/2026                 | 1/31/2027 | \$41.49                                 | 5.0%                  | \$37.49                                 | - \$45.48 |
|   | \$158.16                    | \$179.94 | \$201.72 | 2/1/2027                 | 1/31/2028 | \$43.56                                 | 5.0%                  | \$39.36                                 | - \$47.75 |
|   | \$166.08                    | \$188.95 | \$211.82 | 2/1/2028                 | 1/31/2029 | \$45.74                                 | 5.0%                  | \$41.33                                 | - \$50.14 |
| Staff Engineer / Geologist<br>TBD<br><br>(Non-Exempt, Non-Prevailing Wage)      | \$124.36                    | \$141.48 | \$158.61 | 2/1/2024                 | 1/31/2025 | \$34.25                                 |                       | \$29.00                                 | - \$39.50 |
|   | \$130.57                    | \$148.55 | \$166.53 | 2/1/2025                 | 1/31/2026 | \$35.96                                 | 5.0%                  | \$30.45                                 | - \$41.48 |
|   | \$137.10                    | \$155.98 | \$174.86 | 2/1/2026                 | 1/31/2027 | \$37.76                                 | 5.0%                  | \$31.97                                 | - \$43.55 |
|   | \$143.96                    | \$163.79 | \$183.61 | 2/1/2027                 | 1/31/2028 | \$39.65                                 | 5.0%                  | \$33.57                                 | - \$45.73 |
|   | \$151.15                    | \$171.97 | \$192.78 | 2/1/2028                 | 1/31/2029 | \$41.63                                 | 5.0%                  | \$35.25                                 | - \$48.01 |
| Project Coordinator<br>TBD<br><br>(Exempt, Non-Prevailing Wage)                 | \$127.08                    | N/A      | N/A      | 2/1/2024                 | 1/31/2025 | \$35.00                                 |                       | \$30.50                                 | - \$39.50 |
|   | \$133.43                    | N/A      | N/A      | 2/1/2025                 | 1/31/2026 | \$36.75                                 | 5.0%                  | \$32.03                                 | - \$41.48 |
|   | \$140.12                    | N/A      | N/A      | 2/1/2026                 | 1/31/2027 | \$38.59                                 | 5.0%                  | \$33.63                                 | - \$43.55 |
|   | \$147.12                    | N/A      | N/A      | 2/1/2027                 | 1/31/2028 | \$40.52                                 | 5.0%                  | \$35.31                                 | - \$45.73 |
|   | \$154.49                    | N/A      | N/A      | 2/1/2028                 | 1/31/2029 | \$42.55                                 | 5.0%                  | \$37.07                                 | - \$48.01 |
| Administrative Assistant<br>TBD<br><br>(Exempt, Non-Prevailing Wage)            | \$108.02                    | N/A      | N/A      | 2/1/2024                 | 1/31/2025 | \$29.75                                 |                       | \$29.00                                 | - \$30.50 |
|   | \$113.43                    | N/A      | N/A      | 2/1/2025                 | 1/31/2026 | \$31.24                                 | 5.0%                  | \$30.45                                 | - \$32.03 |
|   | \$119.09                    | N/A      | N/A      | 2/1/2026                 | 1/31/2027 | \$32.80                                 | 5.0%                  | \$31.97                                 | - \$33.63 |
|   | \$125.05                    | N/A      | N/A      | 2/1/2027                 | 1/31/2028 | \$34.44                                 | 5.0%                  | \$33.57                                 | - \$35.31 |
|   | \$131.29                    | N/A      | N/A      | 2/1/2028                 | 1/31/2029 | \$36.16                                 | 5.0%                  | \$35.25                                 | - \$37.07 |
| Welding / Steel Technician<br>TBD<br><br>(Non-Exempt, Non-Prevailing Wage)      | \$161.57                    | \$183.82 | \$206.07 | 2/1/2024                 | 1/31/2025 | \$44.50                                 |                       | \$42.00                                 | - \$47.00 |
|   | \$169.67                    | \$193.04 | \$216.40 | 2/1/2025                 | 1/31/2026 | \$46.73                                 | 5.0%                  | \$44.10                                 | - \$49.35 |
|   | \$178.17                    | \$202.70 | \$227.24 | 2/1/2026                 | 1/31/2027 | \$49.07                                 | 5.0%                  | \$46.31                                 | - \$51.82 |
|   | \$187.06                    | \$212.82 | \$238.58 | 2/1/2027                 | 1/31/2028 | \$51.52                                 | 5.0%                  | \$48.62                                 | - \$54.41 |
|   | \$196.43                    | \$223.48 | \$250.53 | 2/1/2028                 | 1/31/2029 | \$54.10                                 | 5.0%                  | \$51.05                                 | - \$57.13 |
| Senior Technician<br>TBD<br><br>(Non-Exempt, Non-Prevailing Wage)               | \$139.79                    | \$159.04 | \$178.29 | 2/1/2024                 | 1/31/2025 | \$38.50                                 |                       | \$35.00                                 | - \$42.00 |
|   | \$146.80                    | \$167.01 | \$187.23 | 2/1/2025                 | 1/31/2026 | \$40.43                                 | 5.0%                  | \$36.75                                 | - \$44.10 |
|   | \$154.13                    | \$175.36 | \$196.58 | 2/1/2026                 | 1/31/2027 | \$42.45                                 | 5.0%                  | \$38.59                                 | - \$46.31 |
|   | \$161.83                    | \$184.11 | \$206.40 | 2/1/2027                 | 1/31/2028 | \$44.57                                 | 5.0%                  | \$40.52                                 | - \$48.62 |
|   | \$169.93                    | \$193.33 | \$216.73 | 2/1/2028                 | 1/31/2029 | \$46.80                                 | 5.0%                  | \$42.54                                 | - \$51.05 |
| Staff Technician<br>TBD<br><br>(Non-Exempt, Non-Prevailing Wage)                | \$121.56                    | \$138.30 | \$155.04 | 2/1/2024                 | 1/31/2025 | \$33.48                                 |                       | \$31.95                                 | - \$35.00 |
|   | \$127.63                    | \$145.20 | \$162.78 | 2/1/2025                 | 1/31/2026 | \$35.15                                 | 5.0%                  | \$33.55                                 | - \$36.75 |
|   | \$134.02                    | \$152.47 | \$170.93 | 2/1/2026                 | 1/31/2027 | \$36.91                                 | 5.0%                  | \$35.22                                 | - \$38.59 |
|   | \$140.73                    | \$160.11 | \$179.49 | 2/1/2027                 | 1/31/2028 | \$38.76                                 | 5.0%                  | \$36.99                                 | - \$40.52 |
|   | \$147.78                    | \$168.13 | \$188.48 | 2/1/2028                 | 1/31/2029 | \$40.70                                 | 5.0%                  | \$38.84                                 | - \$42.54 |

**COST PROPOSAL 2**  
SPECIFIC RATE OF COMPENSATION

Consultant Crawford & Associates, Inc.

|                               |          |          |          |          |           |         |      |         |   |         |
|-------------------------------|----------|----------|----------|----------|-----------|---------|------|---------|---|---------|
| Masonry Technician **         | \$190.55 | \$216.79 | \$243.03 | 2/1/2024 | 1/31/2025 | \$52.48 |      | \$49.00 | - | \$55.95 |
| Group 1                       | \$200.08 | \$227.63 | \$255.18 | 2/1/2025 | 1/31/2026 | \$55.10 | 5.0% | \$51.45 | - | \$58.75 |
| TBD                           | \$210.08 | \$239.01 | \$267.94 | 2/1/2026 | 1/31/2027 | \$57.86 | 5.0% | \$54.02 | - | \$61.68 |
|                               | \$220.58 | \$250.96 | \$281.34 | 2/1/2027 | 1/31/2028 | \$60.75 | 5.0% | \$56.72 | - | \$64.77 |
| (Non-Exempt, Prevailing Wage) | \$231.61 | \$263.51 | \$295.40 | 2/1/2028 | 1/31/2029 | \$63.79 | 5.0% | \$59.56 | - | \$68.01 |
| Welding Technician **         | \$185.36 | \$210.88 | \$236.41 | 2/1/2024 | 1/31/2025 | \$51.05 |      | \$47.20 | - | \$54.90 |
| Group 2                       | \$194.62 | \$221.43 | \$248.23 | 2/1/2025 | 1/31/2026 | \$53.60 | 5.0% | \$49.56 | - | \$57.65 |
| TBD                           | \$204.36 | \$232.50 | \$260.64 | 2/1/2026 | 1/31/2027 | \$56.28 | 5.0% | \$52.04 | - | \$60.53 |
|                               | \$214.57 | \$244.12 | \$273.67 | 2/1/2027 | 1/31/2028 | \$59.10 | 5.0% | \$54.64 | - | \$63.55 |
| (Non-Exempt, Prevailing Wage) | \$225.30 | \$256.33 | \$287.35 | 2/1/2028 | 1/31/2029 | \$62.05 | 5.0% | \$57.37 | - | \$66.73 |
| Laborer Technician **         | \$136.63 | \$155.45 | \$174.26 | 2/1/2024 | 1/31/2025 | \$37.63 |      | \$35.50 | - | \$39.75 |
| Group 2                       | \$143.46 | \$163.21 | \$182.97 | 2/1/2025 | 1/31/2026 | \$39.51 | 5.0% | \$37.28 | - | \$41.74 |
| TBD                           | \$150.65 | \$171.39 | \$192.14 | 2/1/2026 | 1/31/2027 | \$41.49 | 5.0% | \$39.14 | - | \$43.82 |
|                               | \$158.16 | \$179.94 | \$201.72 | 2/1/2027 | 1/31/2028 | \$43.56 | 5.0% | \$41.10 | - | \$46.02 |
| (Non-Exempt, Prevailing Wage) | \$166.08 | \$188.95 | \$211.82 | 2/1/2028 | 1/31/2029 | \$45.74 | 5.0% | \$43.15 | - | \$48.32 |
| Soils/Asphalt Technician **   | \$175.19 | \$199.31 | \$223.44 | 2/1/2024 | 1/31/2025 | \$48.25 |      | \$43.25 | - | \$53.25 |
| Group 3                       | \$183.94 | \$209.27 | \$234.60 | 2/1/2025 | 1/31/2026 | \$50.66 | 5.0% | \$45.41 | - | \$55.91 |
| TBD                           | \$193.13 | \$219.72 | \$246.32 | 2/1/2026 | 1/31/2027 | \$53.19 | 5.0% | \$47.68 | - | \$58.71 |
|                               | \$202.78 | \$230.71 | \$258.63 | 2/1/2027 | 1/31/2028 | \$55.85 | 5.0% | \$50.07 | - | \$61.64 |
| (Non-Exempt, Prevailing Wage) | \$212.91 | \$242.23 | \$271.55 | 2/1/2028 | 1/31/2029 | \$58.64 | 5.0% | \$52.57 | - | \$64.73 |
| Concrete Technician **        | \$165.50 | \$188.29 | \$211.08 | 2/1/2024 | 1/31/2025 | \$45.58 |      | \$38.95 | - | \$52.20 |
| Group 4                       | \$173.77 | \$197.70 | \$221.63 | 2/1/2025 | 1/31/2026 | \$47.86 | 5.0% | \$40.90 | - | \$54.81 |
| TBD                           | \$182.45 | \$207.58 | \$232.70 | 2/1/2026 | 1/31/2027 | \$50.25 | 5.0% | \$42.94 | - | \$57.55 |
|                               | \$191.57 | \$217.95 | \$244.33 | 2/1/2027 | 1/31/2028 | \$52.76 | 5.0% | \$45.09 | - | \$60.43 |
| (Non-Exempt, Prevailing Wage) | \$201.15 | \$228.85 | \$256.55 | 2/1/2028 | 1/31/2029 | \$55.40 | 5.0% | \$47.34 | - | \$63.45 |

**SCHEDULE OF OTHER DIRECT COSTS**

Consultant Crawford & Associates, Inc.

Prime Consultant

Sub Consultant

Project County of Humboldt On-Call Professional Construction Management Svcs.

Date 2/16/2024

| Description of Item                     | Quantity | Unit       | Unit Cost  | Total       |
|---|----------|------------|------------|-------------|
| Mileage Costs                           | TBD      | Mile       | IRS Rate   | Actual Cost |
| Vehicle Charge                          | TBD      | Day        | \$40.00    | Actual Cost |
| Per Diem (Lodging & Meals)              | TBD      | Day        | GSA Rate   | Actual Cost |
| Permit Fees                             | TBD      | At Cost    | TBD        | Actual Cost |
| Traffic Control (Major) DBE or PW **    | TBD      | At Cost    | TBD        | Actual Cost |
| Traffic Control (Minor) DBE or PW **    | TBD      | At Cost    | TBD        | Actual Cost |
| Traffic Control (Major) Non-DBE         | TBD      | Day        | \$1,700.00 | Actual Cost |
| Traffic Control (Minor) Non-DBE         | TBD      | Day        | \$700.00   | Actual Cost |
| Traffic Control Equipment               | TBD      | Day        | \$150.00   | Actual Cost |
| Drilling Rig & Crew                     | TBD      | At Cost    | TBD        | Actual Cost |
| Core Machine with Generator **          | TBD      | Day        | \$2,600.00 | Actual Cost |
| Core Machine Bit                        | TBD      | Each       | \$3.00     | Actual Cost |
| Core Boxes                              | TBD      | Each       | \$17.25    | Actual Cost |
| Hot Mix Asphalt Patching (First) **     | TBD      | First      | \$1,000.00 | Actual Cost |
| Hot Mix Asphalt Patching (2 or more) ** | TBD      | Each After | \$500.00   | Actual Cost |
| Wildcat DCP Equipment **                | TBD      | Day        | \$750.00   | Actual Cost |
| Wildcat DCP Tips                        | TBD      | Each       | \$20.00    | Actual Cost |
| Seismic Refraction                      | TBD      | Day        | \$1,300.00 | Actual Cost |
| Survey Equipment                        | TBD      | Day        | \$150.00   | Actual Cost |
| Percolation Equipment                   | TBD      | Day        | \$200.00   | Actual Cost |
| Hand Auger **                           | TBD      | Day        | \$200.00   | Actual Cost |
| Backfill                                | TBD      | Bag        | \$8.00     | Actual Cost |
| Steel Liners                            | TBD      | Each       | \$10.00    | Actual Cost |
| Nuclear Density Tests **                | TBD      | Each       | \$10.00    | Actual Cost |
| Concrete Equipment                      | TBD      | Per Pour   | \$65.00    | Actual Cost |
| Laboratory Testing (2024 Fee Schedule)  | TBD      | Lump Sum   | TBD        | Actual Cost |
| Subconsultant 1:                        |          |            |            | \$ -        |
| Subconsultant 2:                        |          |            |            | \$ -        |

**NOTES:**

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



**CERTIFICATION OF DIRECT COSTS**

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

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

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

**Prime Consultant or Subconsultant Certifying:**

Name: Benjamin D. Crawford

Title \*: President

Signature: 

Date of Certification (mm/dd/yyyy): 2/16/2024

Email: [ben.crawford@crawford-inc.com](mailto:ben.crawford@crawford-inc.com)

Phone Number: (916) 455-4225

Address: Crawford & Associates, Inc., 4701 Freeport Blvd., Sacramento, CA 95822

\*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**

## Crawford & Associates, Inc. - 2024 Fee Schedule

| CONSTRUCTION SERVICES   | UNIT COST  | UNIT/DETAIL                  |
|---|------------|------------------------------|
| Traffic Control (Major) DBE or PW                               | \$2,500.00 | DAY                          |
| Traffic Control (Minor) DBE or PW                               | \$1,500.00 | DAY                          |
| Traffic Control (Major) Non-DBE                                 | \$1,700.00 | DAY                          |
| Traffic Control (Minor) Non-DBE                                 | \$700.00   | DAY                          |
| Traffic Control Equipment                                       | \$150.00   | DAY                          |
| Core Machine with Generator                                     | \$2,600.00 | DAY                          |
| Core Machine Bit  | \$3.00     | INCH                         |
| Core Boxes  | \$17.25    | EACH                         |
| Hot Mix Asphalt Patching (First)                                | \$1,000.00 | FIRST                        |
| Hot Mix Asphalt Patching (2 or more)                            | \$500.00   | EACH AFTER                   |
| Wildcat DCP Equipment   | \$750.00   | DAY                          |
| Wildcat DCP Tips  | \$20.00    | EACH                         |
| Seismic Refraction (12 Channel)                                 | \$1,300.00 | DAY                          |
| Survey Equipment - Tripod, Level and Rod                        | \$150.00   | DAY                          |
| Survey Equipment - Liquid Level                                 | \$150.00   | DAY                          |
| Percolation Equipment   | \$200.00   | DAY                          |
| Hand Auger  | \$200.00   | DAY                          |
| Backfill  | \$8.00     | BAG                          |
| Steel Liners (MCAL/SPT)   | \$10.00    | LINER                        |
| Nuclear Density Tests   | \$10.00    | EACH                         |
| Concrete Equipment  | \$65.00    | PER POUR                     |
| <b>CLASSIFICATION TESTING</b>                                   |            |                              |
| #200 Wash   | \$120.00   | ASTM D1140                   |
| Grain Size Analysis to #200 (Sieve Analysis)                    | \$160.00   | ASTM D6913                   |
| Mass Grain Size (Scour)   | \$2,200.00 | ASTM D6913                   |
| Grain Size with Hydrometer                                      | \$245.00   | ASTM D422                    |
| Grain Size Analysis   | \$210.00   | CTM 202                      |
| Hydrometer Analysis   | \$210.00   | ASTM D422                    |
| Moisture & Density  | \$80.00    | ASTM D2216, D7263            |
| Moisture Content  | \$55.00    | ASTM D2216, CTM 226          |
| Non-Plastic Index Result  | \$125.00   | ASTM D4318                   |
| Plasticity Index  | \$260.00   | ASTM D4318                   |
| Landscape Suitability   | \$125.00   |                              |
| <b>STRENGTH TESTING</b>   |            |                              |
| California Impact   | \$350.00   | CTM 216                      |
| Compaction Curve (4" Mold)                                      | \$455.00   | ASTM D698/ D1557             |
| Compaction Curve (6" Mold)                                      | \$510.00   | ASTM D698/ D1557             |
| Compaction Curve Checkpoint (4" Mold)                           | \$125.00   | ASTM D698/ D1557             |
| Compaction Curve Checkpoint (6" Mold)                           | \$125.00   | ASTM D698/ D1557             |
| Compression (Rock)  | \$275.00   | ASTM 7012                    |
| Compressive Strength of Cylinders (6x12)                        | \$40.00    | ASTM C39                     |
| Compressive Strength of Cylinders (4x8)                         | \$37.00    | ASTM C39                     |
| Direct Shear (CD 3pt) Peak Only                                 | \$500.00   | ASTM D3080                   |
| Point Load (Rock)   | \$65.00    | ASTM D5731                   |
| R-Value   | \$450.00   | ASTM D2844, CAL 301          |
| Triaxial Shear-UU   | \$175.00   | ASTM D2850                   |
| Triaxial Staged-UU  | \$290.00   | ASTM D2850                   |
| Unconfined Compression (Rock)                                   | \$230.00   | ASTM D2166                   |
| Unconfined Compression (Soil)                                   | \$180.00   | ASTM D2166                   |
| <b>CONSOLIDATION &amp; EXPANSION</b>                            |            |                              |
| 1-D Consolidation   | \$400.00   | ASTM D2435                   |
| 1-D Consolidation (Time Rate) / Per Point                       | \$100.00   | ASTM D2435                   |
| Expansion Index   | \$275.00   | ASTM D4829                   |
| <b>CORROSIVITY TESTING</b>                                      |            |                              |
| Corrosivity Testing (pH, Resistivity, Sulfate, Chloride)        | \$240.00   | CTM 417,422,643              |
| Corrosivity Testing (pH, Resistivity, Sulfate, Chloride, Redox) | \$350.00   | CTM 417,422,643 / ASTM G200M |
| <b>PAVEMENT TESTING</b>   |            |                              |
| Asphalt Ignition Calibration                                    | \$460.00   | CTM 382                      |
| Percent Asphalt Ignition Oven                                   | \$150.00   | CTM 382                      |
| Sand Equivalent   | \$135.00   | CTM 217                      |
| Stabilometer Value  | \$225.00   | CTM 366                      |
| Theoretical Maximum Specific Gravity/Density                    | \$225.00   | CTM 309                      |
| Mix Design  | \$2,000.00 | ASTM D1557,D1633             |
| <b>SEISMIC ANALYSIS</b>   |            |                              |
| EZ Frisk Software Use   | \$2,250.00 | PER LOCATION                 |

\*Rush Testing is available at a 50% markup

## Crawford & Associates, Inc. - 2024 Standard Fee Schedule

| PROFESSIONAL TITLE  | RATE                               | CONSTRUCTION/EQUIPMENT                              | RATE        | DETAIL                         |
|---|------------------------------------|---|-------------|--------------------------------|
| Principal   | \$ 250.00                          | Traffic Control (Major) DBE or PW **                | \$ 2,500.00 | DAY                            |
| Senior Project Manager  | \$ 210.00                          | Traffic Control (Minor)                             | \$ 700.00   | DAY                            |
| Project Manager   | \$ 190.00                          | Seismic Refraction (12 Channel)                     | \$ 1,300.00 | DAY                            |
| Senior Engineer / Geologist   | \$ 170.00                          | Core Machine with Generator **                      | \$ 2,600.00 | DAY                            |
| Project Engineer II / Geologist   | \$ 150.00                          | Core Machine Bit                                    | \$ 3.00     | INCH                           |
| Project Engineer I / Geologist  | \$ 140.00                          | Core Box  | \$ 17.25    | EACH                           |
| Project Engineer I / Geologist - OT   | \$ 210.00                          | Hot Mix Asphalt Patching (1st Core) **              | \$ 1,000.00 | FIRST                          |
| Staff Engineer / Geologist  | \$ 135.00                          | Hot Mix Asphalt Patching (2 or More) **             | \$ 500.00   | EACH AFTER                     |
| Staff Engineer / Geologist - OT   | \$ 202.50                          | Wildcat DCP Equipment **                            | \$ 750.00   | DAY                            |
| Project Coordinator   | \$ 127.00                          | Wildcat DCP Tip                                     | \$ 20.00    | EACH                           |
| Administrative Assistant  | \$ 110.00                          | Survey Equipment (Tripod, Level, Rod)               | \$ 150.00   | DAY                            |
| Welding / Steel Technician (Non-PW)   | \$ 160.00                          | Survey Equipment (Liquid Level)                     | \$ 150.00   | DAY                            |
| Senior Technician (Non-PW)  | \$ 135.00                          | Percolation Equipment                               | \$ 200.00   | DAY                            |
| Senior Technician - OT (Non-PW)   | \$ 190.00                          | Hand Auger **                                       | \$ 200.00   | DAY                            |
| Staff Technician (Non-PW)   | \$ 125.00                          | Backfill  | \$ 8.00     | BAG                            |
| Staff Technician - OT (Non-PW)  | \$ 175.00                          | Steel Liners (MCAL)                                 | \$ 10.00    | EACH                           |
| <b>PREVAILING WAGE CLASSIFICATIONS **</b>   | <b>RATE</b>                        | Nuclear Density Test **                             | \$ 10.00    | EACH                           |
| Group 1 - Masonry Technician  | \$ 190.00                          | Concrete Equipment                                  | \$ 65.00    | PER POUR                       |
| Group 1 - Masonry Technician - OT   | \$ 220.00                          | <b>CLASSIFICATION TESTING</b>                       |             |                                |
| Group 2 - Welding Technician  | \$ 185.00                          | #200 Wash   | \$ 120.00   | ASTM D1140                     |
| Group 2 - Welding Technician - OT   | \$ 215.00                          | Grain Size Analysis to #200 (Sieve Analysis)        | \$ 160.00   | ASTM D6913                     |
| Group 2/3 - Laborer Technician  | \$ 137.00                          | Mass Grain Size (Scour)                             | \$ 2,200.00 | ASTM D6913                     |
| Group 2/3 - Laborer Technician - OT   | \$ 160.00                          | Grain Size with Hydrometer                          | \$ 245.00   | ASTM D6913, D7928              |
| Group 3 - Soils/Asphalt Technician  | \$ 175.00                          | Grain Size Analysis                                 | \$ 210.00   | CTM 202                        |
| Group 3 - Soils/Asphalt Technician - OT   | \$ 200.00                          | Hydrometer Analysis                                 | \$ 210.00   | ASTM D7928                     |
| Group 4 - Concrete Technician   | \$ 165.00                          | Moisture & Density                                  | \$ 80.00    | ASTM D2216, D7263              |
| Group 4 - Concrete Technician - OT  | \$ 185.00                          | Moisture Content                                    | \$ 55.00    | ASTM D2216, CTM 226            |
| <b>WORKING HOURS AND PREMIUM TIME</b>   | <b>RATE</b>                        | Non-Plastic Index Result                            | \$ 125.00   | ASTM D4318                     |
| A Regular Workday is the first 8 hours between 6:00am to 6:00pm, Monday through Friday. |                                    | Plasticity Index                                    | \$ 260.00   | ASTM D4318                     |
| Overtime: Weekdays & Saturdays (first 8 hours)  | 1.5 x Hourly Rate                  | Landscape Suitability                               | \$ 125.00   |                                |
| Overtime: Saturdays (over 8 hours) and Sundays (first 8 hours)                          | 2 x Hourly Rate                    | <b>STRENGTH TESTING</b>                             |             |                                |
| Overtime: Sundays (over 8 hours) and Holidays   | 3 x Hourly Rate                    | California Impact                                   | \$ 350.00   | CTM 216                        |
| Night Shift: Work performed between 2:00 am and 4:00 am                                 | 15% / Hour<br>Add'l to Hourly Rate | Compaction Curve (4" Mold)                          | \$ 455.00   | ASTM D698/D1557                |
| <b>REIMBURSABLES</b>  | <b>RATE</b>                        | Compaction Curve (6" Mold)                          | \$ 510.00   | ASTM D698/D1557                |
| Mileage   | \$ 0.74 / Mile                     | Compaction Curve Checkpoint (4" Mold)               | \$ 125.00   | ASTM D698/D1557                |
| Vehicle Charge  | \$ 40.00 / Day                     | Compaction Curve Checkpoint (6" Mold)               | \$ 125.00   | ASTM D698/D1557                |
| Outside Costs   | 15% Markup                         | Compression (Rock)                                  | \$ 275.00   | ASTM 7012                      |
| Permit Fees (City/County)   | 15% Markup                         | Compressive Strength of Cylinders (6x12)            | \$ 40.00    | ASTM C39                       |
| Per Diem (Lodging & Meals)  | \$ 350 / Day                       | Compressive Strength of Cylinders (4x8)             | \$ 37.00    | ASTM C39                       |
| Rush Testing  | 50% Markup                         | Direct Shear (CD 3pt) Peak Only                     | \$ 500.00   | ASTM D3080                     |
| ** Indicates Prevailing Wage Rates/Work   |                                    | Point Load (Rock)                                   | \$ 65.00    | ASTM D5731                     |
|   |                                    | R-Value   | \$ 450.00   | ASTM D2844, CAL 301            |
|   |                                    | Triaxial Shear-UU                                   | \$ 175.00   | ASTM D2850                     |
|   |                                    | Triaxial Staged-UU                                  | \$ 290.00   | ASTM D2850                     |
|   |                                    | Unconfined Compression (Rock)                       | \$ 230.00   | ASTM D7012                     |
|   |                                    | Unconfined Compression (Soil)                       | \$ 180.00   | ASTM D2166                     |
|   |                                    | <b>CONSOLIDATION &amp; EXPANSION</b>                |             |                                |
|   |                                    | 1-D Consolidation                                   | \$ 400.00   | ASTM D2435                     |
|   |                                    | 1-D Consolidation (Time Rate) / Per Point           | \$ 100.00   | ASTM D2435                     |
|   |                                    | Expansion Index                                     | \$ 275.00   | ASTM D4829                     |
|   |                                    | <b>CORROSIIVITY TESTING</b>                         |             |                                |
|   |                                    | pH, Resistivity, Sulfate, Chloride Content          | \$ 240.00   | CTM 417,422,643                |
|   |                                    | pH, Resistivity, Sulfate, Chloride, Redox Potential | \$ 350.00   | CTM 417,422,643 and ASTM G200M |
|   |                                    | <b>PAVEMENT TESTING</b>                             |             |                                |
|   |                                    | Asphalt Ignition Calibration                        | \$ 460.00   | CTM 382                        |
|   |                                    | Percent Asphalt Ignition Oven                       | \$ 225.00   | CTM 382                        |
|   |                                    | Sand Equivalent                                     | \$ 135.00   | CTM 217                        |
|   |                                    | Stabilometer Value                                  | \$ 225.00   | CTM 366                        |
|   |                                    | Theoretical Max Specific Gravity/Density            | \$ 225.00   | CTM 309                        |
|   |                                    | Mix Design  | \$ 2,000.00 | ASTM 1557 and ASTM D1633       |
|   |                                    | <b>SEISMIC ANALYSIS</b>                             |             |                                |
|   |                                    | EZ Frisk Software Use                               | \$ 2,250.00 | PER LOCATION                   |

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

Note: Mark-ups are Not Allowed

Consultant **Empower Engineering Inc**       Prime Consultant       Subconsultant       2nd Tier Subconsultant

Project No. RFQ NO. DPW 2024-001      Contract No. \_\_\_\_\_      Participation Amount \$ TBD      Date 2/16/2024

|                   |  |   |                |                    |
|-------------------|--|---|----------------|--------------------|
| For Combined Rate | Fringe Benefit % + General & Administrative% + Facilities Capital Cost of Money% | = | <b>SHR</b>     | Combined ICR %     |
| <b>OR</b>         |  |   |                |                    |
| For Home Office   | Fringe Benefit % + General & Administrative% + Facilities Capital Cost of Money% | = | <b>120.00%</b> | Home Office ICR %  |
| For Field Office  | Fringe Benefit % + General & Administrative% + Facilities Capital Cost of Money% | = | <b>90.00%</b>  | Field Office ICR % |

FEE = **12%**      112%

BILLING INFORMATION

CALCULATION INFORMATION

| Name/Job Title/Classification <sup>1</sup> | Hourly Billing Rates <sup>2</sup> |          |          | Effective Date of Hourly Rate |            | Actual or Avg. Hourly Rate <sup>4</sup> | % or \$ Increase | Hourly Range- for Classifications Only |          | Billing Rate Range- for Classifications Only |          |
|--|-----------------------------------|----------|----------|-------------------------------|------------|---|------------------|--|----------|--|----------|
|  | Straight <sup>3</sup>             | OT(1.5x) | OT(2x)   | From                          | To         |   |                  |  |          |  |          |
| Gina Prchlik, PE*                          | \$241.47                          | \$241.47 | \$241.47 | 1/1/2024                      | 12/31/2024 | \$98.00                                 | 0.00%            | NA                                     | NA       | NA   | NA       |
| President                                  | \$251.13                          | \$251.13 | \$251.13 | 1/1/2025                      | 12/31/2025 | \$101.92                                | 4.00%            | NA                                     | NA       | NA   | NA       |
| Resident Engineer (NPW)                    | \$261.18                          | \$261.18 | \$261.18 | 1/1/2026                      | 12/31/2026 | \$106.00                                | 4.00%            | NA                                     | NA       | NA   | NA       |
| Office                                     | \$271.62                          | \$271.62 | \$271.62 | 1/1/2027                      | 12/31/2027 | \$110.24                                | 4.00%            | NA                                     | NA       | NA   | NA       |
| Exempt/Hourly                              | \$282.49                          | \$282.49 | \$282.49 | 1/1/2028                      | 12/31/2028 | \$114.65                                | 4.00%            | NA                                     | NA       | NA   | NA       |
| TBD (Classification Only)                  | \$234.08                          | \$234.08 | \$234.08 | 1/1/2024                      | 12/31/2024 | \$95.00                                 | 0.00%            | \$85.00                                | \$105.00 | \$210.00                                     | \$259.00 |
|  | \$243.44                          | \$243.44 | \$243.44 | 1/1/2025                      | 12/31/2025 | \$98.80                                 | 4.00%            | \$88.40                                | \$109.20 | \$218.00                                     | \$270.00 |
| Resident Engineer (NPW)                    | \$253.18                          | \$253.18 | \$253.18 | 1/1/2026                      | 12/31/2026 | \$102.75                                | 4.00%            | \$91.94                                | \$113.57 | \$227.00                                     | \$280.00 |
| Office                                     | \$263.31                          | \$263.31 | \$263.31 | 1/1/2027                      | 12/31/2027 | \$106.86                                | 4.00%            | \$95.61                                | \$118.11 | \$236.00                                     | \$292.00 |
| Exempt/Hourly                              | \$273.84                          | \$273.84 | \$273.84 | 1/1/2028                      | 12/31/2028 | \$111.14                                | 4.00%            | \$99.44                                | \$122.84 | \$246.00                                     | \$303.00 |
| TBD (Classification Only)                  | \$154.00                          | \$185.25 | \$216.50 | 1/1/2024                      | 12/31/2024 | \$62.50                                 | 0.00%            | \$40.00                                | \$85.00  | \$99.00                                      | \$210.00 |
|  | \$160.16                          | \$192.66 | \$225.16 | 1/1/2025                      | 12/31/2025 | \$65.00                                 | 4.00%            | \$41.60                                | \$88.40  | \$103.00                                     | \$218.00 |
| Office Engineer (NPW)                      | \$166.57                          | \$200.37 | \$234.17 | 1/1/2026                      | 12/31/2026 | \$67.60                                 | 4.00%            | \$43.26                                | \$91.94  | \$107.00                                     | \$227.00 |
| Office                                     | \$173.23                          | \$208.38 | \$243.53 | 1/1/2027                      | 12/31/2027 | \$70.30                                 | 4.00%            | \$44.99                                | \$95.61  | \$111.00                                     | \$236.00 |
| Non-Exempt/Hourly                          | \$180.16                          | \$216.72 | \$253.27 | 1/1/2028                      | 12/31/2028 | \$73.12                                 | 4.00%            | \$46.79                                | \$99.44  | \$116.00                                     | \$246.00 |
| TBD (Classification Only)                  | \$148.96                          | \$183.96 | \$218.96 | 1/1/2024                      | 12/31/2024 | \$70.00                                 | 0.00%            | \$60.00                                | \$80.00  | \$128.00                                     | \$171.00 |
|  | \$154.92                          | \$191.32 | \$227.72 | 1/1/2025                      | 12/31/2025 | \$72.80                                 | 4.00%            | \$62.40                                | \$83.20  | \$133.00                                     | \$178.00 |
| Construction Inspector (PW)                | \$161.12                          | \$198.97 | \$236.83 | 1/1/2026                      | 12/31/2026 | \$75.71                                 | 4.00%            | \$64.90                                | \$86.53  | \$139.00                                     | \$185.00 |
| Field                                      | \$167.56                          | \$206.93 | \$246.30 | 1/1/2027                      | 12/31/2027 | \$78.74                                 | 4.00%            | \$67.49                                | \$89.99  | \$144.00                                     | \$192.00 |
| Non-Exempt/Hourly                          | \$174.26                          | \$215.21 | \$256.15 | 1/1/2028                      | 12/31/2028 | \$81.89                                 | 4.00%            | \$70.19                                | \$93.59  | \$150.00                                     | \$200.00 |

(add pages as necessary)

NOTES:

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

**SAMPLE COST PROPOSAL 2**

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

Note: Mark-ups are Not Allowed

Consultant Empower Engineering Inc. Prime Consultant Subconsultant X

Project No. RFQ NO. DPW 2024-001 Contract No. \_\_\_\_\_

Date 2/16/2024

| SCHEDULE OF OTHER DIRECT COST ITEMS   |                 |      |           |       |
|---------------------------------------|-----------------|------|-----------|-------|
| Description of Item                   | Quantity        | Unit | Unit Cost | Total |
| External Printing and Reproduction    | Actual (note 3) |      |           |       |
| Postage/Delivery/Overnight            | Actual (note 3) |      |           |       |
| Travel                                | Note 6          |      |           |       |
|                                       |                 |      |           |       |
|                                       |                 |      |           |       |
|                                       |                 |      |           |       |
|                                       |                 |      |           |       |
|                                       |                 |      |           |       |
|                                       |                 |      |           |       |
|                                       |                 |      |           |       |
| Other Misc. Field costs (as approved) |                 |      |           |       |
| Subconsultant:                        |                 |      |           |       |

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

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3

**Certification of Direct Costs:**


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

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

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

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

**Prime Consultant or Subconsultant Certifying:**

Name: Gina Prchlik Title\*: President  
Signature:  Date of Certification (mm/dd/yyyy): 2/16/2024  
Email: [gina@empower-eng.com](mailto:gina@empower-eng.com) Phone Number: 510-681-4275  
Address: 9580 Oak Ave Pkwy, Ste 7, 183, Folsom CA 95630

\*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:

Resident Engineer, Office Engineer, Construction Inspection

**COST PROPOSAL**  
**SPECIFIC RATE OF COMPENSATION**

Note: Mark-ups are Not Allowed

Consultant GHD Inc.     Prime Consultant     Subconsultant    Date 3/21/2024

Project No. DPW2024-001    Contract No. TBD    Participation Amount TBD

Fringe Benefit %    **29.7%**    +    **153.06%**    Overhead %    +    **0%**    General Administration %    =    **182.74%**    Combined Indirect Cost Rate (ICR) %

FEE % = 10%

**BILLING INFORMATION**

**CALCULATION INFORMATION**

| Name/Job Title/Classification <sup>1</sup>                                     | Hourly Billing Rates <sup>2</sup> |          |          | Effective date of hourly rate |           | Actual or Avg. hourly rate <sup>4</sup> | % or \$ increase | Hourly range - for classifications only |
|--|-----------------------------------|----------|----------|-------------------------------|-----------|---|------------------|---|
|  | Straight <sup>3</sup>             | OT(1.5x) |          | From                          | To        |   |                  |   |
| Crystal Prairie<br>Construction Inspector                                      | \$127.55                          | \$191.32 | \$255.09 | 1/1/2024                      | 6/30/2024 | \$41.01                                 |                  |   |
|  | \$132.65                          | \$198.97 | \$265.30 | 7/1/2024                      | 6/30/2025 | \$42.65                                 | 4.00%            |   |
|  | \$137.95                          | \$206.93 | \$275.91 | 7/1/2025                      | 6/30/2026 | \$44.36                                 | 4.00%            |   |
|  | \$143.47                          | \$215.21 | \$286.95 | 7/1/2026                      | 6/30/2027 | \$46.13                                 | 4.00%            |   |
|  | \$149.21                          | \$223.82 | \$298.42 | 7/1/2027                      | 6/30/2028 | \$47.98                                 | 4.00%            |   |
|  | \$155.18                          | \$232.77 | \$310.36 | 7/1/2028                      | 6/30/2029 | \$49.89                                 | 4.00%            |   |
| Tim Dillenburg<br>Construction Inspector                                       | \$194.07                          | \$291.11 | \$388.15 | 1/1/2024                      | 6/30/2024 | \$62.40                                 |                  |   |
|  | \$201.84                          | \$302.75 | \$403.67 | 7/1/2024                      | 6/30/2025 | \$64.90                                 | 4.00%            |   |
|  | \$209.91                          | \$314.86 | \$419.82 | 7/1/2025                      | 6/30/2026 | \$67.49                                 | 4.00%            |   |
|  | \$218.31                          | \$327.46 | \$436.61 | 7/1/2026                      | 6/30/2027 | \$70.19                                 | 4.00%            |   |
|  | \$227.04                          | \$340.56 | \$454.08 | 7/1/2027                      | 6/30/2028 | \$73.00                                 | 4.00%            |   |
|  | \$236.12                          | \$354.18 | \$472.24 | 7/1/2028                      | 6/30/2029 | \$75.92                                 | 4.00%            |   |
| Patrick Sullivan<br>Resident Engineer, Office Engineer, Construction Inspector | \$186.92                          | \$280.38 | \$373.84 | 1/1/2024                      | 6/30/2024 | \$60.10                                 |                  |   |
|  | \$194.40                          | \$291.59 | \$388.79 | 7/1/2024                      | 6/30/2025 | \$62.50                                 | 4.00%            |   |
|  | \$202.17                          | \$303.26 | \$404.34 | 7/1/2025                      | 6/30/2026 | \$65.00                                 | 4.00%            |   |
|  | \$210.26                          | \$315.39 | \$420.52 | 7/1/2026                      | 6/30/2027 | \$67.60                                 | 4.00%            |   |
|  | \$218.67                          | \$328.00 | \$437.34 | 7/1/2027                      | 6/30/2028 | \$70.31                                 | 4.00%            |   |
|  | \$227.42                          | \$341.12 | \$454.83 | 7/1/2028                      | 6/30/2029 | \$73.12                                 | 4.00%            |   |
| Camille Penny<br>Construction Inspector  | \$145.03                          | \$217.54 | \$290.05 | 1/1/2024                      | 6/30/2024 | \$46.63                                 |                  |   |
|  | \$150.83                          | \$226.24 | \$301.65 | 7/1/2024                      | 6/30/2025 | \$48.50                                 | 4.00%            |   |
|  | \$156.86                          | \$235.29 | \$313.72 | 7/1/2025                      | 6/30/2026 | \$50.44                                 | 4.00%            |   |
|  | \$163.13                          | \$244.70 | \$326.27 | 7/1/2026                      | 6/30/2027 | \$52.45                                 | 4.00%            |   |
|  | \$169.66                          | \$254.49 | \$339.32 | 7/1/2027                      | 6/30/2028 | \$54.55                                 | 4.00%            |   |
|  | \$176.45                          | \$264.67 | \$352.89 | 7/1/2028                      | 6/30/2029 | \$56.73                                 | 4.00%            |   |
| Steven Pearl<br>Construction Inspector   | \$142.04                          | \$213.06 | \$284.08 | 1/1/2024                      | 6/30/2024 | \$45.67                                 |                  |   |
|  | \$147.72                          | \$221.58 | \$295.44 | 7/1/2024                      | 6/30/2025 | \$47.50                                 | 4.00%            |   |
|  | \$153.63                          | \$230.45 | \$307.26 | 7/1/2025                      | 6/30/2026 | \$49.40                                 | 4.00%            |   |
|  | \$159.78                          | \$239.66 | \$319.55 | 7/1/2026                      | 6/30/2027 | \$51.37                                 | 4.00%            |   |
|  | \$166.17                          | \$249.25 | \$332.33 | 7/1/2027                      | 6/30/2028 | \$53.43                                 | 4.00%            |   |
|  | \$172.81                          | \$259.22 | \$345.63 | 7/1/2028                      | 6/30/2029 | \$55.56                                 | 4.00%            |   |
| Michelle Davidson<br>Construction Inspector                                    | \$149.54                          | \$224.30 | \$299.07 | 1/1/2024                      | 6/30/2024 | \$48.08                                 |                  |   |
|  | \$155.52                          | \$233.28 | \$311.03 | 7/1/2024                      | 6/30/2025 | \$50.00                                 | 4.00%            |   |
|  | \$161.74                          | \$242.61 | \$323.48 | 7/1/2025                      | 6/30/2026 | \$52.00                                 | 4.00%            |   |
|  | \$168.21                          | \$252.31 | \$336.41 | 7/1/2026                      | 6/30/2027 | \$54.08                                 | 4.00%            |   |
|  | \$174.94                          | \$262.40 | \$349.87 | 7/1/2027                      | 6/30/2028 | \$56.25                                 | 4.00%            |   |
|  | \$181.93                          | \$272.90 | \$363.87 | 7/1/2028                      | 6/30/2029 | \$58.50                                 | 4.00%            |   |

|   |          |          |          |          |           |          |       |                   |
|---|----------|----------|----------|----------|-----------|----------|-------|-------------------|
| Corey Hayes<br>Construction Inspector                                     | \$141.36 | \$212.03 | \$282.71 | 1/1/2024 | 6/30/2024 | \$45.45  |       |                   |
|   | \$147.01 | \$220.52 | \$294.02 | 7/1/2024 | 6/30/2025 | \$47.27  | 4.00% |                   |
|   | \$152.89 | \$229.34 | \$305.78 | 7/1/2025 | 6/30/2026 | \$49.16  | 4.00% |                   |
|   | \$159.01 | \$238.51 | \$318.01 | 7/1/2026 | 6/30/2027 | \$51.13  | 4.00% |                   |
|   | \$165.37 | \$248.05 | \$330.73 | 7/1/2027 | 6/30/2028 | \$53.17  | 4.00% |                   |
|   | \$171.98 | \$257.97 | \$343.96 | 7/1/2028 | 6/30/2029 | \$55.30  | 4.00% |                   |
| Jordan King<br>Resident Engineer, Office Engineer, Construction Inspector | \$193.54 | \$290.32 | \$387.09 | 1/1/2024 | 6/30/2024 | \$62.23  |       |                   |
|   | \$201.29 | \$301.93 | \$402.57 | 7/1/2024 | 6/30/2025 | \$64.72  | 4.00% |                   |
|   | \$209.34 | \$314.01 | \$418.67 | 7/1/2025 | 6/30/2026 | \$67.31  | 4.00% |                   |
|   | \$217.71 | \$326.57 | \$435.42 | 7/1/2026 | 6/30/2027 | \$70.00  | 4.00% |                   |
|   | \$226.42 | \$339.63 | \$452.84 | 7/1/2027 | 6/30/2028 | \$72.80  | 4.00% |                   |
|   | \$235.48 | \$353.21 | \$470.95 | 7/1/2028 | 6/30/2029 | \$75.71  | 4.00% |                   |
| Brett Vivhan<br>Project Manager, Resident Engineer, Office Engineer       | \$231.80 | \$347.70 | \$463.60 | 1/1/2024 | 6/30/2024 | \$74.53  |       |                   |
|   | \$241.07 | \$361.61 | \$482.14 | 7/1/2024 | 6/30/2025 | \$77.51  | 4.00% |                   |
|   | \$250.71 | \$376.07 | \$501.43 | 7/1/2025 | 6/30/2026 | \$80.61  | 4.00% |                   |
|   | \$260.74 | \$391.11 | \$521.48 | 7/1/2026 | 6/30/2027 | \$83.84  | 4.00% |                   |
|   | \$271.17 | \$406.76 | \$542.34 | 7/1/2027 | 6/30/2028 | \$87.19  | 4.00% |                   |
|   | \$282.02 | \$423.03 | \$564.04 | 7/1/2028 | 6/30/2029 | \$90.68  | 4.00% |                   |
| Jeff Bline<br>Resident Engineer, Office Engineer, Construction Inspector  | \$273.69 | \$410.54 | \$547.38 | 1/1/2024 | 6/30/2024 | \$88.00  |       | See note 5 below. |
|   | \$284.64 | \$426.96 | \$569.28 | 7/1/2024 | 6/30/2025 | \$91.52  | 4.00% |                   |
|   | \$296.03 | \$444.04 | \$592.05 | 7/1/2025 | 6/30/2026 | \$95.18  | 4.00% |                   |
|   | \$307.87 | \$461.80 | \$615.73 | 7/1/2026 | 6/30/2027 | \$98.99  | 4.00% |                   |
|   | \$320.18 | \$480.27 | \$640.36 | 7/1/2027 | 6/30/2028 | \$102.95 | 4.00% |                   |
|   | \$332.99 | \$499.48 | \$665.98 | 7/1/2028 | 6/30/2029 | \$107.07 | 4.00% |                   |
| Miles Hartness<br>Scientist   | \$137.56 | \$206.34 | \$275.12 | 1/1/2024 | 6/30/2024 | \$44.23  |       |                   |
|   | \$143.06 | \$214.60 | \$286.13 | 7/1/2024 | 6/30/2025 | \$46.00  | 4.00% |                   |
|   | \$148.79 | \$223.18 | \$297.57 | 7/1/2025 | 6/30/2026 | \$47.84  | 4.00% |                   |
|   | \$154.74 | \$232.11 | \$309.48 | 7/1/2026 | 6/30/2027 | \$49.75  | 4.00% |                   |
|   | \$160.93 | \$241.39 | \$321.85 | 7/1/2027 | 6/30/2028 | \$51.74  | 4.00% |                   |
|   | \$167.36 | \$251.05 | \$334.73 | 7/1/2028 | 6/30/2029 | \$53.81  | 4.00% |                   |
| Christian Hernandez<br>Scientist  | \$100.92 | \$151.39 | \$201.85 | 1/1/2024 | 6/30/2024 | \$32.45  |       |                   |
|   | \$104.96 | \$157.44 | \$209.92 | 7/1/2024 | 6/30/2025 | \$33.75  | 4.00% |                   |
|   | \$109.16 | \$163.74 | \$218.32 | 7/1/2025 | 6/30/2026 | \$35.10  | 4.00% |                   |
|   | \$113.53 | \$170.29 | \$227.05 | 7/1/2026 | 6/30/2027 | \$36.50  | 4.00% |                   |
|   | \$118.07 | \$177.10 | \$236.13 | 7/1/2027 | 6/30/2028 | \$37.96  | 4.00% |                   |
|   | \$122.79 | \$184.18 | \$245.58 | 7/1/2028 | 6/30/2029 | \$39.48  | 4.00% |                   |
| Kerry McNamnee<br>Scientist   | \$143.97 | \$215.95 | \$287.94 | 1/1/2024 | 6/30/2024 | \$46.29  |       |                   |
|   | \$149.73 | \$224.59 | \$299.45 | 7/1/2024 | 6/30/2025 | \$48.14  | 4.00% |                   |
|   | \$155.72 | \$233.57 | \$311.43 | 7/1/2025 | 6/30/2026 | \$50.07  | 4.00% |                   |
|   | \$161.94 | \$242.92 | \$323.89 | 7/1/2026 | 6/30/2027 | \$52.07  | 4.00% |                   |
|   | \$168.42 | \$252.63 | \$336.85 | 7/1/2027 | 6/30/2028 | \$54.15  | 4.00% |                   |
|   | \$175.16 | \$262.74 | \$350.32 | 7/1/2028 | 6/30/2029 | \$56.32  | 4.00% |                   |
| Andrea Hilton<br>Scientist  | \$246.73 | \$370.09 | \$493.45 | 1/1/2024 | 6/30/2024 | \$79.33  |       |                   |
|   | \$256.60 | \$384.89 | \$513.19 | 7/1/2024 | 6/30/2025 | \$82.50  | 4.00% |                   |
|   | \$266.86 | \$400.29 | \$533.72 | 7/1/2025 | 6/30/2026 | \$85.80  | 4.00% |                   |
|   | \$277.53 | \$416.30 | \$555.07 | 7/1/2026 | 6/30/2027 | \$89.24  | 4.00% |                   |
|   | \$288.64 | \$432.95 | \$577.27 | 7/1/2027 | 6/30/2028 | \$92.80  | 4.00% |                   |
|   | \$300.18 | \$450.27 | \$600.36 | 7/1/2028 | 6/30/2029 | \$96.52  | 4.00% |                   |
| Josh Wolf<br>Project Manager, Resident Engineer, Office Engineer          | \$273.69 | \$410.54 | \$547.38 | 1/1/2024 | 6/30/2024 | \$88.00  |       | See note 5 below. |
|   | \$284.64 | \$426.96 | \$569.28 | 7/1/2024 | 6/30/2025 | \$91.52  | 4.00% |                   |
|   | \$296.03 | \$444.04 | \$592.05 | 7/1/2025 | 6/30/2026 | \$95.18  | 4.00% |                   |
|   | \$307.87 | \$461.80 | \$615.73 | 7/1/2026 | 6/30/2027 | \$98.99  | 4.00% |                   |
|   | \$320.18 | \$480.27 | \$640.36 | 7/1/2027 | 6/30/2028 | \$102.95 | 4.00% |                   |
|   | \$332.99 | \$499.48 | \$665.98 | 7/1/2028 | 6/30/2029 | \$107.07 | 4.00% |                   |



|  |          |          |          |          |           |          |       |                   |
|--|----------|----------|----------|----------|-----------|----------|-------|-------------------|
| Jeremy Svhela<br>Project Manager, Resident Engineer, Office Engineer | \$273.69 | \$410.54 | \$547.38 | 1/1/2024 | 6/30/2024 | \$88.00  |       | See note 5 below. |
|  | \$284.64 | \$426.96 | \$569.28 | 7/1/2024 | 6/30/2025 | \$91.52  | 4.00% |                   |
|  | \$296.03 | \$444.04 | \$592.05 | 7/1/2025 | 6/30/2026 | \$95.18  | 4.00% |                   |
|  | \$307.87 | \$461.80 | \$615.73 | 7/1/2026 | 6/30/2027 | \$98.99  | 4.00% |                   |
|  | \$320.18 | \$480.27 | \$640.36 | 7/1/2027 | 6/30/2028 | \$102.95 | 4.00% |                   |
|  | \$332.99 | \$499.48 | \$665.98 | 7/1/2028 | 6/30/2029 | \$107.07 | 4.00% |                   |
| Jane Rozga<br>Project Manager, Resident Engineer, Office Engineer    | \$273.69 | \$410.54 | \$547.38 | 1/1/2024 | 6/30/2024 | \$88.00  |       | See note 5 below. |
|  | \$284.64 | \$426.96 | \$569.28 | 7/1/2024 | 6/30/2025 | \$91.52  | 4.00% |                   |
|  | \$296.03 | \$444.04 | \$592.05 | 7/1/2025 | 6/30/2026 | \$95.18  | 4.00% |                   |
|  | \$307.87 | \$461.80 | \$615.73 | 7/1/2026 | 6/30/2027 | \$98.99  | 4.00% |                   |
|  | \$320.18 | \$480.27 | \$640.36 | 7/1/2027 | 6/30/2028 | \$102.95 | 4.00% |                   |
|  | \$332.99 | \$499.48 | \$665.98 | 7/1/2028 | 6/30/2029 | \$107.07 | 4.00% |                   |
| Senior Tech Director 1   | \$309.55 | \$464.33 | \$619.10 | 1/1/2024 | 6/30/2024 | \$99.53  |       | 75.73-123.32      |
|  | \$321.93 | \$482.90 | \$643.87 | 7/1/2024 | 6/30/2025 | \$103.51 | 4.00% |                   |
|  | \$334.81 | \$502.22 | \$669.62 | 7/1/2025 | 6/30/2026 | \$107.65 | 4.00% |                   |
|  | \$348.20 | \$522.31 | \$696.41 | 7/1/2026 | 6/30/2027 | \$111.96 | 4.00% |                   |
|  | \$362.13 | \$543.20 | \$724.26 | 7/1/2027 | 6/30/2028 | \$116.44 | 4.00% |                   |
|  | \$376.62 | \$564.93 | \$753.24 | 7/1/2028 | 6/30/2029 | \$121.09 | 4.00% |                   |
| Senior Tech Director 2   | \$276.86 | \$415.30 | \$553.73 | 1/1/2024 | 6/30/2024 | \$89.02  |       | 70.12-107.91      |
|  | \$287.94 | \$431.91 | \$575.88 | 7/1/2024 | 6/30/2025 | \$92.58  | 4.00% |                   |
|  | \$299.46 | \$449.19 | \$598.91 | 7/1/2025 | 6/30/2026 | \$96.28  | 4.00% |                   |
|  | \$311.44 | \$467.15 | \$622.87 | 7/1/2026 | 6/30/2027 | \$100.14 | 4.00% |                   |
|  | \$323.89 | \$485.84 | \$647.78 | 7/1/2027 | 6/30/2028 | \$104.14 | 4.00% |                   |
|  | \$336.85 | \$505.27 | \$673.70 | 7/1/2028 | 6/30/2029 | \$108.31 | 4.00% |                   |
| Senior Tech Director 3   | \$271.33 | \$406.99 | \$542.66 | 1/1/2024 | 6/30/2024 | \$87.24  |       | 69.79-104.69      |
|  | \$282.18 | \$423.27 | \$564.36 | 7/1/2024 | 6/30/2025 | \$90.73  | 4.00% |                   |
|  | \$293.47 | \$440.20 | \$586.94 | 7/1/2025 | 6/30/2026 | \$94.36  | 4.00% |                   |
|  | \$305.21 | \$457.81 | \$610.42 | 7/1/2026 | 6/30/2027 | \$98.13  | 4.00% |                   |
|  | \$317.42 | \$476.12 | \$634.83 | 7/1/2027 | 6/30/2028 | \$102.06 | 4.00% |                   |
|  | \$330.11 | \$495.17 | \$660.23 | 7/1/2028 | 6/30/2029 | \$106.14 | 4.00% |                   |
| Technical Director 1   | \$240.44 | \$360.67 | \$480.89 | 1/1/2024 | 6/30/2024 | \$77.31  |       | 61.71-92.90       |
|  | \$250.06 | \$375.09 | \$500.13 | 7/1/2024 | 6/30/2025 | \$80.40  | 4.00% |                   |
|  | \$260.07 | \$390.10 | \$520.13 | 7/1/2025 | 6/30/2026 | \$83.62  | 4.00% |                   |
|  | \$270.47 | \$405.70 | \$540.94 | 7/1/2026 | 6/30/2027 | \$86.96  | 4.00% |                   |
|  | \$281.29 | \$421.93 | \$562.57 | 7/1/2027 | 6/30/2028 | \$90.44  | 4.00% |                   |
|  | \$292.54 | \$438.81 | \$585.08 | 7/1/2028 | 6/30/2029 | \$94.06  | 4.00% |                   |
| Technical Director 2   | \$215.50 | \$323.25 | \$431.00 | 1/1/2024 | 6/30/2024 | \$69.29  |       | 55.43-83.15       |
|  | \$224.12 | \$336.18 | \$448.24 | 7/1/2024 | 6/30/2025 | \$72.06  | 4.00% |                   |
|  | \$233.09 | \$349.63 | \$466.17 | 7/1/2025 | 6/30/2026 | \$74.94  | 4.00% |                   |
|  | \$242.41 | \$363.61 | \$484.82 | 7/1/2026 | 6/30/2027 | \$77.94  | 4.00% |                   |
|  | \$252.11 | \$378.16 | \$504.21 | 7/1/2027 | 6/30/2028 | \$81.06  | 4.00% |                   |
|  | \$262.19 | \$393.29 | \$524.38 | 7/1/2028 | 6/30/2029 | \$84.30  | 4.00% |                   |
| Senior Professional 1  | \$176.66 | \$264.98 | \$353.31 | 1/1/2024 | 6/30/2024 | \$56.80  |       | 45.44-68.16       |
|  | \$183.72 | \$275.58 | \$367.44 | 7/1/2024 | 6/30/2025 | \$59.07  | 4.00% |                   |
|  | \$191.07 | \$286.61 | \$382.14 | 7/1/2025 | 6/30/2026 | \$61.43  | 4.00% |                   |
|  | \$198.71 | \$298.07 | \$397.43 | 7/1/2026 | 6/30/2027 | \$63.89  | 4.00% |                   |
|  | \$206.66 | \$309.99 | \$413.32 | 7/1/2027 | 6/30/2028 | \$66.45  | 4.00% |                   |
|  | \$214.93 | \$322.39 | \$429.86 | 7/1/2028 | 6/30/2029 | \$69.11  | 4.00% |                   |
| Senior Professional 2  | \$153.86 | \$230.79 | \$307.72 | 1/1/2024 | 6/30/2024 | \$49.47  |       | 39.57-59.36       |
|  | \$160.01 | \$240.02 | \$320.03 | 7/1/2024 | 6/30/2025 | \$51.45  | 4.00% |                   |
|  | \$166.41 | \$249.62 | \$332.83 | 7/1/2025 | 6/30/2026 | \$53.51  | 4.00% |                   |
|  | \$173.07 | \$259.61 | \$346.14 | 7/1/2026 | 6/30/2027 | \$55.65  | 4.00% |                   |
|  | \$179.99 | \$269.99 | \$359.99 | 7/1/2027 | 6/30/2028 | \$57.87  | 4.00% |                   |
|  | \$187.19 | \$280.79 | \$374.39 | 7/1/2028 | 6/30/2029 | \$60.19  | 4.00% |                   |

|                          |          |          |          |          |           |          |       |             |
|--------------------------|----------|----------|----------|----------|-----------|----------|-------|-------------|
| Professional 1           | \$133.05 | \$199.58 | \$266.10 | 1/1/2024 | 6/30/2024 | \$42.78  |       | 34.27-51.28 |
|                          | \$138.37 | \$207.56 | \$276.75 | 7/1/2024 | 6/30/2025 | \$44.49  | 4.00% |             |
|                          | \$143.91 | \$215.86 | \$287.82 | 7/1/2025 | 6/30/2026 | \$46.27  | 4.00% |             |
|                          | \$149.67 | \$224.50 | \$299.33 | 7/1/2026 | 6/30/2027 | \$48.12  | 4.00% |             |
|                          | \$155.65 | \$233.48 | \$311.30 | 7/1/2027 | 6/30/2028 | \$50.05  | 4.00% |             |
|                          | \$161.88 | \$242.82 | \$323.76 | 7/1/2028 | 6/30/2029 | \$52.05  | 4.00% |             |
| Professional 2           | \$121.64 | \$182.46 | \$243.28 | 1/1/2024 | 6/30/2024 | \$39.11  |       | 31.99-46.23 |
|                          | \$126.50 | \$189.75 | \$253.01 | 7/1/2024 | 6/30/2025 | \$40.67  | 4.00% |             |
|                          | \$131.56 | \$197.34 | \$263.13 | 7/1/2025 | 6/30/2026 | \$42.30  | 4.00% |             |
|                          | \$136.83 | \$205.24 | \$273.65 | 7/1/2026 | 6/30/2027 | \$43.99  | 4.00% |             |
|                          | \$142.30 | \$213.45 | \$284.60 | 7/1/2027 | 6/30/2028 | \$45.75  | 4.00% |             |
|                          | \$147.99 | \$221.99 | \$295.98 | 7/1/2028 | 6/30/2029 | \$47.58  | 4.00% |             |
| Professional 3           | \$110.29 | \$165.43 | \$220.57 | 1/1/2024 | 6/30/2024 | \$35.46  |       | 31.49-39.43 |
|                          | \$114.70 | \$172.05 | \$229.39 | 7/1/2024 | 6/30/2025 | \$36.88  | 4.00% |             |
|                          | \$119.28 | \$178.93 | \$238.57 | 7/1/2025 | 6/30/2026 | \$38.35  | 4.00% |             |
|                          | \$124.06 | \$186.08 | \$248.11 | 7/1/2026 | 6/30/2027 | \$39.89  | 4.00% |             |
|                          | \$129.02 | \$193.53 | \$258.04 | 7/1/2027 | 6/30/2028 | \$41.48  | 4.00% |             |
|                          | \$134.18 | \$201.27 | \$268.36 | 7/1/2028 | 6/30/2029 | \$43.14  | 4.00% |             |
| Vacationer/Intern        | \$68.42  | \$102.63 | \$136.85 | 1/1/2024 | 6/30/2024 | \$22.00  |       | 20.00-24.00 |
|                          | \$71.16  | \$106.74 | \$142.32 | 7/1/2024 | 6/30/2025 | \$22.88  | 4.00% |             |
|                          | \$74.01  | \$111.01 | \$148.01 | 7/1/2025 | 6/30/2026 | \$23.80  | 4.00% |             |
|                          | \$76.97  | \$115.45 | \$153.93 | 7/1/2026 | 6/30/2027 | \$24.75  | 4.00% |             |
|                          | \$80.05  | \$120.07 | \$160.09 | 7/1/2027 | 6/30/2028 | \$25.74  | 4.00% |             |
|                          | \$83.25  | \$124.87 | \$166.49 | 7/1/2028 | 6/30/2029 | \$26.77  | 4.00% |             |
| Lead Design Technician 1 | \$261.25 | \$391.88 | \$522.50 | 1/1/2024 | 6/30/2024 | \$84.00  |       | 78.00-90.00 |
|                          | \$271.70 | \$407.55 | \$543.40 | 7/1/2024 | 6/30/2025 | \$87.36  | 4.00% |             |
|                          | \$282.57 | \$423.85 | \$565.14 | 7/1/2025 | 6/30/2026 | \$90.85  | 4.00% |             |
|                          | \$293.87 | \$440.81 | \$587.75 | 7/1/2026 | 6/30/2027 | \$94.49  | 4.00% |             |
|                          | \$305.63 | \$458.44 | \$611.26 | 7/1/2027 | 6/30/2028 | \$98.27  | 4.00% |             |
|                          | \$317.85 | \$476.78 | \$635.71 | 7/1/2028 | 6/30/2029 | \$102.20 | 4.00% |             |
| Lead Design Technician 2 | \$230.15 | \$345.23 | \$460.30 | 1/1/2024 | 6/30/2024 | \$74.00  |       | 68.00-80.00 |
|                          | \$239.36 | \$359.03 | \$478.71 | 7/1/2024 | 6/30/2025 | \$76.96  | 4.00% |             |
|                          | \$248.93 | \$373.40 | \$497.86 | 7/1/2025 | 6/30/2026 | \$80.04  | 4.00% |             |
|                          | \$258.89 | \$388.33 | \$517.78 | 7/1/2026 | 6/30/2027 | \$83.24  | 4.00% |             |
|                          | \$269.24 | \$403.87 | \$538.49 | 7/1/2027 | 6/30/2028 | \$86.57  | 4.00% |             |
|                          | \$280.01 | \$420.02 | \$560.03 | 7/1/2028 | 6/30/2029 | \$90.03  | 4.00% |             |
| Lead Design Technician 3 | \$194.38 | \$291.58 | \$388.77 | 1/1/2024 | 6/30/2024 | \$62.50  |       | 55.00-70.00 |
|                          | \$202.16 | \$303.24 | \$404.32 | 7/1/2024 | 6/30/2025 | \$65.00  | 4.00% |             |
|                          | \$210.25 | \$315.37 | \$420.49 | 7/1/2025 | 6/30/2026 | \$67.60  | 4.00% |             |
|                          | \$218.66 | \$327.98 | \$437.31 | 7/1/2026 | 6/30/2027 | \$70.30  | 4.00% |             |
|                          | \$227.40 | \$341.10 | \$454.80 | 7/1/2027 | 6/30/2028 | \$73.12  | 4.00% |             |
|                          | \$236.50 | \$354.75 | \$473.00 | 7/1/2028 | 6/30/2029 | \$76.04  | 4.00% |             |
| Sr Design Technician 1   | \$167.33 | \$250.99 | \$334.65 | 1/1/2024 | 6/30/2024 | \$53.80  |       | 44.52-63.08 |
|                          | \$174.02 | \$261.03 | \$348.04 | 7/1/2024 | 6/30/2025 | \$55.95  | 4.00% |             |
|                          | \$180.98 | \$271.47 | \$361.96 | 7/1/2025 | 6/30/2026 | \$58.19  | 4.00% |             |
|                          | \$188.22 | \$282.33 | \$376.44 | 7/1/2026 | 6/30/2027 | \$60.52  | 4.00% |             |
|                          | \$195.75 | \$293.62 | \$391.49 | 7/1/2027 | 6/30/2028 | \$62.94  | 4.00% |             |
|                          | \$203.58 | \$305.37 | \$407.15 | 7/1/2028 | 6/30/2029 | \$65.46  | 4.00% |             |
| Sr Design Technician 2   | \$150.84 | \$226.26 | \$301.68 | 1/1/2024 | 6/30/2024 | \$48.50  |       | 45.00-52.00 |
|                          | \$156.88 | \$235.31 | \$313.75 | 7/1/2024 | 6/30/2025 | \$50.44  | 4.00% |             |
|                          | \$163.15 | \$244.73 | \$326.30 | 7/1/2025 | 6/30/2026 | \$52.46  | 4.00% |             |
|                          | \$169.68 | \$254.51 | \$339.35 | 7/1/2026 | 6/30/2027 | \$54.56  | 4.00% |             |
|                          | \$176.46 | \$264.70 | \$352.93 | 7/1/2027 | 6/30/2028 | \$56.74  | 4.00% |             |
|                          | \$183.52 | \$275.28 | \$367.04 | 7/1/2028 | 6/30/2029 | \$59.01  | 4.00% |             |

|                         |          |          |          |          |           |          |       |             |
|-------------------------|----------|----------|----------|----------|-----------|----------|-------|-------------|
| Design Technician 1     | \$135.29 | \$202.94 | \$270.58 | 1/1/2024 | 6/30/2024 | \$43.50  |       | 40.00-47.00 |
|                         | \$140.70 | \$211.05 | \$281.41 | 7/1/2024 | 6/30/2025 | \$45.24  | 4.00% |             |
|                         | \$146.33 | \$219.50 | \$292.66 | 7/1/2025 | 6/30/2026 | \$47.05  | 4.00% |             |
|                         | \$152.18 | \$228.28 | \$304.37 | 7/1/2026 | 6/30/2027 | \$48.93  | 4.00% |             |
|                         | \$158.27 | \$237.41 | \$316.54 | 7/1/2027 | 6/30/2028 | \$50.89  | 4.00% |             |
|                         | \$164.60 | \$246.90 | \$329.20 | 7/1/2028 | 6/30/2029 | \$52.92  | 4.00% |             |
| Design Technician 2     | \$118.19 | \$177.28 | \$236.37 | 1/1/2024 | 6/30/2024 | \$38.00  |       | 35.00-41.00 |
|                         | \$122.91 | \$184.37 | \$245.83 | 7/1/2024 | 6/30/2025 | \$39.52  | 4.00% |             |
|                         | \$127.83 | \$191.74 | \$255.66 | 7/1/2025 | 6/30/2026 | \$41.10  | 4.00% |             |
|                         | \$132.94 | \$199.41 | \$265.88 | 7/1/2026 | 6/30/2027 | \$42.74  | 4.00% |             |
|                         | \$138.26 | \$207.39 | \$276.52 | 7/1/2027 | 6/30/2028 | \$44.45  | 4.00% |             |
|                         | \$143.79 | \$215.69 | \$287.58 | 7/1/2028 | 6/30/2029 | \$46.23  | 4.00% |             |
| Drafting/Design 1       | \$105.74 | \$158.62 | \$211.49 | 1/1/2024 | 6/30/2024 | \$34.00  |       | 31.00-37.00 |
|                         | \$109.97 | \$164.96 | \$219.95 | 7/1/2024 | 6/30/2025 | \$35.36  | 4.00% |             |
|                         | \$114.37 | \$171.56 | \$228.75 | 7/1/2025 | 6/30/2026 | \$36.77  | 4.00% |             |
|                         | \$118.95 | \$178.42 | \$237.90 | 7/1/2026 | 6/30/2027 | \$38.25  | 4.00% |             |
|                         | \$123.71 | \$185.56 | \$247.41 | 7/1/2027 | 6/30/2028 | \$39.78  | 4.00% |             |
|                         | \$128.65 | \$192.98 | \$257.31 | 7/1/2028 | 6/30/2029 | \$41.37  | 4.00% |             |
| Drafting/Design 2       | \$93.30  | \$139.96 | \$186.61 | 1/1/2024 | 6/30/2024 | \$30.00  |       | 27.00-33.00 |
|                         | \$97.04  | \$145.55 | \$194.07 | 7/1/2024 | 6/30/2025 | \$31.20  | 4.00% |             |
|                         | \$100.92 | \$151.38 | \$201.84 | 7/1/2025 | 6/30/2026 | \$32.45  | 4.00% |             |
|                         | \$104.95 | \$157.43 | \$209.91 | 7/1/2026 | 6/30/2027 | \$33.75  | 4.00% |             |
|                         | \$109.15 | \$163.73 | \$218.31 | 7/1/2027 | 6/30/2028 | \$35.10  | 4.00% |             |
|                         | \$113.52 | \$170.28 | \$227.04 | 7/1/2028 | 6/30/2029 | \$36.50  | 4.00% |             |
| Drafting/Design 3       | \$93.30  | \$139.96 | \$186.61 | 1/1/2024 | 6/30/2024 | \$30.00  |       | 27.00-33.00 |
|                         | \$97.04  | \$145.55 | \$194.07 | 7/1/2024 | 6/30/2025 | \$31.20  | 4.00% |             |
|                         | \$100.92 | \$151.38 | \$201.84 | 7/1/2025 | 6/30/2026 | \$32.45  | 4.00% |             |
|                         | \$104.95 | \$157.43 | \$209.91 | 7/1/2026 | 6/30/2027 | \$33.75  | 4.00% |             |
|                         | \$109.15 | \$163.73 | \$218.31 | 7/1/2027 | 6/30/2028 | \$35.10  | 4.00% |             |
|                         | \$113.52 | \$170.28 | \$227.04 | 7/1/2028 | 6/30/2029 | \$36.50  | 4.00% |             |
| Drafting/Design 4       | \$76.20  | \$114.30 | \$152.40 | 1/1/2024 | 6/30/2024 | \$24.50  |       | 21.00-28.00 |
|                         | \$79.25  | \$118.87 | \$158.49 | 7/1/2024 | 6/30/2025 | \$25.48  | 4.00% |             |
|                         | \$82.42  | \$123.62 | \$164.83 | 7/1/2025 | 6/30/2026 | \$26.50  | 4.00% |             |
|                         | \$85.71  | \$128.57 | \$171.43 | 7/1/2026 | 6/30/2027 | \$27.56  | 4.00% |             |
|                         | \$89.14  | \$133.71 | \$178.28 | 7/1/2027 | 6/30/2028 | \$28.66  | 4.00% |             |
|                         | \$92.71  | \$139.06 | \$185.41 | 7/1/2028 | 6/30/2029 | \$29.81  | 4.00% |             |
| Intern Drafting/Design  | \$68.42  | \$102.63 | \$136.85 | 1/1/2024 | 6/30/2024 | \$22.00  |       | 20.00-24.00 |
|                         | \$71.16  | \$106.74 | \$142.32 | 7/1/2024 | 6/30/2025 | \$22.88  | 4.00% |             |
|                         | \$74.01  | \$111.01 | \$148.01 | 7/1/2025 | 6/30/2026 | \$23.80  | 4.00% |             |
|                         | \$76.97  | \$115.45 | \$153.93 | 7/1/2026 | 6/30/2027 | \$24.75  | 4.00% |             |
|                         | \$80.05  | \$120.07 | \$160.09 | 7/1/2027 | 6/30/2028 | \$25.74  | 4.00% |             |
|                         | \$83.25  | \$124.87 | \$166.49 | 7/1/2028 | 6/30/2029 | \$26.77  | 4.00% |             |
| Sr Construction Manager | \$261.25 | \$391.88 | \$522.50 | 1/1/2024 | 6/30/2024 | \$84.00  |       | 78.00-90.00 |
|                         | \$271.70 | \$407.55 | \$543.40 | 7/1/2024 | 6/30/2025 | \$87.36  | 4.00% |             |
|                         | \$282.57 | \$423.85 | \$565.14 | 7/1/2025 | 6/30/2026 | \$90.85  | 4.00% |             |
|                         | \$293.87 | \$440.81 | \$587.75 | 7/1/2026 | 6/30/2027 | \$94.49  | 4.00% |             |
|                         | \$305.63 | \$458.44 | \$611.26 | 7/1/2027 | 6/30/2028 | \$98.27  | 4.00% |             |
|                         | \$317.85 | \$476.78 | \$635.71 | 7/1/2028 | 6/30/2029 | \$102.20 | 4.00% |             |
| Construction Manager    | \$205.74 | \$308.60 | \$411.47 | 1/1/2024 | 6/30/2024 | \$66.15  |       | 52.88-79.42 |
|                         | \$213.97 | \$320.95 | \$427.93 | 7/1/2024 | 6/30/2025 | \$68.80  | 4.00% |             |
|                         | \$222.52 | \$333.79 | \$445.05 | 7/1/2025 | 6/30/2026 | \$71.55  | 4.00% |             |
|                         | \$231.42 | \$347.14 | \$462.85 | 7/1/2026 | 6/30/2027 | \$74.41  | 4.00% |             |
|                         | \$240.68 | \$361.02 | \$481.36 | 7/1/2027 | 6/30/2028 | \$77.39  | 4.00% |             |
|                         | \$250.31 | \$375.46 | \$500.62 | 7/1/2028 | 6/30/2029 | \$80.48  | 4.00% |             |

|                           |          |          |          |          |           |         |       |             |
|---------------------------|----------|----------|----------|----------|-----------|---------|-------|-------------|
| Lead Site Engineer/Supvrs | \$182.16 | \$273.24 | \$364.32 | 1/1/2024 | 6/30/2024 | \$58.57 |       | 46.85-70.28 |
|                           | \$189.45 | \$284.17 | \$378.89 | 7/1/2024 | 6/30/2025 | \$60.91 | 4.00% |             |
|                           | \$197.03 | \$295.54 | \$394.05 | 7/1/2025 | 6/30/2026 | \$63.35 | 4.00% |             |
|                           | \$204.91 | \$307.36 | \$409.81 | 7/1/2026 | 6/30/2027 | \$65.88 | 4.00% |             |
|                           | \$213.10 | \$319.65 | \$426.20 | 7/1/2027 | 6/30/2028 | \$68.52 | 4.00% |             |
|                           | \$221.63 | \$332.44 | \$443.25 | 7/1/2028 | 6/30/2029 | \$71.26 | 4.00% |             |
| Senior Site Engineer      | \$167.33 | \$250.99 | \$334.65 | 1/1/2024 | 6/30/2024 | \$53.80 |       | 44.52-63.08 |
|                           | \$174.02 | \$261.03 | \$348.04 | 7/1/2024 | 6/30/2025 | \$55.95 | 4.00% |             |
|                           | \$180.98 | \$271.47 | \$361.96 | 7/1/2025 | 6/30/2026 | \$58.19 | 4.00% |             |
|                           | \$188.22 | \$282.33 | \$376.44 | 7/1/2026 | 6/30/2027 | \$60.52 | 4.00% |             |
|                           | \$195.75 | \$293.62 | \$391.49 | 7/1/2027 | 6/30/2028 | \$62.94 | 4.00% |             |
|                           | \$203.58 | \$305.37 | \$407.15 | 7/1/2028 | 6/30/2029 | \$65.46 | 4.00% |             |
| Site Engineer             | \$150.84 | \$226.26 | \$301.68 | 1/1/2024 | 6/30/2024 | \$48.50 |       | 45.00-52.00 |
|                           | \$156.88 | \$235.31 | \$313.75 | 7/1/2024 | 6/30/2025 | \$50.44 | 4.00% |             |
|                           | \$163.15 | \$244.73 | \$326.30 | 7/1/2025 | 6/30/2026 | \$52.46 | 4.00% |             |
|                           | \$169.68 | \$254.51 | \$339.35 | 7/1/2026 | 6/30/2027 | \$54.56 | 4.00% |             |
|                           | \$176.46 | \$264.70 | \$352.93 | 7/1/2027 | 6/30/2028 | \$56.74 | 4.00% |             |
|                           | \$183.52 | \$275.28 | \$367.04 | 7/1/2028 | 6/30/2029 | \$59.01 | 4.00% |             |
| Lead Inspector            | \$127.14 | \$190.71 | \$254.29 | 1/1/2024 | 6/30/2024 | \$40.88 |       | 33.46-48.30 |
|                           | \$132.23 | \$198.34 | \$264.46 | 7/1/2024 | 6/30/2025 | \$42.52 | 4.00% |             |
|                           | \$137.52 | \$206.28 | \$275.03 | 7/1/2025 | 6/30/2026 | \$44.22 | 4.00% |             |
|                           | \$143.02 | \$214.53 | \$286.04 | 7/1/2026 | 6/30/2027 | \$45.98 | 4.00% |             |
|                           | \$148.74 | \$223.11 | \$297.48 | 7/1/2027 | 6/30/2028 | \$47.82 | 4.00% |             |
|                           | \$154.69 | \$232.03 | \$309.38 | 7/1/2028 | 6/30/2029 | \$49.74 | 4.00% |             |
| Senior Inspector          | \$125.28 | \$187.91 | \$250.55 | 1/1/2024 | 6/30/2024 | \$40.28 |       | 36.08-44.47 |
|                           | \$130.29 | \$195.43 | \$260.57 | 7/1/2024 | 6/30/2025 | \$41.89 | 4.00% |             |
|                           | \$135.50 | \$203.25 | \$271.00 | 7/1/2025 | 6/30/2026 | \$43.57 | 4.00% |             |
|                           | \$140.92 | \$211.38 | \$281.84 | 7/1/2026 | 6/30/2027 | \$45.31 | 4.00% |             |
|                           | \$146.56 | \$219.83 | \$293.11 | 7/1/2027 | 6/30/2028 | \$47.12 | 4.00% |             |
|                           | \$152.42 | \$228.63 | \$304.84 | 7/1/2028 | 6/30/2029 | \$49.01 | 4.00% |             |
| Inspector/Specialist      | \$120.36 | \$180.54 | \$240.72 | 1/1/2024 | 6/30/2024 | \$38.70 |       | 33.82-43.58 |
|                           | \$125.18 | \$187.77 | \$250.35 | 7/1/2024 | 6/30/2025 | \$40.25 | 4.00% |             |
|                           | \$130.18 | \$195.28 | \$260.37 | 7/1/2025 | 6/30/2026 | \$41.86 | 4.00% |             |
|                           | \$135.39 | \$203.09 | \$270.78 | 7/1/2026 | 6/30/2027 | \$43.53 | 4.00% |             |
|                           | \$140.81 | \$211.21 | \$281.61 | 7/1/2027 | 6/30/2028 | \$45.27 | 4.00% |             |
|                           | \$146.44 | \$219.66 | \$292.88 | 7/1/2028 | 6/30/2029 | \$47.08 | 4.00% |             |
| Administration            | \$171.06 | \$256.59 | \$342.12 | 1/1/2024 | 6/30/2024 | \$55.00 |       | 20.0-90.00  |
|                           | \$177.90 | \$266.85 | \$355.80 | 7/1/2024 | 6/30/2025 | \$57.20 | 4.00% |             |
|                           | \$185.02 | \$277.52 | \$370.03 | 7/1/2025 | 6/30/2026 | \$59.49 | 4.00% |             |
|                           | \$192.42 | \$288.62 | \$384.83 | 7/1/2026 | 6/30/2027 | \$61.87 | 4.00% |             |
|                           | \$200.11 | \$300.17 | \$400.23 | 7/1/2027 | 6/30/2028 | \$64.34 | 4.00% |             |
|                           | \$208.12 | \$312.18 | \$416.24 | 7/1/2028 | 6/30/2029 | \$66.92 | 4.00% |             |

1. All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.

2. The cost proposal format shall not be amended.

3. Billing rate = actual hourly rate \* (1+ ICR) \* (1+ Fee). Indirect cost rates should be based on the consultant's annual accounting period, established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.

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

5. Actual and loaded billing rates shown are discounted to align with market.

**COST PROPOSAL**

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

Consultant GHD Inc.  Prime Consultant  Subconsultant

Project No. DPW2024-001 Contract No. TBD Date 3/21/2024

| SCHEDULE OF OTHER DIRECT COST ITEMS |          |       |             |         |
|-------------------------------------|----------|-------|-------------|---------|
| DESCRIPTION OF ITEMS                | QUANTITY | UNIT  | UNIT COST   | TOTAL   |
| GPS                                 | 5        | day   | \$ 100.00   | \$500   |
| Laboratory Testing                  |          |       | Actual Cost |         |
| Records Search Fees                 |          |       | Actual Cost |         |
| Permit Fees                         |          |       | Actual Cost |         |
| Mileage                             | 500      | mile  | \$ 0.670    | \$335   |
| Tolls                               |          |       | Actual Cost |         |
| Parking                             |          |       | Actual Cost |         |
| Rental Vehicle and Gas              |          |       | Actual Cost |         |
| Lodging                             |          |       | Actual Cost |         |
| Per Diem                            | 50       | day   | \$ 120.00   | \$6,000 |
| Related Incidentals                 |          |       | Actual Cost |         |
| Plan Sheets (internal)              | 10       | sheet | \$ 1.50     | \$15    |
| Plan Sheets (external)              |          |       | Actual Cost |         |
|                                     |          |       |             | \$6,850 |

NOTES:

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

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## COST PROPOSAL

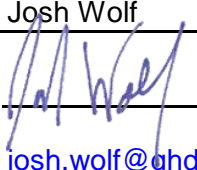
### **Certification of Direct Costs:**

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

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

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

### **Prime Consultant or Subconsultant Certifying:**

Name: Josh Wolf Title \*: Vice President  
Signature :  Date of Certification (mm/dd/yyyy): 3/21/2024  
Email: [josh.wolf@ghd.com](mailto:josh.wolf@ghd.com) Phone Number: 707-599-8078

\* 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:

Construction Management, Construction Inspections, Office Engineering, Environmental Support Services



|  |              |          |           |         |         |          |         |         |          |          |                |         |         |        |         |         |         |           |           |            |           |           |           |           |           |           |           |           |           |          |          |          |       |    |              |     |
|--|--------------|----------|-----------|---------|---------|----------|---------|---------|----------|----------|----------------|---------|---------|--------|---------|---------|---------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|----------|----------|-------|----|--------------|-----|
| <b>Christian Hernandez</b>             | <b>FIELD</b> | 1/1/2024 | 6/30/2024 | \$56.27 | \$84.41 | \$112.54 | \$32.97 | \$89.24 | \$117.38 | \$145.51 | <b>\$44.23</b> | \$44.23 | \$44.23 | \$5.41 | \$49.64 | \$49.64 | \$49.64 | (\$39.60) | (\$67.74) | (\$95.87)  | (\$39.60) | (\$40.18) | (\$68.31) | (\$12.04) | (\$40.18) | (\$68.31) | (\$27.56) | (\$27.56) | (\$27.56) | \$200.72 | \$288.23 | \$375.73 |       | \$ | <b>44.23</b> | N/A |
| Construction Inspector (Environmental) |              | 7/1/2024 | 6/30/2025 | \$59.27 | \$88.91 | \$118.54 | \$32.97 | \$92.24 | \$121.88 | \$151.51 | <b>\$46.00</b> | \$46.00 | \$46.00 | \$5.41 | \$51.41 | \$51.41 | \$51.41 | (\$40.83) | (\$70.47) | (\$100.10) | (\$40.83) | (\$42.91) | (\$72.54) | (\$13.27) | (\$42.91) | (\$72.54) | (\$27.56) | (\$27.56) | (\$27.56) | \$210.05 | \$302.22 | \$394.39 |       | \$ | <b>46.00</b> |     |
|  |              | 7/1/2025 | 6/30/2026 | \$59.27 | \$88.91 | \$118.54 | \$32.97 | \$92.24 | \$121.88 | \$151.51 | <b>\$47.84</b> | \$47.84 | \$47.84 | \$5.41 | \$53.25 | \$53.25 | \$53.25 | (\$38.99) | (\$68.63) | (\$98.26)  | (\$38.99) | (\$41.07) | (\$70.70) | (\$11.43) | (\$41.07) | (\$70.70) | (\$27.56) | (\$27.56) | (\$27.56) | \$210.05 | \$302.22 | \$394.39 | 4.00% | \$ | <b>47.84</b> |     |
| Prevailing Wage Work                   |              | 7/1/2026 | 6/30/2027 | \$59.27 | \$88.91 | \$118.54 | \$32.97 | \$92.24 | \$121.88 | \$151.51 | <b>\$49.75</b> | \$49.75 | \$49.75 | \$5.41 | \$55.16 | \$55.16 | \$55.16 | (\$37.08) | (\$66.72) | (\$96.35)  | (\$37.08) | (\$39.16) | (\$68.79) | (\$9.52)  | (\$39.16) | (\$68.79) | (\$27.56) | (\$27.56) | (\$27.56) | \$210.05 | \$302.22 | \$394.39 | 4.00% | \$ | <b>49.75</b> |     |
| Exempt                                 |              | 7/1/2027 | 6/30/2028 | \$59.27 | \$88.91 | \$118.54 | \$32.97 | \$92.24 | \$121.88 | \$151.51 | <b>\$51.74</b> | \$51.74 | \$51.74 | \$5.41 | \$57.15 | \$57.15 | \$57.15 | (\$35.09) | (\$64.73) | (\$94.36)  | (\$35.09) | (\$37.17) | (\$66.80) | (\$7.53)  | (\$37.17) | (\$66.80) | (\$27.56) | (\$27.56) | (\$27.56) | \$210.05 | \$302.22 | \$394.39 | 4.00% | \$ | <b>51.74</b> |     |
|  |              | 7/1/2028 | 6/30/2029 | \$59.27 | \$88.91 | \$118.54 | \$32.97 | \$92.24 | \$121.88 | \$151.51 | <b>\$53.81</b> | \$53.81 | \$53.81 | \$5.41 | \$59.22 | \$59.22 | \$59.22 | (\$33.02) | (\$62.66) | (\$92.29)  | (\$33.02) | (\$35.10) | (\$64.73) | (\$5.46)  | (\$35.10) | (\$64.73) | (\$27.56) | (\$27.56) | (\$27.56) | \$210.05 | \$302.22 | \$394.39 | 4.00% | \$ | <b>53.81</b> |     |
| <b>Kerry McNamee</b>                   | <b>FIELD</b> | 1/1/2024 | 6/30/2024 | \$56.27 | \$84.41 | \$112.54 | \$32.97 | \$89.24 | \$117.38 | \$145.51 | <b>\$46.29</b> | \$46.29 | \$46.29 | \$4.82 | \$51.11 | \$51.11 | \$51.11 | (\$38.13) | (\$66.27) | (\$94.40)  | (\$38.13) | (\$38.12) | (\$66.25) | (\$9.98)  | (\$38.12) | (\$66.25) | (\$28.15) | (\$28.15) | (\$28.15) | \$202.56 | \$290.06 | \$377.57 |       | \$ | <b>46.29</b> | N/A |
| Construction Inspector (Environmental) |              | 7/1/2024 | 6/30/2025 | \$59.27 | \$88.91 | \$118.54 | \$32.97 | \$92.24 | \$121.88 | \$151.51 | <b>\$48.14</b> | \$48.14 | \$48.14 | \$4.82 | \$52.96 | \$52.96 | \$52.96 | (\$39.28) | (\$68.92) | (\$98.55)  | (\$39.28) | (\$40.77) | (\$70.40) | (\$11.13) | (\$40.77) | (\$70.40) | (\$28.15) | (\$28.15) | (\$28.15) | \$211.89 | \$304.06 | \$396.23 | 4.00% | \$ | <b>48.14</b> |     |
|  |              | 7/1/2025 | 6/30/2026 | \$59.27 | \$88.91 | \$118.54 | \$32.97 | \$92.24 | \$121.88 | \$151.51 | <b>\$50.07</b> | \$50.07 | \$50.07 | \$4.82 | \$54.89 | \$54.89 | \$54.89 | (\$37.35) | (\$66.99) | (\$96.62)  | (\$37.35) | (\$38.84) | (\$68.47) | (\$9.20)  | (\$38.84) | (\$68.47) | (\$28.15) | (\$28.15) | (\$28.15) | \$211.89 | \$304.06 | \$396.23 | 4.00% | \$ | <b>50.07</b> |     |
| Prevailing Wage Work                   |              | 7/1/2026 | 6/30/2027 | \$59.27 | \$88.91 | \$118.54 | \$32.97 | \$92.24 | \$121.88 | \$151.51 | <b>\$52.07</b> | \$52.07 | \$52.07 | \$4.82 | \$56.89 | \$56.89 | \$56.89 | (\$35.35) | (\$64.99) | (\$94.62)  | (\$35.35) | (\$36.84) | (\$66.47) | (\$7.20)  | (\$36.84) | (\$66.47) | (\$28.15) | (\$28.15) | (\$28.15) | \$211.89 | \$304.06 | \$396.23 | 4.00% | \$ | <b>52.07</b> |     |
| Exempt                                 |              | 7/1/2027 | 6/30/2028 | \$59.27 | \$88.91 | \$118.54 | \$32.97 | \$92.24 | \$121.88 | \$151.51 | <b>\$54.15</b> | \$54.15 | \$54.15 | \$4.82 | \$58.97 | \$58.97 | \$58.97 | (\$33.27) | (\$62.91) | (\$92.54)  | (\$33.27) | (\$34.76) | (\$64.39) | (\$5.12)  | (\$34.76) | (\$64.39) | (\$28.15) | (\$28.15) | (\$28.15) | \$211.89 | \$304.06 | \$396.23 | 4.00% | \$ | <b>54.15</b> |     |
|  |              | 7/1/2028 | 6/30/2029 | \$59.27 | \$88.91 | \$118.54 | \$32.97 | \$92.24 | \$121.88 | \$151.51 | <b>\$56.32</b> | \$56.32 | \$56.32 | \$4.82 | \$61.14 | \$61.14 | \$61.14 | (\$31.10) | (\$60.74) | (\$90.37)  | (\$31.10) | (\$32.59) | (\$62.22) | (\$2.95)  | (\$32.59) | (\$62.22) | (\$28.15) | (\$28.15) | (\$28.15) | \$211.89 | \$304.06 | \$396.23 | 4.00% | \$ | <b>56.32</b> |     |

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- \*NC\* denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- 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.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 1/30/24. 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 1/30/24. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- 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 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 follows:  
Billing rate for travel time = Loaded Rate Formula \*C\* above.  
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follows: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
  - For Non-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 follows:
- Loaded Hourly Billing Rates shown are discounted by \$60/hr below the calculated rate to align with market.



# EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

**CONTRACT TYPE: Specific Rates of Compensation**  
**CONSULTANT: GHD Inc.** **PRIME  SUB**   
**PROJECT NO.: DPW2024-001** **CONTRACT NO.: N/A** **2/16/24%**  
**Consultant's Participation Amount: \$ TBD**

## SCHEDULE OF OTHER DIRECT COST ITEMS

| GHD Inc.               |          |       |             |                |
|------------------------|----------|-------|-------------|----------------|
| DESCRIPTION OF ITEMS   | QUANTITY | UNIT  | UNIT COST   | TOTAL          |
| GPS                    | 5        | day   | \$ 100.00   | \$500          |
| Laboratory Testing     |          |       | Actual Cost |                |
| Records Search Fees    |          |       | Actual Cost |                |
| Permit Fees            |          |       | Actual Cost |                |
| Mileage                | 500      | mile  | \$ 0.670    | \$335          |
| Tolls                  |          |       | Actual Cost |                |
| Parking                |          |       | Actual Cost |                |
| Rental Vehicle and Gas |          |       | Actual Cost |                |
| Lodging                |          |       | Actual Cost |                |
| Per Diem               | 50       | day   | \$ 120.00   | \$6,000        |
| Related Incidentals    |          |       | Actual Cost |                |
| Plan Sheets (internal) | 10       | sheet | \$ 1.50     | \$15           |
| Plan Sheets (external) |          |       | Actual Cost |                |
|                        |          |       |             |                |
|                        |          |       |             | <b>\$6,850</b> |

**Important Notes:**

1. "N/C" denotes No Charge
2. Pre-approved travel and Per Diem will be reimbursed in accordance with the current Caltrans Travel Guide for consultants, and detailed in executed Task Order Cost Estimates. No charge will be invoiced for employee relocation costs.
3. Actual costs are based on prices from appropriate vendors and should be competitive in their respective industries. The costs will be supported with appropriate documents detailed in executed Task Order Cost Estimates. Proposed vendors shall be presented in the Task Order Cost Estimate for each project. Pre-approval by the Caltrans Contract Manager will be required and shall be submitted along with the actual invoice.
4. Parking, tolls and local transportation cost resulting from commuting to and from the employee's residence to the job site as assigned in the Task Order are not reimbursable.
5. Other Direct Cost (ODC) items claimed shall be in compliance with 48 Code of Federal Regulation, Chapter 1, part 31 (Federal Acquisition Regulation – FAR cost principles) and shall be consistent with the firm's company-wide allocation policies and charging practices with all clients including federal government, state governments, local agencies and private clients.
6. Proposed items shall be consistently billed directly to all clients (Commercial entities, Federal Govt., State Govt., and Local Govt. Agency), and not just when the client will pay for them as a direct cost.
7. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
8. For those items listed here as "tools of the trade" that is part of indirect cost and not applicable as a direct cost, note as Not Applicable (NA).

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

Note: Mark-ups are Not Allowed

Consultant KCM Engineering, Inc. dba Knight CM Group Prime Consultant  Subconsultant  2nd Tier Subconsultant  
 Project No. \_\_\_\_\_ Contract No. DPW2024-001 Participation Amount TBD Date 3/25/2024

|                   |          |   |            |   |        |   |                |
|-------------------|----------|---|------------|---|--------|---|----------------|
| For Combined Rate | Fringe % | + | Overhead % | + | G&A %  | = | Combined ICR % |
|                   | 50.30%   |   | 29.44%     |   | 48.98% |   | 128.72%        |

OR

|                       |          |   |            |   |       |   |                    |
|-----------------------|----------|---|------------|---|-------|---|--------------------|
| For Home Office Rate  | Fringe % | + | Overhead % | + | G&A % | = | Home Office ICR %  |
|                       |          |   |            |   |       |   | 0.00%              |
| For Field Office Rate | Fringe % | + | Overhead % | + | G&A % | = | Field Office ICR % |
|                       |          |   |            |   |       |   | 0.00%              |

|              |      |
|--------------|------|
| Fee =        | 10%  |
| % Increase = | 3.0% |

**BILLING INFORMATION**

**CALCULATION INFORMATION**

| Name/Job Title/Classification <sup>1</sup> | Hourly Billing Rates <sup>2</sup> |          |          | Effective Date of Hourly Rate |            | Actual or Avg. Hourly Rate <sup>4</sup> | % or \$ Increase | Hourly Range - for Classifications Only |  |
|--|-----------------------------------|----------|----------|-------------------------------|------------|---|------------------|---|--|
|  | Straight <sup>3</sup>             | OT(1.5x) | OT(2x)   | From                          | To         |   |                  |   |  |
| Joe Pedroni**                              | \$201.37                          | \$241.39 | \$281.41 | 1/1/2024                      | 12/31/2024 | \$80.04                                 |                  | Not Applicable                          |  |
| <i>Construction Inspector</i>              | \$207.42                          | \$248.64 | \$289.86 | 1/1/2025                      | 12/31/2025 | \$82.44                                 | 3.0%             |   |  |
| <i>Non-Exempt</i>                          | \$213.64                          | \$256.10 | \$298.55 | 1/1/2026                      | 12/31/2026 | \$84.91                                 |                  |   |  |
|  | \$220.05                          | \$263.78 | \$307.51 | 1/1/2027                      | 12/31/2027 | \$87.46                                 |                  |   |  |
|  | \$226.65                          | \$271.69 | \$316.73 | 1/1/2028                      | 12/30/2028 | \$90.09                                 |                  |   |  |
|  | \$233.45                          | \$279.84 | \$326.24 | 12/31/2028                    | 12/30/2029 | \$92.79                                 |                  |   |  |
| Joe Pedroni**                              | \$219.06                          | \$262.60 | \$306.13 | 1/1/2024                      | 12/31/2024 | \$87.07                                 |                  | Not Applicable                          |  |
| <i>Construction Inspector - 2nd Shift</i>  | \$225.63                          | \$270.47 | \$315.32 | 1/1/2025                      | 12/31/2025 | \$89.68                                 | 3.0%             |   |  |
| <i>Non-Exempt</i>                          | \$232.40                          | \$278.59 | \$324.77 | 1/1/2026                      | 12/31/2026 | \$92.37                                 |                  |   |  |
|  | \$239.37                          | \$286.95 | \$334.52 | 1/1/2027                      | 12/31/2027 | \$95.14                                 |                  |   |  |
|  | \$246.56                          | \$295.55 | \$344.55 | 1/1/2028                      | 12/30/2028 | \$98.00                                 |                  |   |  |
|  | \$253.95                          | \$304.42 | \$354.89 | 12/31/2028                    | 12/30/2029 | \$100.94                                |                  |   |  |
| Tyler Reyes**                              | \$195.74                          | \$234.64 | \$273.54 | 1/1/2024                      | 12/31/2024 | \$77.80                                 |                  | Not Applicable                          |  |
| <i>Construction Inspector</i>              | \$201.61                          | \$241.68 | \$281.74 | 1/1/2025                      | 12/31/2025 | \$80.13                                 | 3.0%             |   |  |
| <i>Non-Exempt</i>                          | \$207.66                          | \$248.93 | \$290.20 | 1/1/2026                      | 12/31/2026 | \$82.54                                 |                  |   |  |
|  | \$213.89                          | \$256.40 | \$298.90 | 1/1/2027                      | 12/31/2027 | \$85.01                                 |                  |   |  |
|  | \$220.31                          | \$264.09 | \$307.87 | 1/1/2028                      | 12/30/2028 | \$87.56                                 |                  |   |  |
|  | \$226.91                          | \$272.01 | \$317.11 | 12/31/2028                    | 12/30/2029 | \$90.19                                 |                  |   |  |

| BILLING INFORMATION                          |                                   |          |          | CALCULATION INFORMATION       |            |   |                  |   |  |
|--|-----------------------------------|----------|----------|-------------------------------|------------|---|------------------|---|--|
| Name/Job Title/Classification <sup>1</sup>   | Hourly Billing Rates <sup>2</sup> |          |          | Effective Date of Hourly Rate |            | Actual or Avg. Hourly Rate <sup>4</sup> | % or \$ Increase | Hourly Range - for Classifications Only |  |
|  | Straight <sup>3</sup>             | OT(1.5x) | OT(2x)   | From                          | To         |   |                  |   |  |
| Tyler Reyes**                                | \$213.43                          | \$255.84 | \$298.26 | 1/1/2024                      | 12/31/2024 | \$84.83                                 |                  | Not Applicable                          |  |
| <i>Construction Inspector - Second Shift</i> | \$219.83                          | \$263.52 | \$307.20 | 1/1/2025                      | 12/31/2025 | \$87.37                                 | 3.0%             |   |  |
| <i>Non-Exempt</i>                            | \$226.42                          | \$271.42 | \$316.42 | 1/1/2026                      | 12/31/2026 | \$90.00                                 |                  |   |  |
|  | \$233.22                          | \$279.56 | \$325.91 | 1/1/2027                      | 12/31/2027 | \$92.70                                 |                  |   |  |
|  | \$240.21                          | \$287.95 | \$335.69 | 1/1/2028                      | 12/30/2028 | \$95.48                                 |                  |   |  |
|  | \$247.42                          | \$296.59 | \$345.76 | 12/31/2028                    | 12/30/2029 | \$98.34                                 |                  |   |  |
| Unassigned - As Needed**                     | \$188.69                          | \$226.19 | \$263.69 | 1/1/2024                      | 12/31/2024 | \$75.00                                 |                  | \$70.00 - \$80.00                       |  |
| <i>Construction Inspector</i>                | \$194.35                          | \$232.98 | \$271.60 | 1/1/2025                      | 12/31/2025 | \$77.25                                 | 3.0%             |   |  |
| <i>Non-Exempt</i>                            | \$200.19                          | \$239.97 | \$279.75 | 1/1/2026                      | 12/31/2026 | \$79.57                                 |                  |   |  |
|  | \$206.19                          | \$247.17 | \$288.15 | 1/1/2027                      | 12/31/2027 | \$81.95                                 |                  |   |  |
|  | \$212.38                          | \$254.58 | \$296.79 | 1/1/2028                      | 12/30/2028 | \$84.41                                 |                  |   |  |
|  | \$218.75                          | \$262.22 | \$305.69 | 12/31/2028                    | 12/30/2029 | \$86.95                                 |                  |   |  |
| Unassigned - As Needed**                     | \$205.05                          | \$245.80 | \$286.55 | 1/1/2024                      | 12/31/2024 | \$81.50                                 |                  | \$76.50 - \$86.50                       |  |
| <i>Construction Inspector - Second Shift</i> | \$211.20                          | \$253.17 | \$295.14 | 1/1/2025                      | 12/31/2025 | \$83.95                                 | 3.0%             |   |  |
| <i>Non-Exempt</i>                            | \$217.53                          | \$260.77 | \$304.00 | 1/1/2026                      | 12/31/2026 | \$86.46                                 |                  |   |  |
|  | \$224.06                          | \$268.59 | \$313.12 | 1/1/2027                      | 12/31/2027 | \$89.06                                 |                  |   |  |
|  | \$230.78                          | \$276.65 | \$322.51 | 1/1/2028                      | 12/30/2028 | \$91.73                                 |                  |   |  |
|  | \$237.71                          | \$284.95 | \$332.19 | 12/31/2028                    | 12/30/2029 | \$94.48                                 |                  |   |  |

NOTES:

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

**EXHIBIT 10-H2 COST PROPOSAL** Page 2 of 3

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

Consultant KCM Engineering, Inc.  Prime Consultant  Subconsultant  2nd Tier Subconsultant

Project No. \_\_\_\_\_ Contract No. DPW20024-001 Date 3/25/2024

| SCHEDULE OF OTHER DIRECT COST ITEMS            |          |      |           |                           |
|--|----------|------|-----------|---------------------------|
| DESCRIPTION OF ITEM                            | Quantity | Unit | Unit Cost | Total                     |
| Travel: mileage costs (at federal travel rate) |          |      |           | \$ -                      |
| Travel: vehicle rental and gas                 |          |      |           | \$ -                      |
| Travel: lodging, meals (at state travel rate)  |          |      |           | \$ -                      |
| Printing/Reproduction/Postage                  |          |      |           | \$ -                      |
|  |          |      |           | \$ -                      |
|  |          |      |           | \$ -                      |
|  |          |      |           | \$ -                      |
|  |          |      |           |                           |
|  |          |      |           | N/A No Other Direct Costs |
| Subconsultant 1:                               |          |      |           |                           |
| Subconsultant 2:                               |          |      |           |                           |
| Subconsultant 3:                               |          |      |           |                           |

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

**EXHIBIT 10-H2 COST PROPOSAL** (Page 3 of 3)

**Certification of Direct Costs**


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

- 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 Services
- 6 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

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

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

**Prime Consultant or Subconsultant Certifying:**

Name: Matt Taliaferro Title\*: Principal  
Signature:  Date of Certification (mm/dd/yyyy): 3/25/2024  
Email: [matt@knightcmgroup.com](mailto:matt@knightcmgroup.com) Phone Number: (916) 969-6646  
Address: 3100 Zinfandel Drive, Suite 275, Rancho Cordova, CA 95670

\*An individual executive or financial officer of the consultant's or subconsultants 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 this proposed contract:

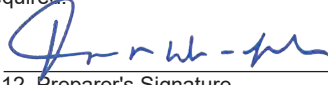
On-Call Construction Management Services (providing Construction Inspectors)



**ATTACHMENT C – CONSULTANT PROPOSAL DBE COMMITMENT (EXHIBIT 10-01)**

**EXHIBIT 10-O1 CONSULTANT PROPOSAL DBE COMMITMENT**

1. Local Agency: Humboldt County Public Works 2. Contract DBE Goal: 22%  
 3. Project Description: On-Call Professional Construction Management Services  
 4. Project Location: Humboldt County, CA  
 5. Consultant's Name: Ghirardelli Associates, Inc. 6. Prime Certified DBE:

| 7. Description of Work, Service, or Materials Supplied  | 8. DBE Certification Number     | 9. DBE Contact Information   | 10. DBE %                        |
|---|---------------------------------|--|----------------------------------|
| Construction Management Services  | 47453                           | Albat; 7317 Flowerwood Way<br>Sacramento, CA 95831; 323.459.7510;<br>tatevik@albat.co  | 11%                              |
| Construction Management Services  | 48645                           | Knight Engineering<br>2023 Blackridge Ave., Sacramento, CA 95835<br>916-870-9090; seyer6967@yahoo.com                                | 11%                              |
|   |                                 |  |                                  |
|   |                                 |  |                                  |
|   |                                 |  |                                  |
|   |                                 |  |                                  |
|   |                                 |  |                                  |
| <b>Local Agency to Complete this Section</b>  |                                 |  |                                  |
| 17. Local Agency Contract Number: <u>RFQ No. DPW2024-001</u><br>18. Federal-Aid Project Number: <u>On-Call</u><br>19. Proposed Contract Execution Date: _____ |                                 | <b>11. TOTAL CLAIMED DBE PARTICIPATION</b> 22% %   |                                  |
| Local Agency certifies that all DBE certifications are valid and information on this form is complete and accurate.   |                                 | IMPORTANT: Identify all DBE firms being claimed for credit, regardless of tier. Written confirmation of each listed DBE is required. |                                  |
| 20. Local Agency Representative's Signature<br><u>Jeff Ball</u>   | 21. Date<br><u>707-445-7377</u> | 12. Preparer's Signature<br>                     | 13. Date<br><u>02/22/24</u>      |
| 22. Local Agency Representative's Name<br><u>Assoc. Civil Engineer</u>  | 23. Phone<br>_____              | 14. Preparer's Name<br><u>Raewyn Lelo-Butcher</u>  | 15. Phone<br><u>510-708-7442</u> |
| 24. Local Agency Representative's Title<br>_____  |                                 | 16. Preparer's Title<br><u>Executive Vice President</u>  |                                  |

DISTRIBUTION: Original – Included with consultant's proposal to local agency.

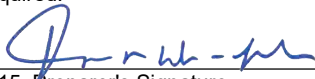
**ADA Notice:** For individuals with sensory disabilities, this document is available in alternate formats. For information call (916) 654-6410 or TDD (916) 654-3880 or write Records and Forms Management, 1120 N Street, MS-89, Sacramento, CA 95814.



**ATTACHMENT D – CONSULTANT CONTRACT DBE COMMITMENT (EXHIBIT 10-O2)**

**EXHIBIT 10-O2 CONSULTANT CONTRACT DBE COMMITMENT**

1. Local Agency: Humboldt County Public Works 2. Contract DBE Goal: 22%  
 3. Project Description: On-Call Professional Construction Management Services  
 4. Project Location: Humboldt County, CA  
 5. Consultant's Name: Ghirardelli Associates, Inc. 6. Prime Certified DBE:  7. Total Contract Award Amount: \$6,000,000  
 8. Total Dollar Amount for **ALL** Subconsultants: \$1,920,000 9. Total Number of **ALL** Subconsultants: 7

| 10. Description of Work, Service, or Materials Supplied   | 11. DBE Certification Number               | 12. DBE Contact Information  | 13. DBE Dollar Amount          |
|---|--|--|--------------------------------|
| Construction Management Services  | 47453                                      | Albat; 7317 Flowerwood Way<br>Sacramento, CA 95831; 323.459.7510;<br>tatevik@albat.co  | \$660,000                      |
| Construction Management Services  | 48645                                      | Knight Engineering; 2023 Blackridge Ave.,<br>Sacramento, CA 95835<br>916-870-9090; seyer6967@yahoo.com                               | \$660,000                      |
|   |  |  |                                |
|   |  |  |                                |
|   |  |  |                                |
|   |  |  |                                |
|   |  |  |                                |
| <b>Local Agency to Complete this Section</b>  |  |  | \$1,320,000                    |
| 20. Local Agency Contract Number: <u>RFQ No. DPW2024-001</u>  | <b>14. TOTAL CLAIMED DBE PARTICIPATION</b> |  | 22 %                           |
| 21. Federal-Aid Project Number: <u>On-Call</u>  |  |  |                                |
| 22. Contract Execution Date: _____  |  |  |                                |
| Local Agency certifies that all DBE certifications are valid and information on this form is complete and accurate. |  | IMPORTANT: Identify all DBE firms being claimed for credit, regardless of tier. Written confirmation of each listed DBE is required. |                                |
| 23. Local Agency Representative's Name: <u>Jeffrey A. Ball</u>  | 24. Date: _____                            | 15. Preparer's Signature:                        | 16. Date: <u>5/17/2024</u>     |
| 25. Local Agency Representative's Name: <u>Assoc. Civil Engineer</u>  | 26. Phone: <u>707-445-7377</u>             | 17. Preparer's Name: <u>Raewyn Lelo-Butcher</u>  | 18. Phone: <u>510-708-7442</u> |
| 27. Local Agency Representative's Title: _____  |  | 19. Preparer's Title: <u>Executive Vice President</u>  |                                |

DISTRIBUTION: 1. Original – Local Agency  
 2. Copy – Caltrans District Local Assistance Engineer (DLAE). Failure to submit to DLAE within 30 days of contract execution may result in de-obligation of federal funds on contract.

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**ATTACHMENT E – DBE INFORMATION, GOOD FAITH EFFORTS (EXHIBIT 15-H)**

**EXHIBIT 15-H: PROPOSER/CONTRACTOR GOOD FAITH EFFORTS**

Cost Proposal Due Date \_\_\_\_\_ PE/CE

Federal-aid Project No(s). \_\_\_\_\_ Bid Opening Date \_\_\_\_\_ CON

The \_\_\_\_\_ established a Disadvantaged Business Enterprise (DBE) goal of \_\_\_\_\_ for this contract. The information provided herein shows the required good faith efforts to meet or exceed the DBE contract goal.

Proposers or bidders submit the following information to document their good faith efforts within five (5) calendar days from cost proposal due date or bid opening. Proposers and bidders are recommended to submit the following information even if the Exhibit 10-O1: Consultant Proposal DBE Commitments or Exhibit 15-G: Construction Contract DBE Commitment indicate that the proposer or bidder has met the DBE goal. This form protects the proposer’s or bidder’s eligibility for award of the contract if the administering agency determines that the bidder failed to meet the goal for various reasons, e.g., a DBE firm was not certified at bid opening, or the bidder made a mathematical error.

The following items are listed in the Section entitled “Submission of DBE Commitment” of the Special Provisions, **please attach additional sheets as needed:**

- A. The names and dates of each publication in which a request for DBE participation for this project was placed by the bidder (please attach copies of advertisements or proofs of publication):

| Publications | Dates of Advertisement |
|--------------|------------------------|
|              |                        |
|              |                        |
|              |                        |
|              |                        |

- B. The names and dates of written notices sent to certified DBEs soliciting bids for this project and the dates and methods used for following up initial solicitations to determine with certainty whether the DBEs were interested (please attach copies of solicitations, telephone records, fax confirmations, etc.):

| Names of DBEs Solicited | Date of Initial Solicitation | Follow Up Methods and Dates |
|-------------------------|------------------------------|-----------------------------|
|                         |                              |                             |
|                         |                              |                             |
|                         |                              |                             |
|                         |                              |                             |
|                         |                              |                             |
|                         |                              |                             |
|                         |                              |                             |
|                         |                              |                             |
|                         |                              |                             |

- C. The items of work made available to DBE firms including those unbundled contract work items into economically feasible units to facilitate DBE participation. It is the bidder's responsibility to demonstrate that sufficient work to facilitate DBE participation in order to meet or exceed the DBE contract goal.

| Items of Work | Proposer or Bidder Normally Performs Item (Y/N) | Breakdown of Items | Amount (\$) | Percentage Of Contract |
|---------------|---|--------------------|-------------|------------------------|
|---------------|---|--------------------|-------------|------------------------|

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- D. The names, addresses and phone numbers of rejected DBE firms, the reasons for the bidder's rejection of the DBEs, the firms selected for that work (please attach copies of quotes from the firms involved), and the price difference for each DBE if the selected firm is not a DBE:

Names, addresses and phone numbers of rejected DBEs and the reasons for the bidder's rejection of the DBEs:

Names, addresses and phone numbers of firms selected for the work above:

- E. Efforts (e.g. in advertisements and solicitations) made to assist interested DBEs in obtaining information related to the plans, specifications and requirements for the work which was provided to DBEs:

F. Efforts (e.g. in advertisements and solicitations) made to assist interested DBEs in obtaining bonding, lines of credit or insurance, necessary equipment, supplies, materials, or related assistance or services, excluding supplies and equipment the DBE subcontractor purchases or leases from the prime contractor or its affiliate:

G. The names of agencies, organizations or groups contacted to provide assistance in contacting, recruiting and using DBE firms (please attach copies of requests to agencies and any responses received, i.e., lists, Internet page download, etc.):

| Name of Agency/Organization | Method/Date of Contact | Results |
|-----------------------------|------------------------|---------|
|                             |                        |         |
|                             |                        |         |
|                             |                        |         |
|                             |                        |         |
|                             |                        |         |
|                             |                        |         |

H. Any additional data to support a demonstration of good faith efforts:

**ATTACHMENT F – DBE RUNNING TALLY OF PAYMENTS (EXHIBIT 9-F)**





## Exhibit 9-F Instructions

### I. Purpose:

Title 49 of the Code of Federal Regulations (CFR), Part 26.37(c) requires recipients of federal-aid funding to "provide a running tally of actual attainments, including a means of comparing these attainments to commitments." This requirement does not apply to projects that do not have any federal funding.

### II. Policy:

- A. To comply with 49 CFR 26.37(c), the prime contractors/consultants must complete the Exhibit 9-F: Disadvantaged Business Enterprise Running Tally of Payments and email it to [business.support.unit@dot.ca.gov](mailto:business.support.unit@dot.ca.gov) and their local administering agencies after submitting an invoice for reimbursement that includes a payment to a DBE, but no later than the 10th of the following month. Submission of this Exhibit is required until all DBE subcontracting or material supply activity on the entire project is completed.
- B. Save this form using the following naming convention, [yyyymm]-[Prime's DUNS Number]-[ss].xlsx. [ss] is two digit sequential numbering, applicable when consultant or contractor has more than one 9-F form to complete per pay period. For example, a valid saved file could read: 202001-123456789-01.xlsx

### III. Instructions:

- (1) **Reporting Period (mm-yyyy):** Indicate the month and year of payments being reported.
- (2) **Federal Aid Project Number:** Enter the 7 digit federal-aid project number of the lead project on the contract. E.g. 5002(123) is a valid Federal-Aid Project Number.
- (3) **Caltrans District:** Enter the appropriate Caltrans District number as 1 through 12.
- (4) **Local Agency:** List the local agency's name.
- (5) **Contract Number:** List the local agency assigned contract agreement number.
- (6) **Total Contract Award Amount (\$):** Enter the total current contract award amount of the project.
- (7) **DBE Goal Percentage (%):** Enter the contract DBE goal percentage as it appears on the project advertisement.
- (8) **DBE Committed Percentage (%):** Enter percentage of the Prime contract committed to DBE firms.
- (9) **Prime Contractor/Consultant DUNS Number:** Enter the unique nine-digit Data Universal Numbering System (DUNS) that Contractors/Consultants should have in order to participate in Federally-funded contracts.
- (10) **Business Name:** List the name for the prime contractor/consultant as identified in Procedure 9 above.
- (11) **Amount Prime's Invoice This Period (\$):** Enter the total invoice amount that prime submitted for reimbursement this period.
- (12) **Amount Paid to Prime To Date (\$):** Enter the total payment that is paid to the Prime to date.
- (13) **Prime certified DBE:** Enter "Yes" if Prime Contractor/Consultant is certified DBE and "No" otherwise.  
DBE Prime contractor needs to fill in from procedure (14) to (21) for payments to DBE Subcontractors and DBE Prime's self-performing.

**Note:** For Procedures (14) through (21) below, insert rows as needed to list all DBEs included on Exhibits 10-O2 or 15-G, and any other DBEs that were utilized regardless of tier.

- (14) **DBE Firm name:** List the DBE's firm name.
- (15) **DBE Cert. Number:** List the DBE's certification number as listed in the California Unified Certification Program (CUCP) database.
- (16) **Contract Type:** Select the most appropriate Subcontractor's contract type (Agent, Consultant, Joint Venture, Manufacturer, Prime, Regular Dealer, Subcontractor, Truck/Haul, Service Provider from dropdown list.)
- (17) **Date of Payment:** List current check date when a check is issued to the DBE for work performed by the DBE.
- (18) **Amount of This Payment:** List the total amount paid to the DBE this period.
- (19) **Amount Paid to Date:** List the total amount paid to this DBE to date. This should be a total of past payments plus payment for the current work just invoiced to the Local Agency.
- (20) **Amount Committed to This DBE Firm:** Copy the information from the agency signed Exhibit 10-O2 or 15-G. If the listed DBE was not originally committed to, type "0."
- (21) **Comments:** Add appropriate notes if a DBE subcontract was terminated, a DBE subcontract was added, if change orders impacted the DBE's payments (include good faith efforts the prime contractor/consultant implemented), if task orders weren't issued, etc.
- (22) **Prime Contractor/Consultant Manager's Name:** Enter the manager's name of the prime contractor/consultant of the project.
- (23) **Business Phone Number:** Enter the manager's business phone number of the prime contractor/consultant.
- (24) **Date:** Provide the date this form was prepared.
- (25) **Copy Distribution:** The prime contractor/consultant will need to maintain a copy with the contract file (electronic and/or paper). The prime contractor/consultant will need to e-mail this form as provided in the Section II. Policy, paragraphs A as stated above. Local agency will need to keep a copy with the contract file.

**ATTACHMENT G – DBE COMMERCIALY USEFUL FUNCTION EVALUATION (EXHIBIT 9-J)**

STATE OF CALIFORNIA • DEPARTMENT OF TRANSPORTATION  
**DLA DISADVANTAGED BUSINESS ENTERPRISE**  
**COMMERCIALLY USEFUL FUNCTION EVALUATION**

DOT LAPM 9-J (NEW 05/2023)

|                     |                    |                           |
|---------------------|--------------------|---------------------------|
| PROJECT DESCRIPTION | DISTRICT           | FEDERAL PROJECT NUMBER    |
| PROJECT LOCATION    | COUNTY             | LOCAL PUBLIC AGENCY (LPA) |
| CONTRACTOR NAME     | AWARD AMOUNT<br>\$ |                           |

Complete a Commercially Useful Function (CUF) evaluation for each Disadvantaged Business Enterprise (DBE) company performing on a federal-aid contract, with or without a DBE goal. Perform the evaluation at the beginning of the DBE's work, and continue to monitor the performance of CUF for the duration of the project.

**EVALUATOR INFORMATION**

|                   |               |                 |
|-------------------|---------------|-----------------|
| EVALUATOR'S NAME  | EMAIL ADDRESS | EVALUATION DATE |
| EVALUATOR'S TITLE | PHONE NUMBER  |                 |

**PRIME CONTRACTOR EVALUATION MEETING INFORMATION**

N/A

|                                 |               |              |
|---------------------------------|---------------|--------------|
| CONTRACTOR REPRESENTATIVE NAME  | EMAIL ADDRESS | PHONE NUMBER |
| CONTRACTOR REPRESENTATIVE TITLE |               |              |

**DBE CONTRACT COMMITMENT**

|                               |                        |                                    |
|-------------------------------|------------------------|------------------------------------|
| DBE Total Contract Commitment | DBE Company Commitment | DBE Company Work Completed to Date |
| %    \$                       | %    \$                | %    \$                            |

**DBE COMPANY INFORMATION**

|   |  |                      |
|---|--|----------------------|
| DBE COMPANY NAME  | COMPANY EMAIL ADDRESS                                    | COMPANY PHONE NUMBER |
| DBE COMPANY OWNER   | DBE ADDRESS  |                      |
| NAICS CODES   | WORK CODES   |                      |
| ADDRESS LOCATION  | OPEN TO THE PUBLIC?                                      |                      |
| <input type="checkbox"/> Storefront <input type="checkbox"/> Warehouse <input type="checkbox"/> Yard <input type="checkbox"/> Manufacturing Plant or Facility | <input type="checkbox"/> Yes <input type="checkbox"/> No |                      |
| DBE REPRESENTATIVE NAME   | EMAIL ADDRESS  | PHONE NUMBER         |
| DBE REPRESENTATIVE TITLE  |  |                      |

BRIEF DESCRIPTION OF DBE'S SCOPE OF WORK *(Include the bid item number and item description)*

Attach a copy of subcontract agreement or purchase order as applicable.

**TYPE OF DBE**

DBE company is performing as:

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Prime Contractor (Section 1)   | <input type="checkbox"/> Trucking (Section 2)       | <input type="checkbox"/> Professional Services (Section 5) |
| <input type="checkbox"/> Subcontractor (Section 1)      | <input type="checkbox"/> Regular Dealer (Section 3) | <input type="checkbox"/> Broker (Section 6)                |
| <input type="checkbox"/> Tier Subcontractor (Section 1) | <input type="checkbox"/> Manufacturer (Section 4)   |  |

Complete the appropriate section to document the evaluation.

**ADA Notice**

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|                 |                        |        |                  |
|-----------------|------------------------|--------|------------------|
| DISTRICT        | FEDERAL PROJECT NUMBER | COUNTY | PROJECT LOCATION |
| CONTRACTOR NAME |                        |        | DBE COMPANY NAME |

**DBE COMMERCIALLY USEFUL FUNCTION EVALUATION DETERMINATION**

For the DBE performing a Commercially Useful Function, the DBE CUF evaluation identified:

- No Deficiencies  
 The Following Deficiencies:

| Number | CUF Deficiency            |
|--------|---------------------------|
| 1      | SECTION                   |
|        | QUESTION                  |
|        | DESCRIPTION OF DEFICIENCY |
| 2      | SECTION                   |
|        | QUESTION                  |
|        | DESCRIPTION OF DEFICIENCY |

For Commercially Useful Function full credit, the DBE CUF evaluation identified:

- No Inadequacies  
 The Following Inadequacies:

| Number | CUF Inadequacy            |
|--------|---------------------------|
| 1      | SECTION                   |
|        | QUESTION                  |
|        | DESCRIPTION OF INADEQUACY |

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STATE OF CALIFORNIA • DEPARTMENT OF TRANSPORTATION  
**DLA DISADVANTAGED BUSINESS ENTERPRISE**  
**COMMERCIALLY USEFUL FUNCTION EVALUATION**

DOT LAPM 9-J (NEW 05/2023)

|                 |                        |        |                  |
|-----------------|------------------------|--------|------------------|
| DISTRICT        | FEDERAL PROJECT NUMBER | COUNTY | PROJECT LOCATION |
| CONTRACTOR NAME |                        |        | DBE COMPANY NAME |

**DBE CUF DETERMINATION**

- DBE is Performing a Commercially Useful Function**  
Based on the evaluation, the DBE is performing a Commercially Useful Function.
- DBE is Not Performing a Commercially Useful Function**  
Based on the evaluation, the DBE was not performing a Commercially Useful Function.

|                |           |      |
|----------------|-----------|------|
| EVALUATOR NAME | SIGNATURE | DATE |
|----------------|-----------|------|

**CONTRACTOR CERTIFICATION**

LPA Evaluation

I certify under penalty of perjury that the information provided in this form is complete and accurate.

|                 |           |      |
|-----------------|-----------|------|
| CONTRACTOR NAME | SIGNATURE | DATE |
|-----------------|-----------|------|

**LPA VERIFICATION**

The information provided in this form has been verified to be complete and accurate.

**COMPLETENESS**

|                              |           |      |
|------------------------------|-----------|------|
| VERIFIED BY NAME - INSPECTOR | SIGNATURE | DATE |
|------------------------------|-----------|------|

**BASED ON CERTIFIED PAYROLLS**

|                                      |           |      |
|--------------------------------------|-----------|------|
| VERIFIED BY NAME - RESIDENT ENGINEER | SIGNATURE | DATE |
|--------------------------------------|-----------|------|

**BASED ON ATTACHMENTS & DOCUMENTS**

|                                |           |      |
|--------------------------------|-----------|------|
| VERIFIED BY NAME - DBE LIAISON | SIGNATURE | DATE |
|--------------------------------|-----------|------|

**NO RESPONSES & CUF DETERMINATION**

|   |           |      |
|---|-----------|------|
| VERIFIED BY NAME - EMPLOYEE IN RESPONSIBLE CHARGE | SIGNATURE | DATE |
|---|-----------|------|

**RESIDENT ENGINEER CERTIFICATION**

I certify that I have reviewed the information submitted in this DBE CUF evaluation and have made the following CUF determination:

- DBE is Performing a Commercially Useful Function**
- DBE is Not Performing a Commercially Useful Function**

|                        |           |      |
|------------------------|-----------|------|
| RESIDENT ENGINEER NAME | SIGNATURE | DATE |
|------------------------|-----------|------|

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STATE OF CALIFORNIA • DEPARTMENT OF TRANSPORTATION  
**DLA DISADVANTAGED BUSINESS ENTERPRISE**  
**COMMERCIALLY USEFUL FUNCTION EVALUATION**  
 DOT LAPM 9-J (NEW 05/2023)

|                 |                        |        |                  |
|-----------------|------------------------|--------|------------------|
| DISTRICT        | FEDERAL PROJECT NUMBER | COUNTY | PROJECT LOCATION |
| CONTRACTOR NAME |                        |        | DBE COMPANY NAME |

**COMPLETED EVALUATIONS SUBMITTAL**

|   |                   |      |
|---|-------------------|------|
| Submit DBE Commercially Useful Function Evaluation to the Contractor                      | SUBMITTED BY NAME | DATE |
| Submit DBE Commercially Useful Function Evaluation to the DBE company                     | SUBMITTED BY NAME | DATE |
| Submit DBE Commercially Useful Function Evaluation to the LPA Labor Compliance Office     | SUBMITTED BY NAME | DATE |
| Submit non-compliant DBE Commercially Useful Function Evaluation to LPA Resident Engineer | SUBMITTED BY NAME | DATE |

**ATTACHMENTS**

| Record or Document                                       | File Name |
|--|-----------|
| <input type="checkbox"/> Subcontract Agreement           |           |
| <input type="checkbox"/> Purchase Order                  |           |
| <input type="checkbox"/> Daily Work Records              |           |
| <input type="checkbox"/> Certified Payrolls              |           |
| <input type="checkbox"/> Invoices                        |           |
| <input type="checkbox"/> Cancelled Checks                |           |
| <input type="checkbox"/> Equipment Ownership             |           |
| <input type="checkbox"/> Materials on Hand               |           |
| <input type="checkbox"/> Lease or Rental Agreement       |           |
| <input type="checkbox"/> Haul Tickets or Bills of Lading |           |
| <input type="checkbox"/> Delivery Tickets                |           |
| <input type="checkbox"/>                                 |           |

**ADA Notice**

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### GENERAL INFORMATION

- Pursuant to 49 Code of Federal Regulations (CFR) 26.55, “A DBE performs a commercially useful function when it is responsible for execution of the work of the contract and is carrying out its responsibilities by actually performing, managing, and supervising the work involved. A DBE does not perform a commercially useful function if its role is limited to that of an extra participant in a transaction, contract, or project through which funds are passed in order to obtain the appearance of DBE participation...” The purpose of this form is to provide documentation of evaluating DBEs for compliance with the CFR commercially useful function requirements.

---

### FORM

- **PROJECT DESCRIPTION:** Enter the project description as it appears on the project advertisement (Bridge Rehab, Seismic Rehab, Overlay, etc.).
- **PROJECT LOCATION:** Enter the project location(s) as it appears on the project advertisement.
- **DISTRICT:** Enter the district number of the project.
- **FEDERAL PROJECT NUMBER:** Enter the federal project number.
- **COUNTY:** Enter the abbreviation for the county where the project is located.
- **LOCAL PUBLIC AGENCY:** A California city, county, tribal government, or other local public agency.
- **CONTRACTOR NAME:** Company name of the prime contractor.
- **AWARD AMOUNT:** Contract Award without the contingency.

---

### EVALUATOR INFORMATION

- **EVALUATOR NAME:** Name of the individual conducting the evaluation.
- **EMAIL ADDRESS:** Evaluator’s email address.
- **EVALUATION DATE:** Date the evaluation took place with the DBE and prime contractor.
- **EVALUATOR TITLE:** Title of the individual conducting the evaluation.
- **PHONE NUMBER:** Evaluator’s phone number.

---

### PRIME CONTRACTOR EVALUATION MEETING INFORMATION

- **CONTRACTOR REPRESENTATIVE:** Name, email address, phone number and title of the contractor’s representative attending the evaluation meeting.

---

### DBE CONTRACT COMMITMENT

- **DBE TOTAL CONTRACT COMMITMENT:** Enter the percentage and dollar amount of the total DBE commitment on this contract.
- **DBE COMPANY COMMITMENT:** Enter the calculated percentage and dollar amount the contractor has committed to the DBE company based on the subcontract amount or purchase order amount for materials.
- **DBE COMPANY WORK COMPLETED TO DATE:** Enter the percentage and dollar amount of DBE completed work performed or materials supplied to date for the DBE company.

---

### DBE COMPANY INFORMATION

- **DBE COMPANY NAME:** Enter the name of the DBE contractor, subcontractor, trucker, or materials supplier.
- **COMPANY EMAIL ADDRESS:** Enter DBE company email address.
- **COMPANY PHONE NUMBER:** Enter DBE company phone number.
- **DBE COMPANY OWNER:** Enter the name of the DBE company owner.
- **NAISC CODES:** Enter the North American Industry Classification System code for the DBE company.
- **WORK CODES:** Enter the work codes that the DBE is certified to perform.
- **DBE ADDRESS:** Enter the physical address of the DBE company.
- **ADDRESS LOCATION:** Check the appropriate box for storefront, warehouse, yard, manufacturing plant, or facility.
- **OPEN TO THE PUBLIC:** Check box either “Yes” or “No” whether the storefront, warehouse, yard, manufacturing plant, or facility is open to the public.
- **DBE REPRESENTATIVE:** Name, email address, phone number and title of the DBE’s representative attending the evaluation meeting. If there is no DBE representative attending the evaluation meeting, enter “None” in these fields.
- **BRIEF DESCRIPTION OF DBE’S SCOPE OF WORK:** Provide a description of the work the DBE will perform or the materials that will be supplied by a DBE company.
- **TYPE OF DBE:** Check the appropriate box for prime contractor, subcontractor, tier subcontractor, trucking, regular dealer, manufacturer, professional services, or broker based on what the DBE is performing on the contract. Select all boxes that apply for the DBE company based on scope of work.

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### ADA Notice

This document is available in alternative accessible formats. For more information, please contact the Forms Management Unit at (279) 234-2284, TTY 711, in writing at Forms Management Unit, 1120 N Street, MS-89, Sacramento, CA 95814, or by email at Forms.Management.Unit@dot.ca.gov.

---

### CUF DETERMINENTS

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Complete the appropriate section for the type of work performed or materials supplied by the DBE company as indicated by the checked box on page 1 of the form. **Questions in BOLD font** indicate questions that impact **CUF determining factors**. Questions underlined on this form are used to determine if the DBE work is eligible for full credit.

For more information about CUF determining factors, refer to the "[FHWA Tips of Evaluating a Commercially Useful Function](https://www.fhwa.dot.gov/federal-aidessentials/commusefunction.pdf)" or: <https://www.fhwa.dot.gov/federal-aidessentials/commusefunction.pdf>

Refer to APPENDIX B: DBE Commercially Useful Function Evaluation Instructions in the *State Highway Project Procedures Disadvantaged Business Enterprise Commercially Useful Function Compliance and Monitoring Guide* for completing the evaluation.

The evaluation questions are based on the following requirements to determine whether a DBE is performing CUF.

---

### SECTION 1: DBE CONTRACTOR OR SUBCONTRACTOR EVALUATION

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#### **Management**

- Scheduling work operations
- Preparing and submitting certified payrolls
- Full time supervisor or superintendent
- DBE must be responsible for performing its own work on the project
- At least 30% of the work must be performed by the DBE with its own workforce
- The DBE keeps a regular workforce and has its own employees

#### **Records or Documents**

- Subcontract Agreement or Purchase Order
- DBE monthly progress reports
- Daily work records
- Certified payrolls

#### **Equipment**

- The DBE owns, rents or leases equipment
- The DBE may lease specialized equipment with an operator
- The DBE provides the operator and is responsible for all labor and compliance for non-specialized equipment
- The DBE's marking or emblem is on the equipment

#### **Records or Documents**

- Invoices
- Haul tickets or bills of lading
- Lease agreements
- Daily work records
- Ownership documents, such as title, registration, vehicle identification number
- Cancelled checks

#### **Materials**

- The DBE is ordering materials and invoices indicate the DBE is the customer
- The DBE is determining the quality and quantity of materials
- The contact person is employed by the DBE
- The DBE is paying for the materials

#### **Records or Documents**

- Invoices
- Material on Hand documents
- Delivery tickets, haul tickets or bills of lading
- Daily work records
- Cancelled checks
- Subcontract agreement

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### SECTION 2: TRUCKING

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#### **Management**

- DBE is managing the arrangement of and scheduling the trucks
- DBE is required to own and operate at least on fully licensed, insured and operational truck on the contract

#### **Workforce**

- DBE is allowed to lease trucks from DBEs and non-DBEs
- DBE keeps a regular workforce and has its own employees
- DBE is utilizing its own equipment
- Operation of the equipment must be subject to the full control of the DBE

#### **Records or Documents**

- Subcontract agreement or purchase order
- Equipment ownership, rental or lease documents
- Payroll records
- List of trucks, truck unit numbers and vehicle identification numbers



**CUF DETERMINENTS**

**SECTION 3: REGULAR DEALER (60% Credit)**

**Regular Dealer**

- The DBE has a regular trade with a variety of customers
- The DBE has an inventory of the materials and supplies to be provided on the contract
- For bulk items, the DBE both owns and operates distribution equipment
- The DBE is responsible for the delivery

**Records or Documents**

- Invoices
- Delivery tickets or haul tickets
- Purchase order
- List of inventory
- Cancelled checks

**SECTION 4: MANUFACTURER (100% Credit)**

**Manufacturer (100% Credit)**

- Maintain a factory or establishment that produces on the premises the materials or supplies required on the contract
- Alter or fabricate the product

**Records or Documents**

- Purchase order
- Material sources
- Material invoices and billing invoices
- Bills of lading and shipping tickets

**SECTION 5: PROFESSIONAL SERVICES (100% Credit)**

**Management**

- Scheduling work operations
- Preparing and submitting certified payrolls
- Full time supervisor
- DBE must be responsible for performing its own work on the project
- At least 30% of the work must be performed by the DBE with its own workforce
- The DBE keeps a regular workforce and has its own employees

**Records or Documents**

- Invoices
- List of equipment
- Cancelled checks

**SECTION 6: BROKER**

**Performance**

- DBE broker is performing the bid item work committed to them on the DBE Commitment Form and their agreement

**Records or Documents**

- Invoices
- Cancelled checks

**Management**

- For procurement of materials, supplies and trucking, DBE is scheduling procurement of materials and supplies or trucking for delivery of materials and supplies, and other related actions for performance of the work.
- For bonding or insurance, DBE provided the bonds or insurance.
- Preparing and submitting invoices.

---

### DBE COMMERCIALLY USEFUL FUNCTION EVALUATION FINDING

If you answered “NO” to any of the bold evaluation questions on this form, you must evaluate the eligibility of the DBE to participate and receive credit for their performance of work. If you answered “NO” to any underlined questions on this form, you must evaluate whether the DBE work is eligible to receive full credit. If you are unsure of a DBE’s eligibility, contact Division of Construction’s Labor Compliance Program located at headquarters for guidance.

- **DEFICIENCIES:** Describe any deficiencies found that must be corrected by the contractor to allow DBE participation and credit for the DBE on the contract.
- **INADEQUACY:** Describe any inadequacies found that must be corrected by the contractor to allow full credit for the DBE on the contract.
- **EVALUATION FINDING:** Check the box for either “DBE is Performing a Commercially Useful Function” or “DBE is Not Performing a Commercially Useful Function.”
- **EVALUATOR NAME:** Name of the individual conducting the evaluation.
- **SIGNATURE:** Signature of evaluator.
- **DATE:** Date signed by evaluator.

### CONTRACTOR CERTIFICATION

Required when the contractor is completing the evaluation.

- **CONTRACTOR NAME:** Name of the contractor representative.
- **SIGNATURE:** Signature of contractor.
- **DATE:** Date signed by contractor.

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### LPA VERIFICATION

Verification is required for completeness: DBE employees are shown on DBE certified payrolls, responses to questions based on attachments are provided, explanation of “NO” responses to questions are provided, and CUF determination is appropriate.

- **VERIFIED BY NAME:** Name of the individual conducting the verification.
- **SIGNATURE:** Signature of verifier
- **DATE:** Date signed by verifier.

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### RESIDENT ENGINEER CERTIFICATION

Resident engineer reviews the evaluation and certifies either that “DBE is Performing a Commercially Useful Function” or “DBE is Not Performing a Commercially Useful Function.” Discuss with the contractor any deficiency on the form and require submittal of a corrective action plan.

- **RESIDENT ENGINEER:** Name of the resident engineer.
- **SIGNATURE:** Signature of resident engineer.
- **DATE:** Date signed.

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### COMPLETED EVALUATIONS SUBMITTAL

Submit completed evaluation forms to the contractor, DBE company and LPA Labor Compliance Officer and submit non-compliant evaluations with deficiencies or inadequacies to DLAE.

- **SUBMITTED BY:** Name of individual submitting form.
- **DATE:** Date form was submitted.

---

### ATTACHMENTS

Check a box for each attachment and provide the electronic file name of the attachment. The attachment list will expand to allow for additional attachments.

**ATTACHMENT H – DBE PROMPT PAYMENT CERTIFICATION (EXHIBIT 9-P)**

## EXHIBIT 9-P: PROMPT PAYMENT CERTIFICATION

Section 7108.5 of the California Business and Professions Code (CBPC) requires a prime contractor or subcontractor (i.e. builders) to pay any subcontractor not later than seven (7) days after receipt of each progress payment received or final retention payment. Section 3321 of the California Civil Code (CCC) requires prime design professionals (prime consultants directly in contract with a public agency) to pay any subconsultant not later than fifteen (15) days after receipt of each progress payment or final retention payment. The payment cannot be delayed because of disagreements on other contracts. Any delay or postponement of payment among the parties may take place only for good cause with the agency's prior written approval. This requirement applies to both DBE and non-DBE subcontractors.

### 1. CONTRACT INFORMATION

| (1)<br>Prime Contractor/Consultant | (2)<br>Local Agency | (3)<br>Federal Project Number | (4)<br>Local Contract Number | (5)<br>Total Contract Award Amt (\$) | (6)<br>Total DBE Commitment Amt (\$) | (7)<br>DBE Commitment (%) | (8)<br>DBE Contract Goal (%) | (9)<br>Reporting Period (MM/YYYY) |
|------------------------------------|---------------------|-------------------------------|------------------------------|--------------------------------------|--------------------------------------|---------------------------|------------------------------|-----------------------------------|
|                                    |                     |                               |                              |                                      |                                      |                           |                              |                                   |

### 2. PAYMENT INFORMATION

| (10)<br>Subcontractor/Subconsultant Name | (11)<br>DBE Cert. Number | (12)<br>Subcontract Type | (13)<br>Date Payment Received by Prime | (14)<br>Date of Prime Payment to Sub | (15)<br>Amount of Payment (\$) | (16)<br>Amount Paid To Sub to Date (\$) | (17)<br>Total committed to this Subcontractor (\$) | (18)<br>Promptly Paid? (Y/N) | (19)<br>Incremental Retainage Paid? (Y/N) | (20)<br>Comments or Reason for Non-Payment/Non-Prompt Payment, including Payment of Incremental Retainage * |
|--|--------------------------|--------------------------|--|--------------------------------------|--------------------------------|---|--|------------------------------|---|---|
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|  |                          |                          |  |                                      |                                |   |  |                              |   |   |
| Totals                                   |                          |                          |  |                                      | 0.00                           | 0.00                                    | 0.00   |                              |   |   |

List all first-tier subcontractors/subconsultants regardless of tier whether or not the firms were originally listed in Exhibit 10-O2 or 15-G as a DBE commitment. If the actual DBE utilization was different than that approved at the time of award, provide comments in box (20). All payments reported, including payments to contractor/consultant, are for the date listed.

\* Only reasons based on dispute with subcontractor or supplier noncompliance may be accepted.

### 3. CERTIFICATION

**The prime contractor or consultant hereby certifies that the foregoing Prompt Payment Certification Form is true and correct.**

\_\_\_\_\_  
(21) Prime Contractor Manager's Signature

\_\_\_\_\_  
(22) Date

\_\_\_\_\_  
(25) Prime Contractor Manager's Name

\_\_\_\_\_  
(26) Phone

**Local Agency certifies that all information on this form is complete.**

\_\_\_\_\_  
(23) Local Agency Representative's Signature

\_\_\_\_\_  
(24) Date

\_\_\_\_\_  
(27) Local Agency Representative's Name

\_\_\_\_\_  
(28) Phone

## Exhibit 9-P Instructions

### I. Purpose

Section 7108.5 of the California Business and Professions Code (CBPC) requires a prime contractor or subcontractor (i.e. builders) to pay any subcontractor not later than seven (7) days after receipt of each progress payment received or final retention payment. Section 3321 of the California Civil Code (CCC) requires prime design professionals (prime consultants directly in contract with a public agency) to pay any subconsultant not later than fifteen (15) days after receipt of each progress payment or final retention payment. The payment cannot be delayed because of disagreements on other contracts. Any delay or postponement of payment among the parties may take place only for good cause with the agency's prior written approval. This requirement applies to both DBE and non-DBE subcontractors.

### II. Instruction

For projects that are awarded on or after September 1, 2023:

The prime contractor or consultant must submit Exhibit 9-P to the LPA administering the contract by the 15th of the month following the month of any payment(s). If the prime contractor or consultant does not make any payments to subcontractors, supplier(s) and/or manufacturers they must report "no payments were made to subs this month" and write this visibly and legibly on Exhibit 9-P.

A failure to complete the Prompt Pay reporting requirement may result in the withholding of the prime contractor or consultant's next progress payment and/or final payment. Additionally, Caltrans may require the LPA to issue a corrective action plan and/or it may require the LPA to suspend the contract in whole or in part if the prime or consultant does not make up the shortfall.

LPAs must verify all Exhibit 9-P information, monitor compliance with prompt payment requirements for DBE and non-DBE firms, and address any shortfalls to the DBE commitment and prompt payment issues until the end of the project. The LPA must email a copy of Exhibit 9-P to DBE.Forms@dot.ca.gov before the end of the month after receiving the Exhibit 9-P from prime contractor or consultant.

#### 1. CONTRACT INFORMATION

- (1) **Prime Contractor/Consultant:** List the business name for the prime contractor/consultant.
- (2) **Local Agency:** List the local agency name.
- (3) **Federal Aid Project Number:** Enter the 7 digit federal-aid project number of the lead project on the contract. E.g. 5002(123) is a valid Federal-Aid Project Number.
- (4) **Local Contract Number:** Enter the 7 digit
- (5) **Total Contract Award Amount (\$):** Enter the total contract award amount of the project.
- (6) **Total Contract DBE Commitment Amount (\$):** Enter the total DBE commitment award amount of the project as it appears on exhibit 15-G.
- (7) **DBE Commitment (%):** Enter percentage of the Prime contract committed to DBE firms as it appears on exhibit 15-G.
- (8) **DBE Contract Goal (%):** Enter the contract DBE goal percentage as it appears on the project advertisement.
- (9) **Reporting Period (Month-Year):** Indicate the month and year of payments being reported.

#### 2. PAYMENT INFORMATION

- (10) **Subcontractor/Subconsultant name:** List the firm name.
- (11) **DBE Cert. Number:** List the DBE's certification number as listed in the California Unified Certification Program
- (12) **Subcontract Type:** Enter the most appropriate Subcontractor's contract type, Construction or Consultant.
- (13) **Date Payment Received by Prime:** List date when a check is issued by LPA to the contractor/consultant for work performed by the contractor/consultant.

- (14) **Date of Prime Payment to Sub:** List date when a check is issued by prime to the subcontractor/subconsultant for work performed by the subcontractor/subconsultant.
- (15) **Amount of Payment (\$):** List the total amount paid to the subcontractor this period.
- (16) **Amount Paid to Sub to Date (\$):** List the total amount paid to this subcontractor to date. This should be a total of past payments plus payment for the current work just invoiced to the Local Agency.
- (17) **Total amount committed to this subcontractor (\$):** For DBE subcontractor, copy the information from the agency signed Exhibit 10-O2 or 15-G.
- (18) **Promptly Paid? (Y/N):** Enter "Y" if payment was made in accordance with the contract. Enter "N" if it's in dispute. Must provide comments regarding any dispute of payment.
- (19) **Incremental Retainage Paid? (Y/N):** Enter "Y" if this was a retainage payment. Enter "N" if this was a progress or final payment.
- (20) **Comments or Reason for Non-Payment/Non-Prompt Payment, including Payment of Incremental Retainage \*:** Only reasons based on dispute with subcontractor or supplier noncompliance may be accepted. Add appropriate notes if a DBE subcontract was terminated, a DBE subcontract was added, if change orders impacted the DBE's payments (include good faith efforts the prime contractor/consultant implemented), if task orders weren't issued, etc.

### 3. CERTIFICATION

- (21) **Prime Contractor Manager's Signature:** Self explanatory
- (22) **Date:** Provide the date Prime Contractor Manager signed this form.
- (23) **Local Agency Representative's Signature:** Self explanatory.
- (24) **Date:** Provide the date Local Agency Representative signed this form.
- (25) **Prime Contractor Manager's Name:** Self explanatory.
- (26) **Phone:** Self explanatory
- (27) **Local Agency Representative's Name:** Self explanatory.
- (28) **Phone:** Self explanatory

**ATTACHMENT I – DBE CERTIFICATION STATUS CHANGE (EXHIBIT 17-O)**





**INSTRUCTIONS –DISADVANTAGED BUSINESS ENTERPRISES (DBE)  
CERTIFICATION STATUS CHANGE**

- 1. Local Agency Contract Number** - Enter the Local Agency contract number or identifier.
- 2. Federal-Aid Project Number** - Enter the Federal-Aid Project Number.
- 3. Local Agency** - Enter the name of the local or regional agency that is funding the contract.
- 4. Contract Completion Date** - Enter the date the contract was completed.
- 5. Contractor/Consultant** - Enter the contractor/consultant's firm name.
- 6. Business Address** - Enter the contractor/consultant's business address.
- 7. Final Contract Amount** - Enter the total final amount for the contract.
- 8. Contract Item Number** - Enter contract item for work, services, or materials supplied provided. Not applicable for consultant contracts.
- 9. DBE Contact Information** - Enter the name, address, and phone number of all DBE subcontracted contractors/consultants.
- 10. DBE Certification Number** - Enter the DBE's Certification Identification Number.
- 11. Amount Paid While Certified** - Enter the actual dollar value of the work performed by those subcontractors/subconsultants during the time period they are certified as a DBE.
- 12. Certification/Decertification Date (Letter Attached)** - Enter either the date of the Decertification Letter sent out by the Office of Business and Economic Opportunity (OBEO) or the date of the Certification Certificate mailed out by OBEO.
- 13. Comments** - If needed, provide any additional information in this section regarding any of the above certification status changes.
- 14. Contractor/Consultant Representative's Signature** - The person completing the form on behalf of the contractor/consultant's firm must sign their name.
- 15. Contractor/Consultant Representative's Name** - Enter the name of the person preparing and signing the form.
- 16. Phone** - Enter the area code and telephone number of the person signing the form.
- 17. Date** - Enter the date the form is signed by the contractor's preparer.
- 18. Local Agency Representative's Signature** - A Local Agency Representative must sign their name to certify that the contracting records and on-site performance of the DBE(s) has been monitored.
- 19. Local Agency Representative's Name** - Enter the name of the Local Agency Representative signing the form.
- 20. Phone** - Enter the area code and telephone number of the person signing the form.
- 21. Date** - Enter the date the form is signed by the Local Agency Representative.

**ATTACHMENT J – FINAL REPORT – UTILIZATION OF DBE FIRST-TIER SUBCONSULTANTS  
(EXHIBIT 17-F)**

**EXHIBIT 17-F FINAL REPORT-UTILIZATION OF DISADVANTAGED BUSINESS ENTERPRISES for On-call Contracts**

| 1. Local Agency Contract Number             |                          | 2. Local Agency            |                                   |                             | 3. Contract Completion Date |                           |
|---|--------------------------|----------------------------|-----------------------------------|-----------------------------|-----------------------------|---------------------------|
| 4. Consultant                               |                          | 5. Business Address        |                                   | 6. Original Contract Amount |                             | 7. Final Contract Amount  |
| 8.Task Order Number                         | 9.Federal Project Number | 10. Task Order Description | 11. Contract Payments             |                             | 12. Date Work Completed     | 13. Date of Final Payment |
|   |                          |                            | Non-DBE                           | DBE                         |                             |                           |
|   |                          |                            |                                   |                             |                             |                           |
|   |                          |                            |                                   |                             |                             |                           |
|   |                          |                            |                                   |                             |                             |                           |
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|   |                          |                            |                                   |                             |                             |                           |
|   |                          |                            |                                   |                             |                             |                           |
| 14. ORIGINAL DBE COMMITMENT AMOUNT \$ _____ |                          |                            | 15. TOTAL for Task Orders \$ 0.00 |                             | 0.00                        | 0.00                      |

List actual amount paid to all DBEs and non -DBEs for all task orders. If actual DBE utilization percentage (or item of work) was less than that approved at the time of award, provide comments in Explanation Box.

|  |  |           |          |
|--|--|-----------|----------|
| 16.Explanation Box:  |  |           |          |
| <b>I CERTIFY THAT THE ABOVE INFORMATION IS COMPLETE AND CORRECT</b>            |  |           |          |
| 17. Consultant Representative's Signature                                      | 18.Consultant Representative's Name    | 19. Phone | 20. Date |
| <b>I CERTIFY THAT THE CONTRACTING RECORDS OF THE DBE(S) HAS BEEN MONITORED</b> |  |           |          |
| 21. Local Agency Representative's Signature                                    | 22. Local Agency Representative's Name | 23. Phone | 24. Date |

DISTRIBUTION: Original – Local Agency, Copy – Caltrans District Local Assistance Engineer, include with Final Report of Expenditures.

**ADA NOTICE:** For individuals with sensory disabilities, this document is available in alternate formats. For information, call (916) 445-1233, Local Assistance Procedures Manual TTY 711, or write to Records and Forms Management, 1120 N Street, MS-89, Sacramento, CA 95814.

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**INSTRUCTIONS – FINAL REPORT-UTILIZATION OF DISADVANTAGED BUSINESS ENTERPRISES (DBE) FOR ON-CALL CONTRACTS AND FIRST-TIER SUBCONSULTANTS**

1. **Local Agency Contract Number** - Enter the Local Agency contract number or identifier.
2. **Local Agency** - Enter the name of the local or regional agency that is funding the contract.
3. **Contract Completion Date** - Enter the date the contract was completed.
4. **Consultant** - Enter the consultant's firm name.
5. **Business Address** - Enter the consultant's business address.
6. **Original Contract Amount**. Enter the original on-call contract amount.
7. **Final Contract Amount** - Enter the total final amount for the contract.
8. **Task Order Number** - Enter task order or work order number.
9. **FPN** - Enter Federal Project Number that corresponds to task order.
10. **Task Order Description** - Enter the description of the task order.
11. **Contract Payments** - Enter all non-DBE and DBE actual total payment amounts.
12. **Date Work Completed** - Enter the date the subconsultant's item work was completed.
13. **Date of Final Payment** - Enter the date when the prime consultant made the final payment to the subconsultant for the portion of work listed as being completed.
14. **Original DBE Commitment Amount** - Enter the "Total Claimed DBE Participation Dollars" from Exhibit 10-O2 for the contract.
15. **Total** - Verify autosum of the "Contract Payments" Non-DBE and DBE columns.
16. **Explanation Box**: If original DBE commitment does not match or exceed actual utilization, please explain.
17. **Consultant Representative's Name** - Enter the name of the person preparing and signing the form.
18. **Phone** - Enter the area code and telephone number of the person signing the form.
19. **Date** - Enter the date the form is signed by the consultant's preparer.
20. **Local Agency Representative's Signature** - A Local Agency Representative must sign their name to certify that the contracting records of the DBE(s) has been monitored.
21. **Local Agency Representative's Name** - Enter the name of the Local Agency Representative signing the form.
22. **Phone** - Enter the area code and telephone number of the person signing the form.
23. **Date** - Enter the date the form is signed by the Local Agency Representative.
24. **Consultant Representative's Signature** - The person completing the form on behalf of the consultant's firm must sign their name.

**ATTACHMENT K – INSPECTOR GENERAL’S CERTIFICATION OF INDIRECT COSTS AND  
FINANCIAL MANAGEMENT SYSTEM**



# Inspector General

California Department of Transportation

## Certification of Indirect Costs and Financial Management System

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required)

Consultant's Full Legal Name: Ghirardelli Associates, Inc.

**Important:** Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

### Indirect Cost Rate (ICR):

Combined Rate: 122.54 Or

Home Office Rate: \_\_\_\_\_ and Field Office Rate (if applicable): \_\_\_\_\_

Facilities Capital Cost of Money (if applicable): \_\_\_\_\_

Fiscal Period:\* 01/01/2022-12/31/2022

\* Fiscal period is annual one year applicable accounting period that the ICR was developed (not the contract period). The ICR is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

I have reviewed the proposal to establish an ICR(s) for the fiscal period as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the ICR(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31).
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31.
- The accounting treatment and billing of prevailing wage delta costs are consistent with our prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federally-funded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of this certification.

I am providing the required and applicable documents as instructed on the Financial Document Review Request form.

### Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in [Title 23 United States Code \(U.S.C.\) Section 112\(b\)\(2\); 48 CFR Part 31.201-2\(d\); 23 CFR, Chapter 1, Part 172.11\(a\)\(2\)](#); and all applicable state and federal rules and regulations.

Our financial management system has the following attributes:

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost accounts;





# Inspector General

California Department of Transportation

## Certification of Indirect Costs and Financial Management System

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required)

Consultant's Full Legal Name: Albat

**Important:** Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

### Indirect Cost Rate (ICR):

Combined Rate: 117.14 Or

Home Office Rate: \_\_\_\_\_ and Field Office Rate (if applicable): \_\_\_\_\_

Facilities Capital Cost of Money (if applicable): \_\_\_\_\_

Fiscal Period:\* 1/1/2023-12/31/2023

\* Fiscal period is annual one year applicable accounting period that the ICR was developed (not the contract period). The ICR is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

I have reviewed the proposal to establish an ICR(s) for the fiscal period as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the ICR(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31).
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31.
- The accounting treatment and billing of prevailing wage delta costs are consistent with our prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federally-funded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of this certification.

I am providing the required and applicable documents as instructed on the Financial Document Review Request form.

### Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in [Title 23 United States Code \(U.S.C.\) Section 112\(b\)\(2\); 48 CFR Part 31.201-2\(d\); 23 CFR, Chapter 1, Part 172.11\(a\)\(2\)](#); and all applicable state and federal rules and regulations.

Our financial management system has the following attributes:

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost accounts;







# Inspector General

California Department of Transportation

## Certification of Indirect Costs and Financial Management System

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required)

Consultant's Full Legal Name: Atlas Technical Consultants LLC

**Important:** Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

### Indirect Cost Rate (ICR):

Combined Rate: 114.58% Or

Home Office Rate: 119.88% and Field Office Rate (if applicable): 106.60%

Facilities Capital Cost of Money (if applicable): 0.224%

**Fiscal Period:\*** 12/31/2022

\* Fiscal period is annual one year applicable accounting period that the ICR was developed (not the contract period). The ICR is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

I have reviewed the proposal to establish an ICR(s) for the fiscal period as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the ICR(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31).
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31.
- The accounting treatment and billing of prevailing wage delta costs are consistent with our prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federally-funded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of this certification.

I am providing the required and applicable documents as instructed on the Financial Document Review Request form.

### Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in [Title 23 United States Code \(U.S.C.\) Section 112\(b\)\(2\); 48 CFR Part 31.201-2\(d\); 23 CFR, Chapter 1, Part 172.11\(a\)\(2\)](#); and all applicable state and federal rules and regulations.

Our financial management system has the following attributes:

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost accounts;





# Inspector General

California Department of Transportation

## Certification of Indirect Costs and Financial Management System

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required)

Consultant's Full Legal Name: Conzor North America, Inc.

**Important:** Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

### Indirect Cost Rate (ICR):

Combined Rate: 191.66 Or

Home Office Rate: \_\_\_\_\_ and Field Office Rate (if applicable): \_\_\_\_\_

Facilities Capital Cost of Money (if applicable): 0.25

Fiscal Period:\* 1/1/22 - 12/30/22

\* Fiscal period is annual one year applicable accounting period that the ICR was developed (not the contract period). The ICR is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

I have reviewed the proposal to establish an ICR(s) for the fiscal period as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the ICR(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31).
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31.
- The accounting treatment and billing of prevailing wage delta costs are consistent with our prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federally-funded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of this certification.

I am providing the required and applicable documents as instructed on the Financial Document Review Request form.

### Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in [Title 23 United States Code \(U.S.C.\) Section 112\(b\)\(2\); 48 CFR Part 31.201-2\(d\); 23 CFR, Chapter 1, Part 172.11\(a\)\(2\)](#); and all applicable state and federal rules and regulations.

Our financial management system has the following attributes:

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost accounts;





# Inspector General

California Department of Transportation

## Certification of Indirect Costs and Financial Management System

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required)

Consultant's Full Legal Name: Crawford & Associates, Inc.

**Important:** Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

### Indirect Cost Rate (ICR):

Combined Rate: 241.59% Or

Home Office Rate: \_\_\_\_\_ and Field Office Rate (if applicable): \_\_\_\_\_

Facilities Capital Cost of Money (if applicable): \_\_\_\_\_

**Fiscal Period:**\* 01/01/2022 to 12/31/2022

\* Fiscal period is annual one year applicable accounting period that the ICR was developed (not the contract period). The ICR is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

I have reviewed the proposal to establish an ICR(s) for the fiscal period as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the ICR(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31).
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31.
- The accounting treatment and billing of prevailing wage delta costs are consistent with our prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federally-funded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of this certification.

I am providing the required and applicable documents as instructed on the Financial Document Review Request form.

### Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in [Title 23 United States Code \(U.S.C.\) Section 112\(b\)\(2\); 48 CFR Part 31.201-2\(d\); 23 CFR, Chapter 1, Part 172.11\(a\)\(2\)](#); and all applicable state and federal rules and regulations.

Our financial management system has the following attributes:

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost accounts;

- Ability to accumulate and segregate allowable direct costs by project, contract and type of cost;
- Internal controls to maintain integrity of financial management system;
- Ability to account and record costs consistently and to ensure costs billed are in compliance with FAR;
- Ability to ensure and demonstrate costs billed reconcile to general ledgers and job costing system; and
- Ability to ensure costs are in compliance with contract terms and federal and state requirements.

**Cost Reimbursements on Contracts:**

I also understand that failure to comply with 48 CFR Part 16.301-3 or knowingly charge unallowable costs to Federal-Aid Highway Program (FAHP) contracts may result in possible penalties and sanctions as provided by the following:

- Sanctions and Penalties - [23 CFR Part 172.11\(c\)\(4\)](#)
- False Claims Act - [Title 31 U.S.C. Sections 3729-3733](#)
- Statements or entries generally - [Title 18 U.S.C. Section 1001](#)
- Major Fraud Act - [Title 18 U.S.C. Section 1031](#)


**All A&E Contract Information:**

- Total participation amount \$8,000,000 on all State and FAHP contracts for Architectural & Engineering services that the consultant received in the last three fiscal periods.
- The number of states in which the consultant does business is 1
- Years of consultant’s experience with 48 CFR Part 31 is 13
- Identify the type of audits listed below that the consultant has had performed (if applicable):

Cognizant ICR Audit                       Local Govt ICR Audit                       Caltrans ICR Audit   
 CPA ICR Audit                       Federal Govt ICR Audit

I, the undersigned, certify all of the above to the best of my knowledge and belief and that I have reviewed the ICR Schedule to determine that any costs which are expressly unallowable under the Federal cost principles have been removed and comply with [Title 23 U.S.C. Section 112\(b\)\(2\)](#), [48 CFR Part 31](#), [23 CFR Part 172](#), and all applicable state and federal rules and regulations. I also certify that I understand that all documentation of compliance must be retained by the consultant. I hereby acknowledge that costs that are noncompliant with the federal and state requirements are not eligible for reimbursement and must be returned to Caltrans.

Name:\*\* Benjamin D. Crawford                      Title:\*\* President

Signature:                       Date: 2/16/2024

Phone:\*\* (916) 455-4225                      Email:\*\* ben.crawford@crawford-inc.com

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

Note: Both prime and subconsultants as parties of a contract must complete their own forms. Caltrans will not process local agency’s invoices until a complete form is accepted and approved by the Independent Office of Audits and Investigations.

February 16, 2024

To: Ghirardelli Associates  
CC: County of Humboldt

Subject: **Indirect Cost Rate – Lower Rate Explanation**  
Humboldt County On-Call Professional Construction Management Services  
DPW2024-001

To Whom It May Concern:

Crawford & Associates, Inc. is electing to use a lower Indirect Cost Rate (ICR) FYE 2022 totaling 230.08%.

Please contact Controller Tracy Adkins [tracy.adkins@crawford-inc.com](mailto:tracy.adkins@crawford-inc.com) if you require additional information. Thank you for the opportunity to be part of your team.

Sincerely,

**Crawford & Associates, Inc.**



Benjamin Crawford, PE, GE, Principal





# California Safe Harbor Indirect Cost Rate Program

## Consultant Firm Certification of Eligibility and Certification of Financial Management System

Consultant Firm Name Empower Engineering Inc.

Local Agency (if applicable) Humboldt County

Contract Number / Federal Project Number RFQ No. DPW 2024-001

Contract Total \$ TBD

For Subconsultant Firms – estimated % of work to be performed \_\_\_\_\_ %

Safe Harbor Indirect Cost Rate (SHR): **Home: 120% and/or Field: 90%**

Field SHR will be utilized for contracts where the work deliverables are not completed from the consultant offices (i.e. Construction Inspection, Material Testing, Sources Inspection, others).

### Consultant Firm Certification of Eligibility

I, the undersigned, certify that I am eligible to use the Safe Harbor indirect cost rate as I:

1. Am not a Prime Consultant Firm on a Caltrans contract > \$3.5M, or Local Government contract > \$1M, regardless of the participation amount.
2. Have not used SHR for more than three (3) years since entering the program on a state or federally funded contract.

AND

1. Do not have relevant contract cost history to use as a base for developing a Federal Acquisition Regulations (FAR) of Title 48, Code of Federal Regulations (CFR), Part 31 compliant ICR.
2. Do not have a previously accepted ICR by a cognizant agency, or with an audited/accepted actual ICR, and do not have an existing contract with a provisional rate.

### Certification of Financial Management System

I, the undersigned, certify that our financial management system in place for this contract and moving forward meets the standards for the Safe Harbor indirect cost rate requirements and financial reporting, accounting records, internal and budget control as set forth in 2 CFR 200, Subpart D. These standards require consulting firms have an accounting system

# California Safe Harbor Indirect Cost Rate Program

adequate to accumulate, and track allowable, allocable, and reasonable direct labor and other direct costs by contract; segregate indirect costs and remove unallowable costs.

Print Name Gina Prchlik

Signature *Gina Prchlik*  
(Electronic Signature Allowed)

Title President

Date Completed 2/16/2024

**Note:** The certification of this Safe Harbor Rate was made by, and are the responsibility of, the Company's management.

## Definition of Terms

Direct Cost is any cost that is identified specifically with a particular cost objective. Direct costs are not limited to items that are incorporated in the end products as material or labor. Costs identified specifically with a contract are direct costs of that contract. All costs identified with other final cost objectives of the contractor are direct costs of those objectives, 48 CFR 31.202.

Indirect or overhead cost is any cost that is not directly identified with a single final cost objective but is identified with two or more final cost objectives or with at least one intermediate cost objective, 48 CFR 31. 203.

## References

Title 48 Code of Federal Regulations (CFR) Part 31 -Federal cost principles.

Title 48 CFR Chapter 99, Subchapter B - Procurement Practices and Cost Accounting Standards.

Title is 2 CFR 200 Subpart D, Standards for Financial and Program Management.

Title 23 United States Code (U.S.C.), Chapter 1, Section 112 - Letting of Contracts.

Title 23 CFR, Chapter 1, Part 172 - Procurement, Management, and Administration of Engineering and Design Related Services.

American Association of State Highway and Transportation Officials (AASHTO) Uniform Audit & Accounting Guide (2016 Edition).



# Inspector General

California Department of Transportation

## Certification of Indirect Costs and Financial Management System

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required)

Consultant's Full Legal Name: GHD Inc

**Important:** Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

### Indirect Cost Rate (ICR):

Combined Rate: 182.74 Or

Home Office Rate: \_\_\_\_\_ and Field Office Rate (if applicable): \_\_\_\_\_

Facilities Capital Cost of Money (if applicable): 0.86

**Fiscal Period:\*** 7/1/2022 - 6/30/2023

\* Fiscal period is annual one year applicable accounting period that the ICR was developed (not the contract period). The ICR is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

I have reviewed the proposal to establish an ICR(s) for the fiscal period as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the ICR(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31).
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31.
- The accounting treatment and billing of prevailing wage delta costs are consistent with our prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federally-funded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of this certification.

I am providing the required and applicable documents as instructed on the Financial Document Review Request form.

### Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in [Title 23 United States Code \(U.S.C.\) Section 112\(b\)\(2\); 48 CFR Part 31.201-2\(d\); 23 CFR, Chapter 1, Part 172.11\(a\)\(2\)](#); and all applicable state and federal rules and regulations.

Our financial management system has the following attributes:

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost accounts;





# Inspector General

California Department of Transportation

## Certification of Indirect Costs and Financial Management System

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required)

Consultant's Full Legal Name: KCM Engineering, Inc., dba Knight CM Group

**Important:** Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

### Indirect Cost Rate (ICR):

Combined Rate: 128.72 % Or

Home Office Rate: \_\_\_\_\_ and Field Office Rate (if applicable): \_\_\_\_\_

Facilities Capital Cost of Money (if applicable): \_\_\_\_\_

**Fiscal Period:\*** 01-01-2022 thru 12-31-2022

\* Fiscal period is annual one year applicable accounting period that the ICR was developed (not the contract period). The ICR is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

I have reviewed the proposal to establish an ICR(s) for the fiscal period as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the ICR(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31).
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31.
- The accounting treatment and billing of prevailing wage delta costs are consistent with our prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federally-funded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of this certification.

I am providing the required and applicable documents as instructed on the Financial Document Review Request form.

### Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in [Title 23 United States Code \(U.S.C.\) Section 112\(b\)\(2\); 48 CFR Part 31.201-2\(d\); 23 CFR, Chapter 1, Part 172.11\(a\)\(2\)](#); and all applicable state and federal rules and regulations.

Our financial management system has the following attributes:

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost accounts;

- Ability to accumulate and segregate allowable direct costs by project, contract and type of cost;
- Internal controls to maintain integrity of financial management system;
- Ability to account and record costs consistently and to ensure costs billed are in compliance with FAR;
- Ability to ensure and demonstrate costs billed reconcile to general ledgers and job costing system; and
- Ability to ensure costs are in compliance with contract terms and federal and state requirements.

**Cost Reimbursements on Contracts:**

I also understand that failure to comply with 48 CFR Part 16.301-3 or knowingly charge unallowable costs to Federal-Aid Highway Program (FAHP) contracts may result in possible penalties and sanctions as provided by the following:

- Sanctions and Penalties - [23 CFR Part 172.11\(c\)\(4\)](#)
- False Claims Act - [Title 31 U.S.C. Sections 3729-3733](#)
- Statements or entries generally - [Title 18 U.S.C. Section 1001](#)
- Major Fraud Act - [Title 18 U.S.C. Section 1031](#)

**All A&E Contract Information:**

- Total participation amount \$3.5M on all State and FAHP contracts for Architectural & Engineering services that the consultant received in the last three fiscal periods.
- The number of states in which the consultant does business is 1
- Years of consultant’s experience with 48 CFR Part 31 is 20
- Identify the type of audits listed below that the consultant has had performed (if applicable):

Cognizant ICR Audit                       Local Govt ICR Audit                       Caltrans ICR Audit   
 CPA ICR Audit                       Federal Govt ICR Audit

I, the undersigned, certify all of the above to the best of my knowledge and belief and that I have reviewed the ICR Schedule to determine that any costs which are expressly unallowable under the Federal cost principles have been removed and comply with [Title 23 U.S.C. Section 112\(b\)\(2\)](#), [48 CFR Part 31](#), [23 CFR Part 172](#), and all applicable state and federal rules and regulations. I also certify that I understand that all documentation of compliance must be retained by the consultant. I hereby acknowledge that costs that are noncompliant with the federal and state requirements are not eligible for reimbursement and must be returned to Caltrans.

Name:\*\* Mehrdad Varzandeh                      Title:\*\* Principal  
 Signature:                       Date: 03/08/2024  
 Phone:\*\* (916) 952-1641                      Email:\*\* mehrdad@knightcmgroup.com

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

Note: Both prime and subconsultants as parties of a contract must complete their own forms. Caltrans will not process local agency’s invoices until a complete form is accepted and approved by the Independent Office of Audits and Investigations.

**ATTACHMENT L – DISCLOSURE OF LOBBYING ACTIVITIES (EXHIBIT 10-Q)**


Local Assistance Procedures Manual

EXHIBIT 10-Q  
Disclosure of Lobbying Activities

**Not Applicable to Ghirardelli Associates**

**EXHIBIT 10-Q DISCLOSURE OF LOBBYING ACTIVITIES**

COMPLETE THIS FORM TO DISCLOSE LOBBYING ACTIVITIES PURSUANT TO 31 U.S.C. 1352

|   |  |   |
|---|--|---|
| <p><b>1. Type of Federal Action:</b></p> <p><input type="checkbox"/> a. contract<br/> <input type="checkbox"/> b. grant<br/> <input type="checkbox"/> c. cooperative agreement<br/> <input type="checkbox"/> d. loan<br/> <input type="checkbox"/> e. loan guarantee<br/> <input type="checkbox"/> f. loan insurance</p>  | <p><b>2. Status of Federal Action:</b></p> <p><input type="checkbox"/> a. bid/offer/application<br/> <input type="checkbox"/> b. initial award<br/> <input type="checkbox"/> c. post-award</p>   | <p><b>3. Report Type:</b></p> <p><input type="checkbox"/> a. initial<br/> <input type="checkbox"/> b. material change</p> <p><b>For Material Change Only:</b><br/> year _____ quarter _____<br/> date of last report _____</p>  |
| <p><b>4. Name and Address of Reporting Entity</b></p> <p><input type="checkbox"/> Prime      <input type="checkbox"/> Subawardee<br/> Tier _____, if known</p> <p>Congressional District, if known _____</p>  | <p><b>5. If Reporting Entity in No. 4 is Subawardee, Enter Name and Address of Prime:</b></p> <p>Congressional District, if known _____</p>  |   |
| <p><b>6. Federal Department/Agency:</b></p>   | <p><b>7. Federal Program Name/Description:</b></p> <p>CFDA Number, if applicable _____</p>   |   |
| <p><b>8. Federal Action Number, if known:</b></p>   | <p><b>9. Award Amount, if known:</b></p>   |   |
| <p><b>10. Name and Address of Lobby Entity</b><br/> (If individual, last name, first name, MI)</p> <p>(attach Continuation Sheet(s) if necessary)</p>   | <p><b>11. Individuals Performing Services</b> (including address if different from No. 10a)<br/> (last name, first name, MI)</p>   |   |
| <p><b>12. Amount of Payment (check all that apply)</b></p> <p>\$ _____ <input type="checkbox"/> actual      <input type="checkbox"/> planned</p>  | <p><b>14. Type of Payment (check all that apply)</b></p> <p><input type="checkbox"/> a. retainer<br/> <input type="checkbox"/> b. one-time fee<br/> <input type="checkbox"/> c. commission<br/> <input type="checkbox"/> d. contingent fee<br/> <input type="checkbox"/> e. deferred<br/> <input type="checkbox"/> f. other, specify _____</p> |   |
| <p><b>13. Form of Payment (check all that apply):</b></p> <p><input type="checkbox"/> a. cash<br/> <input type="checkbox"/> b. in-kind; specify: nature _____<br/> Value _____</p>  |  |   |
| <p><b>15. Brief Description of Services Performed or to be performed and Date(s) of Service, including officer(s), employee(s), or member(s) contacted, for Payment Indicated in Item 11:</b></p> <p>(attach Continuation Sheet(s) if necessary)</p>  |  |   |
| <p><b>16. Continuation Sheet(s) attached:</b>      Yes <input type="checkbox"/>      No <input type="checkbox"/></p>  |  |   |
| <p><b>17. Information requested through this form is authorized by Title 31 U.S.C. Section 1352. This disclosure of lobbying reliance was placed by the tier above when his transaction was made or entered into. This disclosure is required pursuant to 31 U.S.C. 1352. This information will be reported to Congress semiannually and will be available for public inspection. Any person who fails to file the required disclosure shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.</b></p> |  |   |
|   |  | <p>Signature: </p> <p>Print Name: <u>    Raewyn Lelo-Butcher    </u></p> <p>Title: <u>    Executive Vice President    </u></p> <p>Telephone No.: <u>    510-708-7442    </u>      Date: <u>    02/22/24    </u></p> |
| <p><b>Federal Use Only:</b></p>   |  | <p>Authorized for Local Reproduction</p> <p>Standard Form - LLL</p>   |

Standard Form LLL Rev. 04-28-06

Distribution: Orig- Local Agency Project Files



**ATTACHMENT M – LIABILITY INSURANCE**