

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

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

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

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

NOW THEREFORE, the parties mutually agree as follows:

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


[Signatures on Following Page]

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

*TWO SIGNATURES ARE REQUIRED FOR CORPORATIONS:*

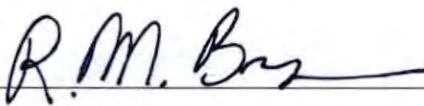
- (1) CHAIRPERSON OF THE BOARD, PRESIDENT, OR VICE PRESIDENT; AND*
- (2) SECRETARY, ASSISTANT SECRETARY, CHIEF FINANCIAL OFFICER OR ASSISTANT TREASURER.*

**MARK THOMAS AND COMPANY, INC.:**

By:   
Name: Zach Siviglia

Date: 07/01/22


Title: President

By:   
Name: R. Matt Brogan

Date: 07/01/22

Title: Secretary

**COUNTY OF HUMBOLDT:**

By:   
Virginia Bass  
Chair, Humboldt County Board of Supervisors

Date: 7/19/22

**INSURANCE REQUIREMENTS APPROVED:**

By: Phillips, Amanda Digitally signed by Phillips, Amanda  
Date: 2022.07.08 08:36:55 -0700'  
Risk Management

Date: 07/08/2022

**LIST OF ATTACHMENTS:**

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

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



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Mark Thomas & Company, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 1,326,000

Date: 1/11/2022

For Combined Rate	Fringe Benefit 93.92% + General & Administrative 58.01%	=	Combined 151.93%
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	Fee	=	12%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
Principal	\$ 388.06	N/A	2/1/2022	1/31/2023		\$ 137.53	\$ 120.00 - \$ 150.00
	\$ 407.46	N/A	2/1/2023	1/31/2024	5.00%	\$ 144.41	\$ 126.00 - \$ 157.50
	\$ 427.83	N/A	2/1/2024	1/31/2025	5.00%	\$ 151.63	\$ 132.30 - \$ 165.38
	\$ 449.22	N/A	2/1/2025	1/31/2026	5.00%	\$ 159.21	\$ 138.92 - \$ 173.64
	\$ 471.69	N/A	2/1/2026	1/31/2027	5.00%	\$ 167.17	\$ 145.86 - \$ 182.33
Sr. Engineering Manager	\$ 326.18	N/A	2/1/2022	1/31/2023		\$ 115.60	\$ 99.00 - \$ 131.00
	\$ 342.49	N/A	2/1/2023	1/31/2024	5.00%	\$ 121.38	\$ 103.95 - \$ 137.55
	\$ 359.61	N/A	2/1/2024	1/31/2025	5.00%	\$ 127.45	\$ 109.15 - \$ 144.43
	\$ 377.59	N/A	2/1/2025	1/31/2026	5.00%	\$ 133.82	\$ 114.60 - \$ 151.65
	\$ 396.47	N/A	2/1/2026	1/31/2027	5.00%	\$ 140.51	\$ 120.34 - \$ 159.23
Engineering Manager	\$ 281.96	N/A	2/1/2022	1/31/2023		\$ 99.93	\$ 89.00 - \$ 115.00
	\$ 296.06	N/A	2/1/2023	1/31/2024	5.00%	\$ 104.93	\$ 93.45 - \$ 120.75
	\$ 310.87	N/A	2/1/2024	1/31/2025	5.00%	\$ 110.17	\$ 98.12 - \$ 126.79
	\$ 326.41	N/A	2/1/2025	1/31/2026	5.00%	\$ 115.68	\$ 103.03 - \$ 133.13
	\$ 342.73	N/A	2/1/2026	1/31/2027	5.00%	\$ 121.47	\$ 108.18 - \$ 139.78



**BILLING INFORMATION**

**CALCULATION INFORMATION**

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



**BILLING INFORMATION**

**CALCULATION INFORMATION**

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



**BILLING INFORMATION**

**CALCULATION INFORMATION**

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



**BILLING INFORMATION**

**CALCULATION INFORMATION**

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



**BILLING INFORMATION**

**CALCULATION INFORMATION**

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



**BILLING INFORMATION**

**CALCULATION INFORMATION**

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



**BILLING INFORMATION**

**CALCULATION INFORMATION**

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
Graphic Designer	\$ 111.03	N/A	2/1/2022	1/31/2023		\$ 39.35	\$ 31.00 - \$ 50.00
	\$ 116.58	N/A	2/1/2023	1/31/2024	5.00%	\$ 41.32	\$ 32.55 - \$ 52.50
	\$ 122.41	N/A	2/1/2024	1/31/2025	5.00%	\$ 43.38	\$ 34.18 - \$ 55.13
	\$ 128.53	N/A	2/1/2025	1/31/2026	5.00%	\$ 45.55	\$ 35.89 - \$ 57.88
	\$ 134.96	N/A	2/1/2026	1/31/2027	5.00%	\$ 47.83	\$ 37.68 - \$ 60.78

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

Note:

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

EXHIBIT 10-H2 COST PROPOSAL

Consultant: Mark Thomas & Company, Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Date: 1/11/2022

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

**NOTES:**

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

**Certification of Direct Costs:**


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

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

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

**Prime Consultant or Subconsultant Certifying:**

Name: Zach Siviglia Title \*: President/Principal

Signature:  Date of Certification: 01/11/2022

Email: zsiviglia@markthomas.com Phone number: (916) 381-9100

Address: 701 University Avenue, Suite 200, Sacramento, CA 95825

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

List services the consultant is providing under the proposed contract:



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Romo ic - odsuntie Rebecca . Principal/Biological Resources Lead	\$ 201.78	N/A	2/1/2022	1/31/2023		\$ 68.00	N/A
	\$ 207.83	N/A	2/1/2023	1/31/2024	3.00%	\$ 70.04	N/A
	\$ 214.07	N/A	2/1/2024	1/31/2025	3.00%	\$ 72.14	N/A
	\$ 220.49	N/A	2/1/2025	1/31/2026	3.00%	\$ 74.31	N/A
	\$ 227.11	N/A	2/1/2026	1/31/2027	3.00%	\$ 76.53	N/A
Ai en Mi hela W. Technician	\$ 50.45	\$ 75.67	2/1/2022	1/31/2023		\$ 17.00	N/A
	\$ 51.96	\$ 77.94	2/1/2023	1/31/2024	3.00%	\$ 17.51	N/A
	\$ 53.52	\$ 80.28	2/1/2024	1/31/2025	3.00%	\$ 18.04	N/A
	\$ 55.12	\$ 82.68	2/1/2025	1/31/2026	3.00%	\$ 18.58	N/A
	\$ 56.78	\$ 85.16	2/1/2026	1/31/2027	3.00%	\$ 19.13	N/A
Bailey Mary L. Archaeologist III/ Cultural Resources Specialist	\$ 148.37	\$ 222.55	2/1/2022	1/31/2023		\$ 50.00	N/A
	\$ 152.82	\$ 229.23	2/1/2023	1/31/2024	3.00%	\$ 51.50	N/A
	\$ 157.40	\$ 236.11	2/1/2024	1/31/2025	3.00%	\$ 53.05	N/A
	\$ 162.13	\$ 243.19	2/1/2025	1/31/2026	3.00%	\$ 54.64	N/A
	\$ 166.99	\$ 250.48	2/1/2026	1/31/2027	3.00%	\$ 56.28	N/A

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Brin man Cory G. Planner III/Project Manager  Exempt	\$ 112.76	N/A	2/1/2022	1/31/2023		\$ 38.00	N/A
	\$ 116.14	N/A	2/1/2023	1/31/2024	3.00%	\$ 39.14	N/A
	\$ 119.63	N/A	2/1/2024	1/31/2025	3.00%	\$ 40.31	N/A
	\$ 123.22	N/A	2/1/2025	1/31/2026	3.00%	\$ 41.52	N/A
	\$ 126.91	N/A	2/1/2026	1/31/2027	3.00%	\$ 42.77	N/A
Bro n Eli abeth L. Technician  Non-Exempt	\$ 59.35	\$ 89.02	2/1/2022	1/31/2023		\$ 20.00	N/A
	\$ 61.13	\$ 91.69	2/1/2023	1/31/2024	3.00%	\$ 20.60	N/A
	\$ 62.96	\$ 94.44	2/1/2024	1/31/2025	3.00%	\$ 21.22	N/A
	\$ 64.85	\$ 97.28	2/1/2025	1/31/2026	3.00%	\$ 21.85	N/A
	\$ 66.80	\$ 100.19	2/1/2026	1/31/2027	3.00%	\$ 22.51	N/A
Dour-Smith Aimee A. CE A/NEPA Specialist/Project Manager  Non-Exempt	\$ 175.76	\$ 263.64	2/1/2022	1/31/2023		\$ 59.23	N/A
	\$ 181.03	\$ 271.54	2/1/2023	1/31/2024	3.00%	\$ 61.01	N/A
	\$ 186.46	\$ 279.69	2/1/2024	1/31/2025	3.00%	\$ 62.84	N/A
	\$ 192.05	\$ 288.08	2/1/2025	1/31/2026	3.00%	\$ 64.72	N/A
	\$ 197.82	\$ 296.72	2/1/2026	1/31/2027	3.00%	\$ 66.66	N/A



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$

\$100,000

Date: 12/7/2021

For Combined Rate

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

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



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Heco Eric a A. Project Accountant I Non-Exempt	\$ 74.18	\$ 111.28	2/1/2022	1/31/2023		\$ 25.00	N/A
	\$ 76.41	\$ 114.61	2/1/2023	1/31/2024	3.00%	\$ 25.75	N/A
	\$ 78.70	\$ 118.05	2/1/2024	1/31/2025	3.00%	\$ 26.52	N/A
	\$ 81.06	\$ 121.59	2/1/2025	1/31/2026	3.00%	\$ 27.32	N/A
	\$ 83.49	\$ 125.24	2/1/2026	1/31/2027	3.00%	\$ 28.14	N/A
Hin ley Christine M. Accounting Lead Non-Exempt	\$ 92.73	\$ 139.10	2/1/2022	1/31/2023		\$ 31.25	N/A
	\$ 95.51	\$ 143.27	2/1/2023	1/31/2024	3.00%	\$ 32.19	N/A
	\$ 98.38	\$ 147.57	2/1/2024	1/31/2025	3.00%	\$ 33.15	N/A
	\$ 101.33	\$ 151.99	2/1/2025	1/31/2026	3.00%	\$ 34.15	N/A
	\$ 104.37	\$ 156.55	2/1/2026	1/31/2027	3.00%	\$ 35.17	N/A
im Caroline M. Biologist I Non-Exempt	\$ 89.02	\$ 133.53	2/1/2022	1/31/2023		\$ 30.00	N/A
	\$ 91.69	\$ 137.54	2/1/2023	1/31/2024	3.00%	\$ 30.90	N/A
	\$ 94.44	\$ 141.66	2/1/2024	1/31/2025	3.00%	\$ 31.83	N/A
	\$ 97.28	\$ 145.91	2/1/2025	1/31/2026	3.00%	\$ 32.78	N/A
	\$ 100.19	\$ 150.29	2/1/2026	1/31/2027	3.00%	\$ 33.77	N/A

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

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



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Loomis Ames D. Water Quality Specialist Non-Exempt	\$ 103.86	\$ 155.79	2/1/2022	1/31/2023		\$ 35.00	N/A
	\$ 106.97	\$ 160.46	2/1/2023	1/31/2024	3.00%	\$ 36.05	N/A
	\$ 110.18	\$ 165.27	2/1/2024	1/31/2025	3.00%	\$ 37.13	N/A
	\$ 113.49	\$ 170.23	2/1/2025	1/31/2026	3.00%	\$ 38.25	N/A
	\$ 116.89	\$ 175.34	2/1/2026	1/31/2027	3.00%	\$ 39.39	N/A
Manning Andre R. Biologist I Non-Exempt	\$ 65.28	\$ 97.92	2/1/2022	1/31/2023		\$ 22.00	N/A
	\$ 67.24	\$ 100.86	2/1/2023	1/31/2024	3.00%	\$ 22.66	N/A
	\$ 69.26	\$ 103.89	2/1/2024	1/31/2025	3.00%	\$ 23.34	N/A
	\$ 71.34	\$ 107.00	2/1/2025	1/31/2026	3.00%	\$ 24.04	N/A
	\$ 73.48	\$ 110.21	2/1/2026	1/31/2027	3.00%	\$ 24.76	N/A
Masche si Samantha Technician Non-Exempt	\$ 56.38	\$ 84.57	2/1/2022	1/31/2023		\$ 19.00	N/A
	\$ 58.07	\$ 87.11	2/1/2023	1/31/2024	3.00%	\$ 19.57	N/A
	\$ 59.81	\$ 89.72	2/1/2024	1/31/2025	3.00%	\$ 20.16	N/A
	\$ 61.61	\$ 92.41	2/1/2025	1/31/2026	3.00%	\$ 20.76	N/A
	\$ 63.46	\$ 95.18	2/1/2026	1/31/2027	3.00%	\$ 21.38	N/A



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

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

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
<b>Munger Corinne A.</b>	\$ 121.66	\$ 182.49	2/1/2022	1/31/2023		\$ 41.00	N/A
<b>Biologist III</b>	\$ 125.31	\$ 187.97	2/1/2023	1/31/2024	3.00%	\$ 42.23	N/A
	\$ 129.07	\$ 193.61	2/1/2024	1/31/2025	3.00%	\$ 43.50	N/A
	\$ 132.94	\$ 199.41	2/1/2025	1/31/2026	3.00%	\$ 44.80	N/A
Non-Exempt	\$ 136.93	\$ 205.40	2/1/2026	1/31/2027	3.00%	\$ 46.15	N/A
<b>Prior Alyssa M.</b>	\$ 65.28	\$ 97.92	2/1/2022	1/31/2023		\$ 22.00	N/A
<b>Biologist I</b>	\$ 67.24	\$ 100.86	2/1/2023	1/31/2024	3.00%	\$ 22.66	N/A
	\$ 69.26	\$ 103.89	2/1/2024	1/31/2025	3.00%	\$ 23.34	N/A
	\$ 71.34	\$ 107.00	2/1/2025	1/31/2026	3.00%	\$ 24.04	N/A
Non-Exempt	\$ 73.48	\$ 110.21	2/1/2026	1/31/2027	3.00%	\$ 24.76	N/A
<b>Rabbass Chaim Elise C.</b>	\$ 65.28	\$ 97.92	2/1/2022	1/31/2023		\$ 22.00	N/A
<b>Biologist I</b>	\$ 67.24	\$ 100.86	2/1/2023	1/31/2024	3.00%	\$ 22.66	N/A
	\$ 69.26	\$ 103.89	2/1/2024	1/31/2025	3.00%	\$ 23.34	N/A
	\$ 71.34	\$ 107.00	2/1/2025	1/31/2026	3.00%	\$ 24.04	N/A
Non-Exempt	\$ 73.48	\$ 110.21	2/1/2026	1/31/2027	3.00%	\$ 24.76	N/A



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

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

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Ste man Casey . Biologist III/Botanist Non-Exempt	\$ 148.37	N/A	2/1/2022	1/31/2023		\$ 50.00	N/A
	\$ 152.82	N/A	2/1/2023	1/31/2024	3.00%	\$ 51.50	N/A
	\$ 157.40	N/A	2/1/2024	1/31/2025	3.00%	\$ 53.05	N/A
	\$ 162.13	N/A	2/1/2025	1/31/2026	3.00%	\$ 54.64	N/A
	\$ 166.99	N/A	2/1/2026	1/31/2027	3.00%	\$ 56.28	N/A
Alvere eff Wildlife Biology Contract Staff-Sr. Biologist	\$ 95.00	N/A	2/1/2022	1/31/2023		\$ 95.00	N/A
	\$ 97.85	N/A	2/1/2023	1/31/2024	3.00%	\$ 97.85	N/A
	\$ 100.79	N/A	2/1/2024	1/31/2025	3.00%	\$ 100.79	N/A
	\$ 103.81	N/A	2/1/2025	1/31/2026	3.00%	\$ 103.81	N/A
	\$ 106.92	N/A	2/1/2026	1/31/2027	3.00%	\$ 106.92	N/A
Helm Brent Wildlife Biology Contract Staff-Sr. Biologist	\$ 139.02	N/A	2/1/2022	1/31/2023		\$ 139.02	N/A
	\$ 143.19	N/A	2/1/2023	1/31/2024	3.00%	\$ 143.19	N/A
	\$ 147.49	N/A	2/1/2024	1/31/2025	3.00%	\$ 147.49	N/A
	\$ 151.91	N/A	2/1/2025	1/31/2026	3.00%	\$ 151.91	N/A
	\$ 156.47	N/A	2/1/2026	1/31/2027	3.00%	\$ 156.47	N/A



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

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Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

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

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Archaeologist III/Cultural Resources Specialist	\$ 170.62	N/A	2/1/2022	1/31/2023		\$ 57.50	\$ 40.00 - \$ 75.00
	\$ 175.74	N/A	2/1/2023	1/31/2024	3.00%	\$ 59.23	\$ 41.20 - \$ 77.25
	\$ 181.01	N/A	2/1/2024	1/31/2025	3.00%	\$ 61.00	\$ 42.44 - \$ 79.57
	\$ 186.44	N/A	2/1/2025	1/31/2026	3.00%	\$ 62.83	\$ 43.71 - \$ 81.95
	\$ 192.04	N/A	2/1/2026	1/31/2027	3.00%	\$ 64.72	\$ 45.02 - \$ 84.41
Biological Resources Lead	\$ 229.97	N/A	2/1/2022	1/31/2023		\$ 77.50	\$ 45.00 - \$ 110.00
	\$ 236.87	N/A	2/1/2023	1/31/2024	3.00%	\$ 79.83	\$ 46.35 - \$ 113.30
	\$ 243.98	N/A	2/1/2024	1/31/2025	3.00%	\$ 82.22	\$ 47.74 - \$ 116.70
	\$ 251.29	N/A	2/1/2025	1/31/2026	3.00%	\$ 84.69	\$ 49.17 - \$ 120.20
	\$ 258.83	N/A	2/1/2026	1/31/2027	3.00%	\$ 87.23	\$ 50.65 - \$ 123.81
Biologist I	\$ 93.47	N/A	2/1/2022	1/31/2023		\$ 31.50	\$ 18.00 - \$ 45.00
	\$ 96.28	N/A	2/1/2023	1/31/2024	3.00%	\$ 32.45	\$ 18.54 - \$ 46.35
	\$ 99.16	N/A	2/1/2024	1/31/2025	3.00%	\$ 33.42	\$ 19.10 - \$ 47.74
	\$ 102.14	N/A	2/1/2025	1/31/2026	3.00%	\$ 34.42	\$ 19.67 - \$ 49.17
	\$ 105.20	N/A	2/1/2026	1/31/2027	3.00%	\$ 35.45	\$ 20.26 - \$ 50.65



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

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

EXHIBIT 10-H2 COST PROPOSAL

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Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
CE A/NEPA Specialist	\$ 204.75	N/A	2/1/2022	1/31/2023		\$ 69.00	\$ 38.00 - \$ 100.00
	\$ 210.89	N/A	2/1/2023	1/31/2024	3.00%	\$ 71.07	\$ 39.14 - \$ 103.00
	\$ 217.22	N/A	2/1/2024	1/31/2025	3.00%	\$ 73.20	\$ 40.31 - \$ 106.09
	\$ 223.73	N/A	2/1/2025	1/31/2026	3.00%	\$ 75.40	\$ 41.52 - \$ 109.27
	\$ 230.45	N/A	2/1/2026	1/31/2027	3.00%	\$ 77.66	\$ 42.77 - \$ 112.55
Controller	\$ 126.11	N/A	2/1/2022	1/31/2023		\$ 42.50	\$ 35.00 - \$ 50.00
	\$ 129.90	N/A	2/1/2023	1/31/2024	3.00%	\$ 43.78	\$ 36.05 - \$ 51.50
	\$ 133.79	N/A	2/1/2024	1/31/2025	3.00%	\$ 45.09	\$ 37.13 - \$ 53.05
	\$ 137.81	N/A	2/1/2025	1/31/2026	3.00%	\$ 46.44	\$ 38.25 - \$ 54.64
	\$ 141.94	N/A	2/1/2026	1/31/2027	3.00%	\$ 47.83	\$ 39.39 - \$ 56.28
Director of Project Management	\$ 229.97	N/A	2/1/2022	1/31/2023		\$ 77.50	\$ 55.00 - \$ 100.00
	\$ 236.87	N/A	2/1/2023	1/31/2024	3.00%	\$ 79.83	\$ 56.65 - \$ 103.00
	\$ 243.98	N/A	2/1/2024	1/31/2025	3.00%	\$ 82.22	\$ 58.35 - \$ 106.09
	\$ 251.29	N/A	2/1/2025	1/31/2026	3.00%	\$ 84.69	\$ 60.10 - \$ 109.27
	\$ 258.83	N/A	2/1/2026	1/31/2027	3.00%	\$ 87.23	\$ 61.90 - \$ 112.55



EXHIBIT 10-H2 COST PROPOSAL

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Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Editor	\$ 89.02	N/A	2/1/2022	1/31/2023		\$ 30.00	\$ 20.00 - \$ 40.00
	\$ 91.69	N/A	2/1/2023	1/31/2024	3.00%	\$ 30.90	\$ 20.60 - \$ 41.20
	\$ 94.44	N/A	2/1/2024	1/31/2025	3.00%	\$ 31.83	\$ 21.22 - \$ 42.44
	\$ 97.28	N/A	2/1/2025	1/31/2026	3.00%	\$ 32.78	\$ 21.85 - \$ 43.71
	\$ 100.19	N/A	2/1/2026	1/31/2027	3.00%	\$ 33.77	\$ 22.51 - \$ 45.02
Environmental Specialist I	\$ 86.05	N/A	2/1/2022	1/31/2023		\$ 29.00	\$ 18.00 - \$ 40.00
	\$ 88.64	N/A	2/1/2023	1/31/2024	3.00%	\$ 29.87	\$ 18.54 - \$ 41.20
	\$ 91.29	N/A	2/1/2024	1/31/2025	3.00%	\$ 30.77	\$ 19.10 - \$ 42.44
	\$ 94.03	N/A	2/1/2025	1/31/2026	3.00%	\$ 31.69	\$ 19.67 - \$ 43.71
	\$ 96.85	N/A	2/1/2026	1/31/2027	3.00%	\$ 32.64	\$ 20.26 - \$ 45.02
Environmental Specialist II	\$ 111.28	N/A	2/1/2022	1/31/2023		\$ 37.50	\$ 30.00 - \$ 45.00
	\$ 114.61	N/A	2/1/2023	1/31/2024	3.00%	\$ 38.63	\$ 30.90 - \$ 46.35
	\$ 118.05	N/A	2/1/2024	1/31/2025	3.00%	\$ 39.78	\$ 31.83 - \$ 47.74
	\$ 121.59	N/A	2/1/2025	1/31/2026	3.00%	\$ 40.98	\$ 32.78 - \$ 49.17
	\$ 125.24	N/A	2/1/2026	1/31/2027	3.00%	\$ 42.21	\$ 33.77 - \$ 50.65

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Environmental Specialist III	\$ 126.11	N/A	2/1/2022	1/31/2023		\$ 42.50	\$ 35.00 - \$ 50.00
	\$ 129.90	N/A	2/1/2023	1/31/2024	3.00%	\$ 43.78	\$ 36.05 - \$ 51.50
	\$ 133.79	N/A	2/1/2024	1/31/2025	3.00%	\$ 45.09	\$ 37.13 - \$ 53.05
	\$ 137.81	N/A	2/1/2025	1/31/2026	3.00%	\$ 46.44	\$ 38.25 - \$ 54.64
	\$ 141.94	N/A	2/1/2026	1/31/2027	3.00%	\$ 47.83	\$ 39.39 - \$ 56.28
Field/Construction Monitor	\$ 99.41	N/A	2/1/2022	1/31/2023		\$ 33.50	\$ 22.00 - \$ 45.00
	\$ 102.39	N/A	2/1/2023	1/31/2024	3.00%	\$ 34.51	\$ 22.66 - \$ 46.35
	\$ 105.46	N/A	2/1/2024	1/31/2025	3.00%	\$ 35.54	\$ 23.34 - \$ 47.74
	\$ 108.62	N/A	2/1/2025	1/31/2026	3.00%	\$ 36.61	\$ 24.04 - \$ 49.17
	\$ 111.88	N/A	2/1/2026	1/31/2027	3.00%	\$ 37.70	\$ 24.76 - \$ 50.65
GIS I	\$ 89.02	N/A	2/1/2022	1/31/2023		\$ 30.00	\$ 20.00 - \$ 40.00
	\$ 91.69	N/A	2/1/2023	1/31/2024	3.00%	\$ 30.90	\$ 20.60 - \$ 41.20
	\$ 94.44	N/A	2/1/2024	1/31/2025	3.00%	\$ 31.83	\$ 21.22 - \$ 42.44
	\$ 97.28	N/A	2/1/2025	1/31/2026	3.00%	\$ 32.78	\$ 21.85 - \$ 43.71
	\$ 100.19	N/A	2/1/2026	1/31/2027	3.00%	\$ 33.77	\$ 22.51 - \$ 45.02



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
GIS II	\$ 130.56	N/A	2/1/2022	1/31/2023		\$ 44.00	\$ 28.00 - \$ 60.00
	\$ 134.48	N/A	2/1/2023	1/31/2024	3.00%	\$ 45.32	\$ 28.84 - \$ 61.80
	\$ 138.52	N/A	2/1/2024	1/31/2025	3.00%	\$ 46.68	\$ 29.71 - \$ 63.65
	\$ 142.67	N/A	2/1/2025	1/31/2026	3.00%	\$ 48.08	\$ 30.60 - \$ 65.56
	\$ 146.95	N/A	2/1/2026	1/31/2027	3.00%	\$ 49.52	\$ 31.51 - \$ 67.53
Sr. GIS Specialist	\$ 207.72	N/A	2/1/2022	1/31/2023		\$ 70.00	\$ 40.00 - \$ 100.00
	\$ 213.95	N/A	2/1/2023	1/31/2024	3.00%	\$ 72.10	\$ 41.20 - \$ 103.00
	\$ 220.37	N/A	2/1/2024	1/31/2025	3.00%	\$ 74.26	\$ 42.44 - \$ 106.09
	\$ 226.98	N/A	2/1/2025	1/31/2026	3.00%	\$ 76.49	\$ 43.71 - \$ 109.27
	\$ 233.79	N/A	2/1/2026	1/31/2027	3.00%	\$ 78.79	\$ 45.02 - \$ 112.55
Graphic Designer (rate as per SB3)	\$ 41.54	N/A	2/1/2022	1/31/2023		\$ 14.00	\$ 14.00 - SB3
	\$ 42.79	N/A	2/1/2023	1/31/2024	3.00%	\$ 14.42	\$ 15.00 - SB3
	\$ 44.07	N/A	2/1/2024	1/31/2025	3.00%	\$ 14.85	\$ 15.45 - \$ 32.00
	\$ 45.40	N/A	2/1/2025	1/31/2026	3.00%	\$ 15.30	\$ 15.91 - \$ 32.96
	\$ 46.76	N/A	2/1/2026	1/31/2027	3.00%	\$ 15.76	\$ 16.39 - \$ 33.95

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Sr. Graphic Designer	\$ 185.46	N/A	2/1/2022	1/31/2023		\$ 62.50	\$ 45.00 - \$ 80.00
	\$ 191.02	N/A	2/1/2023	1/31/2024	3.00%	\$ 64.38	\$ 46.35 - \$ 82.40
	\$ 196.75	N/A	2/1/2024	1/31/2025	3.00%	\$ 66.31	\$ 47.74 - \$ 84.87
	\$ 202.66	N/A	2/1/2025	1/31/2026	3.00%	\$ 68.30	\$ 49.17 - \$ 87.42
	\$ 208.74	N/A	2/1/2026	1/31/2027	3.00%	\$ 70.34	\$ 50.65 - \$ 90.04
IT Support (rate as per SB3)	\$ 41.54	N/A	2/1/2022	1/31/2023		\$ 14.00	\$ 14.00 - SB3
	\$ 42.79	N/A	2/1/2023	1/31/2024	3.00%	\$ 14.42	\$ 15.00 - SB3
	\$ 44.07	N/A	2/1/2024	1/31/2025	3.00%	\$ 14.85	\$ 15.45 - \$ 32.00
	\$ 45.40	N/A	2/1/2025	1/31/2026	3.00%	\$ 15.30	\$ 15.91 - \$ 32.96
	\$ 46.76	N/A	2/1/2026	1/31/2027	3.00%	\$ 15.76	\$ 16.39 - \$ 33.95
IT Manager	\$ 185.46	N/A	2/1/2022	1/31/2023		\$ 62.50	\$ 25.00 - \$ 100.00
	\$ 191.02	N/A	2/1/2023	1/31/2024	3.00%	\$ 64.38	\$ 25.75 - \$ 103.00
	\$ 196.75	N/A	2/1/2024	1/31/2025	3.00%	\$ 66.31	\$ 26.52 - \$ 106.09
	\$ 202.66	N/A	2/1/2025	1/31/2026	3.00%	\$ 68.30	\$ 27.32 - \$ 109.27
	\$ 208.74	N/A	2/1/2026	1/31/2027	3.00%	\$ 70.34	\$ 28.14 - \$ 112.55



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

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

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Planner II	\$ 108.31	N/A	2/1/2022	1/31/2023		\$ 36.50	\$ 28.00 - \$ 45.00
	\$ 111.56	N/A	2/1/2023	1/31/2024	3.00%	\$ 37.60	\$ 28.84 - \$ 46.35
	\$ 114.90	N/A	2/1/2024	1/31/2025	3.00%	\$ 38.72	\$ 29.71 - \$ 47.74
	\$ 118.35	N/A	2/1/2025	1/31/2026	3.00%	\$ 39.88	\$ 30.60 - \$ 49.17
	\$ 121.90	N/A	2/1/2026	1/31/2027	3.00%	\$ 41.08	\$ 31.51 - \$ 50.65
Planner III/Project Manager	\$ 142.43	N/A	2/1/2022	1/31/2023		\$ 48.00	\$ 36.00 - \$ 60.00
	\$ 146.71	N/A	2/1/2023	1/31/2024	3.00%	\$ 49.44	\$ 37.08 - \$ 61.80
	\$ 151.11	N/A	2/1/2024	1/31/2025	3.00%	\$ 50.92	\$ 38.19 - \$ 63.65
	\$ 155.64	N/A	2/1/2025	1/31/2026	3.00%	\$ 52.45	\$ 39.34 - \$ 65.56
	\$ 160.31	N/A	2/1/2026	1/31/2027	3.00%	\$ 54.02	\$ 40.52 - \$ 67.53
Principal	\$ 267.06	N/A	2/1/2022	1/31/2023		\$ 90.00	\$ 65.00 - \$ 115.00
	\$ 275.07	N/A	2/1/2023	1/31/2024	3.00%	\$ 92.70	\$ 66.95 - \$ 118.45
	\$ 283.33	N/A	2/1/2024	1/31/2025	3.00%	\$ 95.48	\$ 68.96 - \$ 122.00
	\$ 291.83	N/A	2/1/2025	1/31/2026	3.00%	\$ 98.35	\$ 71.03 - \$ 125.66
	\$ 300.58	N/A	2/1/2026	1/31/2027	3.00%	\$ 101.30	\$ 73.16 - \$ 129.43



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Project Accountant I	\$ 81.60	N/A	2/1/2022	1/31/2023		\$ 27.50	\$ 20.00 - \$ 35.00
	\$ 84.05	N/A	2/1/2023	1/31/2024	3.00%	\$ 28.33	\$ 20.60 - \$ 36.05
	\$ 86.57	N/A	2/1/2024	1/31/2025	3.00%	\$ 29.17	\$ 21.22 - \$ 37.13
	\$ 89.17	N/A	2/1/2025	1/31/2026	3.00%	\$ 30.05	\$ 21.85 - \$ 38.25
	\$ 91.84	N/A	2/1/2026	1/31/2027	3.00%	\$ 30.95	\$ 22.51 - \$ 39.39
Project Accountant II	\$ 96.44	N/A	2/1/2022	1/31/2023		\$ 32.50	\$ 25.00 - \$ 40.00
	\$ 99.33	N/A	2/1/2023	1/31/2024	3.00%	\$ 33.48	\$ 25.75 - \$ 41.20
	\$ 102.31	N/A	2/1/2024	1/31/2025	3.00%	\$ 34.48	\$ 26.52 - \$ 42.44
	\$ 105.38	N/A	2/1/2025	1/31/2026	3.00%	\$ 35.51	\$ 27.32 - \$ 43.71
	\$ 108.54	N/A	2/1/2026	1/31/2027	3.00%	\$ 36.58	\$ 28.14 - \$ 45.02
Project Accountant III	\$ 111.28	N/A	2/1/2022	1/31/2023		\$ 37.50	\$ 30.00 - \$ 45.00
	\$ 114.61	N/A	2/1/2023	1/31/2024	3.00%	\$ 38.63	\$ 30.90 - \$ 46.35
	\$ 118.05	N/A	2/1/2024	1/31/2025	3.00%	\$ 39.78	\$ 31.83 - \$ 47.74
	\$ 121.59	N/A	2/1/2025	1/31/2026	3.00%	\$ 40.98	\$ 32.78 - \$ 49.17
	\$ 125.24	N/A	2/1/2026	1/31/2027	3.00%	\$ 42.21	\$ 33.77 - \$ 50.65

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

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



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Technical Support Specialist	\$ 111.28	N/A	2/1/2022	1/31/2023		\$ 37.50	\$ 25.00 - \$ 50.00
	\$ 114.61	N/A	2/1/2023	1/31/2024	3.00%	\$ 38.63	\$ 25.75 - \$ 51.50
	\$ 118.05	N/A	2/1/2024	1/31/2025	3.00%	\$ 39.78	\$ 26.52 - \$ 53.05
	\$ 121.59	N/A	2/1/2025	1/31/2026	3.00%	\$ 40.98	\$ 27.32 - \$ 54.64
	\$ 125.24	N/A	2/1/2026	1/31/2027	3.00%	\$ 42.21	\$ 28.14 - \$ 56.28
Sr. Technical Writer	\$ 133.53	N/A	2/1/2022	1/31/2023		\$ 45.00	\$ 30.00 - \$ 60.00
	\$ 137.54	N/A	2/1/2023	1/31/2024	3.00%	\$ 46.35	\$ 30.90 - \$ 61.80
	\$ 141.66	N/A	2/1/2024	1/31/2025	3.00%	\$ 47.74	\$ 31.83 - \$ 63.65
	\$ 145.91	N/A	2/1/2025	1/31/2026	3.00%	\$ 49.17	\$ 32.78 - \$ 65.56
	\$ 150.29	N/A	2/1/2026	1/31/2027	3.00%	\$ 50.65	\$ 33.77 - \$ 67.53
Technician (rate as per SB3)	\$ 41.54	N/A	2/1/2022	1/31/2023		\$ 14.00	\$ 14.00 - SB3
	\$ 42.79	N/A	2/1/2023	1/31/2024	3.00%	\$ 14.42	\$ 15.00 - SB3
	\$ 44.07	N/A	2/1/2024	1/31/2025	3.00%	\$ 14.85	\$ 15.45 - \$ 32.00
	\$ 45.40	N/A	2/1/2025	1/31/2026	3.00%	\$ 15.30	\$ 15.91 - \$ 32.96
	\$ 46.76	N/A	2/1/2026	1/31/2027	3.00%	\$ 15.76	\$ 16.39 - \$ 33.95

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$100,000

Date: 12/7/2021

For Combined Rate	Fringe Benefit 49.39% + Overhead 120.37% + G & A -%	=	Combined 169.76%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime 1 1/2	From	To			
Water Quality Specialist SP	\$ 133.53	N/A	2/1/2022	1/31/2023		\$ 45.00	\$ 25.00 - \$ 65.00
	\$ 137.54	N/A	2/1/2023	1/31/2024	3.00%	\$ 46.35	\$ 25.75 - \$ 66.95
	\$ 141.66	N/A	2/1/2024	1/31/2025	3.00%	\$ 47.74	\$ 26.52 - \$ 68.96
	\$ 145.91	N/A	2/1/2025	1/31/2026	3.00%	\$ 49.17	\$ 27.32 - \$ 71.03
	\$ 150.29	N/A	2/1/2026	1/31/2027	3.00%	\$ 50.65	\$ 28.14 - \$ 73.16
Water Quality Specialist SD	\$ 166.17	N/A	2/1/2022	1/31/2023		\$ 56.00	\$ 32.00 - \$ 80.00
	\$ 171.16	N/A	2/1/2023	1/31/2024	3.00%	\$ 57.68	\$ 32.96 - \$ 82.40
	\$ 176.29	N/A	2/1/2024	1/31/2025	3.00%	\$ 59.41	\$ 33.95 - \$ 84.87
	\$ 181.58	N/A	2/1/2025	1/31/2026	3.00%	\$ 61.19	\$ 34.97 - \$ 87.42
	\$ 187.03	N/A	2/1/2026	1/31/2027	3.00%	\$ 63.03	\$ 36.02 - \$ 90.04



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

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

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

Note:

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

EXHIBIT 10-H2 COST PROPOSAL

Consultant Area West Environmental, Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Date: 12/7/2021

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

**NOTES:**

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



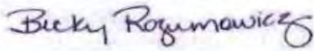
**Certification of Direct Costs:**

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

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

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

**Prime Consultant or Subconsultant Certifying:**

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

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

List services the consultant is providing under the proposed contract:

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

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Crawford & Associates, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No.: Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ \$250,000

Date: 10/19/2021

For Combined Rate	Fringe Benefit 88.29% + General & Administrative 136.79%	=	Combined 225.08%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
Benjamin Crawford Principal	\$ 232.40	N/A	2/1/2022	1/31/2023		\$ 64.99	N/A
	\$ 239.37	N/A	2/1/2023	1/31/2024	3.00%	\$ 66.94	
	\$ 246.55	N/A	2/1/2024	1/31/2025	3.00%	\$ 68.95	
	\$ 253.95	N/A	2/1/2025	1/31/2026	3.00%	\$ 71.02	
	\$ 261.56	N/A	2/1/2026	1/31/2027	3.00%	\$ 73.15	
Chris Trumbull Senior Project Manager	\$ 244.38	N/A	2/1/2022	1/31/2023		\$ 68.34	N/A
	\$ 251.71	N/A	2/1/2023	1/31/2024	3.00%	\$ 70.39	
	\$ 259.26	N/A	2/1/2024	1/31/2025	3.00%	\$ 72.50	
	\$ 267.04	N/A	2/1/2025	1/31/2026	3.00%	\$ 74.68	
	\$ 275.05	N/A	2/1/2026	1/31/2027	3.00%	\$ 76.92	
Eric Nichols Senior Project Manager	\$ 195.35	N/A	2/1/2022	1/31/2023		\$ 54.63	N/A
	\$ 201.21	N/A	2/1/2023	1/31/2024	3.00%	\$ 56.27	
	\$ 207.25	N/A	2/1/2024	1/31/2025	3.00%	\$ 57.96	
	\$ 213.46	N/A	2/1/2025	1/31/2026	3.00%	\$ 59.70	
	\$ 219.87	N/A	2/1/2026	1/31/2027	3.00%	\$ 61.49	



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Crawford & Associates, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

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

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Crawford & Associates, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
Project Engineer II	\$ 128.62	N/A	2/1/2022	1/31/2023		\$ 35.97	\$ 35.43 - \$ 36.50
	\$ 132.48	N/A	2/1/2023	1/31/2024	3.00%	\$ 37.05	\$ 36.49 - \$ 37.60
	\$ 136.46	N/A	2/1/2024	1/31/2025	3.00%	\$ 38.16	\$ 37.59 - \$ 38.72
	\$ 140.55	N/A	2/1/2025	1/31/2026	3.00%	\$ 39.31	\$ 38.72 - \$ 39.88
	\$ 144.77	N/A	2/1/2026	1/31/2027	3.00%	\$ 40.48	\$ 39.88 - \$ 41.08
Project Engineer I	\$ 109.42	N/A	2/1/2022	1/31/2023		\$ 30.60	\$ 29.00 - \$ 32.19
	\$ 112.70	N/A	2/1/2023	1/31/2024	3.00%	\$ 31.52	\$ 29.87 - \$ 33.16
	\$ 116.09	N/A	2/1/2024	1/31/2025	3.00%	\$ 32.46	\$ 30.77 - \$ 34.15
	\$ 119.57	N/A	2/1/2025	1/31/2026	3.00%	\$ 33.44	\$ 31.69 - \$ 35.17
	\$ 123.16	N/A	2/1/2026	1/31/2027	3.00%	\$ 34.44	\$ 32.64 - \$ 36.23
Staff Engineer	\$ 99.23	N/A	2/1/2022	1/31/2023		\$ 27.75	\$ 26.00 - \$ 29.50
	\$ 102.21	N/A	2/1/2023	1/31/2024	3.00%	\$ 28.58	\$ 26.78 - \$ 30.39
	\$ 105.27	N/A	2/1/2024	1/31/2025	3.00%	\$ 29.44	\$ 27.58 - \$ 31.30
	\$ 108.43	N/A	2/1/2025	1/31/2026	3.00%	\$ 30.32	\$ 28.41 - \$ 32.24
	\$ 111.68	N/A	2/1/2026	1/31/2027	3.00%	\$ 31.23	\$ 29.26 - \$ 33.20



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Crawford & Associates, Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

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

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

Note:

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

EXHIBIT 10-H2 COST PROPOSAL

Consultant: Crawford & Associates, Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No.: Humboldt County On-Call

Contract No. DPW2021-001

Date: 10/19/2021

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

**NOTES:**

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



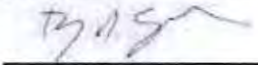
**Certification of Direct Costs:**

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

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

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

**Prime Consultant or Subconsultant Certifying:**

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

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

List services the consultant is providing under the proposed contract:

Geotechnical Engineering Services

### 2022 IN-HOUSE RATES

CONSTRUCTION SERVICES	DETAIL	RATE
Traffic Control (Major) DBE or PW	DAY	\$ 2,500.00
Traffic Control Equipment (Minor) Non-DBE	DAY	\$ 700.00
Seismic Refraction (12 Channel)	DAY	\$ 1,200.00
Core Machine with Generator	DAY	\$ 2,500.00
Core Machine Bit	INCH	\$ 3.00
Core Boxes	EACH	\$ 17.25
Hot Mix Asphalt Patching (First)	FIRST	\$ 1,000.00
Hot Mix Asphalt Patching (2 or more)	EACH AFTER	\$ 500.00
Wildcat DCP Equipment	DAY	\$ 750.00
Wildcat DCP Tips	EACH	\$ 15.00
Survey Equipment - Tripod, Level and Rod	DAY	\$ 150.00
Survey Equipment - Liquid Level	DAY	\$ 150.00
Percolation Equipment	DAY	\$ 200.00
Hand Auger	DAY	\$ 150.00
Backfill	BAG	\$ 8.00
Steel Liners (MCAL/SPT)	LINER	\$ 8.00
Nuclear Density Tests	EACH	\$ 6.00
<b>CLASSIFICATION TESTING</b>		
#200 Wash	ASTM D1140	\$ 110.00
Grain Size Analysis to #200 (Sieve Analysis)	ASTM D6913	\$ 150.00
Grain Size with Hydrometer	ASTM D422	\$ 240.00
Hydrometer Analysis	ASTM D422	\$ 175.00
Moisture & Density	ASTM D2216, D2937	\$ 60.00
Moisture Content	ASTM D2216, CTM 228	\$ 40.00
Non-Plastic Index Result	ASTM D4318	\$ 125.00
Plasticity Index	ASTM D4318	\$ 250.00
<b>STRENGTH TESTING</b>		
California Impact	CTM 216	\$ 280.00
Compaction Curve (4" Mold)	ASTM D698/D1557	\$ 265.00
Compaction Curve (6" Mold)	ASTM D698/D1557	\$ 295.00
Compaction Curve Checkpoint (4" Mold)	ASTM D698/D1557	\$ 66.00
Compaction Curve Checkpoint (6" Mold)	ASTM D698/D1557	\$ 74.00
Compression (Rock)	ASTM 7012	\$ 275.00
Compressive Strength of Cylinders	ASTM C39	\$ 34.50
Direct Shear (CD 3pt) Peak Only	ASTM D3080	\$ 500.00
Point Load (Rock)	ASTM D5731	\$ 65.00
R-Value	ASTM D2844, CAL 301	\$ 350.00
Triaxial Shear-UU	ASTM D2850	\$ 165.00
Triaxial Staged-UU	ASTM D2850	\$ 265.00
Unconfined Compression (Rock)	ASTM D2166	\$ 225.00
Unconfined Compression (Soil)	ASTM D2166	\$ 165.00
<b>CONSOLIDATION EXPANSION</b>		
1-D Consolidation	ASTM D2435	\$ 300.00
1-D Consolidation (Time Rate) / Per Point	ASTM D2435	\$ 75.00
Expansion Index	ASTM D4829	\$ 210.00
<b>CHEMICAL ANALYSIS TESTING</b>		
pH & Resistivity	CTM643	\$ 100.00
Sulfate Content	CTM417	\$ 50.00
Chloride Content	CTM422	\$ 50.00
Redox Potential and Sulfate Reducing Bacteria	ASTM D1498	\$ 110.00
<b>PAVEMENT TESTING</b>		
Asphalt Ignition Calibration	CTM 382	\$ 345.00
Grain Size Analysis	CTM 209	\$ 150.00
Percent Asphalt Ignition Oven	CTM 382	\$ 145.00
Sand Equivalent	CTM 217	\$ 130.00
Stabilometer Value	CTM 366	\$ 200.00
Theoretical Maximum Specific Gravity/Density	CTM 309	\$ 200.00
<b>SEISMIC ANALYSIS</b>		
EZ Frisk Site Specific Analysis	PER PROJECT	\$ 1,500.00

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

4225

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

Rocklin: 4220 Rocklin Road, Suite 1, Rocklin, CA 95677 - (916) 455-4225  
Folsom: 100 North River Street, Folsom, CA 95630 - (916) 745-4100



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Fehr & Peers

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

For Combined Rate	Fringe Benefit 77.35% + General & Administrative 111.96%	=	Combined	189.31%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

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

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Fehr & Peers

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No.: Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 250,000

Date: 12/9/2021

For Combined Rate

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
Principal	\$ 316.71	N/A	2/1/2022	1/31/2023		\$ 99.52	\$ 71.63 - \$ 127.40
	\$ 326.21	N/A	2/1/2023	1/31/2024	3.00%	\$ 102.51	\$ 73.78 - \$ 131.22
	\$ 336.00	N/A	2/1/2024	1/31/2025	3.00%	\$ 105.58	\$ 75.99 - \$ 135.16
	\$ 346.08	N/A	2/1/2025	1/31/2026	3.00%	\$ 108.75	\$ 78.27 - \$ 139.21
	\$ 356.46	N/A	2/1/2026	1/31/2027	3.00%	\$ 112.01	\$ 80.62 - \$ 143.39
Senior Associate	\$ 234.08	N/A	2/1/2022	1/31/2023		\$ 73.56	\$ 58.65 - \$ 88.46
	\$ 241.10	N/A	2/1/2023	1/31/2024	3.00%	\$ 75.76	\$ 60.41 - \$ 91.11
	\$ 248.34	N/A	2/1/2024	1/31/2025	3.00%	\$ 78.03	\$ 62.22 - \$ 93.85
	\$ 255.79	N/A	2/1/2025	1/31/2026	3.00%	\$ 80.38	\$ 64.09 - \$ 96.66
	\$ 263.46	N/A	2/1/2026	1/31/2027	3.00%	\$ 82.79	\$ 66.01 - \$ 99.56
Associate	\$ 198.14	N/A	2/1/2022	1/31/2023		\$ 62.26	\$ 48.56 - \$ 75.96
	\$ 204.08	N/A	2/1/2023	1/31/2024	3.00%	\$ 64.13	\$ 50.02 - \$ 78.24
	\$ 210.20	N/A	2/1/2024	1/31/2025	3.00%	\$ 66.05	\$ 51.52 - \$ 80.59
	\$ 216.51	N/A	2/1/2025	1/31/2026	3.00%	\$ 68.03	\$ 53.06 - \$ 83.00
	\$ 223.00	N/A	2/1/2026	1/31/2027	3.00%	\$ 70.07	\$ 54.65 - \$ 85.49
Senior Engineer/Planner	\$ 157.59	N/A	2/1/2022	1/31/2023		\$ 49.52	\$ 41.35 - \$ 57.69
	\$ 162.32	N/A	2/1/2023	1/31/2024	3.00%	\$ 51.01	\$ 42.59 - \$ 59.42
	\$ 167.19	N/A	2/1/2024	1/31/2025	3.00%	\$ 52.54	\$ 43.87 - \$ 61.20
	\$ 172.21	N/A	2/1/2025	1/31/2026	3.00%	\$ 54.11	\$ 45.18 - \$ 63.04



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Fehr & Peers

Prime Consultant  Subconsultant  2nd Tier Subconsultant

Project No.: Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 250,000

Date: 12/9/2021

For Combined Rate

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

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



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Fehr & Peers

Prime Consultant  Subconsultant  2nd Tier Subconsultant

Project No.: Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 250,000

Date: 12/9/2021

For Combined Rate

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

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



EXHIBIT 10-H2 COST PROPOSAL

Consultant: Fehr & Peers

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No.: Humboldt County On-Call

Contract No. DPW2021-001

Date: 12/9/21

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

NOTES:

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

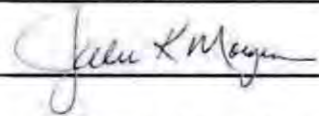
**Certification of Direct Costs:**

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

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

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

**Prime Consultant or Subconsultant Certifying:**

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

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

List services the consultant is providing under the proposed contract:

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

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Stantec Consulting Services Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

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

		Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
	Straight	Overtime	From	To					
<b>Wirt Lanning</b>	\$ 208.11	N/A	2/1/2022	1/31/2023		\$ 75.00	N/A		
Principal	\$ 214.36	N/A	2/1/2023	1/31/2024	3.00%	\$ 77.25	\$ -	-	\$ -
Role - Principal-in-Charge	\$ 220.79	N/A	2/1/2024	1/31/2025	3.00%	\$ 79.57	\$ -	-	\$ -
	\$ 227.41	N/A	2/1/2025	1/31/2026	3.00%	\$ 81.95	\$ -	-	\$ -
Exempt	\$ 234.23	N/A	2/1/2026	1/31/2027	3.00%	\$ 84.41	\$ -	-	\$ -
<b>Joe Richards</b>	\$ 240.86	N/A	2/1/2022	1/31/2023		\$ 86.80	N/A		
Principal Engineer	\$ 248.08	N/A	2/1/2023	1/31/2024	3.00%	\$ 89.40	\$ -	-	\$ -
Role - Stream Restoration Lead	\$ 255.52	N/A	2/1/2024	1/31/2025	3.00%	\$ 92.09	\$ -	-	\$ -
	\$ 263.19	N/A	2/1/2025	1/31/2026	3.00%	\$ 94.85	\$ -	-	\$ -
Exempt	\$ 271.09	N/A	2/1/2026	1/31/2027	3.00%	\$ 97.69	\$ -	-	\$ -
<b>Connie MacGregor</b>	\$ 140.60	N/A	2/1/2022	1/31/2023		\$ 50.67	N/A		
Associate Planner	\$ 144.82	N/A	2/1/2023	1/31/2024	3.00%	\$ 52.19	\$ -	-	\$ -
Role - Project Manager; CEQA/NEPA; Permits	\$ 149.16	N/A	2/1/2024	1/31/2025	3.00%	\$ 53.76	\$ -	-	\$ -
	\$ 153.64	N/A	2/1/2025	1/31/2026	3.00%	\$ 55.37	\$ -	-	\$ -
Exempt	\$ 158.25	N/A	2/1/2026	1/31/2027	3.00%	\$ 57.03	\$ -	-	\$ -



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

Note: Mark-ups are Not Allowed

Consultant: Stantec Consulting Services Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

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

			Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
	Straight	Overtime	From	To					
<b>Sarah Tona</b>	\$ 103.89	N/A	2/1/2022	1/31/2023		\$ 37.44	N/A		
Associate Biologist	\$ 107.01	N/A	2/1/2023	1/31/2024	3.00%	\$ 38.56	\$ -	\$ -	\$ -
Role - Wetlands/Botanical Lead	\$ 110.22	N/A	2/1/2024	1/31/2025	3.00%	\$ 39.72	\$ -	\$ -	\$ -
	\$ 113.52	N/A	2/1/2025	1/31/2026	3.00%	\$ 40.91	\$ -	\$ -	\$ -
Non-Exempt	\$ 116.93	N/A	2/1/2026	1/31/2027	3.00%	\$ 42.14	\$ -	\$ -	\$ -
<b>David Pluth</b>	\$ 84.38	N/A	2/1/2022	1/31/2023		\$ 30.41	N/A		
Associate Biologist	\$ 86.91	N/A	2/1/2023	1/31/2024	3.00%	\$ 31.32	\$ -	\$ -	\$ -
Role - Fisheries Lead	\$ 89.52	N/A	2/1/2024	1/31/2025	3.00%	\$ 32.26	\$ -	\$ -	\$ -
	\$ 92.21	N/A	2/1/2025	1/31/2026	3.00%	\$ 33.23	\$ -	\$ -	\$ -
Non-Exempt	\$ 94.97	N/A	2/1/2026	1/31/2027	3.00%	\$ 34.23	\$ -	\$ -	\$ -
<b>Gabe Youngblood</b>	\$ 80.14	N/A	2/1/2022	1/31/2023		\$ 28.88	N/A		
Biologist	\$ 82.54	N/A	2/1/2023	1/31/2024	3.00%	\$ 29.75	\$ -	\$ -	\$ -
Role - Wildlife Lead	\$ 85.02	N/A	2/1/2024	1/31/2025	3.00%	\$ 30.64	\$ -	\$ -	\$ -
	\$ 87.57	N/A	2/1/2025	1/31/2026	3.00%	\$ 31.56	\$ -	\$ -	\$ -
Exempt	\$ 90.20	N/A	2/1/2026	1/31/2027	3.00%	\$ 32.50	\$ -	\$ -	\$ -

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

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Stantec Consulting Services Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

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

			Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
	Straight	Overtime	From	To					
<b>Senior Principal</b> Engineer/Scientist/Planner/Consultant	\$ 263.97	N/A	2/1/2022	1/31/2023		\$ 95.13	\$ 87.51	-	\$ 102.75
	\$ 271.89	N/A	2/1/2023	1/31/2024	3.00%	\$ 97.98	\$ 90.14	-	\$ 105.83
	\$ 280.05	N/A	2/1/2024	1/31/2025	3.00%	\$ 100.92	\$ 92.84	-	\$ 109.01
	\$ 288.45	N/A	2/1/2025	1/31/2026	3.00%	\$ 103.95	\$ 95.62	-	\$ 112.28
	Exempt	\$ 297.10	N/A	2/1/2026	1/31/2027	3.00%	\$ 107.07	\$ 98.49	-
<b>Principal Engineer</b> Engineer/Scientist/Planner/Consultant	\$ 225.15	N/A	2/1/2022	1/31/2023		\$ 81.14	\$ 74.77	-	\$ 87.50
	\$ 231.90	N/A	2/1/2023	1/31/2024	3.00%	\$ 83.57	\$ 77.01	-	\$ 90.13
	\$ 238.86	N/A	2/1/2024	1/31/2025	3.00%	\$ 86.08	\$ 79.32	-	\$ 92.83
	\$ 246.03	N/A	2/1/2025	1/31/2026	3.00%	\$ 88.66	\$ 81.70	-	\$ 95.61
	Exempt	\$ 253.41	N/A	2/1/2026	1/31/2027	3.00%	\$ 91.32	\$ 84.15	-
<b>Senior Associate II</b> Engineer/Scientist/Planner/Consultant	\$ 193.57	N/A	2/1/2022	1/31/2023		\$ 69.76	\$ 64.76	-	\$ 74.76
	\$ 199.38	N/A	2/1/2023	1/31/2024	3.00%	\$ 71.85	\$ 66.70	-	\$ 77.00
	\$ 205.36	N/A	2/1/2024	1/31/2025	3.00%	\$ 74.01	\$ 68.70	-	\$ 79.31
	\$ 211.52	N/A	2/1/2025	1/31/2026	3.00%	\$ 76.23	\$ 70.77	-	\$ 81.69
	Exempt	\$ 217.87	N/A	2/1/2026	1/31/2027	3.00%	\$ 78.52	\$ 72.89	-



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

Note: Mark-ups are Not Allowed

Consultant: Stantec Consulting Services Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

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

			Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
	Straight	Overtime	From	To					
<b>Senior Associate I</b> Engineer/Scientist/Planner/Consultant	\$ 168.24	N/A	2/1/2022	1/31/2023		\$ 60.63	\$ 56.51	-	\$ 64.75
	\$ 173.29	N/A	2/1/2023	1/31/2024	3.00%	\$ 62.45	\$ 58.21	-	\$ 66.69
	\$ 178.48	N/A	2/1/2024	1/31/2025	3.00%	\$ 64.32	\$ 59.95	-	\$ 68.69
	\$ 183.84	N/A	2/1/2025	1/31/2026	3.00%	\$ 66.25	\$ 61.75	-	\$ 70.75
	Exempt	\$ 189.35	N/A	2/1/2026	1/31/2027	3.00%	\$ 68.24	\$ 63.60	-
<b>Associate III</b> Engineer/Scientist/Planner/Consultant	\$ 146.73	N/A	2/1/2022	1/31/2023		\$ 52.88	\$ 49.26	-	\$ 56.50
	\$ 151.14	N/A	2/1/2023	1/31/2024	3.00%	\$ 54.47	\$ 50.74	-	\$ 58.20
	\$ 155.67	N/A	2/1/2024	1/31/2025	3.00%	\$ 56.10	\$ 52.26	-	\$ 59.94
	\$ 160.34	N/A	2/1/2025	1/31/2026	3.00%	\$ 57.78	\$ 53.83	-	\$ 61.74
	Exempt	\$ 165.15	N/A	2/1/2026	1/31/2027	3.00%	\$ 59.52	\$ 55.44	-
<b>Associate II</b> Engineer/Scientist/Planner/Consultant	\$ 128.36	N/A	2/1/2022	1/31/2023		\$ 46.26	\$ 43.26	-	\$ 49.25
	\$ 132.21	N/A	2/1/2023	1/31/2024	3.00%	\$ 47.65	\$ 44.56	-	\$ 50.73
	\$ 136.18	N/A	2/1/2024	1/31/2025	3.00%	\$ 49.08	\$ 45.89	-	\$ 52.25
	\$ 140.27	N/A	2/1/2025	1/31/2026	3.00%	\$ 50.55	\$ 47.27	-	\$ 53.82
	Exempt	\$ 144.47	N/A	2/1/2026	1/31/2027	3.00%	\$ 52.07	\$ 48.69	-

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

Note: Mark-ups are Not Allowed

Consultant: Stantec Consulting Services Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

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

			Fee	=	10%
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**BILLING INFORMATION**

**CALCULATION INFORMATION**

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
	Straight	Overtime	From	To					
<b>Associate I</b> Engineer/Scientist/Planner/Consultant	\$ 113.10	N/A	2/1/2022	1/31/2023		\$ 40.76	\$ 38.26	-	\$ 43.25
	\$ 116.50	N/A	2/1/2023	1/31/2024	3.00%	\$ 41.98	\$ 39.41	-	\$ 44.55
	\$ 119.99	N/A	2/1/2024	1/31/2025	3.00%	\$ 43.24	\$ 40.59	-	\$ 45.88
	\$ 123.59	N/A	2/1/2025	1/31/2026	3.00%	\$ 44.54	\$ 41.81	-	\$ 47.26
	Exempt/Non-Exempt	\$ 127.30	N/A	2/1/2026	1/31/2027	3.00%	\$ 45.88	\$ 43.06	-
<b>Staff III</b> Engineer/Scientist/Planner/Consultant	\$ 100.62	N/A	2/1/2022	1/31/2023		\$ 36.26	\$ 34.26	-	\$ 38.25
	\$ 103.63	N/A	2/1/2023	1/31/2024	3.00%	\$ 37.35	\$ 35.29	-	\$ 39.40
	\$ 106.74	N/A	2/1/2024	1/31/2025	3.00%	\$ 38.47	\$ 36.35	-	\$ 40.58
	\$ 109.95	N/A	2/1/2025	1/31/2026	3.00%	\$ 39.62	\$ 37.44	-	\$ 41.80
	Exempt/Non-Exempt	\$ 113.24	N/A	2/1/2026	1/31/2027	3.00%	\$ 40.81	\$ 38.56	-
<b>Staff II</b> Engineer/Scientist/Planner/Consultant	\$ 90.21	N/A	2/1/2022	1/31/2023		\$ 32.51	\$ 30.76	-	\$ 34.25
	\$ 92.92	N/A	2/1/2023	1/31/2024	3.00%	\$ 33.49	\$ 31.68	-	\$ 35.28
	\$ 95.70	N/A	2/1/2024	1/31/2025	3.00%	\$ 34.49	\$ 32.63	-	\$ 36.34
	\$ 98.57	N/A	2/1/2025	1/31/2026	3.00%	\$ 35.52	\$ 33.61	-	\$ 37.43
	Exempt/Non-Exempt	\$ 101.53	N/A	2/1/2026	1/31/2027	3.00%	\$ 36.59	\$ 34.62	-



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

Note: Mark-ups are Not Allowed

Consultant: Stantec Consulting Services Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

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

		Fee	=	10%
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**BILLING INFORMATION**

**CALCULATION INFORMATION**

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
	Straight	Overtime	From	To					
Staff I Engineer/Scientist/Planner/Consultant	\$ 81.22	N/A	2/1/2022	1/31/2023		\$ 29.27	\$ 27.76	-	\$ 30.77
	\$ 83.66	N/A	2/1/2023	1/31/2024	3.00%	\$ 30.15	\$ 28.59	-	\$ 31.69
	\$ 86.17	N/A	2/1/2024	1/31/2025	3.00%	\$ 31.05	\$ 29.45	-	\$ 32.64
	\$ 88.75	N/A	2/1/2025	1/31/2026	3.00%	\$ 31.98	\$ 30.33	-	\$ 33.62
	\$ 91.41	N/A	2/1/2026	1/31/2027	3.00%	\$ 32.94	\$ 31.24	-	\$ 34.63
Technician III Engineer/Scientist/Planner/Consultant	\$ 73.20	N/A	2/1/2022	1/31/2023		\$ 26.38	\$ 25.01	-	\$ 27.75
	\$ 75.40	N/A	2/1/2023	1/31/2024	3.00%	\$ 27.17	\$ 25.76	-	\$ 28.58
	\$ 77.66	N/A	2/1/2024	1/31/2025	3.00%	\$ 27.99	\$ 26.53	-	\$ 29.44
	\$ 79.99	N/A	2/1/2025	1/31/2026	3.00%	\$ 28.83	\$ 27.33	-	\$ 30.32
	\$ 82.39	N/A	2/1/2026	1/31/2027	3.00%	\$ 29.69	\$ 28.15	-	\$ 31.23
Technician II Engineer/Scientist/Planner/Consultant	\$ 65.93	N/A	2/1/2022	1/31/2023		\$ 23.76	\$ 22.51	-	\$ 25.00
	\$ 67.91	N/A	2/1/2023	1/31/2024	3.00%	\$ 24.47	\$ 23.19	-	\$ 25.75
	\$ 69.95	N/A	2/1/2024	1/31/2025	3.00%	\$ 25.21	\$ 23.88	-	\$ 26.52
	\$ 72.04	N/A	2/1/2025	1/31/2026	3.00%	\$ 25.96	\$ 24.60	-	\$ 27.32
	\$ 74.20	N/A	2/1/2026	1/31/2027	3.00%	\$ 26.74	\$ 25.34	-	\$ 28.14

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

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant: Stantec Consulting Services Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

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

					Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
	Straight	Overtime	From	To					
Technician I Engineer/Scientist/Planner/Consultant	\$ 58.99	N/A	2/1/2022	1/31/2023		\$ 21.26	\$ 20.01	-	\$ 22.50
	\$ 60.76	N/A	2/1/2023	1/31/2024	3.00%	\$ 21.90	\$ 20.61	-	\$ 23.18
	\$ 62.59	N/A	2/1/2024	1/31/2025	3.00%	\$ 22.55	\$ 21.23	-	\$ 23.87
	\$ 64.46	N/A	2/1/2025	1/31/2026	3.00%	\$ 23.23	\$ 21.87	-	\$ 24.59
Exempt	\$ 66.40	N/A	2/1/2026	1/31/2027	3.00%	\$ 23.93	\$ 22.52	-	\$ 25.32
Clerical/Tech. Editor	\$ 113.10	N/A	2/1/2022	1/31/2023		\$ 40.76	\$ 38.26	-	\$ 43.25
	\$ 116.50	N/A	2/1/2023	1/31/2024	3.00%	\$ 41.98	\$ 39.41	-	\$ 44.55
	\$ 119.99	N/A	2/1/2024	1/31/2025	3.00%	\$ 43.24	\$ 40.59	-	\$ 45.88
	\$ 123.59	N/A	2/1/2025	1/31/2026	3.00%	\$ 44.54	\$ 41.81	-	\$ 47.26
Exempt/Non-Exempt	\$ 127.30	N/A	2/1/2026	1/31/2027	3.00%	\$ 45.88	\$ 43.06	-	\$ 48.68



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

Note: Mark-ups are Not Allowed

Consultant: Stantec Consulting Services Inc.

Prime Consultant     Subconsultant     2nd Tier Subconsultant

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

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

			Fee	=	10%
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**BILLING INFORMATION**

**CALCULATION INFORMATION**

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
	Straight	Overtime	From	To					
Administrative Assistant	\$ 61.05	N/A	2/1/2022	1/31/2023		\$ 22.00	\$ 9.00	-	\$ 35.00
	\$ 62.88	N/A	2/1/2023	1/31/2024	3.00%	\$ 22.66	\$ 9.27	-	\$ 36.05
	\$ 64.76	N/A	2/1/2024	1/31/2025	3.00%	\$ 23.34	\$ 9.55	-	\$ 37.13
	\$ 66.71	N/A	2/1/2025	1/31/2026	3.00%	\$ 24.04	\$ 9.83	-	\$ 38.25
Non-Exempt	\$ 68.71	N/A	2/1/2026	1/31/2027	3.00%	\$ 24.76	\$ 10.13	-	\$ 39.39

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

Note:

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

EXHIBIT 10-H2 COST PROPOSAL

Consultant: Stantec Consulting Services Inc.

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. \_\_\_\_\_

Contract No. \_\_\_\_\_

Date: 1/13/2022

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

**NOTES:**

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




**Certification of Direct Costs:**

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

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

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

**Prime Consultant or Subconsultant Certifying:**

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

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

List services the consultant is providing under the proposed contract:

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

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant T J K M

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 175,000

Date: 10/27/2021

For Combined Rate	Fringe Benefit 32.71 % + General & Administrative 108.49%	=	Combined 141.20%
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	Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	Overtime	From	To			
Nayan Amin / TJKM Project Manager President	\$ 242.87	N/A	2/1/2022	1/31/2023		\$ 91.54	-
	\$ 250.16	N/A	2/1/2023	1/31/2024	3.00%	\$ 94.29	\$ - - \$ -
	\$ 257.66	N/A	2/1/2024	1/31/2025	3.00%	\$ 97.11	\$ - - \$ -
	\$ 265.39	N/A	2/1/2025	1/31/2026	3.00%	\$ 100.03	\$ - - \$ -
	\$ 273.36	N/A	2/1/2026	1/31/2027	3.00%	\$ 103.03	\$ - - \$ -
Ruta Jariwala / Traffic Operations Lead Principal	\$ 242.87	N/A	2/1/2022	1/31/2023		\$ 91.54	-
	\$ 250.16	N/A	2/1/2023	1/31/2024	3.00%	\$ 94.29	\$ - - \$ -
	\$ 257.66	N/A	2/1/2024	1/31/2025	3.00%	\$ 97.11	\$ - - \$ -
	\$ 265.39	N/A	2/1/2025	1/31/2026	3.00%	\$ 100.03	\$ - - \$ -
	\$ 273.36	N/A	2/1/2026	1/31/2027	3.00%	\$ 103.03	\$ - - \$ -
Atul Patel / Design Lead Director	\$ 224.14	N/A	2/1/2022	1/31/2023		\$ 84.48	-
	\$ 230.87	N/A	2/1/2023	1/31/2024	3.00%	\$ 87.01	\$ - - \$ -
	\$ 237.79	N/A	2/1/2024	1/31/2025	3.00%	\$ 89.62	\$ - - \$ -
	\$ 244.93	N/A	2/1/2025	1/31/2026	3.00%	\$ 92.31	\$ - - \$ -
	\$ 252.27	N/A	2/1/2026	1/31/2027	3.00%	\$ 95.08	\$ - - \$ -



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant T J K M

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 175,000

Date: 10/27/2021

For Combined Rate

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

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

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant T J K M

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 175,000

Date: 10/27/2021

For Combined Rate

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Loaded Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
	Straight	Overtime	From	To					
Project Manager	\$ 138.31	N/A	2/1/2022	1/31/2023		\$ 52.13	\$ 35.96	-	\$ 68.29
	\$ 142.46	N/A	2/1/2023	1/31/2024	3.00%	\$ 53.69	\$ 37.04	-	\$ 70.34
	\$ 146.73	N/A	2/1/2024	1/31/2025	3.00%	\$ 55.30	\$ 38.15	-	\$ 72.45
	\$ 151.14	N/A	2/1/2025	1/31/2026	3.00%	\$ 56.96	\$ 39.29	-	\$ 74.62
	\$ 155.67	N/A	2/1/2026	1/31/2027	3.00%	\$ 58.67	\$ 40.47	-	\$ 76.86
Transportation Engineer	\$ 163.78	N/A	2/1/2022	1/31/2023		\$ 61.73	\$ 61.73	-	\$ 61.73
	\$ 168.70	N/A	2/1/2023	1/31/2024	3.00%	\$ 63.58	\$ 63.58	-	\$ 63.58
	\$ 173.76	N/A	2/1/2024	1/31/2025	3.00%	\$ 65.49	\$ 65.49	-	\$ 65.49
	\$ 178.97	N/A	2/1/2025	1/31/2026	3.00%	\$ 67.45	\$ 67.45	-	\$ 67.45
	\$ 184.34	N/A	2/1/2026	1/31/2027	3.00%	\$ 69.48	\$ 69.48	-	\$ 69.48
Assistant Transportation Engineer	\$ 95.09	N/A	2/1/2022	1/31/2023		\$ 35.84	\$ 31.33	-	\$ 40.34
	\$ 97.94	N/A	2/1/2023	1/31/2024	3.00%	\$ 36.92	\$ 32.27	-	\$ 41.55
	\$ 100.88	N/A	2/1/2024	1/31/2025	3.00%	\$ 38.02	\$ 33.24	-	\$ 42.80
	\$ 103.91	N/A	2/1/2025	1/31/2026	3.00%	\$ 39.16	\$ 34.24	-	\$ 44.08
	\$ 107.03	N/A	2/1/2026	1/31/2027	3.00%	\$ 40.34	\$ 35.26	-	\$ 45.40



EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant T J K M

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 175,000

Date: 10/27/2021

For Combined Rate

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

Fee = 10%

BILLING INFORMATION

CALCULATION INFORMATION

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

EXHIBIT 10-H2 COST PROPOSAL

Note: Mark-ups are Not Allowed

Consultant T J K M

Prime Consultant     Subconsultant     2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Participation Amount \$ 175,000

Date: 10/27/2021

For Combined Rate

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

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BILLING INFORMATION

CALCULATION INFORMATION

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

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

Note:

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



EXHIBIT 10-H2 COST PROPOSAL

Consultant TJKM

Prime Consultant

Subconsultant

2nd Tier Subconsultant

Project No. Humboldt County On-Call

Contract No. DPW2021-001

Date: 10/27/2021

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

NOTES:

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

**Certification of Direct Costs:**

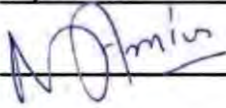
I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

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

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

**Prime Consultant or Subconsultant Certifying:**

Name: Nayan Amin Title \*: President

Signature:  Date of Certification: 10/27/2021

Email: namin@tjkm.com Phone number: 925.463.0611

Address: 4305 Hacienda Drive, Suite 550 Pleasanton, CA 94588

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

List services the consultant is providing under the proposed contract:

Traffic Engineering and Transportation Planning