



PUBLIC WORKS DEPARTMENT
ENGINEERING DIVISION

411 Main Street, 2nd Floor Phone: (530) 879-6900
P.O. Box 3420 Fax: (530) 895-4899
Chico, CA 95927-3420 <http://www.ci.chico.ca.us>

March 30, 2023

Rolls, Anderson & Rolls
115 Yellowstone Drive
Chico, CA 95973

RE: CITY OF CHICO – AMENDMENT NO. 3 – SERVICE PROVIDER AGREEMENT FOR
ON-CALL PROFESSIONAL CIVIL ENGINEERING SERVICES– (ACCOUNT NO.
VARIOUS)

Regarding the above, enclosed are one fully executed copy of the above-named Amendment
No. 3 to the Service Provider Agreement which updates Exhibit C of the Agreement.

Thank you for your cooperation and assistance. If you have any questions or need additional
information, please contact Noel Carvalho at (530) 879-6935.

Sincerely,

Valerie Mills
Contracts Specialist

Enclosures

cc: PM Carvalho
FR: Project Purchasing File

AMENDMENT NO. 3

CITY OF CHICO - SERVICE PROVIDER AGREEMENT

AGREEMENT DATED JANUARY 23, 2020

BETWEEN CITY OF CHICO

AND

ROLLS, ANDERSON & ROLLS

Consultant

ON-CALL PROFESSIONAL CIVIL ENGINEERING SERVICES

Project Title

VARIOUS


Budget Account No.

THIS SERVICE PROVIDER AGREEMENT AMENDMENT (Amendment) is entered into on MARCH 30, 2023, between the City of Chico, a municipal corporation under the laws of the State of California (City), and Rolls, Anderson & Rolls, a partnership corporation, (Provider). On January 23, 2020, City and Provider entered into "City of Chico - Service Provider Agreement" (Agreement). The provisions of the Agreement are hereby amended as follows:


1. Exhibit C Pages C2-R3 through C24-R3 is hereby superseded and replaced by revised Pages C25-R3 through C47-R3 attached hereto.
2. All other provisions of the Agreement shall remain in full force and effect.

CITY:

CONSULTANT:



Mark Sorensen, City Manager*

 3/24/2023
By: Paul W. Rabo

Title Vice President

*Authorized pursuant to Section 3.08.060
of the Chico Municipal Code

APPROVED AS TO FORM:



Vincent C. Ewing, City Attorney*

*Pursuant to The Charter of the
City of Chico, Section 906(D)

REVIEWED AS TO CONTENT:



Barbara Martin, Administrative Services Director*

*Reviewed by Finance and Information Systems

APPROVED AS TO CONTENT:



Leigh Ann Sutton, Public Works Director,
Engineering

AMENDMENT NO. 3

CITY OF CHICO – SERVICE PROVIDER AGREEMENT

ROLLS, ANDERSON & ROLLS

Provider

ON-CALL PROFESSIONAL CIVIL ENGINEERING SERVICES

Project Title

VARIOUS

Budget Account Number

AMENDED

EXHIBIT C

COMPENSATION

Compensation shall not exceed ~~\$2,700,000.00~~ \$5,300,000.00. Compensation for services shall be in accordance with the specified rates of compensation, shown on the following page(s):

Marc Mattox

From: Zhang, Lin@DOT <Lin.Zhang@dot.ca.gov>
Sent: Monday, December 16, 2019 8:42 AM
To: Marc Mattox
Cc: rodney.whitfield@dot.gov; Veneshia.Smith@dot.gov; Haslem, Felicia K@DOT; Yang, John Z@DOT; Green, Carol N@DOT; Giongco, David C@DOT; Lee, Alice M@DOT; Bouthavong, Phet@DOT
Subject: Acceptance of ICRs for the City of Chico and Rolls Anderson & Rolls (P1391-0773)

ATTENTION: This message originated from outside **City of Chico**. Please exercise judgment before opening attachments, clicking on links, or replying.

Hello,

The California Department of Transportation (Caltrans), Independent Office of Audits and Investigations (IOAI) conducted Financial Reviews of Indirect Cost Rates (ICR) for all consultants, as certified in their Exhibit 10-K, *Consultant Certification of Contract Costs and Financial Management System*. The contract is with Rolls Anderson & Rolls and the City of Chico. The review was conducted in accordance with Title 23 United States Code (USC) 112(b)(2) and Title 23 Code of Federal Regulation (CFR) 172.11 to evaluate if the costs used in the ICR calculations are reasonable and meet requirements of 48 CFR, Chapter 1, Part 31. IOAI did not audit, examine, or test any of the Consultants' financial management systems, and we do not express an opinion on its adequacy, or express an opinion on any costs or credits arising from the Agreement.

In addition, IOAI did not review proposed direct labor and other direct cost (ODC) items for reasonableness and allowability per 48 CFR, Chapter 1, Part 31. Please note the following as it relates to proposed direct labor and ODC items:

- 48 CFR 31.202(a) - No final cost objective shall have allocated to it as a direct cost any cost, if other costs incurred for the same purpose in like circumstances have been included in any indirect cost pool to be allocated to that or any other final cost objective.
- Administrative direct labor classifications are generally included in the indirect cost pool and should not be included in the cost proposal.
- ODC items considered "Tools of the trade" are generally included in the indirect cost pool and should not be included in the cost proposal.
- Per the City/County's Master Agreement with Caltrans, the City/County must ensure that all travel related costs paid to all consultants such as mileage, per diem for meals and hotel rates are not to exceed the California Department of Human Resources' rates.

We reviewed and accepted/adjusted (or previously accepted) the following Consultants' ICR and issued Caltrans' acceptance identification number (ID).

CONSULTANT	ICR Acceptance ID	One-Year Applicable Fiscal Period	Accepted ICR
Rolls Anderson & Rolls	L2019-0964	1/1/2018-12/31/2018	159.59%

Interwest Consulting Group Inc.	L2019-0963	1/1/2018-12/31/2018	84.41%**
Headway Transportation, LLC	L2019-0976	1/1/2019-12/31/2019	
NV5 Global, Inc. (Holdrege & Kull Consulting Engineers and sts)	L2019-0978	12/30/2017-12/29/2018	
Galloway Enterprises, Inc	L2019-0979	1/1/2018-12/31/2018	185.3%

Note: For future contracts using the same fiscal year ICR, IOAI may request a separate field or rate if appropriate (FAR 31.31-203(f) and the AASHTO Audit Guide Section 5.6)

Caltrans' acceptance ID is also posted to IOAI's website, or use the homepage link to navigate, <http://ig.dot.ca.gov/index.html> under the Resources tab, Indirect Cost Rate (ICR) Acceptance/Approval (HTML) or (PDF).

* NV5 Global, Inc. (Holdrege & Kull Consulting Engineers and Geologists) voluntarily proposed a lower ICR of 143.84% for the contract.

** Interwest Consulting Group Inc. proposed a higher ICR of 101.33%, the cost proposed should be revised to reflect the accepted ICR.

Please note that IOAI reviews all ICRs developed by the consultants when issuing Caltrans Acceptance ID numbers and the ICRs highlighted should be applied to the cost proposals for this contract.

Acceptance of each of the Consultant's ICR does not constitute establishment of a cognizant approved ICR in accordance with 23 CFR Part 172. IOAI retains the right to audit the accepted rates, or recommended adjustments upon discovery of additional information.

The safe harbor rate (SHR) may be used for the life of the contract if the contract stipulates the ICR is fixed for the life of the contract. Consultants with an accepted SHR may also use the rate for all subsequent contracts submitted to IOAI through the end of the accepted year. The accepted SHR expires at the end of the calendar year the rate is accepted in and requests should be submitted annually.

This email is intended for the use of Caltrans and its sub-recipients and may be provided to other governmental entities sharing cost data upon request, in accordance with 23 USC 112(b)(2)(E). Audit information will not be provided to other consultants or any other government agency not sharing the cost data, or to any firm or government agency for purposes other than complying with the recipient's or sub-recipient's acceptance of a consultant's indirect cost rates pursuant to 23 U.S.C. 112 and without the written permission of the affected consultants.

Please retain a copy of this e-mail for your files. If you have questions, please contact Lin Zhang, Auditor at (916) 327-3662 or Phet Bouthavong, Audit Manager at (916) 323-7909.

Thank you.

Lin Zhang, Auditor
 Finance & Operations
 Independent Office of Audits and Investigations
 California Department of Transportation
 (916)327-3662

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 4
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Consultant Rolls, Anderson & Rolls Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Varies Contract No. Varies Participation Amount \$ To be determined Date 9/26/2019

For Combined Rate	Fringe Benefit % + General & Administrative %	= 159.59%	Combined ICR%
OR			
For Home Office Rate	Fringe Benefit % + General & Administrative %	= 159.59%	Home Office ICR%
For Field Office Rate	Fringe Benefit % + General & Administrative %	= 159.59%	Field Office ICR%
OH Rate Fee			= 15%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ³	% or \$ Increase ⁽⁴⁾	Hourly Range - for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	To			
Keith L. Doglio* Principal Engineer	\$117.74			09/01/2019	12/31/2019	\$39.44	0.0%	Not Applicable
	\$121.27			01/01/2020	12/31/2020	\$40.62	3.0%	
	\$124.91			01/01/2021	12/31/2021	\$41.84	3.0%	
	\$128.66			01/01/2022	12/31/2022	\$43.10	3.0%	
	\$132.52			01/01/2023	12/31/2023	\$44.39	3.0%	
Herbert L. Votaw* Principal Surveyor	\$117.74			09/01/2019	12/31/2019	\$39.44	0.0%	Not Applicable
	\$121.27			01/01/2020	12/31/2020	\$40.62	3.0%	
	\$124.91			01/01/2021	12/31/2021	\$41.84	3.0%	
	\$128.66			01/01/2022	12/31/2022	\$43.10	3.0%	
	\$132.52			01/01/2023	12/31/2023	\$44.39	3.0%	
Paul W. Rabo* Principal Engineer	\$117.74			09/01/2019	12/31/2019	\$39.44	0.0%	Not Applicable
	\$121.27			01/01/2020	12/31/2020	\$40.62	3.0%	
	\$124.91			01/01/2021	12/31/2021	\$41.84	3.0%	
	\$128.66			01/01/2022	12/31/2022	\$43.10	3.0%	
	\$132.52			01/01/2023	12/31/2023	\$44.39	3.0%	
Randy B. Garate* Project Manager, Engineering Tech	\$85.38	\$128.07	\$148.49	09/01/2019	12/31/2019	\$28.60	0.0%	Not Applicable
	\$87.94	\$131.91	\$152.94	01/01/2020	12/31/2020	\$29.46	3.0%	
	\$90.58	\$135.87	\$157.53	01/01/2021	12/31/2021	\$30.34	3.0%	
	\$93.30	\$139.94	\$162.25	01/01/2022	12/31/2022	\$31.25	3.0%	
	\$96.09	\$144.14	\$167.12	01/01/2023	12/31/2023	\$32.19	3.0%	
Associate Engineer	\$102.25	\$153.37	\$177.82	09/01/2019	12/31/2019	\$34.25	0.0%	Not Applicable
	\$105.31	\$157.97	\$183.15	01/01/2020	12/31/2020	\$35.28	3.0%	
	\$108.47	\$162.71	\$188.65	01/01/2021	12/31/2021	\$36.34	3.0%	
	\$111.73	\$167.59	\$194.31	01/01/2022	12/31/2022	\$37.43	3.0%	
	\$115.08	\$172.62	\$200.14	01/01/2023	12/31/2023	\$38.55	3.0%	

(Add pages as necessary)

NOTES:

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

C-4

EXHIBIT 10-H2 COST PROPOSAL Page 2 of 4
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Consultant Rolls, Anderson & Rolls Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No. Varies Contract No. Varies Participation Amount \$ To be determined Date 9/26/2019

For Combined Rate	Fringe Benefit % + General & Administrative %	= 159.59%	Combined ICR%
OR			
For Home Office Rate	Fringe Benefit % + General & Administrative %	= 159.59%	Home Office ICR%
For Field Office Rate	Fringe Benefit % + General & Administrative %	= 159.59%	Field Office ICR%
OH Rate Fee			= 15%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ³	% or \$ Increase ⁽⁴⁾	Hourly Range - for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	To			
Assistant Engineer	\$76.01	\$114.01	\$132.18	09/01/2019	12/31/2019	\$25.46	0.0%	Not Applicable
	\$87.13	\$130.70	\$151.53	01/01/2020	12/31/2020	\$25.22	3.0%	
	\$89.74	\$134.62	\$156.08	01/01/2021	12/31/2021	\$27.01	3.0%	
	\$92.44	\$138.66	\$160.76	01/01/2022	12/31/2022	\$27.82	3.0%	
	\$95.21	\$142.82	\$165.58	01/01/2023	12/31/2023	\$28.66	3.0%	
Engineering Tech. II	\$62.69	\$94.04	\$109.03	09/01/2019	12/31/2019	\$21.00	0.0%	Not Applicable
	\$71.87	\$107.80	\$124.99	01/01/2020	12/31/2020	\$21.63	3.0%	
	\$74.02	\$111.04	\$128.74	01/01/2021	12/31/2021	\$22.28	3.0%	
	\$76.24	\$114.37	\$132.60	01/01/2022	12/31/2022	\$22.95	3.0%	
	\$78.53	\$117.80	\$136.58	01/01/2023	12/31/2023	\$23.64	3.0%	
Draftsman	\$53.74	\$80.60	\$93.45	09/01/2019	12/31/2019	\$18.00	0.0%	Not Applicable
	\$61.60	\$92.40	\$107.13	01/01/2020	12/31/2020	\$18.54	3.0%	
	\$63.45	\$95.17	\$110.35	01/01/2021	12/31/2021	\$19.10	3.0%	
	\$65.35	\$98.03	\$113.66	01/01/2022	12/31/2022	\$19.67	3.0%	
	\$67.31	\$100.97	\$117.07	01/01/2023	12/31/2023	\$20.26	3.0%	
Office Administrator	\$67.62	\$101.43	\$117.59	09/01/2019	12/31/2019	\$22.65	0.0%	Not Applicable
	\$77.51	\$116.27	\$134.81	01/01/2020	12/31/2020	\$23.33	3.0%	
	\$79.84	\$119.76	\$138.85	01/01/2021	12/31/2021	\$24.03	3.0%	
	\$82.23	\$123.35	\$143.02	01/01/2022	12/31/2022	\$24.75	3.0%	
	\$84.70	\$127.05	\$147.31	01/01/2023	12/31/2023	\$25.49	3.0%	

(Add pages as necessary)

NOTES

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

C-5

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 4
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant Rolls, Anderson & Rolls Prime Consultant Subconsultant

Project No. Varies Contract No. Varies Date 9/26/2019

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs				
Equipment Rental and Supplies				
Permit Fees			\$	\$
Plan Sheets	TBD	TBD	1.25	TBD
Test			\$	\$
Vehicle			\$	\$
Subconsultant 1:				
Subconsultant 2:				
Subconsultant 3:				
Subconsultant 4:				

Note: Add additional pages if necessary.

NOTES:

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

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

Note: Mark-ups are Not Allowed

Consultant Interwest Consulting Group Inc Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No _____ Services _____ Contract No 19-005A Participation Amount \$ TBD Date 11/11/2019

Combined Rate
 Benefit % + General & Administrative % 84.41% Combined ICR%

Home Office Rate
 Fringe Benefit % + General & Administrative % 84.41% Home Office ICR%

Field Office Rate
 Benefit % + General & Administrative % 84.41% Field Office ICR%

OH Rate Fee 10%

Name/Job Title/Classification ¹	BILLING INFORMATION			CALCULATION INFORMATION				Hourly Range - for Classifications Only
	Hourly Billing Straight	OT(1.5x)	OT(2x)	Effective Date of Hourly Rate From	Hourly Rate To	Actual or Avg Hourly Rate ²	% or \$ Increase ³	
Kent Jorgensen, Corporate Broker	\$195.05			08/01/2019	12/31/2020	\$96.15	0.0%	Not Applicable
	\$195.05			01/01/2020	12/31/2021	\$96.15	0.0%	
	\$195.05			01/01/2021	12/31/2022	\$96.15	0.0%	
	\$195.05			01/01/2022	12/31/2023	\$96.15	0.0%	
	\$195.05			01/01/2023	12/31/2024	\$96.15	0.0%	
John Almazan, Project Manager	\$136.53			08/01/2019	12/31/2020	\$67.31	0.0%	Not Applicable
	\$136.53			01/01/2020	12/31/2021	\$67.31	0.0%	
	\$136.53			01/01/2021	12/31/2022	\$67.31	0.0%	
	\$136.53			01/01/2022	12/31/2023	\$67.31	0.0%	
	\$136.53			01/01/2023	12/31/2024	\$67.31	0.0%	
Theresa Armistead, RE Manager	\$146.30			08/01/2019	12/31/2020	\$72.12	0.0%	Not Applicable
	\$146.30			01/01/2020	12/31/2021	\$72.12	0.0%	
	\$146.30			01/01/2021	12/31/2022	\$72.12	0.0%	
	\$146.30			01/01/2022	12/31/2023	\$72.12	0.0%	
	\$146.30			01/01/2023	12/31/2024	\$72.12	0.0%	
Burt Presnell, Railroad Coordinator	\$111.57			08/01/2019	12/31/2020	\$55.00	0.0%	Not Applicable
	\$111.57			01/01/2020	12/31/2021	\$55.00	0.0%	
	\$111.57			01/01/2021	12/31/2022	\$55.00	0.0%	
	\$111.57			01/01/2022	12/31/2023	\$55.00	0.0%	
	\$111.57			01/01/2023	12/31/2024	\$55.00	0.0%	
Diana Staudinger, Quality Control	\$121.91			08/01/2019	12/31/2020	\$60.10	0.0%	Not Applicable
	\$121.91			01/01/2020	12/31/2021	\$60.10	0.0%	
	\$121.91			01/01/2021	12/31/2022	\$60.10	0.0%	
	\$121.91			01/01/2022	12/31/2023	\$60.10	0.0%	
	\$121.91			01/01/2023	12/31/2024	\$60.10	0.0%	

(Add pages as necessary)

NOTES:

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

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

Note: Mark-ups are Not Allowed

Consultant Interest Consulting Group Inc Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No On-Call Right of Way Services Contract No 19-005A Participation Amount \$ TBD Date 11/11/2019

Combined Rate
 Benefit % + General & Administrative % 84.41% Combined ICR%

Home Office Rate
 Fringe Benefit % + General & Administrative % 84.41% Home Office ICR%

Field Office Rate
 Benefit % + General & Administrative % 84.41% Field Office ICR%

OH Rate Fee 10%

Name/Job Title/Classification ¹	BILLING INFORMATION			CALCULATION INFORMATION				Hourly Range for Classifications Only	
	Hourly Billing	OT(1.5x)	OT(2x)	Effective Date of Hourly Rate From	To	Actual or Avg Hourly Rate ³	% or \$ Increase ⁴		
Jay Staudinger, Acquisition Agent	\$68.26			08/01/2019	12/31/2020	\$33.65	0.0%	Not Applicable	
	\$70.31			01/01/2020	12/31/2021	\$34.66	3.0%		
	\$72.42			01/01/2021	12/31/2022	\$35.70	3.0%		
	\$74.59			01/01/2022	12/31/2023	\$36.77	3.0%		
	\$76.83			01/01/2023	12/31/2024	\$37.87	3.0%		
Laura Menendez, Sr Acquisition/Sr Relocation Agent	\$117.37			08/01/2019	12/31/2020	\$57.86	0.0%	Not Applicable	
	\$120.89			01/01/2020	12/31/2021	\$59.60	3.0%		
	\$124.52			01/01/2021	12/31/2022	\$61.38	3.0%		
	\$128.25			01/01/2022	12/31/2023	\$63.23	3.0%		
	\$132.10			01/01/2023	12/31/2024	\$65.12	3.0%		
Gina Wong, Sr Acquisition Agent	\$98.83			08/01/2019	12/31/2020	\$48.72	0.0%	Not Applicable	
	\$101.79			01/01/2020	12/31/2021	\$50.18	3.0%		
	\$104.85			01/01/2021	12/31/2022	\$51.69	3.0%		
	\$107.99			01/01/2022	12/31/2023	\$53.24	3.0%		
	\$111.23			01/01/2023	12/31/2024	\$54.83	3.0%		
	\$82.95			08/01/2019	12/31/2020	\$40.89	0.0%		Not Applicable
	\$85.43			01/01/2020	12/31/2021	\$42.12	3.0%		
	\$88.00			01/01/2021	12/31/2022	\$43.38	3.0%		
	\$90.64			01/01/2022	12/31/2023	\$44.68	3.0%		
	\$93.36			01/01/2023	12/31/2024	\$46.02	3.0%		
Sarah Williams, Acquisition Agent	\$70.71			08/01/2019	12/31/2020	\$34.86	0.0%	Not Applicable	
	\$72.84			01/01/2020	12/31/2021	\$35.91	3.0%		
	\$75.02			01/01/2021	12/31/2022	\$36.98	3.0%		
	\$77.27			01/01/2022	12/31/2023	\$38.09	3.0%		
	\$79.59			01/01/2023	12/31/2024	\$39.24	3.0%		

(Add pages as necessary)

NOTES:

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

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

Note: Make-ups are Not Allowed

Consultant Interwest Consulting Group Inc Prime Consultant Subconsultant 2nd Tier Subconsultant

Project No _____ f Way Services _____ Contract No 19-005A Participation Amount \$ TBD Date 11/11/2019

Combined Rate
 Benefit % + General & Administrative % 84.41% Combined ICR%

Home Office Rate
 Fringe Benefit % + General & Administrative % 84.41% Home Office ICR%

Field Office Rate
 Benefit % + General & Administrative % 84.41% Field Office ICR%

OH Rate Fee 10%

Name/Job Title/Classification ¹	BILLING INFORMATION			CALCULATION INFORMATION				Hourly Range for Classifications Only
	Hourly Billing Straight	OT(1.5x)	OT(2x)	Effective Date of Hourly Rate From	Hourly Rate To	Actual or Avg Hourly Rate ²	% or \$ Increase ⁽³⁾	
Lisa Coen, Project/Escrow Coordinator	\$60.96			08/01/2019	12/31/2020	\$30.05	0.0%	Not Applicable
	\$62.79			01/01/2020	12/31/2021	\$30.95	3.0%	
	\$64.67			01/01/2021	12/31/2022	\$31.88	3.0%	
	\$66.61			01/01/2022	12/31/2023	\$32.84	3.0%	
	\$68.61			01/01/2023	12/31/2024	\$33.82	3.0%	
Katrina Rogers, Project Coordinator	\$44.63			08/01/2019	12/31/2020	\$22.00	0.0%	Not Applicable
	\$45.97			01/01/2020	12/31/2021	\$22.66	3.0%	
	\$47.35			01/01/2021	12/31/2022	\$23.34	3.0%	
	\$48.77			01/01/2022	12/31/2023	\$24.04	3.0%	
	\$50.23			01/01/2023	12/31/2024	\$24.76	3.0%	

(Add pages as necessary)

NOTES:

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

BILLING INFORMATION

CALCULATION INFORMATION

Name / Job Title / Classification	Hourly Billing Rates \$	Effective Date of Hourly Rate		Actual or Avg. Hourly Rate (\$)	% Increase	Hourly Range for Classifications (\$)
		From	To			
Loren Chilson* Principal	277.73	1/1/2020	12/31/2020	115.00	0	N/A
	288.83	1/1/2021	12/31/2021	119.60	4%	
	300.39	1/1/2022	12/31/2022	124.38	4%	
Principal	205.28	1/1/2020	12/31/2020	85.00	0	80.00 - 90.00
	213.49	1/1/2021	12/31/2021	88.40	4%	85.00 - 95.00
	222.03	1/1/2022	12/31/2022	91.94	4%	90.00 - 100.00
Sr Associate II	169.05	1/1/2020	12/31/2020	70.00	0	65.00 - 75.00
	175.81	1/1/2021	12/31/2021	72.80	4%	70.00 - 80.00
	182.84	1/1/2022	12/31/2022	75.71	4%	75.00 - 85.00
Sr Associate	152.15	1/1/2020	12/31/2020	63.00	0	60.00 - 70.00
	158.23	1/1/2021	12/31/2021	65.52	4%	60.00 - 70.00
	164.56	1/1/2022	12/31/2022	68.14	4%	65.00 - 75.00
Associate II	144.90	1/1/2020	12/31/2020	60.00	0	55.00 - 65.00
	150.70	1/1/2021	12/31/2021	62.40	4%	60.00 - 70.00
	156.72	1/1/2022	12/31/2022	64.90	4%	60.00 - 70.00
Rich Pettinari Associate II	140.07	1/1/2020	12/31/2020	58.00	0	N/A
	145.67	1/1/2021	12/31/2021	60.32	4%	
	151.50	1/1/2022	12/31/2022	62.73	4%	
Associate	132.83	1/1/2020	12/31/2020	55.00	0	50.00 - 60.00
	138.14	1/1/2021	12/31/2021	57.20	4%	55.00 - 65.00
	143.66	1/1/2022	12/31/2022	59.49	4%	55.00 - 65.00
Marissa Hamed Associate	120.75	1/1/2020	12/31/2020	50.00	0	N/A
	125.58	1/1/2021	12/31/2021	52.00	4%	
	130.60	1/1/2022	12/31/2022	54.08	4%	

C-12

Cole Peiffer Senior Engr/Planner II	120.75	1/1/2020	12/31/2020	50.00	0	N/A
	125.58	1/1/2021	12/31/2021	52.00	4%	
	130.60	1/1/2022	12/31/2022	54.08	4%	
Senior Engr/Planner II	120.75	1/1/2020	12/31/2020	50.00	0	45.00 - 55.00
	125.58	1/1/2021	12/31/2021	52.00	4%	50.00 - 60.00
	130.60	1/1/2022	12/31/2022	54.08	4%	50.00 - 60.00
Senior Engr/Planner	108.68	1/1/2020	12/31/2020	45.00	0	40.00 - 50.00
	113.02	1/1/2021	12/31/2021	46.80	4%	45.00 - 55.00
	117.54	1/1/2022	12/31/2022	48.67	4%	45.00 - 55.00
Dylan Axtell Ergr/Planner II	101.43	1/1/2020	12/31/2020	42.00	0	N/A
	105.49	1/1/2021	12/31/2021	43.68	4%	
	109.71	1/1/2022	12/31/2022	45.43	4%	
Sara Going Ergr/Planner II	99.02	1/1/2020	12/31/2020	41.00	0	N/A
	102.98	1/1/2021	12/31/2021	42.64	4%	
	107.09	1/1/2022	12/31/2022	44.35	4%	
Ergr/Planner II	99.02	1/1/2020	12/31/2020	41.00	0	35.00 - 45.00
	102.98	1/1/2021	12/31/2021	42.64	4%	40.00 - 50.00
	107.09	1/1/2022	12/31/2022	44.35	4%	40.00 - 50.00
Ergr/Planner	86.94	1/1/2020	12/31/2020	36.00	0	30.00 - 40.00
	90.42	1/1/2021	12/31/2021	37.44	4%	35.00 - 45.00
	94.03	1/1/2022	12/31/2022	38.94	4%	35.00 - 45.00
Technician	72.45	1/1/2020	12/31/2020	30.00	0	25.00 - 35.00
	75.35	1/1/2021	12/31/2021	31.20	4%	25.00 - 35.00
	78.36	1/1/2022	12/31/2022	32.45	4%	25.00 - 35.00
Stacey Chilson Administrative Asst.	72.45	1/1/2020	12/31/2020	30.00	0	N/A
	75.35	1/1/2021	12/31/2021	31.20	4%	
	78.36	1/1/2022	12/31/2022	32.45	4%	
Administrative Asst.	65.21	1/1/2020	12/31/2020	27.00	0	25.00 - 35.00
	67.81	1/1/2021	12/31/2021	28.08	4%	25.00 - 35.00
	70.53	1/1/2022	12/31/2022	29.20	4%	25.00 - 35.00

NO OVERTIME RATES WILL NOT BE CHARGED. OVERTIME NOT APPLICABLE.

NOTES:

1. All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates should be based on the consultant's annual accounting period, established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

C-13

EXHIBIT 10-H2 COST PROPOSAL

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

Consultant: Headway Transportation, LLC

Prime Consultant Subconsultant

Project No. TBD

Contract No. 19-005A (RAR)

Date: 10/31/2019

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

Note: Add additional pages if necessary.

NOTES:

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

C-14

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) PAGE 1 OF 8
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Consultant or Subconsultant Holdrege & Kull Consulting Engineers and Geologist, an NV5 Company Contract No. _____ Date 9/24/2019

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
 (= 0% if Included in OH) **15.85%** (= 0% if Included in OH) **127.99%** = **143.84%**
 FEE % = **10.00%**

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Project Assistant	\$60.35	\$90.53	\$120.70	1/1/2017	12/31/2017	\$22.50	5.0%	Not Applicable
	\$63.37	\$95.05	\$126.74	1/1/2018	12/31/2018	\$23.63	5.0%	
	\$66.54	\$99.80	\$133.07	1/1/2019	12/31/2019	\$24.81	5.0%	
AutoCAD operator	\$80.23	\$120.34	\$160.45	1/1/2017	12/31/2017	\$29.91	5.0%	Not Applicable
	\$84.24	\$126.36	\$168.47	1/1/2018	12/31/2018	\$31.41	5.0%	
	\$88.45	\$132.67	\$176.90	1/1/2019	12/31/2019	\$32.98	5.0%	
Technical Editor	\$63.01	\$94.51	\$126.01	1/1/2017	12/31/2017	\$23.49	5.0%	Not Applicable
	\$66.16	\$99.23	\$132.31	1/1/2018	12/31/2018	\$24.66	5.0%	
	\$69.46	\$104.20	\$138.93	1/1/2019	12/31/2019	\$25.90	5.0%	
Assistant Engineer/Geologist	\$59.01	\$88.51	\$118.02	1/1/2017	12/31/2017	\$22.00	5.0%	Not Applicable
	\$61.96	\$92.94	\$123.92	1/1/2018	12/31/2018	\$23.10	5.0%	
	\$65.06	\$97.59	\$130.12	1/1/2019	12/31/2019	\$24.26	5.0%	
Staff Scientist	\$84.62	\$126.94	\$169.25	1/1/2017	12/31/2017	\$31.55	5.0%	Not Applicable
	\$88.86	\$133.28	\$177.71	1/1/2018	12/31/2018	\$33.13	5.0%	
	\$93.30	\$139.95	\$186.60	1/1/2019	12/31/2019	\$34.78	5.0%	

C-15

- 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.

NOTES:

- Denote all employees subject to prevailing wage with an asterisks (*)
- For "Other Direct Cost" listing, see page 7 of this Exhibit

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) PAGE 2 OF 8
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Consultant or Subconsultant Holdrege & Kull Consulting Engineers and Geologist, an NV5 Company Contract No. _____ Date 9/24/2019

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
 (= 0% if Included in OH) **15.85%** (= 0% if Included in OH) **127.99%** = **143.84%**
 FEE % = **10.00%**

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Staff Engineer/Geologist	\$80.23	\$120.34	\$160.45	1/1/2017	12/31/2017	\$29.91	5.0%	Not Applicable
	\$84.24	\$126.36	\$168.47	1/1/2018	12/31/2018	\$31.41	5.0%	
	\$88.45	\$132.67	\$176.90	1/1/2019	12/31/2019	\$32.98	5.0%	
Project Engineer/Geologist	\$114.42	\$171.64	\$228.85	1/1/2017	12/31/2017	\$42.66	5.0%	Not Applicable
	\$120.15	\$180.22	\$240.29	1/1/2018	12/31/2018	\$44.79	5.0%	
	\$126.15	\$189.23	\$252.31	1/1/2019	12/31/2019	\$47.03	5.0%	
Senior Engineer/Geologist	\$143.12	\$214.69	\$286.25	1/1/2017	12/31/2017	\$53.36	5.0%	Not Applicable
	\$150.28	\$225.42	\$300.56	1/1/2018	12/31/2018	\$56.03	5.0%	
	\$157.79	\$236.69	\$315.59	1/1/2019	12/31/2019	\$58.83	5.0%	
Associate Engineer/Geologist	\$176.49	\$264.74	\$352.98	1/1/2017	12/31/2017	\$65.80	5.0%	Not Applicable
	\$185.32	\$277.97	\$370.63	1/1/2018	12/31/2018	\$69.09	5.0%	
	\$194.58	\$291.87	\$389.16	1/1/2019	12/31/2019	\$72.54	5.0%	
Principal	\$230.35	\$345.53	\$460.70	1/1/2017	12/31/2017	\$85.88	5.0%	Not Applicable
	\$241.87	\$362.80	\$483.74	1/1/2018	12/31/2018	\$90.17	5.0%	
	\$253.96	\$380.94	\$507.92	1/1/2019	12/31/2019	\$94.68	5.0%	

- 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.

NOTES:

- Denote all employees subject to prevailing wage with an asterisks (*)
- For "Other Direct Cost" listing, see page 7 of this Exhibit

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) PAGE 3 OF 8
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Consultant or Subconsultant Holdrege & Kull Consulting Engineers and Geologist, an NV5 Company Contract No. _____ Date 9/24/2019

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
 (= 0% if Included in OH) **15.85%** (= 0% if Included in OH) **127.99%** = **143.84%**
 FEE % = **10.00%**

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Supervisory Technician	\$85.27	\$127.90	\$170.54	1/1/2017	12/31/2017	\$31.79	5.0%	Not Applicable
	\$89.53	\$134.30	\$179.06	1/1/2018	12/31/2018	\$33.38	5.0%	
	\$94.01	\$141.01	\$188.02	1/1/2019	12/31/2019	\$35.05	5.0%	
Construction Services Manager II	\$119.52	\$179.28	\$239.04	1/1/2017	12/31/2017	\$44.56	5.0%	Not Applicable
	\$125.50	\$188.24	\$250.99	1/1/2018	12/31/2018	\$46.79	5.0%	
	\$131.77	\$197.66	\$263.54	1/1/2019	12/31/2019	\$49.13	5.0%	
Field Soils and Materials Tester * Soils/Asphalt - 1st SHIFT	\$170.67	\$256.01	\$341.34	1/1/2017	12/31/2017	\$63.63	5.0%	Not Applicable
	\$179.20	\$268.81	\$358.41	1/1/2018	12/31/2018	\$66.81	5.0%	
	\$188.16	\$282.25	\$376.33	1/1/2019	12/31/2019	\$70.15	5.0%	
Field Soils and Materials Tester * Soils/Asphalt - 2nd SHIFT	\$182.93	\$274.39	\$365.86	1/1/2017	12/31/2017	\$68.20	5.0%	Not Applicable
	\$192.08	\$288.11	\$384.15	1/1/2018	12/31/2018	\$71.61	5.0%	
	\$201.68	\$302.52	\$403.36	1/1/2019	12/31/2019	\$75.19	5.0%	
ACI Concrete Tester * 1st SHIFT	\$157.77	\$236.65	\$315.54	1/1/2017	12/31/2017	\$58.82	5.0%	Not Applicable
	\$165.66	\$248.49	\$331.32	1/1/2018	12/31/2018	\$61.76	5.0%	
	\$173.94	\$260.91	\$347.88	1/1/2019	12/31/2019	\$64.85	5.0%	

- 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.

NOTES:

- Denote all employees subject to prevailing wage with an asterisks (*)
- For "Other Direct Cost" listing, see page 7 of this Exhibit

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) PAGE 4 OF 8
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Consultant or Subconsultant Holdrege & Kull Consulting Engineers and Geologist, an NVS Company Contract No. _____ Date 9/24/2019

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
 (= 0% if Included in OH) **15.85%** (= 0% if Included in OH) **127.99%** = **143.84%**
 FEE % = **10.00%**

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
ACI Concrete Tester * 2nd SHIFT	\$168.15	\$252.22	\$336.30	1/1/2017	12/31/2017	\$62.69	5.0%	Not Applicable
	\$176.56	\$264.84	\$353.11	1/1/2018	12/31/2018	\$65.82	5.0%	
	\$185.38	\$278.08	\$370.77	1/1/2019	12/31/2019	\$69.12	5.0%	
ICC Fireproofing * 1st SHIFT	\$157.77	\$236.65	\$315.54	1/1/2017	12/31/2017	\$58.82	5.0%	Not Applicable
	\$165.66	\$248.49	\$331.32	1/1/2018	12/31/2018	\$61.76	5.0%	
	\$173.94	\$260.91	\$347.88	1/1/2019	12/31/2019	\$64.85	5.0%	
ICC Fireproofing * 2nd SHIFT	\$168.15	\$252.22	\$336.30	1/1/2017	12/31/2017	\$62.69	5.0%	Not Applicable
	\$176.56	\$264.84	\$353.11	1/1/2018	12/31/2018	\$65.82	5.0%	
	\$185.38	\$278.08	\$370.77	1/1/2019	12/31/2019	\$69.12	5.0%	
Proofload/Torque Testing * 1st SHIFT	\$157.77	\$236.65	\$315.54	1/1/2017	12/31/2017	\$58.82	5.0%	Not Applicable
	\$165.66	\$248.49	\$331.32	1/1/2018	12/31/2018	\$61.76	5.0%	
	\$173.94	\$260.91	\$347.88	1/1/2019	12/31/2019	\$64.85	5.0%	
Proofload/Torque Testing * 2nd SHIFT	\$168.15	\$252.22	\$336.30	1/1/2017	12/31/2017	\$62.69	5.0%	Not Applicable
	\$176.56	\$264.84	\$353.11	1/1/2018	12/31/2018	\$65.82	5.0%	
	\$185.38	\$278.08	\$370.77	1/1/2019	12/31/2019	\$69.12	5.0%	

- 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.

NOTES:

- Denote all employees subject to prevailing wage with an asterisks (*)
- For "Other Direct Cost" listing, see page 7 of this Exhibit

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) PAGE 5 OF 8
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Consultant or Subconsultant Holdrege & Kull Consulting Engineers and Geologist, an NV5 Company Contract No. _____ Date 9/24/2019

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
 (= 0% if Included in OH) **15.85%** (= 0% if Included in OH) **127.99%** = **143.84%**
 FEE % = **10.00%**

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
AWS/CWI Certified Welding * Inspector - 1st SHIFT	\$183.12	\$274.67	\$366.23	1/1/2017	12/31/2017	\$68.27	5.0%	Not Applicable
	\$192.27	\$288.41	\$384.54	1/1/2018	12/31/2018	\$71.68	5.0%	
	\$201.89	\$302.83	\$403.77	1/1/2019	12/31/2019	\$75.27	5.0%	
AWS/CWI Certified Welding * Inspector - 2nd SHIFT	\$197.33	\$296.00	\$394.66	1/1/2017	12/31/2017	\$73.57	5.0%	Not Applicable
	\$207.20	\$310.80	\$414.40	1/1/2018	12/31/2018	\$77.25	5.0%	
	\$217.56	\$326.34	\$435.12	1/1/2019	12/31/2019	\$81.11	5.0%	
ASNT Level II Non-Destructive * Testing (NDT) Technician 1st SHIFT	\$183.12	\$274.67	\$366.23	1/1/2017	12/31/2017	\$68.27	5.0%	Not Applicable
	\$192.27	\$288.41	\$384.54	1/1/2018	12/31/2018	\$71.68	5.0%	
	\$201.89	\$302.83	\$403.77	1/1/2019	12/31/2019	\$75.27	5.0%	
ASNT Level II Non-Destructive * Testing (NDT) Technician 2nd SHIFT	\$197.33	\$296.00	\$394.66	1/1/2017	12/31/2017	\$73.57	5.0%	Not Applicable
	\$207.20	\$310.80	\$414.40	1/1/2018	12/31/2018	\$77.25	5.0%	
	\$217.56	\$326.34	\$435.12	1/1/2019	12/31/2019	\$81.11	5.0%	

C-19

- 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.

NOTES:

- Denote all employees subject to prevailing wage with an asterisks (*)
- For "Other Direct Cost" listing, see page 7 of this Exhibit

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) PAGE 6 OF 8
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Consultant or Subconsultant Holdrege & Kull Consulting Engineers and Geologist, an NV5 Company Contract No. _____ Date 9/24/2019

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
 (= 0% if Included in OH) **15.85%** (= 0% if Included in OH) **127.99%** = **143.84%**
 FEE % = **10.00%**

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
DSA Masonry/Shotcrete Inspector - 1st SHIFT	\$180.11	\$270.17	\$360.22	1/1/2017	12/31/2017	\$67.15	5.0%	Not Applicable
	\$189.12	\$283.68	\$378.24	1/1/2018	12/31/2018	\$70.51	5.0%	
	\$198.57	\$297.86	\$397.15	1/1/2019	12/31/2019	\$74.03	5.0%	
DSA Masonry/Shotcrete Inspector - 2nd SHIFT	\$195.88	\$293.83	\$391.77	1/1/2017	12/31/2017	\$73.03	5.0%	Not Applicable
	\$205.68	\$308.52	\$411.36	1/1/2018	12/31/2018	\$76.68	5.0%	
	\$215.96	\$323.94	\$431.92	1/1/2019	12/31/2019	\$80.52	5.0%	
ICC Certified Structural Inspector 1st SHIFT	\$183.12	\$274.67	\$366.23	1/1/2017	12/31/2017	\$68.27	5.0%	Not Applicable
	\$192.27	\$288.41	\$384.54	1/1/2018	12/31/2018	\$71.68	5.0%	
	\$201.89	\$302.83	\$403.77	1/1/2019	12/31/2019	\$75.27	5.0%	
ICC Certified Structural Inspector 2nd SHIFT	\$197.33	\$296.00	\$394.66	1/1/2017	12/31/2017	\$73.57	5.0%	Not Applicable
	\$207.20	\$310.80	\$414.40	1/1/2018	12/31/2018	\$77.25	5.0%	
	\$217.56	\$326.34	\$435.12	1/1/2019	12/31/2019	\$81.11	5.0%	

- 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.

NOTES:

- Denote all employees subject to prevailing wage with an asterisks (*)
- For "Other Direct Cost" listing, see page 7 of this Exhibit

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) PAGE 1 OF 2
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed
 Consultant or Subconsultant

Gallaway Enterprises, Inc

Contract No. 2019-005A

Date 11/19/2019

Fringe Benefit 29.06% + Overhead 156.24% + General Administration 0 = Combined Indirect Cost Rate 185.30%
 (= 0% if Included in OH) (= 0% if Included in OH)

FEE % =10% 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Jody Gallaway, Senior Regulatory Biologist/Project Manager Exempt	\$119.26	\$178.88	\$238.51	10/1/2019	9/30/2020	\$38.00		Not Applicable
	\$119.26	\$178.88	\$238.51	10/1/2020	9/30/2021	\$38.00		
	\$119.26	\$178.88	\$238.51	10/1/2021	9/30/2022	\$38.00		
Kevin Sevier, Senior Planner/Project Manager Exempt	\$128.67	\$193.01	\$257.34	10/1/2019	9/30/2020	\$41.00		Not Applicable
	\$131.81	\$197.71	\$263.62	10/1/2020	9/30/2021	\$42.00	\$1.00	
	\$134.95	\$202.42	\$269.89	10/1/2021	9/30/2022	\$43.00	\$1.00	
Melissa Murphy, Senior Biologist/Project Manager/QSP Exempt	\$106.70	\$160.05	\$213.40	10/1/2019	9/30/2020	\$34.00		Not Applicable
	\$109.84	\$164.76	\$219.68	10/1/2020	9/30/2021	\$35.00	\$1.00	
	\$116.12	\$174.18	\$232.23	10/1/2021	9/30/2022	\$37.00	\$2.00	
Elena Gregg, Senior Botanist/Arborist	\$84.73	\$127.10	\$169.47	10/1/2019	9/30/2020	\$27.00		Not applicable
	\$84.73	\$127.10	\$169.47	10/1/2020	9/30/2021	\$27.00		
	\$87.87	\$131.81	\$175.74	10/1/2021	9/30/2022	\$28.00	\$1.00	
Biologist (3 staff members)	\$78.46	\$117.69	\$156.92	10/1/2019	9/30/2020	\$25.00		\$18-26
	\$81.60	\$122.39	\$163.19	10/1/2020	9/30/2021	\$26.00	\$1.00	\$18-26
	\$81.60	\$122.39	\$163.19	10/1/2021	9/30/2022	\$26.00		\$18-26
GIS Analyst I (staff)	\$84.73	\$127.10	\$169.47	10/1/2019	9/30/2020	\$27.00		\$20-28
	\$87.87	\$131.81	\$175.74	10/1/2020	9/30/2021	\$28.00	\$1.00	\$20-28
	\$91.01	\$136.52	\$182.02	10/1/2021	9/30/2022	\$29.00	\$1.00	\$20-29
GIS Analyst (staff)	\$59.63	\$89.44	\$119.26	10/1/2019	9/30/2020	\$19.00		\$17-19
	\$59.63	\$89.44	\$119.26	10/1/2020	9/30/2021	\$19.00		\$17-19
	\$59.63	\$89.44	\$119.26	10/1/2021	9/30/2022	\$19.00		\$17-19

Cate Davis, Archeologist	\$84.73	\$127.10	\$169.47	10/1/2019	9/30/2020	\$27.00	\$1.00	Not applicable
	\$87.87	\$131.81	\$175.74	10/1/2020	9/30/2021	\$28.00		
Exempt	\$91.01	\$136.52	\$182.02	10/1/2021	9/30/2022	\$29.00	\$1.00	
Ganna Kleppe, Technician	\$56.49	\$84.73	\$112.98	10/1/2019	9/30/2020	\$18.00		Not applicable
	\$56.49	\$84.73	\$112.98	10/1/2020	9/30/2021	\$18.00		
	\$56.49	\$84.73	\$112.98	10/1/2021	9/30/2022	\$18.00		

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

NOTES:

- 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 Page 1 of 4
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Consultant Rolls, Anderson & Rolls Prime Consultant Subconsultant 2nd Tier Subconsultant

Updated 2/8/2023

Project No. Varies Contract No. Varies **Participation Amount \$ To be determined** Date 9/26/2019

For Combined Rate	Fringe Benefit % + General & Administrative %	= 159.59%	Combined ICR%
OR			
For Home Office Rate	Fringe Benefit % + General & Administrative %	= 159.59%	Home Office ICR%
For Field Office Rate	Fringe Benefit % + General & Administrative %	= 159.59%	Field Office ICR%
OH Rate Fee			= 15%

Name/Job Title/Classification ¹	BILLING INFORMATION			CALCULATION INFORMATION				
	Hourly Billing Rates ²	OT(1.5x)	OT(2x)	Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ³	% or \$ Increase ⁽⁴⁾	Hourly Range - for Classifications Only
Straight	From			To				
Keith L. Doglio* Principal Engineer	\$132.52			01/01/2023	12/31/2023	\$44.39	0.0%	Not Applicable
	\$136.49			01/01/2024	12/31/2024	\$45.72	3.0%	
	\$140.59			01/01/2025	12/31/2025	\$47.09	3.0%	
	\$144.80			01/01/2026	12/31/2026	\$48.51	3.0%	
	\$149.15			01/01/2027	12/31/2027	\$49.96	3.0%	
Herbert L. Votaw* Principal Surveyor	\$132.52			01/01/2023	12/31/2023	\$44.39	0.0%	Not Applicable
	\$136.49			01/01/2024	12/31/2024	\$45.72	3.0%	
	\$140.59			01/01/2025	12/31/2025	\$47.09	3.0%	
	\$144.80			01/01/2026	12/31/2026	\$48.51	3.0%	
	\$149.15			01/01/2027	12/31/2027	\$49.96	3.0%	
Paul W. Rabo* Principal Engineer	\$132.52			01/01/2023	12/31/2023	\$44.39	0.0%	Not Applicable
	\$136.49			01/01/2024	12/31/2024	\$45.72	3.0%	
	\$140.59			01/01/2025	12/31/2025	\$47.09	3.0%	
	\$144.80			01/01/2026	12/31/2026	\$48.51	3.0%	
	\$149.15			01/01/2027	12/31/2027	\$49.96	3.0%	
Randy B. Garate* Project Manager, Engineering Tech	\$96.10	\$144.14	\$167.12	01/01/2023	12/31/2023	\$32.19	0.0%	Not Applicable
	\$98.98	\$148.47	\$172.14	01/01/2024	12/31/2024	\$33.16	3.0%	
	\$101.95	\$152.92	\$177.30	01/01/2025	12/31/2025	\$34.15	3.0%	
	\$105.01	\$157.51	\$182.62	01/01/2026	12/31/2026	\$35.17	3.0%	
	\$108.16	\$162.24	\$188.10	01/01/2027	12/31/2027	\$36.23	3.0%	
Associate Engineer	\$115.08	\$172.62	\$200.14	01/01/2023	12/31/2023	\$38.55	0.0%	Not Applicable
	\$118.54	\$177.80	\$206.15	01/01/2024	12/31/2024	\$39.71	3.0%	
	\$122.09	\$183.14	\$212.33	01/01/2025	12/31/2025	\$40.90	3.0%	
	\$125.75	\$188.63	\$218.70	01/01/2026	12/31/2026	\$42.12	3.0%	
	\$129.53	\$194.29	\$225.26	01/01/2027	12/31/2027	\$43.39	3.0%	

(Add pages as necessary)

NOTES

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

EXHIBIT 10-H2 COST PROPOSAL Page 2 of 4
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Consultant Rolls, Anderson & Rolls Prime Consultant Subconsultant 2nd Tier Subconsultant

Updated 2/8/2023
Date 9/26/2019

Project No Varies Contract No Varies **Participation Amount \$ To be determined**

For Combined Rate	Fringe Benefit % + General & Administrative %	=	159.59%	Combined ICR%
OR				
For Home Office Rate	Fringe Benefit % + General & Administrative %	=	159.59%	Home Office ICR%
For Field Office Rate	Fringe Benefit % + General & Administrative %	=	159.59%	Field Office ICR%
OH Rate Fee				= 15%

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg ³ Hourly Rate ³	% or \$ Increase ⁽⁴⁾	Hourly Range - for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	To			
Assistant Engineer	\$85.56	\$128.34	\$148.80	01/01/2023	12/31/2023	\$28.66	0.0%	Not Applicable
	\$88.13	\$132.19	\$153.26	01/01/2024	12/31/2024	\$29.52	3.0%	
	\$90.77	\$136.15	\$157.86	01/01/2025	12/31/2025	\$30.41	3.0%	
	\$93.49	\$140.24	\$162.59	01/01/2026	12/31/2026	\$31.32	3.0%	
	\$96.30	\$144.44	\$167.47	01/01/2027	12/31/2027	\$32.26	3.0%	
Engineering Tech II	\$70.57	\$105.86	\$122.73	01/01/2023	12/31/2023	\$23.64	0.0%	Not Applicable
	\$72.66	\$108.99	\$126.37	01/01/2024	12/31/2024	\$24.34	3.0%	
	\$74.84	\$112.26	\$130.16	01/01/2025	12/31/2025	\$25.07	3.0%	
	\$77.08	\$115.62	\$134.05	01/01/2026	12/31/2026	\$25.82	3.0%	
	\$79.38	\$119.07	\$138.05	01/01/2027	12/31/2027	\$26.59	3.0%	
Draftsman	\$60.48	\$90.72	\$105.19	01/01/2023	12/31/2023	\$20.26	0.0%	Not Applicable
	\$62.27	\$93.41	\$108.30	01/01/2024	12/31/2024	\$20.86	3.0%	
	\$64.12	\$96.19	\$111.52	01/01/2025	12/31/2025	\$21.48	3.0%	
	\$66.03	\$99.05	\$114.84	01/01/2026	12/31/2026	\$22.12	3.0%	
	\$68.00	\$102.01	\$118.27	01/01/2027	12/31/2027	\$22.78	3.0%	
Office Administrator	\$76.09	\$114.14	\$132.34	01/01/2023	12/31/2023	\$25.49	0.0%	Not Applicable
	\$78.36	\$117.55	\$136.28	01/01/2024	12/31/2024	\$26.25	3.0%	
	\$80.69	\$121.04	\$140.33	01/01/2025	12/31/2025	\$27.03	3.0%	
	\$83.11	\$124.67	\$144.54	01/01/2026	12/31/2026	\$27.84	3.0%	
	\$85.59	\$128.38	\$148.85	01/01/2027	12/31/2027	\$28.67	3.0%	

(Add pages as necessary)

NOTES

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

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 4
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant Rolls, Anderson & Rolls Prime Consultant Subconsultant

Project No. Varies Contract No. Varies Date 9/26/2019

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs				
Equipment Rental and Supplies				
Permit Fees			\$	\$
Plan Sheets	TBD	TBD	1.25	TBD
Test			\$	\$
Vehicle			\$	\$
Subconsultant 1: Headway Transportation				See attached
Subconsultant 2: NV5				See attached
Subconsultant 3: Interwest Consulting Group				See attached
Subconsultant 4: Integra Reality Resources				See attached
Subconsultant 5: Sierra West Valuation, Inc.				See attached
Subconsultant 6: Gallaway Enterprises				See attached

Note: Add additional pages if necessary.

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 4 of 4

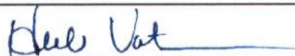
Certification of Direct Costs:

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

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

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

Prime Consultant or Subconsultant Certifying:

Name: Herbert L. Votaw Title *: President
 Signature :  Date of Certification (mm/dd/yyyy): 09/26/2019
 Email: hv@rarcivil.com Phone Number: (530) 895-1422
 Address: 115 Yellowstone Drive, Chico, CA 95973-5811

* 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 professional surveying & mapping services.

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) PAGE 1 OF 8
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed
 Consultant or Subconsultant

NV5, Inc.

Contract No. _____

Date 2/9/2023

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
 (= 0% if Included in OH) (= 0% if Included in OH) = 140.78%
 FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Project Assistant	\$66.48	\$66.48	\$66.48	1/1/2023	12/31/2023	\$25.10	5.0%	Not Applicable
	\$69.80	\$69.80	\$69.80	1/1/2024	12/31/2024	\$26.36	5.0%	
	\$73.29	\$73.29	\$73.29	1/1/2025	12/31/2025	\$27.67	5.0%	
AutoCAD operator	\$84.36	\$84.36	\$84.36	1/1/2023	12/31/2023	\$31.85	5.0%	Not Applicable
	\$88.58	\$88.58	\$88.58	1/1/2024	12/31/2024	\$33.44	5.0%	
	\$93.00	\$93.00	\$93.00	1/1/2025	12/31/2025	\$35.11	5.0%	
Technical Editor	\$69.00	\$69.00	\$69.00	1/1/2023	12/31/2023	\$26.05	5.0%	Not Applicable
	\$72.45	\$72.45	\$72.45	1/1/2024	12/31/2024	\$27.35	5.0%	
	\$76.07	\$76.07	\$76.07	1/1/2025	12/31/2025	\$28.72	5.0%	
Assistant Engineer/Geologist	\$58.40	\$58.40	\$58.40	1/1/2023	12/31/2023	\$22.05	5.0%	Not Applicable
	\$61.32	\$61.32	\$61.32	1/1/2024	12/31/2024	\$23.15	5.0%	
	\$64.39	\$64.39	\$64.39	1/1/2025	12/31/2025	\$24.31	5.0%	
Engineering Technician	\$80.28	\$80.28	\$80.28	1/1/2023	12/31/2023	\$30.31	5.0%	Not Applicable
	\$84.29	\$84.29	\$84.29	1/1/2024	12/31/2024	\$31.83	5.0%	
	\$88.51	\$88.51	\$88.51	1/1/2025	12/31/2025	\$33.42	5.0%	

- 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.

NOTES:

- Denote all employees subject to prevailing wage with an asterisks (*)
- For "Other Direct Cost" listing, see page 7 of this Exhibit

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) PAGE 2 OF 8
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed
 Consultant or Subconsultant

NV5, Inc.

Contract No. _____

Date 2/9/2023

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
 (= 0% if Included in OH) **0.00%** (= 0% if Included in OH) **0.00%** = **140.78%**
 FEE % = **10.00%**

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Staff Engineer/Geologist	\$90.95	\$90.95	\$90.95	1/1/2023	12/31/2023	\$34.34	5.0%	Not Applicable
	\$95.50	\$95.50	\$95.50	1/1/2024	12/31/2024	\$36.06	5.0%	
	\$100.27	\$100.27	\$100.27	1/1/2025	12/31/2025	\$37.86	5.0%	
Project Engineer/Geologist	\$115.08	\$115.08	\$115.08	1/1/2023	12/31/2023	\$43.45	5.0%	Not Applicable
	\$120.83	\$120.83	\$120.83	1/1/2024	12/31/2024	\$45.62	5.0%	
	\$126.88	\$126.88	\$126.88	1/1/2025	12/31/2025	\$47.90	5.0%	
Senior Engineer/Geologist	\$161.06	\$161.06	\$161.06	1/1/2023	12/31/2023	\$60.81	5.0%	Not Applicable
	\$169.11	\$169.11	\$169.11	1/1/2024	12/31/2024	\$63.85	5.0%	
	\$177.57	\$177.57	\$177.57	1/1/2025	12/31/2025	\$67.04	5.0%	
Associate Engineer/Geologist	\$198.62	\$198.62	\$198.62	1/1/2023	12/31/2023	\$74.99	5.0%	Not Applicable
	\$208.55	\$208.55	\$208.55	1/1/2024	12/31/2024	\$78.74	5.0%	
	\$218.98	\$218.98	\$218.98	1/1/2025	12/31/2025	\$82.68	5.0%	
Principal	\$246.00	\$246.00	\$246.00	1/1/2023	12/31/2023	\$92.88	5.0%	Not Applicable
	\$258.30	\$258.30	\$258.30	1/1/2024	12/31/2024	\$97.52	5.0%	
	\$271.22	\$271.22	\$271.22	1/1/2025	12/31/2025	\$102.40	5.0%	

- 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.

NOTES:

- Denote all employees subject to prevailing wage with an asterisks (*)
- For "Other Direct Cost" listing, see page 7 of this Exhibit

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) PAGE 3 OF 8
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed
 Consultant or Subconsultant

NV5, Inc.

Contract No. _____

Date 2/9/2023

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
 (= 0% if Included in OH) **0.00%** (= 0% if Included in OH) **0.00%** = **140.78%**
 FEE % = **10.00%**

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Supervisory Technician	\$87.48	\$87.48	\$87.48	1/1/2023	12/31/2023	\$33.03	5.0%	Not Applicable
	\$91.86	\$91.86	\$91.86	1/1/2024	12/31/2024	\$34.68	5.0%	
	\$96.45	\$96.45	\$96.45	1/1/2025	12/31/2025	\$36.42	5.0%	
Construction Services Manager II	\$137.25	\$137.25	\$137.25	1/1/2023	12/31/2023	\$51.82	5.0%	Not Applicable
	\$144.11	\$144.11	\$144.11	1/1/2024	12/31/2024	\$54.41	5.0%	
	\$151.32	\$151.32	\$151.32	1/1/2025	12/31/2025	\$57.13	5.0%	
Field Soils and Materials Tester * Soils/Asphalt - 1st SHIFT	\$190.80	\$190.80	\$190.80	1/1/2023	12/31/2023	\$72.04	5.0%	Not Applicable
	\$200.34	\$200.34	\$200.34	1/1/2024	12/31/2024	\$75.64	5.0%	
	\$210.36	\$210.36	\$210.36	1/1/2025	12/31/2025	\$79.42	5.0%	
Field Soils and Materials Tester * Soils/Asphalt - 2nd SHIFT	\$205.37	\$205.37	\$205.37	1/1/2023	12/31/2023	\$77.54	5.0%	Not Applicable
	\$215.64	\$215.64	\$215.64	1/1/2024	12/31/2024	\$81.42	5.0%	
	\$226.42	\$226.42	\$226.42	1/1/2025	12/31/2025	\$85.49	5.0%	
ACI Concrete Tester * 1st SHIFT	\$174.57	\$174.57	\$174.57	1/1/2023	12/31/2023	\$65.91	5.0%	Not Applicable
	\$183.30	\$183.30	\$183.30	1/1/2024	12/31/2024	\$69.21	5.0%	
	\$192.46	\$192.46	\$192.46	1/1/2025	12/31/2025	\$72.67	5.0%	

- 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.

NOTES:

- Denote all employees subject to prevailing wage with an asterisks (*)
- For "Other Direct Cost" listing, see page 7 of this Exhibit

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) PAGE 6 OF 8
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Consultant or Subconsultant

NV5, Inc.

Contract No. _____

Date 2/9/2023

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
 (= 0% if Included in OH) 0.00% (= 0% if Included in OH) 0.00% = 140.78%
 FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
DSA Masonry/Shotcrete Inspector - 1st SHIFT	\$207.46	\$207.46	\$207.46	1/1/2023	12/31/2023	\$78.33	5.0%	Not Applicable
	\$217.84	\$217.84	\$217.84	1/1/2024	12/31/2024	\$82.25	5.0%	
	\$228.73	\$228.73	\$228.73	1/1/2025	12/31/2025	\$86.36	5.0%	
DSA Masonry/Shotcrete Inspector - 2nd SHIFT	\$225.58	\$225.58	\$225.58	1/1/2023	12/31/2023	\$85.17	5.0%	Not Applicable
	\$236.86	\$236.86	\$236.86	1/1/2024	12/31/2024	\$89.43	5.0%	
	\$248.70	\$248.70	\$248.70	1/1/2025	12/31/2025	\$93.90	5.0%	
ICC Certified Structural Inspector 1st SHIFT	\$208.95	\$208.95	\$208.95	1/1/2023	12/31/2023	\$78.89	5.0%	Not Applicable
	\$219.39	\$219.39	\$219.39	1/1/2024	12/31/2024	\$82.83	5.0%	
	\$230.36	\$230.36	\$230.36	1/1/2025	12/31/2025	\$86.98	5.0%	
ICC Certified Structural Inspector 2nd SHIFT	\$226.35	\$226.35	\$226.35	1/1/2023	12/31/2023	\$85.46	5.0%	Not Applicable
	\$237.67	\$237.67	\$237.67	1/1/2024	12/31/2024	\$89.73	5.0%	
	\$249.55	\$249.55	\$249.55	1/1/2025	12/31/2025	\$94.22	5.0%	
Travel Time Tester/Inspector	\$77.79	\$77.79	\$77.79	1/1/2023	12/31/2023	\$29.37	5.0%	Not Applicable
	\$81.68	\$81.68	\$81.68	1/1/2024	12/31/2024	\$30.84	5.0%	
	\$85.76	\$85.76	\$85.76	1/1/2025	12/31/2025	\$32.38	5.0%	

- 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.

NOTES:

- Denote all employees subject to prevailing wage with an asterisks (*)
- For "Other Direct Cost" listing, see page 7 of this Exhibit

EXHIBIT 10-H12COST PROPOSAL Page 8 of 8

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: Guillaume Gau Title *: Chief Operating Officer - CQA

Signature:  Date of Certification: 5/11/2022

Email: Guillaume.Gau@NV5.com Phone number: (530) 478-1305

Address: 792 Searls Ave Nevada City, CA 95959

* 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

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

Consultant: Headway Transportation, LLC

Prime Consultant

Subconsultant

Project No.: TBD Contract No.: TBD Participation Amount: \$ TBD Date: 10/31/2019

Combined Rate = Indirect Cost Rate @ 110% (Safe Harbor Rate)

Fee: 15%

Markups are Not Allowed

BILLING INFORMATION

CALCULATION INFORMATION

Name / Job Title / Classification	Hourly Billing Rates \$	Effective Date of Hourly Rate		Actual or Avg. Hourly Rate (\$)	% Increase	Hourly Range for Classifications (\$)
		From	To			
Loren Chilson* Principal	277.73	1/1/2020	12/31/2020	115.00	0	N/A
	288.83	1/1/2021	12/31/2021	119.60	4%	
	300.39	1/1/2022	12/31/2022	124.38	4%	
	312.40	1/1/2023	12/31/2023	129.36	4%	
	324.90	1/1/2024	12/31/2024	134.53	4%	
	337.89	1/1/2025	12/31/2025	139.92	4%	
Principal	205.28	1/1/2020	12/31/2020	85.00	0	80.00 - 90.00
	213.49	1/1/2021	12/31/2021	88.40	4%	80.00 - 90.00
	222.03	1/1/2022	12/31/2022	91.94	4%	85.00 - 95.00
	230.91	1/1/2023	12/31/2023	95.61	4%	90.00 - 100.00
	240.14	1/1/2024	12/31/2024	99.44	4%	95.00 - 105.00
	249.75	1/1/2025	12/31/2025	103.42	4%	95.00 - 105.00
Sr. Associate II	169.05	1/1/2020	12/31/2020	70.00	0	65.00 - 75.00
	175.81	1/1/2021	12/31/2021	72.80	4%	65.00 - 75.00
	182.84	1/1/2022	12/31/2022	75.71	4%	70.00 - 80.00
	190.16	1/1/2023	12/31/2023	78.74	4%	75.00 - 85.00
	197.76	1/1/2024	12/31/2024	81.89	4%	75.00 - 85.00
	205.68	1/1/2025	12/31/2025	85.17	4%	80.00 - 90.00
Sr. Associate	152.15	1/1/2020	12/31/2020	63.00	0	60.00 - 70.00
	158.23	1/1/2021	12/31/2021	65.52	4%	60.00 - 70.00
	164.56	1/1/2022	12/31/2022	68.14	4%	60.00 - 70.00
	171.14	1/1/2023	12/31/2023	70.87	4%	65.00 - 75.00
	177.99	1/1/2024	12/31/2024	73.70	4%	65.00 - 75.00
	185.11	1/1/2025	12/31/2025	76.65	4%	70.00 - 80.00
Associate II	144.90	1/1/2020	12/31/2020	60.00	0	55.00 - 65.00
	150.70	1/1/2021	12/31/2021	62.40	4%	60.00 - 70.00
	156.72	1/1/2022	12/31/2022	64.90	4%	60.00 - 70.00
	162.99	1/1/2023	12/31/2023	67.49	4%	60.00 - 70.00
	169.51	1/1/2024	12/31/2024	70.19	4%	65.00 - 75.00
	176.29	1/1/2025	12/31/2025	73.00	4%	65.00 - 75.00
Rich Pettinari Associate II	140.07	1/1/2020	12/31/2020	58.00	0	N/A
	145.67	1/1/2021	12/31/2021	60.32	4%	
	151.50	1/1/2022	12/31/2022	62.73	4%	

	157.56	1/1/2023	12/31/2023	65.24	4%	
	163.86	1/1/2024	12/31/2024	67.85	4%	
	170.42	1/1/2025	12/31/2025	70.57	4%	
Associate	132.83	1/1/2020	12/31/2020	55.00	0	50.00 - 60.00
	138.14	1/1/2021	12/31/2021	57.20	4%	55.00 - 65.00
	143.66	1/1/2022	12/31/2022	59.49	4%	55.00 - 65.00
	149.41	1/1/2023	12/31/2023	61.87	4%	55.00 - 65.00
	155.39	1/1/2024	12/31/2024	64.34	4%	60.00 - 70.00
	161.60	1/1/2025	12/31/2025	66.92	4%	60.00 - 70.00
Marissa Harned Associate	120.75	1/1/2020	12/31/2020	50.00	0	N/A
	125.58	1/1/2021	12/31/2021	52.00	4%	N/A
	130.60	1/1/2022	12/31/2022	54.08	4%	N/A
	135.83	1/1/2023	12/31/2023	56.24	4%	N/A
	141.26	1/1/2024	12/31/2024	58.49	4%	N/A
	146.91	1/1/2025	12/31/2025	60.83	4%	N/A
Cole Peiffer Senior Engr/Planner II	120.75	1/1/2020	12/31/2020	50.00	0	N/A
	125.58	1/1/2021	12/31/2021	52.00	4%	N/A
	130.60	1/1/2022	12/31/2022	54.08	4%	N/A
	135.83	1/1/2023	12/31/2023	56.24	4%	N/A
	141.26	1/1/2024	12/31/2024	58.49	4%	N/A
	146.91	1/1/2025	12/31/2025	60.83	4%	N/A
Senior Engr/Planner II	120.75	1/1/2020	12/31/2020	50.00	0	45.00 - 55.00
	125.58	1/1/2021	12/31/2021	52.00	4%	50.00 - 60.00
	130.60	1/1/2022	12/31/2022	54.08	4%	50.00 - 60.00
	135.83	1/1/2023	12/31/2023	56.24	4%	50.00 - 60.00
	141.26	1/1/2024	12/31/2024	58.49	4%	55.00 - 65.00
	146.91	1/1/2025	12/31/2025	60.83	4%	55.00 - 65.00
Senior Engr/Planner	108.68	1/1/2020	12/31/2020	45.00	0	40.00 - 50.00
	113.02	1/1/2021	12/31/2021	46.80	4%	40.00 - 50.00
	117.54	1/1/2022	12/31/2022	48.67	4%	45.00 - 55.00
	122.24	1/1/2023	12/31/2023	50.62	4%	45.00 - 55.00
	127.13	1/1/2024	12/31/2024	52.64	4%	45.00 - 55.00
	132.22	1/1/2025	12/31/2025	54.75	4%	50.00 - 60.00
Dylan Axtell Engr/Planner II	101.43	1/1/2020	12/31/2020	42.00	0	N/A
	105.49	1/1/2021	12/31/2021	43.68	4%	N/A
	109.71	1/1/2022	12/31/2022	45.43	4%	N/A
	114.09	1/1/2023	12/31/2023	47.24	4%	N/A
	118.66	1/1/2024	12/31/2024	49.13	4%	N/A
	123.41	1/1/2025	12/31/2025	51.10	4%	N/A

Sara Going Engr/Planner II	99.02	1/1/2020	12/31/2020	41.00	0	N/A
	102.98	1/1/2021	12/31/2021	42.64	4%	
	107.09	1/1/2022	12/31/2022	44.35	4%	
	111.38	1/1/2023	12/31/2023	46.12	4%	
	115.83	1/1/2024	12/31/2024	47.96	4%	
	120.47	1/1/2025	12/31/2025	49.88	4%	
Engr/Planner II	99.02	1/1/2020	12/31/2020	41.00	0	35.00 - 45.00
	102.98	1/1/2021	12/31/2021	42.64	4%	35.00 - 45.00
	107.09	1/1/2022	12/31/2022	44.35	4%	40.00 - 50.00
	111.38	1/1/2023	12/31/2023	46.12	4%	40.00 - 50.00
	115.83	1/1/2024	12/31/2024	47.96	4%	45.00 - 55.00
	120.47	1/1/2025	12/31/2025	49.88	4%	45.00 - 55.00
Engr/Planner	86.94	1/1/2020	12/31/2020	36.00	0	30.00 - 40.00
	90.42	1/1/2021	12/31/2021	37.44	4%	30.00 - 40.00
	94.03	1/1/2022	12/31/2022	38.94	4%	35.00 - 45.00
	97.80	1/1/2023	12/31/2023	40.50	4%	35.00 - 45.00
	101.71	1/1/2024	12/31/2024	42.11	4%	35.00 - 45.00
	105.78	1/1/2025	12/31/2025	43.80	4%	35.00 - 45.00
Technician	72.45	1/1/2020	12/31/2020	30.00	0	25.00 - 35.00
	75.35	1/1/2021	12/31/2021	31.20	4%	25.00 - 35.00
	78.36	1/1/2022	12/31/2022	32.45	4%	25.00 - 35.00
	81.50	1/1/2023	12/31/2023	33.75	4%	25.00 - 35.00
	84.76	1/1/2024	12/31/2024	35.10	4%	30.00 - 40.00
	88.15	1/1/2025	12/31/2025	36.50	4%	30.00 - 40.00
Stacey Chilson Administrative Asst.	72.45	1/1/2020	12/31/2020	30.00	0	N/A
	75.35	1/1/2021	12/31/2021	31.20	4%	
	78.36	1/1/2022	12/31/2022	32.45	4%	
	81.50	1/1/2023	12/31/2023	33.75	4%	
	84.76	1/1/2024	12/31/2024	35.10	4%	
	88.15	1/1/2025	12/31/2025	36.50	4%	
Administrative Asst.	65.21	1/1/2020	12/31/2020	27.00	0	25.00 - 35.00
	67.81	1/1/2021	12/31/2021	28.08	4%	25.00 - 35.00
	70.53	1/1/2022	12/31/2022	29.20	4%	25.00 - 35.00
	73.35	1/1/2023	12/31/2023	30.37	4%	25.00 - 35.00
	76.28	1/1/2024	12/31/2024	31.59	4%	25.00 - 35.00
	79.33	1/1/2025	12/31/2025	32.85	4%	25.00 - 35.00

NO OVERTIME RATES WILL BE CHARGED. OVERTIME NOT APPLICABLE.

NOTES:

1. All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.
3. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates should be based on the consultant's annual accounting period, established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL

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

Consultant: Headway Transportation, LLC

Prime Consultant

Subconsultant

Project No. TBD

Contract No. TBD

Date: 10/31/2019

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

Note: Add additional pages if necessary.

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs:

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

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

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

Prime Consultant or Subconsultant Certifying:

Name: Loren E. Chilson

Title *: Principal / Owner

Signature : 

Date of Certification: 10/31/2019

Email: lchilson@headwaytransportation.com Phone Number: (530) 897-0199

Address: 2240 St. George Lane, Suite 1, Chico, CA 95926

* 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
Transportation Planning**

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) PAGE 1 OF 2
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed
 Consultant or Subconsultant

Gallaway Enterprises, Inc

Contract No. _____

Date 2/6/2023

Fringe Benefit 29.06% + Overhead 156.24% + General Administration 0 = Combined Indirect Cost Rate 185.30%
 (= 0% if Included in OH) (= 0% if Included in OH)

FEE % = 10% 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Jody Gallaway, Senior Regulatory Biologist/Project Manager Exempt	\$119.26	\$178.88	\$238.51	1/1/2023	12/31/2023	\$38.00		Not Applicable
	\$119.26	\$178.88	\$238.51	1/1/2024	12/31/2024	\$38.00		
	\$119.26	\$178.88	\$238.51	1/1/2025	12/31/2025	\$38.00		
Kevin Sevier, Senior Planner/Project Manager Exempt	\$134.95	\$202.42	\$269.89	1/1/2023	12/31/2023	\$43.00		Not Applicable
	\$138.09	\$207.13	\$276.17	1/1/2024	12/31/2024	\$44.00	\$1.00	
	\$141.22	\$211.84	\$282.45	1/1/2025	12/31/2025	\$45.00	\$1.00	
Vacant, Senior Biologist/Project Manager Exempt	\$116.12	\$174.18	\$232.23	1/1/2023	12/31/2023	\$37.00		Not Applicable
	\$119.26	\$178.88	\$238.51	1/1/2024	12/31/2024	\$38.00	\$1.00	
	\$122.39	\$183.59	\$244.79	1/1/2025	12/31/2025	\$39.00	\$2.00	
Elena Gregg, Senior Botanist/Arborist	\$87.87	\$131.81	\$175.74	1/1/2023	12/31/2023	\$28.00		Not applicable
	\$91.01	\$136.52	\$182.02	1/1/2024	12/31/2024	\$29.00		
	\$94.15	\$141.22	\$188.30	1/1/2025	12/31/2025	\$30.00	\$1.00	
Biologist (3 staff members)	\$81.60	\$122.39	\$163.19	1/1/2023	12/31/2023	\$26.00		\$19-26
	\$84.73	\$127.10	\$169.47	1/1/2024	12/31/2024	\$27.00	\$1.00	\$20-27
	\$87.87	\$131.81	\$175.74	1/1/2025	12/31/2025	\$28.00		\$21-28
GIS Analyst I (staff)	\$87.87	\$131.81	\$175.74	1/1/2023	12/31/2023	\$28.00		\$22-28
	\$91.01	\$136.52	\$182.02	1/1/2024	12/31/2024	\$29.00	\$1.00	\$23-28
	\$94.15	\$141.22	\$188.30	1/1/2025	12/31/2025	\$30.00	\$1.00	\$24-29
GIS Analyst (staff)	\$59.63	\$89.44	\$119.26	1/1/2023	12/31/2023	\$19.00		\$17-19
	\$59.63	\$89.44	\$119.26	1/1/2024	12/31/2024	\$19.00		\$17-19
	\$59.63	\$89.44	\$119.26	1/1/2025	12/31/2025	\$19.00		\$17-19

Vacant ,Archeaologist	\$91.01	\$136.52	\$182.02	1/1/2023	12/31/2023	\$29.00	\$1.00	Not applicable
	\$94.15	\$141.22	\$188.30	1/1/2024	12/31/2024	\$30.00		
Exempt	\$97.29	\$145.93	\$194.57	1/1/2025	12/31/2025	\$31.00	\$1.00	
Ganna Kleppe,Technician	\$56.49	\$84.73	\$112.98	1/1/2023	12/31/2023	\$18.00		Not applicable
	\$56.49	\$84.73	\$112.98	1/1/2024	12/31/2024	\$18.00		
	\$56.49	\$84.73	\$112.98	1/1/2025	12/31/2025	\$18.00		

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

NOTES:

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

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) PAGE 2 OF 2
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
 (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant or Subconsultant Gallaway Enterprises, Inc

PRIME CONSULTANT				SUBCONSULTANT #1			
DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL	DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL
Special Tooling				Special Tooling			
A. map 24X36 or>	ea	\$10		A.			
B. Postage	per	actual		B.			
C.				C.			
Travel				Travel			
A.	mile	\$0.580		A.			
B.				B.			
C.				C.			
PRIME TOTAL ODCs =			\$0	SUBCONSULTANT #1 ODCs =			\$0

IMPORTANT NOTES:

- List direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentations.
- Proposed items should be consistently billed directly to all clients (Commercial entities, Federal Govt., State Govt., and Local Govt. Agency), and not just when the client will pay for them as a direct cost.
- Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- 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.
- If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
- If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is their standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; LUMP SUM; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACT!

CONSULTANT ROLLS, ANDERSON & ROLLS PRIME X SUB _____ 2ND TIER SUB _____ CONTRACT TYPE SPECIFIC RATES OF COMPENSATION (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)
PROJECT NO. VARIES CONTRACT NO. _____ DATE Revised 3/4/2023

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	89.88% +	69.71% +	0.00%	= 159.59%
OVERTIME	89.88% +	69.71% +	0.00%	= 159.59%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	89.88% +	69.71% +	0.00%	= 159.59%
OVERTIME	89.88% +	69.71% +	0.00%	= 159.59%
		Fee =		15.00%

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

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)							Employee Actual Rate (fringe benefits vary year over year)							Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
		Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To			
		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT																	
Field Surveyor Chief of Party*	FIELD	\$55.29	\$82.94	\$110.58	\$33.30	\$88.59	\$116.24	\$143.88	\$25.10	\$37.65	\$50.20	\$15.96	\$41.06	\$53.61	\$66.16	(\$47.53)	(\$62.63)	(\$77.72)	(\$30.19)	(\$45.29)	(\$60.38)	(\$17.34)	(\$17.34)	(\$17.34)	\$174.56	\$236.92	\$299.28	1/1/2023	12/31/23	3.00%	\$25.10	N/A
		\$56.94	\$85.41	\$113.88	\$34.29	\$91.23	\$119.70	\$148.17	\$25.85	\$38.78	\$51.70	\$15.96	\$41.81	\$54.74	\$67.66	(\$49.42)	(\$64.97)	(\$80.51)	(\$31.09)	(\$46.64)	(\$62.18)	(\$18.33)	(\$18.33)	(\$18.33)	\$179.77	\$243.99	\$308.21	1/1/2024	12/31/24	3.00%	\$25.85	N/A
		\$58.64	\$87.96	\$117.28	\$35.31	\$93.95	\$123.27	\$152.59	\$26.62	\$39.93	\$53.24	\$15.96	\$42.58	\$55.89	\$69.20	(\$51.37)	(\$67.38)	(\$83.39)	(\$32.02)	(\$48.03)	(\$64.04)	(\$19.35)	(\$19.35)	(\$19.35)	\$185.13	\$251.28	\$317.42	1/1/2025	12/31/25	3.00%	\$26.62	N/A
Prevailing Wage Work (non-Exempt)		\$60.39	\$90.59	\$120.78	\$36.36	\$96.75	\$126.95	\$157.14	\$27.41	\$41.12	\$54.82	\$15.96	\$43.37	\$57.08	\$70.78	(\$53.38)	(\$69.87)	(\$86.36)	(\$32.98)	(\$49.47)	(\$65.96)	(\$20.40)	(\$20.40)	(\$20.40)	\$190.66	\$258.78	\$326.90	1/1/2026	12/31/26	3.00%	\$27.41	N/A
		\$62.20	\$93.30	\$124.40	\$37.45	\$99.65	\$130.75	\$161.85	\$28.23	\$42.35	\$56.46	\$15.96	\$44.19	\$58.31	\$72.42	(\$55.46)	(\$72.45)	(\$89.43)	(\$33.97)	(\$50.96)	(\$67.94)	(\$21.49)	(\$21.49)	(\$21.49)	\$196.38	\$266.54	\$336.71	1/1/2027	12/31/27	3.00%	\$28.23	N/A
Field Surveyor Chainman/Rodman*	FIELD	\$48.32	\$72.48	\$96.64	\$33.30	\$81.62	\$105.78	\$129.94	\$25.10	\$37.65	\$50.20	\$15.48	\$40.58	\$53.13	\$65.68	(\$41.04)	(\$52.65)	(\$64.26)	(\$23.22)	(\$34.83)	(\$46.44)	(\$17.82)	(\$17.82)	(\$17.82)	\$151.56	\$202.42	\$253.28	1/1/2023	12/31/23	3.00%	\$25.10	N/A
		\$49.76	\$74.64	\$99.52	\$34.29	\$84.05	\$108.93	\$133.81	\$25.85	\$38.78	\$51.70	\$15.48	\$41.33	\$54.26	\$67.18	(\$42.72)	(\$54.68)	(\$66.63)	(\$23.91)	(\$35.87)	(\$47.82)	(\$18.81)	(\$18.81)	(\$18.81)	\$156.07	\$208.45	\$260.83	1/1/2024	12/31/24	3.00%	\$25.85	N/A
		\$51.25	\$76.88	\$102.50	\$35.31	\$86.56	\$112.19	\$137.81	\$26.62	\$39.93	\$53.24	\$15.48	\$42.10	\$55.41	\$68.72	(\$44.46)	(\$56.78)	(\$69.09)	(\$24.63)	(\$36.95)	(\$49.26)	(\$19.83)	(\$19.83)	(\$19.83)	\$160.75	\$214.70	\$268.65	1/1/2025	12/31/25	3.00%	\$26.62	N/A
Prevailing Wage work (non-Exempt)		\$52.78	\$79.17	\$105.56	\$36.36	\$89.14	\$115.53	\$141.92	\$27.41	\$41.12	\$54.82	\$15.48	\$42.89	\$56.60	\$70.30	(\$46.25)	(\$58.94)	(\$71.62)	(\$25.37)	(\$38.06)	(\$50.74)	(\$20.88)	(\$20.88)	(\$20.88)	\$165.55	\$221.11	\$276.68	1/1/2026	12/31/26	3.00%	\$27.41	N/A
		\$54.36	\$81.54	\$108.72	\$37.45	\$91.81	\$118.99	\$146.17	\$28.23	\$42.35	\$56.46	\$15.48	\$43.71	\$57.83	\$71.94	(\$48.10)	(\$61.17)	(\$74.23)	(\$26.13)	(\$39.20)	(\$52.26)	(\$21.97)	(\$21.97)	(\$21.97)	\$170.50	\$227.73	\$284.96	1/1/2027	12/31/27	3.00%	\$28.23	N/A

- Note employees/classifications that are subject to prevailing wage requirements with an asterisk (*). Prevailing Wage specified is based on current DIR determination. Any future DIR escalation of prevailing wage rate will be reflected in the loaded rates
- "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 01/01/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 01/01/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
 Billing rate for travel time = Loaded Rate Formula "C" above.
 All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow: