

PUBLIC WORKS DEPARTMENT **ENGINEERING DIVISION**

P.O. Box 3420

411 Main Street, 2nd Floor Phone: (530) 879-6900 Fax: (530) 895-4899

Chico, CA 95927-3420

http://www.ci.chico.ca.us

March 30, 2023

Psomas 1075 Creekside Drive, Suite 200 Roseville, CA 95678-3504

RE: CITY OF CHICO - AMENDMENT NO. 5 TO SERVICE PROVIDER AGREEMENT FOR ON-CALL CONSTRUCTION MANAGEMENT & INSPECTION SERVICES- (ACCOUNT NO. VARIOUS)

Regarding the above, enclosed is one fully executed copy of the above-named Amendment #5 which updates Exhibit C and the terms of the Master Agreement.

Thank you for your cooperation and assistance. If you have any questions or need additional information, please contact Senior Civil Engineer, Felicia McDowell at (530) 879-6920.

Sincerely.

Valerie Mills

Contracts Specialist

Enclosures

cc: SCE McDowell

FR: Project Purchasing File

AMENDMENT NO. 5

CITY OF CHICO - SERVICE PROVIDER AGREEMENT

AGREEMENT DATED MARCH 20, 2020

BETWEEN CITY OF CHICO

AND

PSOMAS Provider

ON-CALL CONSTRUCTION MANAGEMENT & INSPECTION SERVICES Project Title

<u>VARIOUS</u> Budget Account Number

THIS SERVICE PROVIDER AGREEMENT AMENDMENT (Amendment) is

munici On Ma	ipal corporation under the laws of the State of arch 20, 2020, City and Provider entered into ment" (Agreement). The provisions of the A	California (City), and Psomas, (Provider). City of Chico - Service Provider
1.	Exhibit C page C1-R5 and pages C2-R5 through C replaced by revised pages C24-R5 through C	
2.	The term of the Service Provider Agreement shall be extended for a period of one-year, te the term of this agreement may be extended, one-year period.	rminating on March 19, 2024. Thereafter,
3.	All other provisions of the Agreement shall	remain in full force and effect.
CITY:	10	PROVIDER:
Mark S	Sorensen, City Manager*	By: Frank Martin, Vice President Title

CA STD FORMS 01/01/17

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*Authorized pursuant to Section 3.08.060 of the Chico Municipal Code

APPROVED AS TO FORM:

APPROVED AS TO CONTENT:

Vincent C. Ewing, City Attorney*

Leigh Ann Sutton, Public Works Director, Engineering

*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

AMENDMENT NO. 5

CITY OF CHICO - SERVICE PROVIDER AGREEMENT

PSOMAS Provider

ON-CALL CONSTRUCTION MANAGEMENT & INSPECTION SERVICES Project Title

<u>VARIOUS</u> Budget Account Number

> AMENDED EXHIBIT C

Compensation shall not exceed \$3,500,000.00 \$7,000,000.00 \$7,100,000.00 Compensation for services shall be in accordance with the specified rates of compensation, shown on the following pages:

City of Chico On-Call

EXHIBIT 10-H2 COST PROPOSAL 1/4

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

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant: Psomas

Prime Consultant

Project No. TBD

Contract No. 2019-010

Participating Amount

Date 9/26/2019

EXEMPT & NON-EXEMPT EMPLOYEES - STRAIGHT TIME

Fringe Benefit % 51 93 +

Overhead% 10366

General Administration % (Included in OH) = 155 59% ICR 1.5559 Fce% = 10.00%

PREVAILING WAGE EMPLOYEES (INSPECTION) - STRAIGHT TIME

Fringe Benefit % 51 93 +

Overhead%

10366

General Administration % (Included in OH) = 155 59% ICR | 15559 Fce% = 10 00%

PREVAILING WAGE EMPLOYEES (INSPECTION) - OVERTIME

Fringe Benefit % 51.93 -

Overhead%

General Administration % (Included in OH) = 155.59% ICR | 15559 Fce% = 10 00%

BILLING INFORMATION

Name/Classification (Average) Hourly Billing Rates Effective date of

Actual

Name/Classification		(Averag	ge)	Hourly Billin	ng f	Rates	Effect	ive date of		Actual	# of		
							hov	irlyrate		hourly rate	Hours		
		Straight		OT (1.5x)		OT (2x)	From	Го					
Frank Martin, PE, PM, SR	S	236.67	S	236 67	S	236 67	09/04/19	12/31/19	S	84.18	S	į	26
Brian Fragiao, Deputy PM	S	208.64	S	208.64	S	208.64	09/04/19	12/31/19	S	74 21	S		
Sherri Berexa, PE, RE	S	202.96	S	225 80	S	225 80	09/04/19	12/31/19	S	72.19	9		
Tim Grossmann, PM, RF.	S	179 94	S	17994	S	179.94	09/04/19	12/31/19	S	64.00	9	i	
Bob Picplow, PE, RE	S	215.11	S	215.11	S	215 11	09/04/19	12/31/19	S	76.51	S	į	
Nick Liang, OE	S	112.46	S	112.46	S	112.46	09/04/19	12/31/19	S	40.00	5		
Dan Albright, PE, RE, SR	S	179.79	S	179,79	S	179 79	09/04/19	12/31/19	s	63 95	5		
Jennifer Bryant, PE											9	,	
John Scott, EIT, ARE	S	119.49	S	119.49	S	119.49	09/04/19	12/31/19	S	42 50	S		
Cliff Adams, PE, RE	S	217.19	S	217 19	S	217.19	09/04/19	12/31/19	S	77.25	9	i	
Frank Martin, PE, PM	S	243.77	S	243 77	S	243.77	01/01/20	12/31/20	S	86.71	9	į	
Brian Fragiao, Deputy PM	\$	214 90	S	214.90	S	214.90	01/01/20	12/31/20	S	76.44	S	į	
Sherri Berexa, PE, RE	S	209.05	S	225 80	S	225.80	01/01/20	12/31/20	S	74.36	9	į	-
Bob Pieplow, PE, RE	S	221.56	S	221 56	S	221 56	01/01/20	12/31/20	S	78.81	9	;	
Nick Liang, OE	S	115.83	S	115.83	S	115.83	01/01/20	12/31/20	S	41.20	9	;	-
Dan Albright, PE RE SR	S	185 19	S	185.19	S	185.19	01/01/20	12/31/20	S	65.87	5	;	-
Jennifer Bryant, PE	5	196.80	S	196 80	S	196.80	01/01/20	12/31/20	S	70.00	5	;	
John Scott, EIT, ARE	5	123.07	S	123.07	S	123 07	01/01/20	12/31/20	S	43.78	9	3	
Cliff Adams, PE RE	S	223.70	S	223.70	5	223.70	01/01/20	12/31/20	S	79.57	9	;	-
Frank Martin, PE, PM	S	251 08	S	251.08	S	251.08	01/01/21	12/31/21	S	89.31	5	;	
Brian Fragiao, Deputy PM	S	221.35	S	221.35	S	221.35	01/01/21	12/31/21	S	78.73	9	;	
Sherri Berexa, PE, RE	\$	215.32	S	225 80	S	225.80	01/01/21	12/31/21	S	76.59	9	;	
Bob Pieplow, PE, RE	S	228.21	S	228 21	S	228 21	01/01/21	12/31/21	S	81.17	9	;	
Nick Liang, OE	5	119.31	S	11931	S	119.31	01/01/21	12/31/21	5	42.44		3	
Dan Albright, PE RE SR	S	190.74	S	190.74	S	190.74	01/01/21	12/31/21	S	67.84	9	;	-
Jennifer Bryant, PE	S	202.71	S	202.71	S	202 71	01/01/21	12/31/21	\$	72.10		5	
John Scott, EIT, ARE	S	126.77	S	126.77	S	126.77	01/01/21	12/31/21	S	45.09		;	*
Cliff Adams, PE RE	5	230.41	S	230.41	S	230 41	01/01/21	12/31/21	S	81.95		5	
Frank Martin, PE, PM	S	258.62	S	258.62	S	258.62	01/01/22	12/31/22	S	91.99	9	5	
Brian Fragiao, Deputy PM	S	227.99	S	22799	S	227.99	01/01/22	12/31/22	S	81.09		S	
Sherri Berexa. PE, RE	S	221.78	S	225 80	S	225.80	01/01/22	12/31/22	S	78.88		S	
Bob Picplow, PE, RE	S	235.05	S	235.05	5	235 05	01/01/22	12/31/22	S	83 60		S	
Nick Liang, OE	S	122 89	S	122 89	S	122 89	01/01/22	12/31/22	S	43.71		5	
Dan Albright, PE RE SR	S	196.47	S	196.47	5	196.47	01/01/22	12/31/22	S	69.88		S	
Jennifer Bryant, PE	\$	208.79	S	208 79	S	208 79	01/01/22	12/31/22	S	74 26		S	
John Scott, ETF, ARE	5	13057	S	130 57	S	130.57	01/01/22	12/31/22	S	46.44		S	
Cliff Adams, PE RE	5	237 33	S	237 33	S	237 33	01/01/22	12/31/22	S	84 41		S	**
RE not on list													
Range 185 - 225 (1/1/20 - 12/31/20)													
	S	185.00	5	185.00	S	185.00	0 L/01/20	12/31/20	S	65.80		S	*
	S	225.00	S	225.00	S	225.00	01/01/20	12/31/20	5	80.03		S	*
Range 190 - 230 (1/1/21 - 12/31/21)													
	S	190.06	S	190.06	S	190.06	01/01/21	12/31/21	5	67.60		S	8
	S	230.26	S	230.26	S	230.26	01/01/21	12/31/21	5	81 90		S	77
Range 195 - 240 (1/1/22 - 12/31/22)													
	S	195,12	S	195.12	5	195.12	01/01/22	12/31/22	S	69.40		S	T

				**********	-	and What the same						
	S	240.10	5	240.10	S	240.10	01/01/22	12/31/22	\$	85.40	S	
ARE not on list												
	S	123.14	5	123.14	S	123.14	01/01/20	12/31/20	S	43.80	S	
	\$	126.10	\$	126.10	\$	126.10	01/01/21	12/31/21	S	44.85	s	2
	\$	130.20	\$	130.20	\$	130.20	01/01/22	12/31/22	S	46.31	S	
OE not on list				0.000								
	S	115.02	5	115.02	S	115.02	01/01/20	12/31/20	S	40.91	S	
	S	119.01	\$	119.01	S	119.01	01/01/21	12/31/21	S	42,33	S	
	\$	123.00	\$	123.00	S	123.00	01/01/22	12/31/22	S	43,75	2	
Admin Support	S	87.86	8	98.43	S	98.43	09/04/19	12/31/19	S	31.25	2	
Admin Support	5	90.49	5	101.38	S	101.38	01/01/20	12/31/20	S	32.19	S	
Admin Support	S	93.21	\$	101.38	S	101.38	01/01/21	12/31/21	S	33.15	5	
Admin Support	s	96.01	S	101.38	S	101.38	01/01/22	12/31/22	5	34.15	,	
Special Note				-					-	31.13	•	

Special Note

For Proposal/Task Order cost estimates, an actual rate will be calculated for the REs that are not listed by name.

- 1) Construction (field) inspection staff will conform to prevailing wage requirements as posted by State of California Department of Industrial Relations
 2) Overhead audited by independent certified public accountancy firm, Stoughton Davidson. Cognizant agency review & approval was completed by Caltrans w/o exception
- 3) Exempt staff classifications applies to Project Manager and Resident Engineer. Overtime for Exempt Employees is charged at the Regular Hourly Rate.

 4) For Non-Exempt staff, standard OT (1.5x) is charged at approximately 129% of the straight time hourly rate since health & welfare is covered in the first 40 hours.
- 5) For Non-Exempt staff preminum OT (2.0x) is charged at approximately 171% of the straight time hourly rate
- 6) All billing rates include vehicles, gasoline, maintenance, personal equipment, laptop computers, cameras, etc. (See ODC Breakdown).
- 7) Construction Inspection rates reflect DIR \$3.20/hr prevailing wage increase on September 30, 2019 and July 1, 2020
- 8) Current DIR determination ends after July 1, 2020. It is unknown at this time what increases may occur between July 1, 2020 and the end of the contract

EXHIBIT 10-H2 COST PROPOSAL 4/4 SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant Psomas

[X] Prime Consultant □ Subconsultant

Project No.

Contract No.

Date: 9/25/2019

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)

Description of Item	Quantity	Unit	Unit Cost	Total	
Mileage Costs			S	S	
Equipment Rental and Supplies			S	\$	-
Permit Fees			Š.	Š.	_
Plan Sheets			\$	Š	_
Test			S	Š.	_
Vehicle			Š	Š	
Subconsultant 1:			₹	s	
Subconsultant 2:				- 6	-
Subconsultant 3:				\$	2
Subconsultant 4:				£	_
Subconsultant 5				S.	-

Note: Add additional pages if necessary

- 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. Hems 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 rule:
- 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 besupported 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 vehiclesthat could be used for the same purpose.
- 9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles
- 10 Add additional pages if necessary.

 11 Subconsultants must provide their own cost proposals.

EXHIBIT 10-H2 COST PROPOSAL

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: Frank Martin, PE, QSD, ENV SP

Title Principal

Signature :

Date of Certification (mm/dd/yyyy): 09/26/2019

Email: fmartin@psomas.com

Phone Number (916) 788 - 4154

Address: 1075 Creekside Ridge Drive, Suite 200, Roseville, CA 95678

"An individual executive or financial officer of the consultant's or subconsultant's organization at a levelno 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 contin

Construction Management and Inspection Services

HENRIC (SHIS DESIGNATION PROPOSAL FIRE CONTRACTS WITH PREVALUES WADES WITHIN COST PLVS PINES FEEL SPECIFIC RATES OF CONTRACTOR AND CUST HER UNIT OF WORK CURTIFICIAL CONGLET AST TROMPS. CONTRACT IN THE SERVICE SCHOOL Terms Administra & Company & 144 AVI. SURFA & 125 AVI. 125 Friego December & Loaded Siving Auto Consulations Leader Dring, Balle Consumers

19. Dring From (2) Leader Dring State - Philos State - Ef Dring State - Ef Dring From (2) - Philos State - Ef Dring State - Ef Dring From (2) - Philos State - Ef Dring State - Ef Carry Astronomy S Fotga Barqir S 51 50% 50.50% Frogs Signatur N 61 50% 51 50% CHAT NA Name & OVERTIME Tee 10.00% PERM CEAL PACTORNAL TO Applicate DELTA PHRICE N DELTA DOTAL - DELTA HASE (Employer - DR) Offedire Date of Tourist Name Water (\$1.00710) Etherore Galeur . Hours Range to Clean other control 24s. Supplemental to providing any man. Supplemental to providing any man and supplemental to providing any man and supplemental to providing any man and supplemental to the supplemental to t OT 0.50 TOT GBO From To \$20,000 \$60,000 \$411 \$50.00 \$544 \$50.00 \$50. \$1.00 \$1.00 \$10.00 \$9.00 \$13.00 \$16.00 \$9.00 \$13.00 \$16.00 \$9.00 \$15.00 \$20.00 \$10.20 \$15.00 \$20.00 \$10.00 \$10.00 10 (0) 10 (0) 22 (0) 10 (0) 10 (0) 1-80-07 1-90-35 8204-28 50-4-72 10-9-6-521.1 an 5226.31 8338.74 5361.73 8396.31 11/20034 00/20028 11/2003 00/20035 11/2003 00/20035 11/2003 00/20035 11/20036 00/20035 Forestry Streamen, PE Optionalist transcen * Construction respects (ing 7 50 (0) \$0 (0) \$0 (0) \$0 (0) \$0 (0) 1 00% 8 02.60 0 00% 8 02.60 5 00% 8 02.60 5 00% 8 02.60 かる (注明) (表記) (本記) (本記) 6000000 6000000 6000000 6000000 6000000 un reptique un long 22.20 25.90 NO STORE | SECT | 1884 | 1884 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 1885 | 19/1/2019 8/30/2020 fri/3/20 8/30/2019 fri/3/21 8/30/2019 fri/3/21 8/30/2020 fri/3/21 8/30/2020 5-0-8-5 kins.m 5-7-96 5-0-1-6 43-6-7 13-5-6 5-7-6-6 5-4-5-9 6-7-0-0 2-1-1-8 5-4-77 532-3-6 5-1-7-6-1-7-8-1-7-8-\$1.00 \$1.00 \$1.00 \$1.00 \$1.00 \$1.00 \$1.00 \$1.00 \$1.00 \$1.00 \$1.00 \$1.00 \$1.00 \$1.00 \$1.00 Tarestry Sciences, 79 Directions interesting Titlescounted inquisite Gap 2 97 (0) 20 (4) 57 (4) 97 (4) 35 18 \$2.12 51500 51100 51100 54.53 \$0.00 \$0.00 \$0.00 \$0.00 PIGLO 50.00 50.00 50.00 50.00 50.00 5201148 5300 17 6360 36 6,86.60 1,86.60 \$265.07 \$260.07 \$266.48 \$261.69 \$266.40 10/10/10 6/10/00/05 17/00/05 6/10/00/05 17/00/05 6/10/00/05 17/00/05 6/10/00/05 E2 60 E7 60 Ro 11 14 66 77 86 1 00% I 278 PM Work Gen Press Laterage of the Committee of the J mon Greensy Full Young 60 60 60 60 60 60 50 60 51 7 60 \$20 to \$20.00 \$40.40 \$20.10 \$20.00 \$40.40 \$27.00 \$27.00 \$40.40 \$07.00 \$30.00 \$40.40 \$10.40 \$20.00 \$40.60 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 80.00 20.00 30.00 90.00 \$0.00 \$18.60 \$18.60 \$18.60 \$21.00 \$25.01 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$1.70 \$2.00 \$1.00 \$0.00 \$0.00 \$700 ee 500e 50 6200 ed 1700 60 INVESTS PRODUCTS
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INVESTS PRODUCTS \$297.35 \$274.08 \$267.04 \$397.73 \$312.60 . 3-30% \$ 70.46 3-30% \$ 74.79 3-30% \$ 76.11 5-30% \$ 82.45 received Say lects \$20 m 1 1 1 UP-1402-0 00000000 PC-007 200-01 200-\$27.5\\dot\ \$35.4\\dot\ \$48.00\\dot\ \$30.00\\dot\ \$6.00\\dot\ \$6.00\dot\ \$6.00\dot\dot\ \$6.00\dot\ \$6.00\dot\dot\ \$6.00\dot\ \$6.00\dot\ \$ 710.0 \$10.00 \$10.11 \$11.00 \$13.57 \$45.63 \$0.00 \$0.00 \$0.01 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 See from 621.81 521.81 11 (S) (11 (S) 10 (S) 10 (S) 10 (S) 10 (S) 2000 37 9300 40 \$205 45 \$240 76 \$304 25 \$360 48 \$307 61 \$317 61 \$360 30 101.001# 8/80000 7/18030 6/300001 7/2021 8/85202 7/5022 8/30000 PHOUS 8/30000 79.36 79.36 61.33 87.46 97.66 paen Pratte Consciole inspection - Canto-Main regention (vinc) Roth-Cramit Full Time 1 20% | 1 1 20% | 1 1 20% | 1 1908 Mon Hass Communication inspection of Communication (Up 2 Note Suprepa Hast Times \$1.00 \$2.00 \$14.00 \$10. \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 100/0278 (M70000) 110/200 (50000) 110/2007 (600000) 110/2007 (6000000) 110/2007 (6000000) FIGURE STUDIOS STUDIOS 00 E 00 C 50 00 90 10 50 00 90 00 10 00 \$2961.07 \$298.08 \$287.31 \$280.77 \$280.67 \$260 25 \$260 25 \$260 25 \$260 50 \$207 13 60-01 60-27 71-34 71-34 71-34 1 00% I 1 00% I 1 00% I 1 00% I | Transfer Ren Ker Scrennings-reactor "Conditional respective By 2 Ser Service Full Prix 0.7 40 56.96 578.46 0.7 56 56.27 577.87 0.7 56 56.27 577.87 0.7 56 677.27 577.97 67.54 577.87 524.17 | 208.70 | 108.80 | 108.92 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 61 % \$706 61 % \$0.00 61.00 \$0.00 60.00 \$0.00 \$0.00 \$0.00 20 Edg 30 546 30 546 30 50 80 50 100 100 100 100 100 100 100 100 \$387.50 \$349.40 \$359.56 \$359.13 \$369.60 \$277.66 \$1401.61 \$304.66 \$201.27 \$007.50 191/2018 #35/2020 111/2010 #35/2020 111/2021 \$200.0222 11/2022 \$499/2020 11/2022 \$499/2020 70,42 75,65 60,25 81,37 81,50 記載 講話 1 10% 1 10% 1 10% 1 10% - 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Han-Sayingt Han-Sayingt Han-Sayingt \$5.50 \ \$5.841 \ \$5.8 #1-025 stacks #1-025 stacks #1-021 stacks #1-024 stacks #1-024 stacks #1-025 633255 \$6.78 \$1.723 \$6.00 \$16.66 \$6.05 \$16.94 \$6.00 \$27.13 \$7.41 \$27.45 \$6.00 \$6.00 20 (m) (20 (d) 10 (d) (d) 10 (d) (d) 10 (d) (d) 10 \$20 ph \$41.39 \$41.81 \$40.00 \$25.72 \$50.00 \$41.44 \$43.00 \$21.78 \$30.56 \$40.30 \$40.00 \$27.50 \$30.56 \$40.30 \$40.00 \$25.50 \$30.56 \$40.58 \$7.00 \$3.00 \$3.00 \$3.00 \$0.00 \$3.00 \$0.00 \$3.00 \$0.00 \$3.00 \$0.00 \$3.00 \$0.00 (1) (2) (2) (3) (4) (3) (4) (4) 10 00 10 00 10 00 10 00 10 00 10 00 50 00 50 00 50 00 50 00 \$5,48.57 \$5,49.55 \$2,49.55 \$265.56 \$207.72 \$297.00 \$790.06 \$270.03 \$3.06.00 \$562.60 10/10016 9/00000 11/201 9/00000 11/201 9/00000 11/201 9/00000 11/201 9/000000 73.50 61.44 61.40 60.40 80.40 NO SE 1 00% 1 1 00% 1 1 00% 1 MC-00 80-00 50-00 RIGHT SOUTH Hon fearer Construction reports ** Lentinustan (septime Cap) NA+ Evingti Figh Tora 報告の 314.75 978.10 5549 85.00 記録 353.41 57.00 59.00 90.00 記録 141408 83.87 65.00 90.00 記録 141408 83.87 65.00 316.30 87.23 860.00 30.00 316.30 87.23 860.00 30.00 316.30 87.23 860.00 30.00 (\$2.50) (\$3.60) (\$2.50) (\$2.60) (\$2.60) \$1.00 \$0.00 \$1.30 \$2.00 \$2.00 \$2.00 \$2.00 \$8.00 \$6.00 \$6.00 から の計画 を を を を 50.00 50.00 50.00 50.00 50.00 10 (II) 10 (II) 10 (II) 10 (II) 10 (II) 100 m 100 m 100 m 100 m 100 m 100 m 5 M/ 25 C744 To 5297 OT \$239 57 \$250 50 \$252 50 10/10/04/ #(Na/04) 69/30/ #/39/30/ 70/3021 #/39/30/ 69/3022 #40/3026 69/3622 #/39/20/ 50. 77 40. 60 62.54 63.87 68.66 20.00 G10018 6/300000 0 10518 6300000 1110000 840000 111000 4100000 1110000 6000000 1110000 6000000 1 00% 5 1 00% 5 1 00% 5 84 Per work Per Roca American baseon "Speakings ingener Gg 2 son Larra hall time | Gracing | 6,300 turn | 17-0000 | 600 00000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 17-0000 | 62 (A) 62 (A) 62 (A) 63 (A) 63 (A) 64 (A) \$25 60 \$1 60 \$2 60 \$2 36 \$1 30 \$0 40 \$7.20 \$0.00 \$9.00 \$7.00 \$7.00 \$7.00 \$7.00 \$7.00 \$7.00 \$7.00 \$7.00 \$7.00 \$0.80 \$0.00 \$0.00 \$0.00 \$10.00 \$15.00 \$20.00 \$0. \$3.00 \$2.00 \$3.00 \$3.00 \$3.00 \$3.00 \$0.00 90.00 \$0.00 \$0.00 司 (3000) (2000) (3000) (4000) (4000) 10 40 10 40 10 00 50.00 80.00 60.00 a0.05 80.00 80.00 STORE OF THE PARTY 5710-31 5220-66 5227-96 5247-29 5200-71 \$284.23 \$284.23 \$450.46 \$284.30 \$284.37 191,0019 #050005 610000 6100001 510,000 6100000 171,000 410000 674000 650000 150.00 \$8 (6 96 /5 62 53 64 76 70 54 77 22 1 00% | 1 1 00% | 1 1 00% | 1 \$66.49 \$69.37 \$132.38 \$6.50 \$1 Job Annee:
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Co COLUMN BROKES ## 177 ## 1885 ## 1885 ## 177 ## 177 ## 177 ## 1785 ## 1885 ## 90 90 | 30 40 | 00 100 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 20 | 100 2 \$12.84 \$19.41 \$25.56 \$12.50 \$18.75 \$26.00 \$13.75 \$26.00 \$13.75 \$26.07 \$27.56 \$14.47 \$27.71 \$38.84 \$0.00 \$0.00 60.00 \$0.00 \$5.00 \$1000 \$2000 \$1000 \$1000 \$1000 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$6.00 \$6.00 \$6.00 \$6.00 90 00 90 00 90 00 90 00 1768-06 0308-07 0219-46 8936-04 046-97 6709 51 C040-58 \$250.80 \$260.24 \$275.21 10/10/01/9 6/90/00/00 //00/00 5/30/00/01 7**/00/01 6/30/00/00 7**/00/02 6/30/00/05 5 00% S 1 00% S 5 00% S 型 (1 前 位 株 28 株 28 株 28 (2 所) M1050 6/90/801 Indias 6/90/901 nes. muses assorbe which prairies 101-1201-9 #350227 535-7 \$14-61 \$100 14 \$22.17 \$86.00 \$117.00 \$100-20 \$20.00 \$100.00 \$150.00 \$150.00 \$150.00 \$100.00 \$ 6 80.00 98.00 6 97.40 98.35 6 52.31 56.76 8 20.00 97.60 8 30.00 98.00 \$16.67 \$14.54 \$16.62 \$17.36 \$16.68 \$2.00 \$0.00 \$2.00 \$0.00 \$4.00 \$0.00 \$6.00 \$0.00 \$6.00 \$0.00 50 (8) 10 (8) 50 (6) 50 (6) \$16.00 \$17.98 \$15.74 \$20.61 \$16.63 \$27.00 \$15.10 \$22.73 \$15.00 \$71.01 \$27.45 \$27.45 \$27.45 \$27.40 \$30.30 \$10.30 90 (8) 92 (8) 90 (8) 90 (8) 90 00 90 00 90 00 90 00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 80-00 50-00 80-00 80-00 90.00 90.00 90.00 90.00 1222 94 147 64 06 1230 75 Curta 08 \$256.60 \$556.43 \$262.69 \$267.03 \$211.00 1.00% 5 67.09 5.00% 5 70.09 7.00% 5 74.07 7.00% 5 77.05 8.00% 1 84.61 50.00 50.00 50.00 50.00 50.00 ATTRIBUTE TOTAL TO Andread Rose (Constitution of the Constitution of the Const Nach. Range 190 - 200 Flower and upon rate brendship or an Rate 190 as of \$11000 | April | Apri Other Bersen | 394-34 | 352-12 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 | 377823 \$12.85 \$20.76 \$27.66 \$20.60 \$0.00 \$50 \$0.00 \$0.00 \$0.00 \$0.00 \$50.00 \$60.00 \$00.00 \$60.00 \$20.00 85-00 82-00 20-00 50-00 82-00 \$0.00 \$1.00 \$3.00 \$0.00 \$2.00 \$6.00 \$6.00 \$6.00 \$6.00 \$5.00 \$0.00 \$9.40 \$0.00 \$0.00 500% 500% 500% 500% 90-00 90-00 90-00 90-00 \$0.00 \$0.00 \$0.00 \$0.00 5264 13 5264 13 6264 13 6260 14 5262 56 61.05 61.05 62.78 78,01 78,01 \$0.00 \$2.00 \$0.00 \$1.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 50 (S) 50 \$3.60 90.00 90.00 90.00 90.00 90.00 \$40.00 \$5 THE ST 122624 \$260.42 \$207.42 \$207.42 \$351.69 \$016.58 00-302 71-74 75-30 73-10 60-66 Community Hydrox * Community Indoore (cp.) Ros Compt Full Two | March | Marc Safe Titles or MINDS \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$10.93 \$40.25 \$81.60 \$5.00 \$6.00 \$5.00 \$1. 90100 90100 90100 90100 90100 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 60.00 5.00% S 5.00% S 5.00% S 50.00 50.00 50.00 50.00 77 75 60.60 66.00 66.00 96.00 PACIDED I 855 F4 647 50 50-50 54-60 561 60 \$59.26 \$50.40 \$66.56 \$00.00 \$00.00 \$00.00 \$5 60 00 \$0.00 \$0.00 \$0.00 \$0.00 10 00 10 00 10 00 10 00 1000 5000 1600 5000 1000 \$0.00 \$0.00 \$0.00 \$0.00 50 00 50 00 50 00 50 00 Line of Aller on Aler on Aller E30 73 20V 0.0 5040 60 6367 53 5760 40 5414 75 0/11/2019 6/20/2009 1/4/2020 6/20/2020 6/20/2021 6/20/2020 1/4/2022 6/20/2020 1/4/2022 6/20/2020 5 00% 8 1 00% 8 3 00% 8 \$398.00 \$398.00 \$398.60 \$398.62 an Estras. The international process of the second proc

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EXHIBIT 16-ML COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES ACTUAL COST PLUS FIXED FEE: SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONSULTANT PSOMAS PROJECTING XXXXXX	CONTRACT NO:	PRIME SUB X DATE V1/2022	CONTRACT TYPE	
Loaded Billing Rate Calculations				
Non Exempt Employee Loaded 8	Billing Rates			
A) Straight Time (ST) Loaded Bill	ng Rate - [Actual Hourly Rate	+ ST Delta Base + ST Delta Fringe]* [(1 + Field OH) * (1 + Fee)]		
B) ST Loaded Billing Rate + (1.5 t	Base PW Rate - ST Base PW R	Rate) * [(1+Field OH) * (1+Fee)] or ST Loaded Billing Rate + (2.0 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (*Fee)j	

() ST Loaded Briang Mater (1) Black PM Value (-1) Black PM Value (

Home Office Personnel:	Fringe Benefit	'X	Overhead %	General Administration %		Combined %
NORMAL	51.93%		103.66%	0.00%	18	155,59%
OVERTIME				0.00%	4	0.00%
Field Office Personnel:	Fringe Benefit	%	Overhead %	General Administration %		Combined %
NORMAL	51.93%	+	103.66%	0.00%	- 3	155,59%
OVERTIME	51.93W		103.66%	0.00%	-12	155,59%
Project Specific	Fringe Benefit	16	Overhead %	General Administration %		Combined %
NORMAI,	51.83W		103.66%	0.00%	3.00	155,59%
OVERTIME	51.93%		103.66%	0.00%	19	155.59%
				Fee	-	10.00%

G) ST Loaded Billing Rate = Actual H) ST Loaded Billing Rate + (1.5 x)											V													_												App		plier Delta Base Multiplier Fring		0.0000
Natue/Classification	Home Office Personnel Field Office	Effective Hourly Rai	Date of a VIV2022		(only Base Salary	applicable		lished by ti	e work)	Fringe Benefits		Base Sala	fringe bene	loyee Actu Ifits vary y	ear over ye	or) al=Basc • F	oye.		ELTA (TOTA) e Total Rate			Empl	Applicable DELTA (TOTAL) = oyec Total - DIR Total		ELTA (BAS			Applicable ELTA Base te - Employ Rate		DELTA TO	ele DELTA I DTAL - DEL mployee - E	TA BASE	20000000	d Hourly Bill		Houri ditte	e Date of ty Rate V1/2022	% Escalation Increase	Actual Hourly Rate	Hourly Range for Class
	Personnel	From	То	Straight	1,5,07	TO 2.5	Benefits	Strugte	1501	7,007	Straight	1507	2,0 01	Frequ	Straight	1501	2.001	Straight	1501	2,001	Straight	1507	2601	Straight	1,5.01	7,9 0,7	Straight	1,507	290T	Straight	1,5.07	2.0 DT	Straigle	OT (1.5x)	OT (2x)	From	Ta			
Richard Jones "Construction Inspector Grp 2 Non-Exempt Full Time	PW Work Day Shift	7/1/2022	6/30/2022 6/30/2023 6/30/2024	\$54.52	\$81.78	\$109.04	\$32.97	587.49	\$114.7	5 \$137.01 5 \$142.01 6 \$147.51	\$73,45	\$110.18	\$146.90	\$15.04 \$15.04 \$15.04	\$88.49	\$125,22	\$154,94 \$161,94 \$169,28	\$0,00 \$1,00 \$1,92	\$8,97 \$10,47 \$11.85	\$17.93 \$19.93 \$21.77	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$18.93	\$26.90 \$28.40 \$29.78	\$37.86			\$0.00 \$0.00 \$0.00	\$0,00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00		\$231,64 \$243.23 \$255.38	\$266.61 \$279.95 \$293.94	1/1/2022 7/1/2022 7/1/2023	6/30/2022 6/30/2023 6/30/2024		\$ 69.95 \$ 73.45 \$ 77.12	N/A
Richard Jones — Construction Inspector: Grp 2 Non-Exempt Full Time	FIELD PW Work Night Shift	7/1/2022	6/30/2022 6/30/2023 6/30/2024	\$61.34	\$92.01	5117.04 5122.68 5128.86	\$32.97	\$94.31	\$124.9	5 \$150.01 8 \$155.65 12 \$161.83	\$82.26	\$123.39	\$164.52	\$15.04 \$15.04 \$15.04	\$97.30	\$132.56 \$138.43 \$144.60	\$179.56	\$1.89 \$2.99 \$4.01	\$11.81 \$13.45 \$14.98	\$21.72 \$23.91 \$25.95	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00		\$29.74 \$31.38 \$32.91	\$41.84			\$0.00 \$0.00 \$0.00		\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00		\$259.44 \$272.40 \$286.01			6/30/2022 6/30/2023 8/30/2024		\$ 78.34 \$ 82.26 \$ 86.37	N/A
Eric Katapodis "Construction Inspector, Grp 2. Non-Exempt Full Time	FIELD PW Work Day Shift	7/1/2022	6/30/2022 6/30/2023 6/30/2024	\$54.52	\$81.78	\$109.04	\$32.97	\$87.49	5114.7	5 \$142.01	\$79.72	\$119.58	\$159.44	\$9.07	\$84,99 \$88.79 \$92.78	\$128,65	\$168.51	\$0.00 \$1.30 \$2.54	\$11.95 \$13.90 \$15.76	\$23.90 \$26.50 \$28.98	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$25.20	\$35.85 \$37.80 \$39.66	\$47.80 \$50.40 \$52.88	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$213,45 \$224,13 \$236,35	\$251.41 \$263.99 \$277.20	\$289.37 \$303.85 \$319.06	1/1/2022 7/1/2022 7/1/2023	6/30/2022 6/30/2023 6/30/2024		5 75.82 5 79.72 5 83.71	NIA
Eric Katapodis " Construction (Inspector Grp 2 Non-Exempt Full Time	FIELD PW Work Night Shift	7/1/2022	6/30/2022 6/30/2023 6/30/2024	561.14	592.01	\$122.68	\$32.97	594.31	\$124.5	8 5155.65	\$89.28	\$133.93	\$178.56	\$9.07	598.35	\$138.62 \$142.99 \$149.68	5187.63	\$2.61 \$4.04 \$5.41	\$15.87 \$18.01 \$20.07	\$29.12 \$31.98 \$34.72	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00		\$39.77 \$41.91 \$43.97		\$0.90 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$239.06 \$251.01 \$263.06	\$281.58 \$295.65 \$310.42	\$324.09 \$340.29 \$357.29		6/30/2022 6/30/2023 6/30/2024			N/A
Shawn Johnson "Construction Inspector Grp 2 Non-Exempt Full Time	FIELD PW Work Day Shift	7/1/2022	6/30/2022 6/30/2023 6/30/2024	\$64.52	\$81.76	\$109.04	532.97	\$57.49	\$114.	90 \$137.01 75 \$142.01 88 \$147.51	\$88.05	\$132.00	\$176.10	\$1.13	\$89.18	\$133.21	\$177.23	\$1.69	\$15.92 \$18.46 \$20.93	\$31.84 \$35.22 \$36.52	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$33.53	\$47.76 \$50.30 \$52.77	\$67.06			\$0.00 \$0.00 \$0.00		\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00		\$277.70 \$291.58 \$306.15	\$335.60		6/38/2922 6/38/2923 6/38/2924			N/A
Shawn Johnson ** Construction Inspector: Grp 2 Non-Exempt Full Time	FIELD PW Work Night Shift	7/1/2022	6/30/2022 6/30/2023 6/30/2024	561.34	592.01	5122.68	\$32.97	594.31	\$124.9	86 \$155.65	\$98.62	\$147.9	\$197.24	\$1.13	\$95.05 \$99.75 \$104.68	\$149.06	\$198.37	\$3.56 \$6.44 \$7.28	\$21.26 \$24.08 \$26.84	538.97 542.72 546.40	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$37.28	\$53.10 \$65.92 \$58.68				\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$284.06 \$277.27 \$291,13	\$311.03 \$326.58 \$342.90			6/30/2022 6/30/2023 6/30/2024		\$ 93.92 \$ 98.62 \$ 103.55	:N/A
Nick Llang "Construction Inspector: Grp 2 Non-Exempl Full Time	FIELD PW Work Day Shirt	7/1/2022	6/30/2022 6/30/2023 6/30/2024	\$54.52	581.78	\$109.04	\$32.97	\$87.48	\$114.	75 5142.0	\$80,02	\$120.00	\$160.04	\$8.76	\$88.50	\$128.81	\$168.82	\$0.00 \$1.31 \$2.56	\$12.10 \$14.06 \$15.94	\$24.19 \$26.61 \$29.31	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$25,50	\$36.29 \$38.25 \$40.13	\$51.00			\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00			\$252.37 \$264.99 \$278.23	\$305.00		6/30/2022 6/30/2023 6/30/2024			
Nick Liang "Construction Inspector G/p 2 Non-Exempl Full Time	FIELD PW Work Night Shift	7/1/2022	6/30/2022 6/30/2023 6/30/2024	561.34	\$92.81	\$122.68	\$32.97	394.31	\$124.	38 \$155.65	\$89.62	\$134.4	5179.24	\$8.78	\$94.14 \$98.40 \$102.88	\$143.21	\$188.02	52.65 54.09 55.48	\$16.06 \$18.23 \$20.32	\$29.48 \$32.37 \$35.15	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$26.84 \$28.28 \$29.67		\$56.56	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$239.98 \$251.97 \$264.66	\$282.65 \$296.78 \$311.61	\$325.33 \$341.59 \$358.66	1/1/2022 7/1/2022 7/1/2023			\$ 85.36 \$ 89.62 \$ 94.10	(N/A)
Chris Estep "Construction Inspector Grp 2 Non-Exempt Full Time	PW Work Day Shift	7/1/2022	6/30/2022 6/30/2023 6/30/2024	\$54.52	\$81.78	\$109.04	\$32.97	\$67.49	\$114	90 5137.0 75 5142.0 58 5147.5	\$70.90	\$106.3	\$141.80	\$17.47	\$88.37	\$123.82	\$159.27	\$0.00 \$0.68 \$1.68	\$7.75 \$9.07 \$10.27	\$15.56 \$17.26 \$16.86	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0,00 \$0,00 \$0.00	\$15,38	\$23.25 \$24.57 \$26.77	\$32.76			\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$189,83 \$199,33 \$209,32	\$223.59 \$234.78 \$246.54	\$270.23		6/30/2022 6/30/2023 6/30/2024		\$ 67.52 \$ 70.90 \$ 74.45	N/A
Chris Estep " Construction Inspector Grp 2 Non-Exempt Full Time	FIELD PW Work Night Shift	7/1/2022	6/30/2022 6/30/2023 6/30/2024	561.34	\$92.01	5122.68	\$32.97	594.31	5124.	75 3150.0 98 \$155.6 62 \$161.8	5 \$79.40	5119.1	\$158.80	\$17.47	\$96.87	\$136.57	\$176.27	\$1.60 \$2.56 \$3.44	\$10.15 \$11.59 \$12.91	518.70 520.62 522.38	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.09 \$0.00 \$0.00	\$18.06	\$25.65 \$27.09 \$28.41	\$34.20 \$36.12 \$37.88		\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$6.00	\$0.00 \$0.00 \$0.00	9212.81 9223.23 5234.39	\$250.42 \$262.93 \$276.08	\$288.23 \$302.63 \$317.76	1/1/2022 7/1/2022 7/1/2023	6/30/2022 6/30/2023 6/30/2024		\$ 75.62 \$ 79.40 \$ 83.37	N/A
Shawn Hagstrom "Construction Inspector Grp.7 Non-Exempt Full Time	PW Work Day Shift	7/1/2022	6/30/2022 6/30/2023 6/30/2024	854.52	581.78	\$104,04 \$109,04 \$114,54	\$32.97	587.49	5114	00 \$137.0 75 \$142.0 88 \$147.5	1 879.91	5119.8	\$159.87	\$8.80	\$84.99 \$88.80 \$92.80	\$128.76	\$168.71	\$0.00 \$1.31 \$2.56	\$12.04 \$14.01 \$15.88	\$24.08 \$26.70 \$29.20	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$25.39	\$36.12 \$38,09 \$39,96	\$50.78			\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00		\$252.00 \$264.62 \$277.67			6/30/2022 6/30/2023 6/30/2024		\$ 76,10 \$ 79,91 \$ 83,91	
Shawn Hagstrom "Construction Inspector Grp 2 Non-Exempt Full Time	FIELD PW World Night Shift	7/1/2022	6/30/2022 6/30/2023 6/30/2024	581.34	592.01	\$122.68	\$32.97	\$94.31	\$124.	98 3155.6	5 589,49	\$134.2	\$ 178.90	\$8.88	\$98.38	5143,13	\$267.67	\$2.63 \$4.07 \$5.45	\$15.99 \$18.15 \$20.22	\$29.34 \$32.22 \$34.98	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00		\$40.07 \$42.23 \$44.30	\$53.42 \$56.30 \$59.06	\$0.00 \$0.00 \$0.00		\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$239.63 \$251.80 \$264.17	\$282.24 \$296.35 \$311.15			6/30/2022 6/30/2023 6/30/2024		\$ 85.23 \$ 89.49 \$ 93.96 \$ 93.96	
Todd Scott "Construction Inspector, Grp 2 Non-Exempt Full Time	FIELE PW World Day Shift	791/9022	6/30/2022 6/30/2023 6/30/2024	554.57	\$81.78	\$109.04	532.97	587.49	\$ \$114.	75 5142.0	1 \$81,65	\$ 122.4	\$ 163.30	57.23	588.88	\$123.87 \$129.71 \$135.63	\$170.53	\$0.00 \$1.39 \$2.72	\$12.87 \$14.96 \$16.95	\$25,74 \$26,52 \$31,18	\$0.00 \$0.00 \$0.00		\$0.00 \$0.00 \$0.00	\$27.13	\$38.61 \$40.70 \$42.69				\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00		\$270.38	\$296.38 \$311.21 \$326.76	1/1/2022 7/1/2022 7/1/2023	6/30/2022 6/30/2023 6/30/2024	5.00%	\$ 77.76 \$ 81.65 \$ 85.73 \$ 85.73	NIA
Todd Scott ** Construction Inspector Grp 2 Non-Exempt Full Time	FIELD PW Worl Night Shif	7/1/2022	6/30/2022 6/30/2023 6/30/2024	561.34	\$92.01	\$122.6E	\$32.97	594.31	1 \$124	75 \$150.0 98 \$155.0 62 \$161.8	5 391.45	\$137.1	5 5182.90	57.23	\$98.68	\$144.41	\$190.13	\$2.83 \$4.37 \$6.85	\$17.12 \$19.43 \$21.65	\$31.40 \$34.48 \$37.44	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00		\$42.86 \$45.17 \$47.39	\$57.14 \$60.22 \$63.18	\$0.00 \$0.00 \$0.00		\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$244.86 \$257.11 \$269.96				6/30/2022 6/30/2023 6/30/2024		\$ 87.09 \$ 91.45 \$ 96.02	N/A

EXHIBIT 10-M4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES
ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST FEE UNIT OF WORK CONTRACTS

CONSULTANT PSOMAS PROJECT NO XXXXXX	CONTRACT No	CONTRACT TYPE	
Loaded Billing Rate Calculations			
ST Loaded Billing Rate + (1.5 Base Pl Exempt Employee Loaded Billing Rate U) Straight Time (ST) Loaded Billing Rate D) ST Loaded Billing Rate + (1.5 Base Pl	ate = (Actual Hourly Rate + ST Delta Base + ST Delta Fringe) * [(1 + Field OH) * (1 + Fiee)] PW Rate - ST Base PW Rate) * [(1 + Field OH) * (1 + Fiee)] or ST Loaded Billing Rate + (2,0 Base PW Rate - ST Base PW Rate) * [(1=Field Cri) * [1=Fee])	
Exempt Employee Loaded Billing Rates	es - Not Campensated for OT (Uncompensated OT):	M. In the second	
E) ST Loaded Billing Rate = Actual Hour			- 1
F) No Overtime. (Columns are shaded or			
Exempt Employee Loaded Billing Rates			
G) ST Loaded Billing Rate + Actual Hour			- 1

Home Office Personnel:	Fringe Benefit 'K		Overhead %		General Administration %		Cambined %
NORMAL	51.93%		103.66%	+	0.00%	-	155,59%
OVERTIME		+			G.00%		0.00%
Field Office Personnel	Fringe Benefit W.		Overhead %		General Administration %		Combined %
NORMAL	51.93%		103.66%	(*)	0.00%		155.59%
OVERTIME	51.93%		103.66%		0.00%		155.59%
Project Specific	Fringe Benefit '/-		Overhead %		General Administration %		Combined %
NORMAL	51.93%		103.66%	+	a.cone	0.00	155.59%
OVERTIME	51.93%		103.66%		0.00%	+	155,59%

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one/Classification	Home Office Personnel Field Office		e Date of the 1/1/2022		(only	applicab	Rale estab le for previ	iling wage	e work)			ALCOHOLD STATE	ringe bene	THE RESERVE	at over ye				ELTA (TOTA				Applicable DELTA (TOTAL) = over Total - DIR Total		ELTA (BA	SE) = DIR Base		Applicabl ELTA Bas ts - Emplo		DELTA 1	ble DELTA OTAL - DE mployee - I	LTA BASE	Load	id Hourly Billi	ing Rates	Hou	s Cate of ly Rate	%. Escalation	Actual Hour	Ny Rang
	Personnel	From	Tg	Straight	Base Salan	26 OT	Forge Borefts	Tstal Ba Straight	se Salary + F	vige Benefits 2.0 0 T	Straight	Base Satur 1.5 GT	2.0 07	Astual Frequ	Tob Straight	4 - Ease + F 1.5 DT	7.0 OT	Straight	1.5 07	20.07	Straight	YEST	2007	Straight	1501	2001	Straight.	Rate 15 OT	2801	Straight	1,5 OT	2,9 OT	Straight	OT (1.5x)	OT (2x)	From	(17/2022) To	Increase	Rate	C
ichard Davis Construction Inspector: Grp 2 on-Exempt all Time	FIELD PW Work Day Shift	7/1/2022	6/30/2022 6/30/2023 6/30/2024	354.52	381.78	\$109.04		587.49	\$114.75		\$76.08	\$114.12	\$152.16	\$12.53	19.882	\$126.65	\$164.69	\$1.12	\$10.22 \$11.90 \$13.48	\$22.68	\$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	521.56	\$32,34	\$40.88 \$43.12 \$45.22	\$0.00	\$0.00	\$0.00		50.00	\$0.00	\$213.90	\$239,95 \$251,94 \$264,52	\$289.98	7/1/2022	6/30/2023	5.00%	\$ 72.4 \$ 76.0 \$ 79.8 \$ 79.8	8
Ichard Davis Construction Inspector: Grp 2 por-Exempt ull Timo	FIELD PW Work Night Shift	7/1/2022 7/1/2023	6/30/2022 6/30/2023 6/30/2024	\$61.34	\$92.01	\$122,68	\$32.97	594.31	\$124.91	\$155.55	\$85,21	\$127.82	\$170.42	\$12.53	\$97,74	\$140.35	\$182.95	\$3.43	\$15,37	\$24.83 \$27.30 \$29.64	\$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0,00 \$0.00	\$23.87	\$35,81	\$45.27 \$47.74 \$50.08	\$9.00	50.00	\$0.00	\$0.00	\$0.00 \$0.00 \$0.00	\$0.00	\$239,67		\$324.76	7/1/2022	6/30/2023		\$ 81.1 \$ 85.2 \$ 89.4	j t

- Notes for Consultants.

 1. Note inplications that are subject to prevating wage requirements with one adersat, (7) or two (11). Prevating Wage specified is based on DRF determination, including known Prevatinament on include groups and the subject to prevating wage requirements with one adersat, (7) or two (11). Prevating Wage specified is based on DRF determination, including known in this cost proposal are the class that were efficience as of the RFCRFP adventsament date. Coltains Contract Manager is required to assist after the event of prevating Made in the cost proposal are the class from the employees, richard to the cost proposal are the class from the employees. And the prevating Made in the cost proposal are the class from the employees. The prevating Made is the cost proposal are the class from the employees. The prevating Made is the cost proposal are the c

Manageral/spervises. Up to a manemen of a hours will be changed for view here or any condensation of leaved and work time (On Weekslays). Billing rate for travel times Loaded Rate Formula "C" above.

Example staff. During regular work may actual toped time not to exceed a focus or any core day follow well be righted as below. Billing rate for travel times Loaded Rate Formula "C" above, twenting an a public works project.

When permissing New-Prescribed Wiggs delets in this require toming the regions for the travel times the classed Rate Formula "C" above, twenting an appeal works a project.

All rows time, contact in the regular work may will be filled application of a solidors. Billing rate in factual flowery shall (if * Fex.) * (Bella Blace * Delta Project* (Fex.)

And rows time, contact in the regular work may will be offer to effect the classed and the regular work may be offer the contact of the regular work may be offer to effect the classed and the regular work may be offer to effect the contact of the regular work may be offer to effect the contact of the regular work may be not a project time to the contact the regular work may be not a project time to the contact time of the regular work may be not a project time to the contact time of the regular work may be not a project time to the contact time of the regular work may be not a project time to the contact time of the regular work may be not a project time to the contact time of the regular work may be not a project time to the contact time of the regular work may be not a project time to the regular work may be not a project time to the regular work may be not a project time.

Manageral Delta Black Formula "C" above.

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EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES ACTUAL COST PLUS FIXED FEE: SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONSULTANT PROMAS PROJECT NO. XXXXXX	CONTRACT No. PRIME SUB	CONTRACT TYPE
Loaded Billing Rate Calculation	ris.	
Non Exempt Employee Loaded	§ Billing Rates	
A) Straight Time (ST) Loaded Bill	illing Rate = [Actual Hourly Rate + ST Delta Base + ST Delta Fringe] * [(1 + Field OH) * (1 + Fee)]	
B) ST Loaded Billing Rate + (1.5	5 Base PW Rate - ST Base PW Rate) * [(1+Feeld OH) * [1+Fee]] or ST Loaded Billing Rate + (2.0 Base PW Rate - ST Base PW Rate) * [(1+	Field OH) * (1+Fee)]
Exempt Employee Loaded Billing	ing Rales - Compensated for PW OF:	
C) Straight Time (ST) Loaded Bit	illing Rate = [Actual Hourly Rate + 57 Della Base + 57 Della Fringe]*[(1 + Field OH) * (1 + Fee)]	
D) ST Loaded Billing Rate + (1.5	5 Base PW Rate - ST Base PW Rate) * [(1+Field DH) * (1+Fee)] or ST Loaded Billing Rate + (2.5 Base PW Rate - ST Base PW Rate) * [(1+	Feld OH) * (1+Fee)]
The PW Deltas (Base & Frioge) a	above for Loaded Billing Rates, are applicable for services covered under DIR determations. Includes Exempt employees who are normally	not paid for OT worked, per company policy
Exempl Employee Loaded Billis	ing Rates - Not Compensated for OT (Uncompensated OT):	
E) ST Loaded Billing Rate = Acti	tual Hourly Rate * ((1 + Home OH) * (1 + Fee))	
F) No Overtime. (Columns are s	shaded out.)	
	ing Rates - Compensated for OT @ ST Rate	
(3) ST Loaded Billing Rate = Act	tial Hoorly Rate * [(1 + Home OH) * (1 + Fee)]	

Home Office Personnel	Fringe Benefit W		Overhead %		General Administration %		Combined %
NORMAL	51.93%		103.66%	(*)	0.00%		155.59%
OVERTIME					0.00%		0.00%
Field Office Personnel:	Fringe Benefit W	40	Overhead %		General Administration %		Combined %
NORMAL	51.93%		103.66%		0.00%	10	155.59%
OVERTIME	51.93%		103.66%		D.00%	- 2	155,59%
Project Specific	Fringe Benefit W	i	Overhead V.		General Administration %		Combined 16
NORMAL	51.93%		103.66%		0.00%		155.59%
OVERTIME	51.93%		103.56%		0.90%		155,59%
					Fee	- 4	10,00%

Namer/C bissoific attorn	Home Office Personnel	Effectiv Hourly Ra	e Date of			ing Wage for applicable						,	Empl Iringe bene	oyes Acts tits vary y		ear)		Employ	DELTA (TOTAL	DIR Date	DEL	applicable TA (TOTAL		DE Employe	LTA (BASI	E) = DIR Rase		Applicable ELTA Base te - Emplor		DELTA 1	OTAL - DE	TA BASE	Load	ed Hourly Bill	ing Rates	Hou	ve Date of rly Rate	Multiplier Fr % Escalation	Actual Hou	
ARTHRIAG BESONIC BENGIN	Field Office Personnel	100000000000000000000000000000000000000		10000	Base Salary		finge		Salary + Fre			Base Sala	2,901	Artual	T	tal = Ease +1	inje			I and the second	Employe							Rate	Special St		mplayee - C				1	-	1/1/2022]	Increase	Rate	3
		From	To	Straight	1,5,01	20 OT	Denetts	Straight	1501	2501	55 aight	1501	2,001	crings	Straight	1501	2801	Magit	1,0001	2,001	Straight	15013	58/01	Straight	1,5,0%	2,000	Straight	1501	2001	Straight	1.5 OT	2001	Sattwight	OT (1.5x)	D1 (2x)	Fram	To	+	-	+
Richard Snyder	FIELD		6/30/2022							\$137.01								\$8.95	\$23.65	\$38.34	50.00						\$0.00			\$0.00	\$0.00	\$0.00	\$228.88	\$269.59					\$ 91.4	
Construction Inspector, Grp 2 ion-Exempt	PW Work		6/30/2023			\$109.04			5118.85	\$142.01							\$183.49 \$192.03		\$26.00 \$28.28	\$41.48	\$0.00				546.44		\$0.00	\$0.00		\$0.00	\$0.00 \$0.00	\$0.00	\$240,33	\$283.07 \$297.21	\$325.81	7/1/2022	6/30/2023 6/30/2024	5.00%	\$ 85.4	
ull Time	Day Shift			20000000	11.00.0000077	00000000		588888	100000000000000000000000000000000000000	1,500,000,71		1200000		100000	10000000	150000000	17-3530131	-1x0sc:	-30300	0.5100000	- 100000			(2)(0)(2)	20000	10000000		1 1000000000000000000000000000000000000	0.630030	OLD TOTAL	1100000	100000		35555.1000	3,0,000,000	(0.000000000000000000000000000000000000	35.740.556.5	V. 55.5	\$ 89.7	
ichard Snyder	FIELD	1/1/2022	6/30/2022 6/30/2023			\$117.94 \$122.66					\$91.18	\$136.77	\$182.36	\$3.58	\$94.76	\$140.35	\$165,94 \$195,06	\$3.27 \$5.01	\$19.60 \$22.21	\$35.93 \$39.41	\$0.00				\$48.99 \$51.60		\$0.00 \$0.00	\$0.00		\$0.00	\$0.00 \$0.00	\$0.00	\$256.36	\$301,94 \$317,04	\$347.53 \$364.91		6/30/2022		\$ 91.1	
* Construction Inspector Grp 2 Van-Exempt rull Time	PW Work	7/1/2023	6/30/2024			\$128.86							\$201.06					\$6.71	\$24.76	\$42.81	\$0.00				\$54.15		\$0.00	\$0.00		\$0,00	\$0.00		\$262.64	\$332.90		7/1/2022		5.00%	\$ 95.7 \$ 100.5	

- Notes for Considerate.

 1. Note inplicated inclusions that aim subject to providing wage requirements with one address (1) or tho (11). Providing Wage specified is based on DIR determination, including known Proportion in requirement aims continuous and in RECREP advertisement.

 2. The implicate scalar houlds rather solar many that is advant on the cost proposal aim the rather that were efficience and the RECREP advertisement aims. Califorate Contract Managers is re-approved in sequence to add its off not previously fisted on the cost proposal. The eding rather for the received in the cost proposal aim that call contract decreases or the received in the cost proposal aim that call and the received in the cost proposal aim that call and the received in the cost proposal aim that call and the received in the cost proposal aim that call and the received in the cost proposal aim that call and the received in the cost proposal aim that call and the received in the cost proposal aim that call and the received in the cost proposal aim that call and the received in the cost proposal aim that call and the received in the cost proposal aim that call a for the cost proposal aim that call and the received in the cost proposal aim that call and the received in the cost proposal aim that call a for the cost proposal aim that call and the cost of the cost proposal aim that call and the cost of the cost proposal aim that call and the cost of the cost proposal aim that call and the cost of the cost proposal aim that call and the cost of the cost proposal aim that call and the cost of the cost proposal aim that call and the cost of the cost proposal aim that call and the cost of the cost proposal aim that call and the cost of the cost proposal aim that call and the cost of the cost proposal aim that call and the cost of the cost proposal aim that call and the cost of the cost proposal aim that call and the cost of the cost proposal aim that call and the cost of the cost proposal aim that call and the cost of the cost proposal ai

- Managers/Supernesse: Up to a maximum of 8 hours will be charged for work time or any condition of loved and work time (On Weekslays). Billing rate for fravel time* Loaded Rate Formula**C* above, the section of the charged for the section of th

Local Assistance Procedures Manual

EXHIBIT 10-H2

Cost Proposal

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)

Consultant Psomas					Prime Consultant	, s	ubconsultant		2nd Tier Subconsultant
Project No. TBD		Contract No.	2019-010		Participation Ame	ount \$		4/19/2022	
For Combined Rate		· · · · · · · · · · · · · · · · · · · 			····				
	Fring	ge Benefit % +	General &Ad	lministrative %		=	155.59%		Combined ICR%
				OI	λ				
For Home Office Rate		Fringe Benefit	% + Genera	l &Administrat	ive %	=	155.59%		Home Office ICR%
For Field Office Rate		Fringe Benefit	% + Genera	l &Administrat	ive %	. =	155.59%		Field Office ICR%
					Fee	=			10%
BILI	LING INFORMAT	ΓΙΟΝ				CA	LCULATION INFO	ORMATION	
Name/Job Title/Classification							Actual or Avg.	% or \$	Hourly Range -
		Hou	ırly Billing Ra	ates ²	Effective Date of	of Hourly Rate	Hourly Rate	Increase	for Classifications Only
		Straight	OT(1.5x)	OT(2x)	From	То			
Richard Snyder		\$126.52	\$126.52	\$126.52	1/1/2022	12/31/2022	\$45.00	3%	Not Applicable
Construction Inspector		\$130.31	\$130.31	\$130.31	1/1/2023	12/31/2023	\$46.35	3%	
		\$134.22	\$134.22	\$134.22	1/1/2024	12/31/2024	\$47.74	3%	
Saul Cortex		\$98.40	\$98.40	\$98.40	1/1/2022	12/31/2022	\$35.00	3%	Not Applicable
Office Engineer		\$101.35	\$101.35	\$101.35	1/1/2023	12/31/2023	\$36.05	3%	
l .		\$104.20	1 ¢10420 1	¢104 20	1/1/2024	12/21/2024	C27 12	20/	1

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. Prevailing wage classifications are subject to yearly adjustment as determined by the Department of Industrial Relations or proscribed in Union Agreements. Those adjustments may be more or less than the annual escalation under this contract. Contractor and subcontractors are responsible for complying with all DIR wage determinations or Union Agreements as part of their compliance with California Labor Law.
- 3. The cost proposal format shall not be amended.
- 4. 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.
- 5. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

PREVAILING WAGE POLICY AND PROCEDURE

Psomas will pay the current "Total Prevailing Wage Hourly Rate" as established by the California Department of Industrial Relations (DIR) on all prevailing wage projects.

The Prevailing Wage Calculations are the following:

- 1. If the employee's current base hourly rate is less than the Prevailing Wage Base Hourly rate, Psomas will provide additional pay to make up the difference (delta base) so the employee's hourly rate is equal to the Prevailing Wage Base Hourly rate.
- 2. If the employee's current base hourly rate is equal to or above the Prevailing Wage Base Hourly Rate, AND Psomas pays the employee fringe benefits BUT the hourly rate is still below the Total Prevailing Wage Hourly Rate requirement, Psomas will provide additional pay to make up the difference (delta fringe).
- 3. All of the prevailing wage deltas will be accounted for as an Overhead Cost and will be paid to the employee in cash.

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)

Note Mark-ups are Not Allowed Consultant: Argonaut Ecologica	d Consulting.	Inc.	C Pen	ne Consultant x Subce	onsultani				
Project No. On Call CM Service	Com	ract No. 2019-010		Participation Amount \$	L	tase 12/18/2019			
For Combined Rate Eringe Benefit % v General & Administrative % + Er	actions Cignital Cost o	d Moncy % — %	Cor	mbined ICR % 110					
OR									
For Home Office									
Frange Benefit % - General & Administrative % - Fe	acilities Capital Cost o	(Money % =	H	ome Office ICR %	1				
For Field Office									
Frange Benefit % + General & Administrative % + Fa	scritices Capital Cost o	f Muncy % _	Fi	eld Office ICR %					
FEF						10%			
BILLING INFORMATION				CALCULATION	INFORMATION				
Name/Job Title/ Classification	Hourly	Billing Rates		Effective Date of	Hourly Rate	Actual or Avg	% or \$	Hourly Range for	Billing Range for Classification
	Straight	OT (1.5x)	OT (2x)	From	To	Hourly Rates	Increase	Classifications Only	
Kathy Kinsland Semor Field Biologist,	\$180.00	N/C	N/C	9/4/2019	12/31/2019	\$77.92	0.00%		
QSP, QSP-TOR	\$185.40	N/C	N/C	1/1/2020	12/31/2020	\$80.26	3.00%		

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.

12/31/2021

\$82.67

Not Applicable

Not Applicable

1/1/2021

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

N/C

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3

Certification of Direct Costs:

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

- 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
- 23 Code of Federal Regulations Part 172 Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 4004 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: Kathy Kinsland Title *: Pressident
Signature: Date of Certification (mm/dd/yyyy): 12/18/19
Email: Kethyleary Consult. Phone Number: (916) 803-144
Address:
* 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-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%

143.846% FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

				Effective date of hourly rate Actual or Avg. % or \$ increase Hourly range - for										
Name/Job Title/Classification 1	Hourt	y Billing Rates ⁷		Effective date	of hourly rate	Actual or Avg.	% or \$ increase	Hourly range - for						
, and the constitution	Straight	OT(1.5x)	OT(2x)	From	То	hourly rate		classifications only						
Project Assistant	\$60,35	\$90.53	\$120.70	1/1/2019	12/31/2019	\$22.50	5.0%	Not Applicable						
	\$63.37	\$95.05	\$126.74	1/1/2020	12/31/2020	\$23.63	5.0%	5170						
	\$66.54	\$99.81	\$133.08	1/1/2021	12/31/2021	\$24.81	5.0%							
AutoCAD operator	\$80.23	\$120.34	\$160.46	1/1/2019	12/31/2019	\$29.91	5.0%	Not Applicable						
	\$84.24	\$126.36	\$168.48	1/1/2020	12/31/2020	\$31.41	5.0%							
	\$88.45	\$132.68	\$176.90	1/1/2021	12/31/2021	\$32.98	5.0%							
l'éennical Editor	\$63.01	\$94.51	\$126.01	1/1/2019	12/31/2019	\$23.49	5.0%	Not Applicable						
	\$66.16	\$99.24	\$132.32	1/1/2020	12/31/2020	\$24.66	5.0%	5071						
	\$69.47	\$104.20	\$138.93	1/1/2021	12/31/2021	\$25.90	5.0%							
Assistant Engineer/Geologist	\$59.01	\$88.52	\$118.02	1/1/2019	12/31/2019	\$22.00	5.0%	Not Applicable						
	\$61.96	\$92.94	\$123.92	1/1/2020	12/31/2020	\$23.10	5.0%							
	\$65.06	\$97.59	\$130.12	1/1/2021	12/31/2021	\$24.26	5.0%							
Staff Scientist	\$84.63	\$126.94	\$169.25	1/1/2019	12/31/2019	\$31.55	5.0%	Not Applicable						
	\$88.86	\$133.29	\$177.72	1/1/2020	12/31/2020	\$33.13	5.0%							
	\$93.30	\$139.95	\$186.60	1/1/2021	12/31/2021	\$34.78	5.0%							
			The second second	THE RESERVE THE PERSON NAMED IN COLUMN 2 IS NOT THE PERSON NAMED I										

- 1. Names and classifications of consultant (key staff) team members must be listed. Provide separate sheets for prime and all subconsultant 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 7 of this Exhibit

Page 1 of 8

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:	Mar	k-ups	are !	Not.	Allow	ec
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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% 143.846%

FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

				CALCULATION INFORMATION									
Name/Job Title/Classification	Hourt	y Billing Rates ²		Effective date	of hourly rate	Actual or Avg.	% or \$ increase	Hourly range - for					
rane 700 The Classification	Straight	OT(1.5x)	QT(2x)	From	To	hourly rate		classifications only					
Staff Engineer/Geologist	\$80.23	\$120.34	\$160.46	1/1/2019	12/31/2019	\$29.91	5.0%	Not Applicable					
	\$84.24	\$126.36	\$168.48	1/1/2020	12/31/2020	\$31.41	5.0%						
	\$88.45	\$132.68	\$176.90	1/1/2021	12/31/2021	\$32.98	5.0%						
Project Engineer/Geologist	\$114.43	\$171.64	\$228.85	1/1/2019	12/31/2019	\$42.66	5.0%	Not Applicable					
	\$120.15	\$180.22	\$240.30	1/1/2020	12/31/2020	\$44.79	5.0%	0.5					
•	\$126.16	\$189.23	\$252.31	1/1/2021	12/31/2021	\$47.03	5.0%						
Senior Engineer/Geologist	\$143.13	\$214.69	\$286.26	1/1/2019	12/31/2019	\$53.36	5.0%	Not Applicable					
	\$150.28	\$225.43	\$300.57	1/1/2020	12/31/2020	\$56.03	5.0%	Control of the Contro					
	\$157.80	\$236.70	\$315.60	1/1/2021	12/31/2021	\$58.83	5.0%						
Associate Engineer/Geologist	\$176.50	\$264.74	\$352.99	1/1/2019	12/31/2019	\$65.80	5.0%	Not Applicable					
	\$185.32	\$277.98	\$370.64	1/1/2020	12/31/2020	\$69.09	5.0%						
	\$194.59	\$291.88	\$389.17	1/1/2021	12/31/2021	\$72.54	5.0%						
Principal	\$230.36	\$345.53	\$460.71	1/1/2019	12/31/2019	\$85.88	5.0%	Not Applicable					
	\$241.87	\$362.81	\$483.75	1/1/2020	12/31/2020	\$90.17	5.0%	5.5					
	\$253.97	\$380.95	\$507.94	1/1/2021	12/31/2021	\$94.68	5.0%						

- 1. Names and classifications of consultant (key staff) team members must be listed. Provide separate sheets for prime and all subconsultant firms.
- 2. 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

Page 2 of 8

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 N	Jost /	411	nwed
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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% = Combined Indirect Cost Rate (ICR) % 143.846%

FE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

						C. C				
Name/Job Title/Classification	Hourt	y Billing Rates ²		Effective date	of hourly rate	Actual or Avg.	% or \$ increase	Hourly range - for		
Name 700 The Classification	Straight	OT(1.5x)	OT(2x)	From	To	hourly rate ³		classifications only		
Supervisory Technician	\$85.27	\$127,91	\$170.54	1/1/2019	12/31/2019	\$31.79	5.0%			
	\$89.53	\$134.30	\$179.07	1/1/2020	12/31/2020	\$33.38	5.0%	1500		
	\$94.01	\$141.02	\$188.02	1/1/2021	12/31/2021	\$35.05	5.0%			
Construction Services Manager II	\$119.52	\$179.29	\$239.05	1/1/2019	12/31/2019	\$44.56	5.0%	Not Applicable		
	\$125.50	\$188.25	\$251.00	1/1/2020	12/31/2020	\$46.79	5.0%	100		
	\$131.77	\$197.66	\$263.55	1/1/2021	12/31/2021	\$49.13	5.0%			
Field Soils and Materials Tester *	\$170.68	\$256.01	\$341.35	1/1/2019	12/31/2019	\$63.63	5.0%	Not Applicable		
Soils/Asphalt - 1st SHIFT	\$179.21	\$268.81	\$358.42	1/1/2020	12/31/2020	\$66.81	5.0%			
	\$188.17	\$282.25	\$376.34	1/1/2021	12/31/2021	\$70.15	5.0%			
Field Soils and Materials Tester *	\$182.93	\$274.40	\$365.87	1/1/2019	12/31/2019	\$68.20	5.0%	Not Applicable		
Soils/Asphalt - 2nd SHIFT	\$192.08	\$288.12	\$384.16	1/1/2020	12/31/2020	\$71.61	5.0%			
	\$201.68	\$302.53	\$403.37	1/1/2021	12/31/2021	\$75,19	5.0%			
ACI Concrete Tester *	\$157.77	\$236.66	\$315.55	1/1/2019	12/31/2019	\$58.82	5.0%	Not Applicable		
st SHIFT	\$165.66	\$248.49	\$331.32	1/1/2020	12/31/2020	\$61.76	5.0%	* (* * * * * * * * * * * * * * * * * *		
	\$173.94	\$260.92	\$347.89	1/1/2021	12/31/2021	\$64.85	5.0%			

- 1. Names and classifications of consultant (key staff) team members must be listed. Provide separate sheets for prime and all subconsultant 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 7 of this Exhibit

Page 3 of 8

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January 2019

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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-u	os are	Not	Allowed
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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%

143.846%

FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

				Effective date of heads and the second of th										
Name/Job Title/Classification 1	Hourl	y Billing Rates ²		Effective date	of hourly rate	Actual or Avg.	% or \$ increase	Hourly range - for						
Name 700 Title Classification	Straight	OT(1.5x)	OT(2x)	From	To	hourly rate'		classifications only						
ACI Concrete Tester *	\$168.15	\$252.23	\$336.31	1/1/2019	12/31/2019	\$62.69	5.0%	Not Applicable						
2nd SHIFT	\$176.56	\$264.84	\$353.12	1/1/2020	12/31/2020	\$65.82	5.0%							
	\$185.39	\$278.08	\$370.78	1/1/2021	12/31/2021	\$69.12	5.0%							
ICC Fireproofing *	\$157.77	\$236.66	\$315.55	1/1/2019	12/31/2019	\$58.82	5.0%	Not Applicable						
1878HIFT	\$165.66	\$248.49	\$331.32	1/1/2020	12/31/2020	\$61.76	5.0%							
	\$173.94	\$260.92	\$347.89	1/1/2021	12/31/2021	\$64.85	5.0%							
ICC Fireproofing *	\$168.15	\$252.23	\$336.31	1/1/2019	12/31/2019	\$62.69	5.0%	Not Applicable						
2nd SHIFT	\$176.56	\$264.84	\$353.12	1/1/2020	12/31/2020	\$65.82	5.0%							
	\$185.39	\$278.08	\$370.78	1/1/2021	12/31/2021	\$69.12	5.0%							
Proofload/Torque Testing *	\$157.77	\$236.66	\$315.55	1/1/2019	12/31/2019	\$58.82	5.0%	Not Applicable						
1st SHIFT	\$165.66	\$248.49	\$331.32	1/1/2020	12/31/2020	\$61.76	5.0%	- 22						
	\$173.94	\$260.92	\$347.89	1/1/2021	12/31/2021	\$64.85	5.0%							
Proofload/Torque Testing *	\$168.15	\$252.23	\$336.31	1/1/2019	12/31/2019	\$62.69	5.0%	Not Applicable						
2nd SHIFT	\$176.56	\$264.84	\$353.12	1/1/2020	12/31/2020	\$65.82	5.0%	The second secon						
	\$185.39	\$278.08	\$370.78	1/1/2021	12/31/2021	\$69.12	5.0%							

- 1. Names and classifications of consultant (key staff) team members must be listed. Provide separate sheets for prime and all subconsultant 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 7 of this Exhibit

Page 4 of 8

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: Mar	k-ups are N	ot Allowed
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Holdrege & Kull Consulting Engineers and Geologist, an NV5 Company Contract No. Consultant or Subconsultant 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%

FEE % =

143.846% 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification	Hourh	y Billing Rates ²		Effective date	of hourly rate	Actual or Avg	% or \$ increase	Hourly range - for
Name/100 Title/Classification	Straight	OT(1.5x)	OT(2x)	From	To	hourly rate ³		classifications only
AWS/CWI Certified Welding *	\$183.12	\$274.68	\$366.24	1/1/2019	12/31/2019	\$68.27	5.0%	
Inspector - 1st SHIFT	\$192.28	\$288.42	\$384.55	1/1/2020	12/31/2020	\$71.68	5.0%	
	\$201.89	\$302.84	\$403.78	1/1/2021	12/31/2021	\$75.27	5.0%	
AWS/CWI Certified Welding *	\$197.34	\$296.01	\$394.67	1/1/2019	12/31/2019	\$73.57	5.0%	Not Applicable
Inspector - 2nd SHIFT	\$207.20	\$310.81	\$414.41	1/1/2020	12/31/2020	\$77.25	5.0%	
	\$217.56	\$326.35	\$435.13	1/1/2021	12/31/2021	\$81.11	5.0%	
ASNT Level II Non-Destructive *	\$183.12	\$274.68	\$366.24	1/1/2019	12/31/2019	\$68.27	5.0%	Not Applicable
Testing (NDT) Technician	\$192.28	\$288.42	\$384.55	1/1/2020	12/31/2020	\$71.68	5.0%	- 1200 E. C.
1st SHIFT	\$201.89	\$302.84	\$403.78	1/1/2021	12/31/2021	\$75.27	5.0%	
ASNT Level II Non-Destructive *	\$197.34	\$296.01	\$394.67	1/1/2019	12/31/2019	\$73.57	5.0%	Not Applicable
Testing (NDT) Technician	\$207.20	\$310.81	\$414.41	1/1/2020	12/31/2020	\$77.25	5.0%	
2nd SHIFT	\$217.56	\$326.35	\$435.13	1/1/2021	12/31/2021	\$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. 3

NOTES:

Denote all employees subject to prevailing wage with an asterisks (*)

For "Other Direct Cost" listing, see page 7 of this Exhibit

Page 5 of 8

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 C	onsulting Engineers	and Geologi	ist, an NV5 Company Contract No.		Date 1/0	1900
Fringe Benefit % (-0% if Included in OH)	+ 15.85%	Overhead % 6 (= 0% if Included	+ d in OH)	General Administration % 127.99%	=	Combined Indirect Co	st Rate (ICR) % 143.846% 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

					_	Direction in Old Million				
Name/Job Title/Classification	Hour	y Billing Rates ²		Effective date	of hourly rate	Actual or Avg.	% or \$ increase	Hourly range - for		
Name 700 The Classification	Straight	OT(1.5x)	OT(2x)	From To		hourly rate ³		classifications only		
DSA Masonry/Shoterete	\$180.12	\$270.18	\$360.23	1/1/2019	12/31/2019	\$67.15	5.0%	Not Applicable		
Inspector - 1st SHIFT	\$189.12	\$283.68	\$378.25	1/1/2020	12/31/2020	\$70.51	5.0%	1000		
	\$198.58	\$297.87	\$397.16	1/1/2021	12/31/2021	\$74.03	5.0%			
DSA Masonry/Shotcrete	\$195.89	\$293.83	\$391.78	1/1/2019	12/31/2019	\$73.03	5.0%	Not Applicable		
Inspector - 2nd SHIFT	\$205.68	\$308.52	\$411.37	1/1/2020	12/31/2020	\$76.68	5.0%	6.5		
	\$215.97	\$323.95	\$431.93	1/1/2021	12/31/2021	\$80.52	5.0%			
ICC Certified Structural Inspector	\$183.12	\$274.68	\$366.24	1/1/2019	12/31/2019	\$68.27	5.0%	Not Applicable		
1st SHIFT	\$192.28	\$288.42	\$384.55	1/1/2020	12/31/2020	\$71.68	5.0%			
	\$201.89	\$302.84	\$403.78	1/1/2021	12/31/2021	\$75.27	5.0%			
ICC Certified Structural Inspector	\$197.34	\$296.01	\$394.67	1/1/2019	12/31/2019	\$73.57	5.0%	Not Applicable		
2nd SHIFT	\$207.20	\$310.81	\$414.41	1/1/2020	12/31/2020	\$77.25	5.0%			
	\$217.56	\$326.35	\$435.13	1/1/2021	12/31/2021	\$81.11	5.0%			

- 1. Names and classifications of consultant (key staff) team members must be listed. Provide separate sheets for prime and all subconsultant 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 7 of this Exhibit

Page 6 of 8

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Cost	Proposal	

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) PAGE 7 OF 8

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

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant or Subconsultant	Holdrege & Kull Consulting Engineers and Geologist, an NV5 Company	Contract No.	Date	
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PR	IME CONS	ULTANT		SU	BCONSUL'	FANT #1		SU	BCONSULT	ANT #2	
DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL	DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL	DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL
Special Tooling				Special Tooling				Special Tooling			
A.				A.				A.			
B.				B.				B.			
C				C. See attached fee				C.	-		
Travel				LITAVCI	dule for la	ib —		Travel			
A.				A. testin	g	. –		A.			
В.				B.				B.			
C.				C.				C.			
-											
	PRIME TO	TAL ODCs =	\$0	SUBCO	DNSULTAN	T#1 ODCs =	\$0	SUBCC	NSULTAN'	1 #2 ODCs =	

IMPORTANT NOTES:

- 1. 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 pa
 for them as a direct cost.
- 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.
- 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 purpose, that could be used for the same purpose.

EXHIBIT 10-H12COST PROPOSAL Page 8 of 8

Certification of Direct Costs:

t, 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 Proceedures
- 5 23 Code of Federal Regulations Part 172 Procurement, Management and Administration of Engineering and Design Related Service.
- b -48 Coole 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 Cau	Tule *	Senior Vice President
Signature	Dan	Date of Certification	12/13/2020
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 Chief Financial Officer, or equivalent, who has authority to re- contract 	is or subconsultant's organization at a lorescot the financial information utiliza	level to lower than a Vice President $v_{f,\alpha}$ and to establish the cost proposal for the
List services	s the consultant is providing under the propused contract		
			Page 9 of 9





2019 LABORATORY TESTING SERVICES

37 4 0	2019 LABORATOR I TESTIN	IG SERVICES
	ASTM FEST METHODS	UNIT COST
•	ASTM A615, Reinforcing Steel Tensile Test to #8	\$91
•	ASTM A615, Reinforcing Steel Bend Test to #8	\$30
•	ASTM C39, Concrete Compressive Strength, 4x8	\$32
•	ASTM C39, Concrete Compressive Strength, 6x12	\$40
	ASTM C78, Flexural Strength of Concrete	\$108
	ASTM C140, CMU Strength, Unit Weight, Absorption	\$205
	ASTM C780. Compressive Strength Mortar	\$31
	ASTM C1019, Compressive Strength Grout	\$31
	ASTM C1314, Compressive Strength Masonry Prisms	\$116
	ASTM C136, D422A Full Sieve Particle Size Analysis	\$139
•	ASTM D422B, Long Hydrometer Particle Size Analysis (specific gravity not included)	\$139
	ASTM D422C, Full Sieve w/ Long Hydrometer Particle Size Analysis (spec gravity not incl.)	\$183
	ASTM D698, D1557, Compaction Curves (4-inch mold)	\$216
	ASTM D698, D1557, Compaction Curves (6-inch mold)	\$226
	ASTM D854, Specific Gravity	\$95
	ASTM C117, D1140, No. 200 Mesh Wash Particle Size Analysis	\$92
	ASTM D2166, Unconfined Compression Shear Strength	\$116
	ASTM D2216, Oven Moisture Content	\$31
	ASTM D2419, Sand Equivalent	\$114
	ASTM D2434, Constant Head Permeability	\$184
	ASTM D2435, One-Dimensional Consolidation	\$265
	ASTM D2844, Resistance Value	\$280
	ASTM D2850, Unconsolidated, Undrained, Triaxial Shear Strength (per point)	\$154
	ASTM D2937, Density-Moisture	\$37
•	ASTM D3080, Direct Shear Strength (3 points minimum)	\$318
	ASTM D4318, Atterberg Indices (Dry Method)	\$160
	ASTM D4546, One-Dimensional Settlement or Swell	\$556
	ASTM D4767, Consolidated, Undrained, Triaxial Shear Strength (per point)	\$184
•	ASTM D4829, Expansion Index (UBC Expansion Index)	\$160
•	ASTM D4832, Strength of CLSM	\$46
	ASTM D5084, Falling Head Permeability	\$262
	CALIFORNIA TEST METHODS	UNIT COST
	CTM 202, Analysis of Fine Coarse Aggregate	\$139
	CTM 205, Percent of Crushed Particles	\$91
	CTM 206, Specific Gravity/Absorption Coarse Aggregate	\$112
	CTM 207. Specific Gravity/Absorption Fine Aggregate	\$112
	CTM 208, Apparent Specific Gravity of Fine Aggregate	\$103
• •	CTM 216, Maximum Wet Density Determination	\$226
	CTM 217, Sand Equivalent	\$114
	CTM 226, Moisture Content by Oven	\$31
	CTM 227, Evaluating Cleanness of Coarse Aggregate	\$108
	CTM 229, Durability Index	\$159
	CTM 234. Uncompacted Void Content of Fine Aggregate	\$112
		\$92
		\$40
•		\$170
•		\$26
•	and the state of t	\$167
•	CTM 382, Asphalt Content by Ignition Method Correction Factor Development	\$514
•	Caltrans LP 2, 3, 4 Aggregate Asphalt and Dust Proportion	\$170
	This is a partial list of the most common laboratory tests. ASTM/CTM Standards are used as guideline	S.

EXHIBIT 10-H2

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)

Consultant Psomas		✓ Prime Consultant	Subconsultant		2nd Tier Subconsultant		
Project No. TBD	Contract No. 2019-010	Participation Amount \$			Date: 3/3/2023		
For Combined Rate							
	Fringe Benefit % + General & Adminis	trative %	=	155.59%	Combined ICR%		
		OR					
For Home Office Rate	Fringe Benefit % + General &Ad	ministrative %	=	155.59%	Home Office ICR%		
For Field Office Rate	Fringe Benefit % + General &Ad	ministrative %	=	155.59%	Field Office ICR%		
		Fee	=		10%		

BILLING INFORMATION CALCULATION INFORMATION Name/Job Title/Classification Actual or Avg. % or \$ Hourly Range -Hourly Rate for Classifications Only Effective Date of Hourly Rate Increase Hourly Billing Rates² Straight OT(1.5x) OT(2x)From To \$258.63 \$258.63 \$258.63 1/1/2022 12/31/2022 \$91.99 3% Not Applicable *Frank Martin, PE, OSP, ENV SP \$266.39 \$266.39 \$266.39 1/1/2023 12/31/2023 \$94.75 Project Manager 3% \$274.38 \$274.38 \$274.38 1/1/2024 12/31/2024 \$97.59 3% \$282.61 \$282.61 \$282.61 1/1/2025 12/31/2025 \$100.52 3% \$291.09 \$291.09 \$291.09 1/1/2026 12/31/2026 \$103.54 3% \$227.98 \$227.98 1/1/2022 \$227.98 12/31/2022 \$81.09 3% Not Applicable *Brian Fragiao, PE Deputy Project Manager \$234.82 \$234.82 \$234.82 1/1/2023 12/31/2023 \$83.52 3% \$241.87 \$241.87 \$241.87 1/1/2024 12/31/2024 \$86.03 3% \$249.12 \$249.12 \$249:12 1/1/2025 12/31/2025 \$88.61 3% \$256.60 \$256.60 \$256.60 1/1/2026 12/31/2026 \$91.27 3% 12/31/2022 \$196.61 \$196.61 \$196.61 1/1/2022 \$69.93 3% Not Applicable Tim Grossmann, CCM, ENV SP Assistant Resident Engineer \$202.51 \$202.51 \$202.51 1/1/2023 12/31/2023 \$72.03 3% \$208.58 \$208.58 \$208.58 1/1/2024 12/31/2024 \$74.19 3% \$214.84 \$214.84 \$214.84 1/1/2025 12/31/2025 3% \$76.41 \$221.28 \$221.28 \$221.28 1/1/2026 12/31/2026 \$78.71 3% \$247.41 \$247.41 1/1/2022 12/31/2022 \$247.41 \$88.00 3% Not Applicable Ben Hargrove, PE \$254.83 \$254.83 \$254.83 1/1/2023 12/31/2023 \$90.64 3% Resident Engineer \$262.48 \$262.48 \$262.48 1/1/2024 12/31/2024 \$93.36 3% \$270.35 \$270.35 \$270.35 1/1/2025 12/31/2025 3% \$96.16 \$278.46 \$278.46 \$278.46 1/1/2026 12/31/2026 \$99.04 3% \$122.89 \$122.89 \$122.89 1/1/2022 12/31/2022 \$43.71 3% Not Applicable Nick Liang \$126.58 \$126.58 \$126.58 1/1/2023 12/31/2023 \$45.02 3% Office Engineer \$130.37 \$130.37 \$130.37 1/1/2024 12/31/2024 \$46.37 3% \$134.29 \$134.29 \$134.29 1/1/2025 12/31/2025 \$47.76 3% \$138.31 \$138.31 \$138.31 1/1/2026 12/31/2026 \$49.20 3%

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CALCULATION INFORMATION

Name/Job Title/Classification ¹						Actual or Avg.	% or \$	Hourly Range -
	Hou	ırly Billing Ra	ntes²	Effective Date	of Hourly Rate	Hourly Rate⁴	Increase	for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	То			
Dan Albright, PE, QSD	\$196.47	\$196.47	\$196.47	1/1/2022	12/31/2022	\$69.88	3%	Not Applicable
Resident Engineer	\$202.36	\$202.36	\$202.36	1/1/2023	12/31/2023	\$71.98	3%	
.	\$208.43	\$208.43	\$208.43	1/1/2024	12/31/2024	\$74.14	3%	
	\$214.68	\$214.68	\$214.68	1/1/2025	12/31/2025	\$76.36	3%	
	\$221.13	\$221.13	\$221.13	1/1/2026	12/31/2026	\$78.65	3%	1
Jennifer Bryant, PE	\$208.78	\$208.78	\$208.78	1/1/2022	12/31/2022	\$74.26	3%	Not Applicable
Resident Engineer	\$215.04	\$215.04	\$215.04	1/1/2023	12/31/2023	\$76.49	3%	ł
	\$221.50	\$221.50	\$221.50	1/1/2024	12/31/2024	\$78.78	3%	
	\$228.14	\$228.14	\$228.14	1/1/2025	12/31/2025	\$81.15	3%	
	\$234.99	\$234.99	\$234.99	1/1/2026	12/31/2026	\$83.58	3%	
John Scott, EIT	\$130.57	\$130.57	\$130.57	1/1/2022	12/31/2022	\$46.44	3%	Not Applicable
Assistant Resident Engineer	\$134.48	\$134.48	\$134.48	1/1/2023	12/31/2023	\$47.83	3%	11
	\$138.52	\$138.52	\$138.52	1/1/2024	12/31/2024	\$49.27	3%	
	\$142.67	\$142.67	\$142.67	1/1/2025	12/31/2025	\$50.75	3%	
	\$146.95	\$146.95	\$146.95	1/1/2026	12/31/2026	\$52.27	3%	
Brendan Ottoboni	\$230.54	\$230.54	\$230.54	1/1/2022	12/31/2022	\$82.00	3%	Not Applicable
Resident Engineer	\$237.46	\$237.46	\$237.46	1/1/2023	12/31/2023	\$84.46	3%	FF
resident 2.1.ge.	\$244.58	\$244.58	\$244.58	1/1/2024	12/31/2024	\$86.99	3%	i
	\$251.92	\$251.92	\$251.92	1/1/2025	12/31/2025	\$89.60	3%	
	\$259.48	\$259.48	\$259.48	1/1/2026	12/31/2026	\$92.29	3%	
Shawn Hagstrom	\$224.92	\$224.92	\$224.92	1/1/2022	12/31/2022	\$80.00	3%	Not Applicable
Resident Engineer	\$231.67	\$231.67	\$231.67	1/1/2023	12/31/2023	\$82.40	3%	Trot rippineasie
Resident Engineer	\$238.62	\$238.62	\$238.62	1/1/2024	12/31/2024	\$84.87	3%	ļ
	\$245.78	\$245.78	\$245.78	1/1/2025	12/31/2025	\$87.42	3%	
	\$253.15	\$253.15	\$253.15	1/1/2026	12/31/2026	\$90.04	3%	
Cliff Watson	\$251.54	\$251.54	\$251.54	1/1/2022	12/31/2022	\$89.47	3%	Not Applicable
Resident Engineer	\$259.09	\$259.09	\$259.09	1/1/2023	12/31/2023	\$92.15	3%	1 tot i i ppilotolo
Resident Engineer	\$266.86	\$266.86	\$266.86	1/1/2024	12/31/2024	\$94.92	3%	
	\$274.87	\$274.87	\$274.87	1/1/2025	12/31/2025	\$97.77	3%	·
	\$283.11	\$283.11	\$283.11	1/1/2026	12/31/2026	\$100.70	3%	
Fred Tadewaldt	\$190.37	\$190.37	\$190.37	1/1/2022	12/31/2022	\$67.71	3%	Not Applicable
Resident Engineer	\$196.08	\$196.08	\$196.08	1/1/2023	12/31/2023	\$69.74	3%	The state of the s
110110111 21.5	\$201.96	\$201.96	\$201.96	1/1/2024	12/31/2024	\$71.83	3%	
	\$208.02	\$208.02	\$208.02	1/1/2025	12/31/2025	\$73.99	3%	
	\$214.26	\$214.26	\$214.26	1/1/2026	12/31/2026	\$76.21	3%	
Todd Scott, OE	\$115.83	\$115.83	\$115.83	1/1/2022	12/31/2022	\$41.20	3%	Not Applicable
Office Engineer	\$119.31	\$119.31	\$119.31	1/1/2023	12/31/2023	\$42.44	3%	
Office Engineer	\$122.89	\$122.89	\$122.89	1/1/2024	12/31/2024	\$43.71	3%	
•	\$126.57	\$126.57	\$126.57	1/1/2025	12/31/2025	\$45.02	3%	
	\$130.37	\$130.37	\$130.37	1/1/2026	12/31/2026	\$46.37	3%	
Saul Cortez, OE	\$98.40	\$98.40	\$98.40	1/1/2022	12/31/2022	\$35.00	3%	Not Applicable
Office Engineer	\$101.35	\$101.35	\$101.35	1/1/2023	12/31/2023	\$36.05	3%	ppeau.e
Onite Submer	\$104.39	\$104.39	\$104.39	1/1/2024	12/31/2024	\$37.13	3%	
·	\$107.53	\$107.53	\$107.53	1/1/2025	12/31/2025	\$38.25	3%	
	\$110.75	\$110.75	\$110.75	1/1/2026	12/31/2026	\$39.39	3%	
Admin Support	\$96.01	\$96.01	\$96.01	1/1/2022	12/31/2022	\$34.15	3%	Not Applicable
Limin Support	\$98.89	\$98.89	\$98.89	1/1/2023	12/31/2023	\$35.17	3%	- Stripphonoic
·	\$101.86	\$101.86	\$101.86	1/1/2024	12/31/2024	\$36.23	3%	
	\$104.92	\$104.92	\$104.92	1/1/2025	12/31/2025	\$37.32	3%	
	\$108.06	\$104.06	\$104.06	1/1/2026	12/31/2026	\$38.44	3%	

BILLING INFORMATION

CALCULATION INFORMATION

N /I . 1. T':41 . /C'! '.C' 4' !				T		1 1 1 1	0/ 0	
Name/Job Title/Classification ¹						Actual or Avg.	% or \$	Hourly Range -
	Ног	ırly Billing Ra	ites2	Effective Date of	of Hourly Rate	Hourly Rate	Increase	for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	То			
TBD	\$217.61	\$217.61	\$217.61	1/1/2022	12/31/2022	\$77.40	3%	Average for Range
Resident Engineer	\$224.14	\$224.14	\$224.14	1/1/2023	12/31/2023	\$79.72	3%	(\$69.40-\$85.40)
	\$230.86	\$230.86	\$230.86	1/1/2024	12/31/2024	\$82.11	3%	
	\$237.79	\$237.79	\$237.79	1/1/2025	12/31/2025	\$84.58	3%	
	\$244.92	\$244.92	\$244.92	1/1/2026	12/31/2026	\$87.11	3%	1.
TBD	\$130.20	\$130.20	\$130.20	1/1/2022	12/31/2022	\$46.31	3%	Not Applicable
Assistant Resident Engineer	\$134.11	\$134.11	\$134.11	1/1/2023	12/31/2023	\$47.70	3%	
	\$138.13	\$138.13	\$138.13	1/1/2024	12/31/2024	\$49.13	3%	1
	\$142.27	\$142.27	\$142.27	1/1/2025	12/31/2025	\$50.60	3%	
	\$146.54	\$146.54	\$146.54	1/1/2026	12/31/2026	\$52.12	3%	ļ
TBD	\$123.00	\$123.00	\$123.00	1/1/2022	12/31/2022	\$43.75	3%	Not Applicable
Office Engineer	\$126.69	\$126.69	\$126.69	1/1/2023	12/31/2023	\$45.06	3%	
	\$130.49	\$130.49	\$130.49	1/1/2024	12/31/2024	\$46.41	3%	
	\$134:41	\$134.41	\$134.41	1/1/2025	12/31/2025	\$47.81	3%	J
	\$138.44	\$138.44	\$138.44	1/1/2026	12/31/2026	\$49.24	3%	

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. Prevailing wage classifications are subject to yearly adjustment as determined by the Department of Industrial Relations or proscribed in Union Agreements. Those adjustments may be more or less than the annual escalation under this contract. Contractor and subcontractors are responsible for complying with all DIR wage determinations or Union Agreements as part of their compliance with California Labor Law.

^{3.} The cost proposal format shall not be amended.

^{4.} 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.

^{5.} For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

FCCM

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONSULTANT : PSOMAS CONTRACT TYPE PROJECT NO. XXXXXX CONTRACT No.

Loaded Billing Rate Calculations:

Non Exempt Employee Loaded Billing Rates

A) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST Delta Fringe] * [(1 + Field OH) * (1 + Fee)]

B) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)] or ST Loaded Billing Rate + (2.0 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)] Exempt Employee Loaded Billing Rates - Compensated for PW OT:

C) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST Delta Fringe] * [(1 + Field OH) * (1 + Fee)]

D) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)] or ST Loaded Billing Rate + (2.0 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)]

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

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

E) ST Loaded Billing Rate = Actual Hourly Rate * [(1 + Home OH) * (1 + Fee)]

F) No Overtime. (Columns are shaded out.)

Exempt Employee Loaded Billing Rates - Compensated for OT @ ST Rate:

G) ST Loaded Billing Rate = Actual Hourly Rate * [(1 + Home OH) * (1 + Fee)]

H) ST Loaded Billing Rate + (1.5 x 0) or ST Loaded Billing Rate + (2.0 x 0)

ome Office Personnel:	Fringe Benefit	%	Overhead %		General Administration %		Combined %
ORMAL	51.93%	+	103.66%	+	0.00%	=	155.59%
VERTIME		+		+	0.00%	=	0.00%
ield Office Personnel:	Fringe Benefit	%	Overhead %		General Administration %		Combined %
ORMAL	51.93%	+	103.66%	+	0.00%	=	155.59%
VERTIME	51.93%	+	103.66%	+	0.00%	=	155.59%
roject Specific	Fringe Benefit	%	Overhead %		General Administration %		Combined %
ORMAL	51.93%	+	103.66%	+	0.00%	=	155.59%
VERTIME	51.93%	+	103.66%	+	0.00%	=	155.59%

H) ST Loaded Billing Rate + (1.5 x 0	Hourly Rate * [(1 + Home OH) * (1 0) or ST Loaded Billing Rate + (2.0																																	Į.		plier Delta Base Multiplier Fring	` '	0.0000 0.0000
Name/Classification		ive Date of ate 10/1/2019		(only Base Salary	applicable f	for prevaili Fringe		ork) Salary + Fringe			Base Salary	nge benefits	Actual	r over year) Total = Ba	ase + Fringe	Employ	DELTA (TOTA ee Total Rate	e - DIR Rate			Applicable DELTA (TOTAL) = Employee Total - DIR Total	Employe	LTA (BASE) ee Base - DII	R Base	DE DIR Rate -	Applicable ELTA Base = Employee B	ase Rate	DELTA TOTA (Empl	DELTA FRIN AL - DELTA loyee - DIR)	BASE		l Hourly Billin		Hour	e Date of ly Rate 1/1/2019]	% Escalation Increase	Actual Hourly Rate	Hourly Range for Class
Timothy Grossman, PE Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	FIELD 7/1/2022 7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026	\$ \$54.52 \$ \$57.27 \$ \$60.27 \$ \$60.27	\$81.78 \$85.91 \$90.41 \$90.41	\$109.04 \$114.54 \$120.54 \$120.54	\$32.97 \$32.97 \$32.97 \$32.97	\$87.49 \$90.24 \$93.24 \$93.24	\$114.75 \$118.88 \$123.38 \$123.38	\$142.01 \$147.51 \$153.51 \$153.51	\$66.05 \$69.35 \$72.82 \$76.46	\$99.08 \$104.03 \$109.23 \$114.69	\$132.10 \$138.70 \$145.64 \$152.92	\$19.04 \$19.04 \$19.04 \$19.04	\$85.09 \$11 \$88.39 \$12 \$91.86 \$12 \$95.50 \$13	18.12 \$151.14 23.07 \$157.74 28.27 \$164.68 33.73 \$171.96 39.46 \$179.60	4 (\$2.40) 4 (\$1.85) 8 (\$1.38) 6 \$2.26	\$3.36 \$4.19 \$4.89 \$10.36 \$16.09	\$9.13 \$10.23 \$11.17 \$18.45 \$26.09	\$2.40) (\$1.85) (\$1.38) \$0.00 \$0.00	\$0.0 \$0.0 \$0.0 \$0.0	00 \$0.00 00 \$0.00 00 \$0.00 00 \$0.00	\$11.53 \$12.08 \$12.55 \$16.19	\$18.12 \$18.83	\$23.06 \$24.16 \$25.10 \$32.38	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 (\$0.00 (\$0.00 (\$0.00 (\$2.40) \$ \$1.85) \$ \$1.38) \$ \$0.00 \$	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$192.45 \$200.18 \$208.61 \$214.97	\$218.72 \$229.65 \$241.14 \$253.20 \$265.85	\$251.75		To 6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5.00% 5.00% 5.00%	\$ 66.05 \$ 69.35 \$ 72.82 \$ 76.46 \$ 80.28	N/A
Timothy Grossman, PE Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	7/1/2024 7/1/2025	6/30/2024 6/30/2025 6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	\$32.97 \$32.97 \$32.97	\$97.40 \$100.77 \$100.77	\$129.62 \$134.67 \$134.67	\$161.83 \$168.57 \$168.57	\$77.66 \$81.54 \$85.62	\$116.49 \$122.31 \$128.43	\$155.32 \$163.08 \$171.24	\$19.04 \$19.04 \$19.04	\$96.70 \$13 \$100.58 \$14 \$104.66 \$14	29.98 \$166.96 35.53 \$174.36 41.35 \$182.12 47.47 \$190.28 53.89 \$198.84	6 (\$0.70) 2 (\$0.19) 8 \$3.89	\$5.00 \$5.91 \$6.68 \$12.80 \$19.22	\$11.31 \$12.53 \$13.55 \$21.71 \$30.27	(\$1.31) (\$0.70) (\$0.19) \$0.00 \$0.00	\$0.0 \$0.0 \$0.0	00 \$0.00 00 \$0.00 00 \$0.00	\$13.23 \$13.74 \$17.82	\$18.93 \$19.85 \$20.61 \$26.73 \$33.15	\$26.46 \$27.48 \$35.64	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.70) \$0.19) \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$220.31 \$229.78 \$240.72	\$244.92 \$257.17 \$270.02 \$283.53 \$297.70	•	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5.00% 5.00% 5.00%	\$ 73.96 \$ 77.66 \$ 81.54 \$ 85.62 \$ 89.90	N/A
Dan Fravel Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	7/1/2023 7/1/2024 7/1/2025	6/30/2025	\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$114.54 \$120.54 \$120.54	\$32.97 \$32.97 \$32.97	\$90.24 \$93.24 \$93.24	\$118.88 \$123.38 \$123.38	\$147.51 \$153.51 \$153.51	\$82.02 \$86.12 \$90.43	\$123.03 \$129.18 \$135.65	\$164.04 \$172.24 \$180.86	\$8.61 \$8.61 \$8.61	\$90.63 \$13 \$94.73 \$13 \$99.04 \$14	25.78 \$164.83 31.64 \$172.65 37.79 \$180.85 14.26 \$189.47 51.04 \$198.51	\$0.39 \$1.49 7 \$5.80	\$11.03 \$12.77 \$14.42 \$20.88 \$27.66	\$22.82 \$25.14 \$27.34 \$35.96 \$45.00	(\$0.77) \$0.00 \$0.00 \$0.00 \$0.00	\$0.0 \$0.0 \$0.0	00 \$0.00 00 \$0.00 00 \$0.00	\$30.16	\$37.13 \$38.78	\$49.50 \$51.70 \$60.32	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$230.60 \$242.13 \$254.24	\$258.66 \$271.61 \$285.19 \$299.46 \$314.43	\$297.72 \$312.62 \$328.25 \$344.67 \$361.90	7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5.00% 5.00% 5.00%	\$ 78.11 \$ 82.02 \$ 86.12 \$ 90.43 \$ 94.95	N/A
Dan Fravel Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	7/1/2023 7/1/2024 7/1/2025	6/30/2024 6/30/2025 6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	\$32.97 \$32.97 \$32.97	\$97.40 \$100.77 \$100.77	\$129.62 \$134.67 \$134.67	\$161.83 \$168.57 \$168.57	\$91.88 \$96.47 \$101.29	\$137.82 \$ \$144.71 \$ \$151.94 \$	\$183.76 \$192.94 \$202.58	\$8.61 S \$8.61 S \$8.61 S	\$100.49 \$14 \$105.08 \$15 \$109.90 \$16	39.86 \$183.61 46.43 \$192.37 53.32 \$201.55 60.55 \$211.19 58.14 \$221.31	7 \$3.09 5 \$4.31 9 \$9.13	\$16.82 \$18.65 \$25.88	\$27.96 \$30.54 \$32.98 \$42.62 \$52.74	\$0.00 \$0.00 \$0.00	\$0.0 \$0.0 \$0.0	00 \$0.00 00 \$0.00 00 \$0.00	\$27.45 \$28.67 \$33.49	·	\$54.90 \$57.34 \$66.98	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00	0.00 0.00	\$0.00 \$0.00 \$0.00	\$0.00	\$258.32 \$271.22 \$284.78	\$289.76 \$304.26 \$319.46 \$335.42 \$352.18	\$350.20 \$367.69 \$386.07	7/1/2025		5.00% 5.00% 5.00% 5.00%	\$ 87.50 \$ 91.88 \$ 96.47 \$ 101.29 \$ 106.35	N/A
John Scott Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	7/1/2023 7/1/2024 7/1/2025	6/30/2024 6/30/2025 6/30/2026	\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$114.54 \$120.54 \$120.54	\$32.97 \$32.97 \$32.97	\$90.24 \$93.24 \$93.24	\$118.88 \$123.38 \$123.38	\$147.51 \$153.51 \$153.51	\$78.90 \$82.85 \$86.99	\$118.35 \$ \$124.28 \$ \$130.49 \$	\$157.80 \$165.70 \$173.98	\$8.69 \$8.69 \$8.69	\$87.59 \$12 \$91.54 \$13 \$95.68 \$13	21.40 \$158.97 27.04 \$166.49 32.97 \$174.39 39.18 \$182.67 45.70 \$191.37	9 (\$2.65) 9 (\$1.70) 7 \$2.44	\$6.65 \$8.17 \$9.59 \$15.80 \$22.33	\$16.96 \$18.98 \$20.88 \$29.16 \$37.86	(\$3.66) (\$2.65) (\$1.70) \$0.00 \$0.00	\$0.0 \$0.0	00 \$0.00 00 \$0.00 00 \$0.00	\$21.63 \$22.58 \$26.72	\$40.08	\$43.26 \$45.16 \$53.44	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$2.65) \$1.70) \$0.00	\$0.00 \$0.00	\$0.00 \$0.00	\$229.28 \$237.71 \$244.57	\$248.83 \$261.28 \$274.36 \$288.07 \$302.47	\$315.78 \$331.56	7/1/2023 7/1/2024		5.00% 5.00% 5.00% 5.00%	\$ 75.14 \$ 78.90 \$ 82.85 \$ 86.99 \$ 91.34	N/A
John Scott Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	7/1/2024 7/1/2025	6/30/2024 6/30/2025 6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	\$32.97 \$32.97 \$32.97	\$97.40 \$100.77 \$100.77	\$129.62 \$134.67 \$134.67	\$161.83 \$168.57 \$168.57	\$88.36 \$92.78 \$97.42	\$132.54 \$139.17 \$146.13	\$176.72 \$185.56 \$194.84	\$8.69 \$8.69 \$8.69	\$97.05 \$14 \$101.47 \$14 \$106.11 \$15	34.92 \$176.99 \$1.23 \$185.41 \$7.86 \$194.25 \$4.82 \$203.53 \$2.13 \$213.27	1 (\$0.35) 5 \$0.70 3 \$5.34	T	\$21.34 \$23.58 \$25.68 \$34.96 \$44.70	(\$1.47) (\$0.35) \$0.00 \$0.00 \$0.00	\$0.0 \$0.0 \$0.0	00 \$0.00 00 \$0.00 00 \$0.00	\$23.93 \$24.98 \$29.62 \$34.49	\$51.74	\$47.86 \$49.96 \$59.24 \$68.98	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00	\$0.35) \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$249.41 \$260.85 \$273.90	\$278.66 \$292.60 \$307.24 \$322.61 \$338.73	\$336.78 \$353.63 \$371.32	7/1/2024	6/30/2024 6/30/2025 6/30/2026	5.00% 5.00% 5.00% 5.00%	\$ 84.15 \$ 88.36 \$ 92.78 \$ 97.42 \$ 102.29	N/A
Reynold Hysell Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	7/1/2023 7/1/2024 7/1/2025	6/30/2024 6/30/2025 6/30/2026	\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$114.54 \$120.54 \$120.54	\$32.97 \$32.97 \$32.97	\$90.24 \$93.24 \$93.24	\$118.88 \$123.38 \$123.38	\$147.51 \$153.51 \$153.51	\$80.06 \$84.06 \$88.26	\$120.09 \$126.09 \$132.39	\$160.12 \$168.12 \$176.52	\$7.72 \$7.72 \$7.72	\$87.78 \$12 \$91.78 \$13 \$95.98 \$14	22.10 \$160.22 27.81 \$167.84 33.81 \$175.84 40.11 \$184.24 46.73 \$193.06	(\$2.46) 4 (\$1.46) 4 \$2.74	\$8.94	\$18.21 \$20.33 \$22.33 \$30.73 \$39.55	(\$3.52) (\$2.46) (\$1.46) \$0.00 \$0.00	\$0.0 \$0.0 \$0.0	00 \$0.00 00 \$0.00 00 \$0.00	\$22.79 \$23.79 \$27.99	\$34.19 \$35.69 \$41.99	\$45.58 \$47.58 \$55.98	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00	\$2.46) \$1.46) \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$232.00 \$240.44 \$248.14	\$252.50 \$265.12 \$278.36 \$292.27 \$306.88	\$305.15 \$320.39 \$336.40	7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% \$ 5.00% \$ 5.00% \$ 5.00%	\$ 76.25 \$ 80.06 \$ 84.06 \$ 88.26 \$ 92.67	N/A
Reynold Hysell Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	7/1/2023 7/1/2024 7/1/2025	6/30/2024 6/30/2025 6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	\$32.97 \$32.97 \$32.97	\$97.40 \$100.77 \$100.77	\$129.62 \$134.67 \$134.67	\$161.83 \$168.57 \$168.57	\$89.67 \$94.15 \$98.86	\$134.51 \$ \$141.23 \$ \$148.29 \$	\$179.34 \$188.30 \$197.72	\$7.72 \$7.72 \$7.72	\$97.39 \$14 \$101.87 \$14 \$106.58 \$15	35.82 \$178.52 42.23 \$187.06 48.95 \$196.02 56.01 \$205.44 53.42 \$215.32	6 (\$0.01) 2 \$1.10 4 \$5.81	\$12.61 \$14.28 \$21.34	\$25.23 \$27.45 \$36.87	(\$1.19) (\$0.01) \$0.00 \$0.00 \$0.00	\$0.0 \$0.0 \$0.0	00 \$0.00 00 \$0.00 00 \$0.00	\$25.24 \$26.35 \$31.06	\$37.86 \$39.53 \$46.59	\$50.48 \$52.70 \$62.12	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00	\$0.01) \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$252.13 \$264.70 \$277.94	\$311.78 \$327.37	\$341.78 \$358.85	7/1/2024 7/1/2025	6/30/2024 6/30/2025 6/30/2026	5.00% 5.00% 5.00% 5.00%	\$ 85.40 \$ 89.67 \$ 94.15 \$ 98.86 \$ 103.80	N/A
Luke Wallace Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	7/1/2024 7/1/2025	6/30/2024 6/30/2025 6/30/2026	\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$114.54 \$120.54 \$120.54	\$32.97 \$32.97 \$32.97	\$90.24 \$93.24 \$93.24	\$118.88 \$123.38 \$123.38	\$147.51 \$153.51 \$153.51	\$70.42 \$73.94 \$77.64	\$105.63 \$110.91 \$116.46	\$140.84 \$147.88 \$155.28	\$18.15 \$18.15 \$18.15	\$88.57 \$12 \$92.09 \$12 \$95.79 \$13	18.76 \$152.29 23.78 \$158.99 29.06 \$166.03 34.61 \$173.43 40.43 \$181.19	9 (\$1.67) 3 (\$1.15) 3 \$2.55	\$4.01 \$4.91 \$5.69 \$11.24 \$17.06	\$10.28 \$11.48 \$12.52 \$19.92 \$27.68	(\$2.27) (\$1.67) (\$1.15) \$0.00 \$0.00	\$0.0 \$0.0 \$0.0	00 \$0.00 00 \$0.00 00 \$0.00	\$13.15 \$13.67 \$17.37	\$19.73 \$20.51 \$26.06	\$26.30 \$27.34 \$34.74	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00		\$1.67) \$1.15) \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$202.68 \$211.11 \$218.28		\$268.41 \$281.82 \$295.92	7/1/2023 7/1/2024	6/30/2024 6/30/2025 6/30/2026	5.00% 5.00% 5.00% 5.00%	\$ 67.07 \$ 70.42 \$ 73.94 \$ 77.64 \$ 81.52	N/A
Luke Wallace Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	7/1/2024	6/30/2024 6/30/2025 6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	\$32.97 \$32.97 \$32.97	\$97.40 \$100.77 \$100.77	\$129.62 \$134.67 \$134.67	\$161.83 \$168.57 \$168.57	\$78.88 \$82.82 \$86.96	\$118.32 \$124.23 \$130.44	\$157.76 \$165.64 \$173.92	\$18.15 \$18.15 \$18.15	\$97.03 \$13 \$100.97 \$14 \$105.11 \$14	36.47 \$175.91 42.38 \$183.79 48.59 \$192.07	(\$0.37) 9 \$0.20 7 \$4.34		\$12.74 \$14.08 \$15.22 \$23.50 \$32.20	(\$1.04) (\$0.37) \$0.00 \$0.00 \$0.00	\$0.0 \$0.0 \$0.0	00 \$0.00 00 \$0.00 00 \$0.00	\$14.45 \$15.02 \$19.16	\$21.68 \$22.53 \$28.74	\$28.90 \$30.04 \$38.32	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00		\$0.37) \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$222.81 \$232.85 \$244.49	\$248.76 \$261.21 \$274.26 \$287.97 \$302.37	\$300.65 \$315.67 \$331.45	7/1/2024	6/30/2024 6/30/2025 6/30/2026	5.00% 5.00% 5.00% 5.00%	\$ 75.12 \$ 78.88 \$ 82.82 \$ 86.96 \$ 91.31	N/A
Joe Romer Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	7/1/2024	6/30/2024 6/30/2025 6/30/2026	\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$114.54 \$120.54 \$120.54	\$32.97 \$32.97 \$32.97	\$90.24 \$93.24 \$93.24	\$118.88 \$123.38 \$123.38	\$147.51 \$153.51 \$153.51	\$82.18 \$86.29 \$90.60	\$123.27 \$129.44 \$135.90	\$164.36 \$172.58 \$181.20	\$8.48 \$8.48 \$8.48	\$90.66 \$13 \$94.77 \$13 \$99.08 \$14	31.75 \$172.84 37.92 \$181.06 14.38 \$189.68	\$0.42 5 \$1.53 8 \$5.84	\$12.88 \$14.54 \$21.01	\$23.01 \$25.33 \$27.55 \$36.17 \$45.23	(\$0.74) \$0.00 \$0.00 \$0.00 \$0.00	\$0.0 \$0.0 \$0.0	00 \$0.00 00 \$0.00 00 \$0.00	\$24.91 \$26.02 \$30.33	\$37.37 \$39.03 \$45.50	\$49.82 \$52.04 \$60.66	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$231.05 \$242.60 \$254.72	\$259.19 \$272.14 \$285.75 \$300.02 \$315.02	\$313.23 \$328.89 \$345.32	7/1/2024 7/1/2025	6/30/2024 6/30/2025 6/30/2026	5.00% 5.00% 5.00% 5.00%	\$ 78.27 \$ 82.18 \$ 86.29 \$ 90.60 \$ 95.13	N/A
Joe Romer Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	7/1/2023 7/1/2024	6/30/2024 6/30/2025 6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	\$32.97 \$32.97 \$32.97	\$97.40 \$100.77 \$100.77	\$129.62 \$134.67 \$134.67	\$161.83 \$168.57 \$168.57	\$92.04 \$96.64 \$101.47	\$138.06 \$144.96 \$152.21	\$184.08 \$193.28 \$202.94	\$8.48 \$ \$8.48 \$ \$8.48 \$	\$100.52 \$14 \$105.12 \$15 \$109.95 \$16	39.97 \$183.80 46.54 \$192.56 53.44 \$201.76 50.69 \$211.42 58.29 \$221.56	6 \$3.12 6 \$4.35 2 \$9.18	\$26.02 \$33.62	\$28.15 \$30.73 \$33.19 \$42.85 \$52.99 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.0 \$0.0 \$0.0	00 \$0.00 00 \$0.00 00 \$0.00	\$27.61 \$28.84 \$33.67	\$41.42 \$43.26 \$50.51	\$55.22 \$57.68 \$67.34	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$258.77 \$271.70 \$285.28	\$290.29 \$304.79 \$320.02 \$336.02 \$352.81	\$350.81 \$368.34 \$386.75	7/1/2024	6/30/2024 6/30/2025 6/30/2026	5.00% 5.00% 5.00% 5.00%	\$ 87.66 \$ 92.04 \$ 96.64 \$ 101.47 \$ 106.54	N/A
John Van Matre Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	7/1/2024 7/1/2025	6/30/2024 6/30/2025 6/30/2026	\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$114.54 \$120.54 \$120.54	\$32.97 \$32.97 \$32.97	\$90.24 \$93.24 \$93.24	\$118.88 \$123.38 \$123.38	\$147.51 \$153.51 \$153.51	\$72.33 \$75.95 \$79.75	\$108.50 \$ \$113.93 \$ \$119.63 \$	\$144.66 \$151.90 \$159.50	\$14.08 \$14.08 \$14.08	\$86.41 \$12 \$90.03 \$12 \$93.83 \$13	17.42 \$151.86 22.58 \$158.74 28.01 \$165.98 33.71 \$173.58 39.69 \$181.56	(\$3.83) (\$3.21) 8 \$0.59	\$2.67 \$3.70 \$4.63 \$10.33 \$16.32	\$9.85 \$11.23 \$12.47 \$20.07 \$28.05	(\$4.52) (\$3.83) (\$3.21) \$0.00 \$0.00	\$0.0 \$0.0 \$0.0	00 \$0.00 00 \$0.00 00 \$0.00	\$15.06 \$15.68 \$19.48	\$23.52	\$30.12 \$31.36 \$38.96	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$3.83) \$3.21) \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$214.12 \$222.56 \$224.22	\$228.13 \$239.52 \$251.51 \$264.09 \$277.30	\$275.69 \$289.48 \$303.97	7/1/2023 7/1/2024 7/1/2025	6/30/2025 6/30/2026	5.00% 5.00% 5.00% 5.00%	\$ 68.89 \$ 72.33 \$ 75.95 \$ 79.75 \$ 83.74	N/A
John Van Matre Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	7/1/2024 7/1/2025	6/30/2024 6/30/2025 6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	\$32.97 \$32.97 \$32.97	\$97.40 \$100.77 \$100.77	\$129.62 \$134.67 \$134.67	\$161.83 \$168.57 \$168.57	\$81.01 \$85.06 \$89.31	\$121.52 \$ \$127.59 \$ \$133.97 \$	\$162.02 \$ \$170.12 \$ \$178.62 \$	\$14.08 \$14.08 \$14.08	\$95.09 \$13 \$99.14 \$14 \$103.39 \$14	29.81 \$168.38 85.60 \$176.10 41.67 \$184.20 48.05 \$192.70 54.75 \$201.64	0 (\$2.31) 0 (\$1.63) 0 \$2.62	\$4.83 \$5.98 \$7.00 \$13.38 \$20.08 \$0.00	\$12.73 \$14.27 \$15.63 \$24.13 \$33.07 \$0.00	V 1	\$0.0 \$0.0 \$0.0	00 \$0.00 00 \$0.00 00 \$0.00	\$16.58 \$17.26 \$21.51	\$32.27	\$33.16 \$34.52 \$43.02	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$2.31) \$1.63) \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$234.25 \$243.73 \$251.09	\$255.48 \$268.26 \$281.68 \$295.75 \$310.55	\$308.77 \$324.21 \$340.40	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5.00% 5.00% 5.00%	\$ 77.15 \$ 81.01 \$ 85.06 \$ 89.31 \$ 93.78	N/A
Bill Stark Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	7/1/2024 7/1/2025	6/30/2024 6/30/2025 6/30/2026	\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$114.54 \$120.54 \$120.54	\$32.97 \$32.97 \$32.97	\$90.24 \$93.24 \$93.24	\$118.88 \$123.38 \$123.38	\$147.51 \$153.51 \$153.51	\$72.71 \$76.35 \$80.17	\$109.07 \$114.53 \$120.26	\$145.42 \$152.70 \$160.34	\$16.27 \$16.27 \$16.27	\$88.98 \$12 \$92.62 \$13 \$96.44 \$13	20.15 \$154.77 25.34 \$161.69 30.80 \$168.97 36.53 \$176.61 42.54 \$184.63	9 (\$1.26) 7 (\$0.62) 1 \$3.20		\$14.18 \$15.46 \$23.10	(\$1.97) (\$1.26) (\$0.62) \$0.00 \$0.00	\$0.0 \$0.0 \$0.0	00 \$0.00 00 \$0.00 00 \$0.00	\$15.44 \$16.08 \$19.90	\$23.16 \$24.12 \$29.85	\$30.88 \$32.16 \$39.80	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00		\$1.26) \$0.62) \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$207.97 \$216.40 \$225.40	\$229.32 \$240.78 \$252.83 \$265.48 \$278.76	\$277.13 \$291.01 \$305.57	7/1/2024	6/30/2024 6/30/2025 6/30/2026	5.00% 5.00% 5.00% 5.00%	\$ 69.25 \$ 72.71 \$ 76.35 \$ 80.17 \$ 84.18	N/A
Bill Stark Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	7/1/2024 7/1/2025	6/30/2024 6/30/2025 6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	\$32.97 \$32.97 \$32.97	\$97.40 \$100.77 \$100.77	\$129.62 \$134.67 \$134.67	\$161.83 \$168.57 \$168.57	\$81.44 \$85.51 \$89.79	\$122.16 \$ \$128.27 \$ \$134.69 \$	\$162.88 \$171.02 \$179.58	\$16.27 \$16.27 \$16.27	\$97.71 \$13 \$101.78 \$14 \$106.06 \$15	32.61 \$171.39 38.43 \$179.15 14.54 \$187.29 50.96 \$195.85 57.69 \$204.83	5 \$0.31 9 \$1.01 5 \$5.29	\$7.63 \$8.82 \$9.87 \$16.29 \$23.02 \$0.00	\$15.74 \$17.32 \$18.72 \$27.28 \$36.26 \$0.00	(\$0.48) \$0.00 \$0.00 \$0.00 \$0.00	\$0.0 \$0.0 \$0.0	00 \$0.00 00 \$0.00 00 \$0.00	\$17.01 \$17.71 \$21.99	\$25.52 \$26.57	\$34.02 \$35.42 \$43.98	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00	\$228.97 \$240.41 \$252.44	\$256.84 \$269.69 \$283.17 \$297.34 \$312.21	\$310.41 \$325.92 \$342.23	7/1/2025	6/30/2024 6/30/2025 6/30/2026	5.00% 5.00% 5.00% 5.00%	\$ 77.56 \$ 81.44 \$ 85.51 \$ 89.79 \$ 94.28	N/A

CONSULTANT : PSOMAS PROJECT NO. XXXXXX

CONTRACT No.

CONTRACT TYPE

Loaded Billing Rate Calculations:

Non Exempt Employee Loaded Billing Rates A) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST Delta Fringe] * [(1 + Field OH) * (1 + Fee)]

B) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)] or ST Loaded Billing Rate + (2.0 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)] Exempt Employee Loaded Billing Rates - Compensated for PW OT:

C) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST Delta Fringe] * [(1 + Field OH) * (1 + Fee)]

D) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)] or ST Loaded Billing Rate + (2.0 Base PW Rate) * [(1+Field OH) * (1+Fee)]

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

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

E) ST Loaded Billing Rate = Actual Hourly Rate * [(1 + Home OH) * (1 + Fee)]

F) No Overtime. (Columns are shaded out.) Exempt Employee Loaded Billing Rates - Compensated for OT @ ST Rate: G) ST Loaded Billing Rate = Actual Hourly Rate * [(1 + Home OH) * (1 + Fee)]

Home Office Personnel: Fringe Benefit % Overhead % General Administration % Combined % 103.66% + 155.59% NORMAL 51.93% + OVERTIME 0.00% Overhead % Field Office Personnel: Fringe Benefit % General Administration % Combined % 155.59% NORMAL 51.93% + 103.66% OVERTIME 51.93% 103.66% 155.59% Project Specific Fringe Benefit % Overhead % General Administration % Combined % NORMAL 51.93% + 103.66% + 155.59%

51.93% + 103.66% +

OVERTIME

Fee = 10.00%

155.59%

FCCM	

0.00%

G) ST Loaded Billing Rate = Actual HoH) ST Loaded Billing Rate + (1.5 x 0) or																																								lultiplier Delta B able Multiplier F	Base (Field) Fringe (Field)	= 0.0000 = 0.0000
Name/Classification	Home Office Personnel Field Office Personnel	Effective Hourly Rate From	e Date of e 10/1/2019	Straight			for prevail Fringe	Total Base			Straight	Base Sal	(fringe b	nployee Acenefits var Actua T Fring	y year ove	er year) Total = Ba	ase + Fringe 5 OT 2.0 O	Emplo		OTAL) = ate - DIR Rat		Straight		Applicable DELTA (TOTAL) = loyee Total - DIR To				ASE) = - DIR Base	DIR Rate	Applicable DELTA Base - Employee	e = Base Rate	DELTA T	ble DELTA OTAL - DEI mployee - D	LTA BASE DIR)		ed Hourly Bi		Hou [date:	tive Date of urly Rate : 9/1/2019]	% Escalation Increase	N Rate	rly Hourly Range for Class
Linda Padgett Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	FIELD PW Work Day Shift	7/1/2023 7/1/2024 7/1/2025 7/1/2026		\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$109.04 \$114.54 \$120.54 \$120.54	\$32.97 \$32.97 \$32.97 \$32.97	\$87.49 \$90.24 \$93.24 \$93.24	\$114.75 \$118.88 \$123.38 \$123.38	\$142.01 \$147.51 \$153.51 \$153.51	\$76.46 \$80.28 \$84.29 \$88.50	\$114.6 \$120.4 \$126.4 \$132.7	69 \$152. 42 \$160. 44 \$168. 75 \$177.	92 \$7.5 56 \$7.5 58 \$7.5 00 \$7.5	54 \$84 54 \$87 54 \$91 54 \$96	.00 \$12 .82 \$12 .83 \$13 .04 \$14	22.23 \$160. 27.96 \$168. 33.98 \$176. 40.29 \$184. 46.94 \$193.	46 (\$3.49) 10 (\$2.42) 12 (\$1.41) 54 \$2.80	\$7.48 \$9.09 \$10.60 \$16.92 \$23.50	\$20.5 0 \$22.6 2 \$31.0	59 (61 ()3 ((\$2.42) (\$1.41) \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0. \$0. \$0. \$0. \$0.	00 00 00	\$21.94 \$23.01 \$24.02 \$28.23 \$32.66	\$34.52 \$36.03 \$42.35	\$46.02	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00	(\$3.49) (\$2.42) (\$1.41) \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$224.78 \$232.51 \$240.94 \$248.82 \$261.27	\$253.20 \$265.85 \$279.13 \$293.07 \$307.74	\$291.43 \$305.99 \$321.27 \$337.32	7/1/2022 7/1/2023 7/1/2024 7/1/2025	6/30/2025	5.00% 5.00% 6 5.00%	\$ 76.4 \$ 80.2 \$ 84.2 \$ 88.5 \$ 92.9	28 29 N/A 50
Linda Padgett Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	FIELD PW Work Night Shift	7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	\$32.97 \$32.97 \$32.97	\$97.40 \$100.77 \$100.77	\$129.62 \$134.67 \$134.67	\$161.83 \$168.57 \$168.57	7 \$94.41 7 \$99.13	\$134.8 \$141.6 \$148.7	87 \$179. 62 \$188. 70 \$198.	82	54 \$97 54 \$101 54 \$106	.45 \$14 1.95 \$14 6.67 \$15	\$19.16 \$196. \$6.24 \$205.	36 \$0.05 36 \$1.18	\$12.79 \$14.49 \$21.5	9 \$25.5 9 \$27.7 7 \$37.2	53 79 23	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0. \$0. \$0. \$0. \$0.	00 00 00	\$24.29 \$25.48 \$26.61 \$31.33 \$36.29	\$39.92 \$47.00	\$48.58 \$50.96 \$53.22 \$62.66 \$72.58	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00	(\$1.14) \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00	\$243.95 \$252.78 \$265.43 \$278.70 \$292.65	\$283.56 \$297.74 \$312.64 \$328.27 \$344.69	\$342.69 \$359.84 \$377.83	7/1/2023 7/1/2024 7/1/2025	6/30/2025	5.00% 5.00% 5.00%	\$ 85.6 \$ 89.9 \$ 94.4 \$ 99.1 \$ 104.0	13
Ron Sousa Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	FIELD PW Work Day Shift	7/1/2023 7/1/2024 7/1/2025	6/30/2025 6/30/2026	\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$120.54 \$120.54	\$32.97 \$32.97 \$32.97	\$90.24 \$93.24 \$93.24	\$118.88 \$123.38 \$123.38	\$147.51 \$153.51 \$153.51	\$68.95 \$72.40 \$76.02	\$103.4 \$108.6 \$114.0	43 \$137. 60 \$144. 03 \$152.	90 \$19.3 80 \$19.3 04 \$19.3	37 \$88 37 \$91 37 \$95	.32 \$12 .77 \$12 .39 \$13	7.88 \$150. 22.80 \$157. 27.97 \$164. 33.40 \$171. 39.10 \$179.	27 (\$1.92) 17 (\$1.47) 41 \$2.15		\$9.76 \$10.6 \$17.9	6 (6 66 (90 S	(\$1.92) (\$1.47) \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0. \$0. \$0. \$0. \$0.	00 00 00	\$11.68 \$12.13 \$15.75	\$17.52 \$18.20 \$23.63	\$22.30 \$23.36 \$24.26 \$31.50 \$39.10	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00	(\$2.45) (\$1.92) (\$1.47) \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$191.52 \$199.25 \$207.68 \$213.73 \$224.41	\$217.47 \$228.33 \$239.75 \$251.74 \$264.32	\$262.80 \$275.95 \$289.75	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5.00% 6 5.00%	\$ 65.6 \$ 68.9 \$ 72.4 \$ 76.0 \$ 79.8	N/A
Ron Sousa Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	FIELD PW Work Night Shift	7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	\$32.97 \$32.97 \$32.97	\$97.40 \$100.77 \$100.77	\$129.62 \$134.67 \$134.67	\$161.83 \$168.57 \$168.57	\$ \$77.22 7 \$81.08 7 \$85.13	\$115.8 \$121.6 \$127.7	83 \$154. 62 \$162. 70 \$170.	44 \$19.3 16 \$19.3 26 \$19.3	37	.59 \$13 0.45 \$14 4.50 \$14	35.20 \$173. 40.99 \$181.	(\$0.81) (\$0.32) (\$3 \$3.73		\$11.9 2 \$12.9 0 \$21.0	98 () 96 () 96 ()	(\$0.81) (\$0.32) \$0.00	· ·		00 00 00	\$12.79 \$13.28 \$17.33	\$19.19 \$19.92 \$26.00	\$24.40 \$25.58 \$26.56 \$34.66 \$43.18	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	(\$0.32) \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$210.69 \$219.38 \$228.86 \$239.34 \$251.32	\$268.50	\$294.32 \$309.04 \$324.47	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5.00% 6 5.00%	\$ 73.5 \$ 77.2 \$ 81.0 \$ 85.1 \$ 89.3	4 2 8 N/A 3
Joe Krewer Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	FIELD PW Work Day Shift	7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026	\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$114.54 \$120.54 \$120.54	\$32.97 \$32.97 \$32.97	\$90.24 \$93.24 \$93.24	\$118.88 \$123.38 \$123.38	\$147.51 \$153.51 \$153.51	\$80.44 \$84.46 \$88.68	\$120.6 \$126.6 \$133.0	66 \$160. 69 \$168. 02 \$177.	88 \$9.9 92 \$9.9 36 \$9.9	91 \$90 91 \$94 91 \$98	.35 \$13 .37 \$13 .59 \$14	30.57 \$170. 36.60 \$178.	(\$0.97) 79 \$0.11 83 \$1.13 27 \$5.35 13 \$9.78	\$10.08 \$11.70 \$13.23 \$19.56 \$26.20	0 \$23.2 3 \$25.3 6 \$33.7	28 32 76	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0. \$0. \$0. \$0. \$0.	00 00 00	\$23.17 \$24.19 \$28.41	\$34.76 \$36.29 \$42.62	\$44.18 \$46.34 \$48.38 \$56.82 \$65.68	\$0.00	\$0.00 \$0.00	\$0.00	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$218.12 \$226.16 \$237.46 \$249.32 \$261.78	\$253.69 \$266.38 \$279.69 \$293.66 \$308.33	\$306.60 \$321.92 \$338.00	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5.00% 6 5.00%	\$ 76.6 \$ 80.4 \$ 84.4 \$ 88.6 \$ 93.1	14 16 N/A 58
Joe Krewer Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time		7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	\$32.97 \$32.97 \$32.97	\$97.40 \$100.77 \$100.77	\$129.62 \$134.67 \$134.67	\$161.83 \$168.57 \$168.57	\$90.10 \$94.61 \$99.34	\$135.1 \$141.9 \$149.0	15 \$180. 92 \$189. 01 \$198.	20 \$9.9 22 \$9.9 68 \$9.9	\$100 91 \$104 91 \$109	0.01 \$14 4.52 \$15 9.25 \$15	5.06 \$190. 51.83 \$199. 58.92 \$208.	59 \$8.48	\$13.69 \$15.49 \$17.16 \$24.29 \$31.7 \$0.00	5 \$28.2 6 \$30.5 5 \$40.0 1 \$49.9	28 5 56 5 02 5 96 5	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0. \$0. \$0. \$0.	00 00 00	\$25.67 \$26.81 \$31.54	\$38.51 \$40.22 \$47.31	\$48.94 \$51.34 \$53.62 \$63.08 \$73.02	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$241.25 \$253.32 \$266.00 \$279.29 \$293.27	\$298.37 \$313.30 \$328.96	\$343.42 \$360.61 \$378.63	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5.00% 6 5.00%	\$ 85.8 \$ 90.1 \$ 94.6 \$ 99.3 \$ 104.3	61 N/A 84
Tony Owens Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	FIELD PW Work Day Shift	7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026	\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$114.54 \$120.54 \$120.54	\$32.97 \$32.97 \$32.97	\$90.24 \$93.24 \$93.24	\$118.88 \$123.38 \$123.38	\$147.51 \$153.51 \$153.51	\$82.85 \$86.99 \$91.34	\$124.2 \$130.4 \$137.0	28 \$165. 49 \$173. 01 \$182.	70 \$7.9 98 \$7.9 68 \$7.9	94 \$90 94 \$94 94 \$99	.79 \$13 .93 \$13 .28 \$14	32.22 \$173. 38.43 \$181. 34.95 \$190.	74 (\$0.65) 64 \$0.55 92 \$1.69 62 \$6.04 76 \$10.61	\$13.34	4 \$26.1 5 \$28.4 8 \$37.1	13 11 11	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0. \$0. \$0. \$0. \$0.	00 00 00	\$25.58 \$26.72 \$31.07	\$38.37 \$40.08 \$46.61	\$48.76 \$51.16 \$53.44 \$62.14 \$71.28	\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$223.65 \$232.93 \$244.57 \$256.80 \$269.65	\$261.28 \$274.36 \$288.07 \$302.47 \$317.61	\$315.78 \$331.56 \$348.14	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5.00% 5.00%	\$ 78.9 \$ 82.8 \$ 86.9 \$ 91.3 \$ 95.9	
Tony Owens Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time		7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	\$32.97 \$32.97 \$32.97	\$97.40 \$100.77 \$100.77	\$129.62 \$134.67 \$134.67	\$161.83 \$168.57 \$168.57	\$ \$92.78 7 \$97.42 7 \$102.29	\$139.1 \$146.1 \$153.4	17 \$185. 13 \$194. 44 \$204.	56 \$7.9 84 \$7.9 58 \$7.9	94 \$100 94 \$105 94 \$110	0.72 \$14 5.36 \$15 0.23 \$16	\$193. \$4.07 \$202. \$1.38 \$212.	\$1.99 \$3.32 78 \$4.59 \$2 \$9.46 74 \$14.57 \$0.00	\$17.50 \$19.40 \$26.7	0 \$31.6 0 \$34.2 1 \$43.9 7 \$54.1	67 3 21 3 95 3	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$0. \$0. \$0. \$0. \$0.	00 00 00	\$28.35 \$29.62 \$34.49	\$42.53 \$44.43 \$51.74	\$54.04 \$56.70 \$59.24 \$68.98 \$79.20	\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$248.42 \$260.85 \$273.90 \$287.59 \$301.95	\$307.24 \$322.61 \$338.73	\$353.63 \$371.32 \$389.88	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5.00% 6 5.00%	\$ 97.4 \$ 102.2	N/A 29
Casey Kirk Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	FIELD PW Work Day Shift	7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026	\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$114.54 \$120.54 \$120.54	\$32.97 \$32.97 \$32.97	\$90.24 \$93.24 \$93.24	\$118.88 \$123.38 \$123.38	\$147.51 \$153.51 \$153.51	\$73.07 \$76.72 \$80.56	\$109.6 \$115.0 \$120.8	61 \$146. 08 \$153. 84 \$161.	14 \$19. ² 44 \$19. ² 12 \$19. ²	18 \$92 18 \$95 18 \$99	.25 \$12 .90 \$13 .74 \$14	28.79 \$165. 34.26 \$172. 40.02 \$180.	\$1.28 \$2.01 \$2.66 \$0.50 \$6.50 \$10.53	\$9.91 \$10.89 \$16.69	\$17.8 9 \$19.1 5 \$26.7	31 3 11 3 79 3	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0. \$0. \$0. \$0. \$0.	00 00 00	\$15.80 \$16.45 \$20.29	\$23.70 \$24.68 \$30.44	\$30.14 \$31.60 \$32.90 \$40.58 \$48.64	\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$195.65 \$205.44 \$215.70 \$226.49 \$237.82	\$230.45 \$241.97 \$254.06 \$266.77 \$280.12	\$278.51 \$292.42 \$307.05	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5 5.00% 6 5.00%	\$ 69.5 \$ 73.0 \$ 76.7 \$ 80.5 \$ 84.5	07
Casey Kirk Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	FIELD PW Work Night Shift	7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	\$32.97 \$32.97 \$32.97	\$97.40 \$100.77 \$100.77	\$129.62 \$134.67 \$134.67	\$161.83 \$168.57 \$168.57	\$ \$81.83 7 \$85.92 7 \$90.22	\$122.7 \$128.8 \$135.3	75 \$163. 88 \$171. 33 \$180.	66 \$19.7 84 \$19.7 44 \$19.7	18 \$101 18 \$105 18 \$109	1.01	1.93 \$182. 8.06 \$191. 4.51 \$199.	\$2.80 \$4 \$3.61 \$2 \$4.33 \$2 \$8.63 \$4 \$13.14 \$0.00	\$12.3° \$13.39 \$19.84	1 \$21.0 9 \$22.4 4 \$31.0 1 \$40.0)1	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0. \$0. \$0. \$0. \$0.	00 00 00	\$17.40 \$18.12 \$22.42	\$26.10 \$27.18 \$33.63	\$33.18 \$34.80 \$36.24 \$44.84 \$53.86	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$219.10 \$230.06 \$241.56 \$253.65 \$266.33	\$270.98 \$284.52 \$298.76	\$311.89 \$327.48 \$343.87	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5.00% 6 5.00%	\$ 77.9 \$ 81.8 \$ 85.9 \$ 90.2 \$ 94.7	33 92 N/A
Eric Katapodis Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time		7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026	\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$114.54 \$120.54 \$120.54	\$32.97 \$32.97 \$32.97	\$90.24 \$93.24 \$93.24	\$118.88 \$123.38 \$123.38	\$147.51 \$153.51 \$153.51	\$83.71 \$87.90 \$92.30	\$125.5 \$131.8 \$138.4	57 \$167. 85 \$175. 45 \$184.	42 \$9.0 80 \$9.0 60 \$9.0	97 \$92 97 \$96 97 \$101	.78 \$13 .97 \$14 1.37 \$14	34.64 \$176. 40.92 \$184. 47.52 \$193.	\$1.30 49 \$2.54 87 \$3.73 67 \$8.13 91 \$12.75	\$13.90 \$15.70 \$17.55 \$24.15 \$31.08	6 \$28.9 5 \$31.3 5 \$40.1	98 3 36 3 16 3	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0. \$0. \$0. \$0. \$0.	00 00 00	\$26.44 \$27.63 \$32.03	\$39.66 \$41.45 \$48.05	\$50.40 \$52.88 \$55.26 \$64.06 \$73.30	\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$224.13 \$235.35 \$247.13 \$259.50 \$272.49	\$291.08 \$305.65	\$319.06 \$335.03 \$351.80	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5.00% 6 5.00%	\$ 79.7 \$ 83.7 \$ 87.9 \$ 92.3 \$ 96.9	71 90 N/A 80
Eric Katapodis Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time		7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	\$32.97 \$32.97 \$32.97	\$97.40 \$100.77 \$100.77	\$129.62 \$134.67 \$134.67	\$161.83 \$168.57 \$168.57	\$ \$93.74 7 \$98.43 7 \$103.35	\$140.6 \$147.6 \$155.0	61 \$187. 65 \$196. 03 \$206.	48 \$9.0 86 \$9.0 70 \$9.0	07 \$102 07 \$107 07 \$112	2.81 \$14 7.50 \$15 2.42 \$16	\$9.68 \$196. \$6.72 \$205. \$4.10 \$215.	\$4.04 55 \$5.41 93 \$6.73 77 \$11.65 11 \$16.82 \$0.00	\$29.43	7 \$34.7 5 \$37.3 3 \$47.2 8 \$57.5	72 3 86 3 20 3	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0. \$0. \$0. \$0. \$0.	00	\$29.31 \$30.63 \$35.55	\$43.97 \$45.95 \$53.33	\$55.88 \$58.62 \$61.26 \$71.10 \$81.44	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$251.01 \$263.55 \$276.73 \$290.57 \$305.10	\$310.42 \$325.95 \$342.24	\$357.29 \$375.16 \$393.92	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5.00% 5.00%	\$ 89.2 \$ 93.7 \$ 98.4 \$ 103.3 \$ 108.5	74 13 N/A 85
Shawn Johnson Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	FIELD PW Work Day Shift	7/1/2023 7/1/2024 7/1/2025 7/1/2026		\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$120.54 \$120.54	\$32.97 \$32.97 \$32.97	\$90.24 \$93.24 \$93.24	\$118.88 \$123.38 \$123.38	\$147.51 \$153.51 \$153.51	\$92.45 \$97.07 \$101.92	\$138.6 \$145.6 \$152.8	68 \$184. 61 \$194. 88 \$203.	90 \$1.1 14 \$1.1 84 \$1.1	3 \$93 3 \$98 3 \$103	.58 \$13 .20 \$14 3.05 \$15	39.81 \$186. 46.74 \$195. 54.01 \$204.	23 \$1.69 03 \$3.34 27 \$4.96 97 \$9.81 17 \$14.91	\$18.46 \$20.93 \$23.36 \$30.64 \$38.29	3 \$38.5 6 \$41.7 4 \$51.4	52 76 16	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0. \$0. \$0. \$0. \$0.	00 00 00	\$33.53 \$35.18 \$36.80 \$41.65 \$46.75	\$52.77 \$55.20 \$62.48	\$67.06 \$70.36 \$73.60 \$83.30 \$93.50	\$0.00 \$0.00			\$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$247.55 \$259.92 \$272.91 \$286.55 \$300.89	\$291.58 \$306.15 \$321.45 \$337.51 \$354.40	\$352.37 \$369.98 \$388.47	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5 5.00% 5.00%	\$ 88.0 \$ 92.4 \$ 97.0 \$ 101.9 \$ 107.0	07 N/A 02
Shawn Johnson Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	FIELD PW Work Night Shift	7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	\$32.97 \$32.97 \$32.97	\$97.40 \$100.77 \$100.77	\$129.62 \$134.67 \$134.67	\$161.83 \$168.57 \$168.57	\$103.55 7 \$108.73 7 \$114.17	\$155.3 \$163.1 \$171.2	33 \$207. 10 \$217. 26 \$228.	10 \$1.1 46 \$1.1 34 \$1.1	3 \$104 3 \$109 3 \$115	4.68 \$15 9.86 \$16 5.30 \$17	56.46 \$208. 54.23 \$218.	\$5.44 \$7.28 \$9.09 \$14.53 \$9 \$20.24 \$0.00	\$24.07 \$26.84 \$29.56 \$37.72 \$46.28 \$0.00	4 \$46.4 6 \$50.0 2 \$60.9 8 \$72.3	10 3 02 3 00 3 32 3	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0. \$0. \$0. \$0. \$0.	00 00 00	\$40.93 \$46.37	\$58.68 \$61.40 \$69.56	\$74.55 \$78.24 \$81.86 \$92.74 \$104.16	\$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$277.26 \$291.13 \$305.69 \$320.99 \$337.04	\$326.57 \$342.90 \$360.06 \$378.07 \$396.98	\$394.68 \$414.42 \$435.16	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5.00% 6 5.00%	\$ 98.6 \$ 103.5 \$ 108.7 \$ 114.1 \$ 119.8	73 N/A
Nick Liang Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	FIELD PW Work Day Shift	7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026	\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$114.54 \$120.54 \$120.54	\$32.97 \$32.97 \$32.97	\$90.24 \$93.24 \$93.24	\$118.88 \$123.38 \$123.38	\$147.51 \$153.51 \$153.51	\$84.02 \$88.22 \$92.63	\$126.0 \$132.3 \$138.9	03 \$168. 33 \$176. 95 \$185.	04 \$8.7 44 \$8.7 26 \$8.7	78 \$92 78 \$97 78 \$101	.80 \$13 .00 \$14 1.41 \$14	34.81 \$176. 11.11 \$185. 17.73 \$194.	\$2 \$1.31 \$2 \$2.56 \$2 \$3.76 \$4 \$8.17 \$0 \$12.80	\$15.94 \$17.74 \$24.38	4 \$29.3 4 \$31.7 5 \$40.5	31 S 71 S 53 S	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0. \$0. \$0. \$0. \$0.	00 00 00	\$26.75 \$27.95 \$32.36	\$40.13 \$41.93 \$48.54	\$51.00 \$53.50 \$55.90 \$64.72 \$73.98	\$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00		\$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$224.98 \$236.22 \$248.03 \$260.43 \$273.45	\$278.23 \$292.14 \$306.74	\$320.24 \$336.25 \$353.06	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5 5.00% 6 5.00%	\$ 80.0 \$ 84.0 \$ 88.2 \$ 92.6 \$ 97.2	02 22 N/A 33
Nick Liang Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time	FIELD PW Work Night Shift	7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2025 6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	\$32.97 \$32.97 \$32.97	\$97.40 \$100.77 \$100.77	\$129.62 \$134.67 \$134.67	\$161.83 \$168.57 \$168.57	\$ \$94.10 7 \$98.81 7 \$103.75	\$141.1 \$148.2 \$155.6	15 \$188. 22 \$197. 63 \$207.	20 \$8.7 62 \$8.7 50 \$8.7	78 \$102 78 \$107 78 \$112	2.88 \$14 7.59 \$15 2.53 \$16	\$19.93 \$196. \$7.00 \$206. \$4.41 \$216.	02 \$4.09 98 \$5.48 40 \$6.82 28 \$11.76 66 \$16.95 \$0.00	\$18.23 \$20.32 \$22.33 \$29.74 \$37.52 \$0.00	2 \$35.1 3 \$37.8 4 \$47.7 2 \$58.0	15 3 33 3 71 5	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0. \$0. \$0. \$0. \$0.	00 00 00	\$28.28 \$29.67 \$31.01 \$35.95 \$41.14	\$44.51 \$46.52 \$53.93	\$56.56 \$59.34 \$62.02 \$71.90 \$82.28	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00		\$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$251.97 \$264.56 \$277.80 \$291.69 \$306.28	\$296.78 \$311.61 \$327.21 \$343.57 \$360.75	\$358.66 \$376.61 \$395.44	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5.00% 6 5.00%	\$ 89.6 \$ 94.1 \$ 98.8 \$ 103.7 \$ 108.9	0 N/A N/A
Chris Estep Construction Inspector ** Construction Inspector, Grp 2 Non-Exempt Full Time		7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026	\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$114.54 \$120.54 \$120.54	\$32.97 \$32.97 \$32.97	\$90.24 \$93.24 \$93.24	\$118.88 \$123.38 \$123.38	\$147.51 \$153.51 \$153.51	\$74.45 \$78.17 \$82.08	\$111.6 \$117.2 \$123.1	68 \$148. 26 \$156. 12 \$164.	90 \$17. ² 34 \$17. ² 16 \$17. ²	47 \$91 47 \$95 47 \$99	.92 \$12 .64 \$13 .55 \$14	29.15 \$166. 34.73 \$173. 40.59 \$181.	\$0.88 37 \$1.68 81 \$2.40 63 \$6.31 83 \$10.41	\$10.27 \$11.35 \$17.22	7 \$18.8 5 \$20.3 2 \$28.1	36 30 312	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0. \$0. \$0. \$0. \$0.	00 00 00	\$17.18 \$17.90 \$21.81	\$25.77 \$26.85 \$32.72	\$32.76 \$34.36 \$35.80 \$43.62 \$51.82	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$199.33 \$209.32 \$219.77 \$230.77 \$242.29	\$246.54 \$258.86 \$271.81	\$283.77 \$297.94 \$312.85	7/1/2023 7/1/2024 7/1/2025	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5 5.00% 5.00%	\$ 70.9 \$ 74.4 \$ 78.1 \$ 82.0 \$ 86.1	15 7 N/A 08

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE CONSULTANT : PSOMAS PROJECT NO. XXXXXX CONTRACT No.

Loaded Billing Rate Calculations:

Non Exempt Employee Loaded Billing Rates

A) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST Delta Fringe] * [(1 + Field OH) * (1 + Fee)]

B) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)] or ST Loaded Billing Rate + (2.0 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)] Exempt Employee Loaded Billing Rates - Compensated for PW OT:

C) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST Delta Fringe] * [(1 + Field OH) * (1 + Fee)]

D) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)] or ST Loaded Billing Rate + (2.0 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)]

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

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

ST Loaded Billing Rate - Actual Hourly Rate * [(4 + Home OH) * (4 + Fee)]

E) ST Loaded Billing Rate = Actual Hourly Rate * [(1 + Home OH) * (1 + Fee)]F) No Overtime. (Columns are shaded out.)

Exempt Employee Loaded Billing Rates - Compensated for OT @ ST Rate:

Home Office Personnel:	Fringe Benefit	%	Overhead %		General Administration %		Combined %
NORMAL	51.93%	+	103.66%	+	0.00%	=	155.59%
OVERTIME		+		+	0.00%	=	0.00%
Field Office Personnel:	Fringe Benefit	%	Overhead %		General Administration %		Combined %
NORMAL	51.93%	+	103.66%	+	0.00%	=	155.59%
OVERTIME	51.93%	+	103.66%	+	0.00%	=	155.59%
Project Specific	Fringe Benefit	%	Overhead %		General Administration %		Combined %
NORMAL	51.93%	+	103.66%	+	0.00%	=	155.59%
OVERTIME	51.93%	+	103.66%	+	0.00%	=	155.59%

Fee = 10.00% FCCM

H) ST Loaded Billing Rate + (1.5 x 0)) or ST Loaded Billing	Rate + (2.0 x	0)																															_					lultiplier Delta E able Multiplier F		
lame/Classification	Home Office Personnel Field Office Personnel		ve Date of te 10/1/2019		(onl Base Salary		ole for pre Fringe	evailing w	vage work) al Base Salar	y + Fringe Be			Base Salary	nge benefi	Actual	ar over yea Tota	I = Base + Frir	ŭ	Employe	ELTA (TOTA e Total Rate	- DIR Rate			Applicable DELTA (TOTAL) = Employee Total - DIR Total		,,,,,,	- DIR Base			se = ee Base Rate	DELTA e	TOTAL - D (Employee -			ed Hourly Bi	_	Ho [date	ctive Date of ourly Rate e: 9/1/2019]	% Escalation Increase	N Rata	ourly Hourly Range for Class
chris Estep construction Inspector Construction Inspector, Grp 2 con-Exempt ull Time	FIELD PW Work Night Shift	7/1/2023 7/1/2024 7/1/2025 7/1/2026		\$64.43 \$67.80 \$67.80	\$92.01 \$96.65 \$101.70 \$101.70	\$122.68 \$128.86 \$135.60 \$135.60	8 \$32.9 6 \$32.9 0 \$32.9 0 \$32.9	97 \$94 97 \$97 97 \$100	4.31 \$12 7.40 \$12 0.77 \$13 0.77 \$13	29.62 \$1 34.67 \$1 34.67 \$1	55.65 61.83 68.57 68.57	\$83.37 \$ \$87.54 \$ \$91.92 \$	\$119.10 \$125.06 \$131.31 \$137.88	\$158.80 \$166.74 \$175.08 \$183.84	\$17.47 \$17.47 \$17.47 \$17.47	\$100.84 \$105.01 \$109.39	\$136.57 \$142.53 \$148.78 \$155.35	\$176.27 \$184.21 \$192.55 \$201.31	\$2.56 \$3.44 \$4.24 \$8.62 \$13.22 \$0.00	\$11.59 \$12.91 \$14.11 \$20.68 \$27.58 \$0.00	\$20.62 \$22.38 \$23.98 \$32.74 \$41.94 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.0 \$0.0 \$0.0	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$18.06 \$18.94 \$19.74 \$24.12 \$28.72	\$27.09 \$28.4 \$29.67 \$36.18	\$36.12 \$37.88 \$39.48	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$223.23 \$234.39 \$246.12 \$258.43 \$271.37	\$262.93 \$276.08 \$289.89 \$304.39	\$333.66 \$350.35	7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	2 6/30/2023 3 6/30/2024 4 6/30/2025 5 6/30/2026	5.00% 5 5.00% 6 5.00%	\$ 83 \$ 87 \$ 91	9.40 3.37 7.54 N/A 1.92 6.52
hawn Hagstrom onstruction Inspector Construction Inspector, Grp 2 on-Exempt ull Time	FIELD PW Work Day Shif	7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$114.5 ⁴ \$120.5 ⁴ \$120.5 ⁴	4 \$32.9 4 \$32.9 4 \$32.9	97 \$90 97 \$93 97 \$93	0.24 \$11 3.24 \$12 3.24 \$12		47.51 \$ 53.51 \$ 53.51 \$	\$83.91 \$88.11 \$92.52	\$125.87 \$132.17 \$138.78	\$167.82 \$176.22 \$185.04	\$8.89 \$8.89 \$8.89	\$88.80 \$92.80 \$97.00 \$101.41 \$106.04	\$134.76 \$141.06 \$147.67	\$176.71 \$185.11 \$193.93	\$1.31 \$2.56 \$3.76 \$8.17 \$12.80	\$14.01 \$15.88 \$17.68 \$24.30 \$31.24	\$26.70 \$29.20 \$31.60 \$40.42 \$49.68	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.0 \$0.0	\$0.00 \$0.00 \$0.00 \$0.00	\$25.39 \$26.64 \$27.84 \$32.25 \$36.88	\$39.96 \$41.76 \$48.38	\$53.28 \$55.68	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$224.67 \$235.91 \$247.72 \$260.12 \$273.14	\$277.87 \$291.78 \$306.38	\$304.58 \$319.82 \$335.83 \$352.64 \$370.29	7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026	5.00% 5 5.00% 6 5.00%	\$ 88 \$ 92	
hawn Hagstrom onstruction Inspector Construction Inspector, Grp 2 on-Exempt ull Time	FIELD PW Work Night Shift	7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	6 \$32.9 0 \$32.9 0 \$32.9	97 \$97 97 \$100 97 \$100	7.40 \$12 0.77 \$13 0.77 \$13	29.62 \$1 34.67 \$1 34.67 \$1	61.83 68.57 68.57 \$	\$93.96 \$98.66 5103.59	\$140.94 \$147.99 \$155.39	\$187.92 \$197.32 \$207.18	\$8.89 \$8.89 \$8.89	\$98.38 \$102.85 \$107.55 \$112.48 \$117.66	\$149.83 \$156.88 \$164.28	\$196.81 \$206.21 \$216.07	\$4.07 \$5.45 \$6.78 \$11.71 \$16.89	\$18.15 \$20.22 \$22.21 \$29.61 \$37.38	\$32.22 \$34.98 \$37.64 \$47.50 \$57.86	\$0.00 \$0.00 \$0.00		\$0.00 \$0.00 \$0.00 \$0.00	\$28.15 \$29.53 \$30.86 \$35.79 \$40.97	\$46.29 \$53.69	\$59.06 \$61.72	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$251.60 \$264.17 \$277.38 \$291.24 \$305.81	\$311.15 \$326.71 \$343.04	\$358.13 \$376.04 \$394.83	7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	3 6/30/2024 4 6/30/2025 5 6/30/2026	4 5.00% 5 5.00% 6 5.00%	\$ 93 \$ 98 \$ 103	
odd Scott Onstruction Inspector Construction Inspector, Grp 2 On-Exempt Ill Time	FIELD PW Work Day Shift	7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024	\$57.27 \$60.27 \$60.27	\$90.41 \$90.41	\$114.5 ² \$120.5 ² \$120.5 ²	4 \$32.9 4 \$32.9 4 \$32.9	97 \$90 97 \$93 97 \$93	0.24 \$11 3.24 \$12 3.24 \$12	18.88 \$1 23.38 \$1 23.38 \$1	47.51 \$ 53.51 \$ 53.51 \$	\$85.73 \$90.02 \$94.52	\$128.60 \$135.03 \$141.78	\$189.04	\$7.23 \$7.23 \$7.23	\$88.88 \$92.96 \$97.25 \$101.75 \$106.48	\$135.83 \$142.26 \$149.01	\$178.69 \$187.27 \$196.27	\$1.39 \$2.72 \$4.01 \$8.51 \$13.24	\$14.96 \$16.95 \$18.89 \$25.64 \$32.73	\$28.52 \$31.18 \$33.76 \$42.76 \$52.22	\$0.00 \$0.00 \$0.00	\$0.0 \$0.0	\$0.00 \$0.00 \$0.00 \$0.00	\$27.13 \$28.46 \$29.75 \$34.25 \$38.98	\$42.69 \$44.63 \$51.38	\$59.50	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$229.56 \$241.03 \$253.09 \$265.74 \$279.04	\$283.89 \$298.10 \$313.00	\$326.76 \$343.11 \$360.26	7/1/2022 7/1/2023 7/1/2024 7/1/2028 7/1/2028	6/30/2024 6/30/2025 6/30/2026	5.00% 5.00% 5.00%	\$ 85 \$ 90 \$ 94	1.65 5.73 0.02 N/A 4.52 9.25
odd Scott onstruction Inspector Construction Inspector, Grp 2 on-Exempt Ill Time	FIELD PW Work Night Shift	7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	6 \$32.9 0 \$32.9 0 \$32.9	97 \$97 97 \$100 97 \$100	7.40 \$12 0.77 \$13 0.77 \$13	34.67 \$1 34.67 \$1	61.83 \$ 68.57 \$ 68.57 \$	\$96.02 3100.82 3105.86	\$144.03 \$151.23 \$158.79	\$192.04 \$201.64 \$211.72	\$7.23 \$7.23 \$7.23	\$98.68 \$103.25 \$108.05 \$113.09 \$118.38	\$151.26 \$158.46 \$166.02	\$199.27 \$208.87 \$218.95	\$4.37 \$5.85 \$7.28 \$12.32 \$17.61	\$19.42 \$21.65 \$23.79 \$31.35 \$39.29	\$34.48 \$37.44 \$40.30 \$50.38 \$60.96	\$0.00 \$0.00	\$0.0 \$0.0	\$0.00 \$0.00 \$0.00 \$0.00	\$30.11 \$31.59 \$33.02 \$38.06 \$43.35	\$47.39 \$49.53 \$57.09	\$63.18 \$66.04 \$76.12	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$257.11 \$269.96 \$283.45 \$297.62 \$312.50	\$333.86 \$350.55	\$365.98 \$384.27 \$403.48	7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	3 6/30/2024 4 6/30/2025 5 6/30/2026	4 5.00% 5 5.00% 6 5.00%		5.86
chard Snyder chard Snyder chard Snyder chard Snyder charterian Inspector, Grp 2 charterian Inspector	FIELD PW Work Day Shift	7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026	\$57.27 \$60.27 \$60.27	\$90.41 \$90.41	\$114.5 ² \$120.5 ² \$120.5 ²	4 \$32.9 4 \$32.9 4 \$32.9	97 \$90 97 \$93 97 \$93	0.24 \$11 3.24 \$12 3.24 \$12		47.51 \$ 53.51 \$ 53.51 \$	\$89.75 \$94.24 \$98.95	\$134.63 \$141.36 \$148.43	\$179.50 \$188.48 \$197.90	\$5.50 \$5.50 \$5.50	\$90.98 \$95.25 \$99.74 \$104.45 \$109.40	\$140.13 \$146.86 \$153.93	\$193.98 \$203.40	\$3.49 \$5.01 \$6.50 \$11.21 \$16.16	\$18.97 \$21.25 \$23.49 \$30.55 \$37.98	\$34.45 \$37.49 \$40.47 \$49.89 \$59.79	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.0 \$0.0	\$0.00 \$0.00 \$0.00 \$0.00	\$30.96 \$32.48 \$33.97 \$38.68 \$43.63	\$48.72 \$50.96 \$58.02	\$64.96 \$67.94	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$240.33 \$252.33 \$264.95 \$278.20 \$292.11	\$297.21 \$312.07 \$327.67	\$325.81 \$342.08 \$359.19 \$377.15 \$396.01	7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026	5.00% 5.00% 5.00%	\$ 89 \$ 94 \$ 98	5.48 9.75 4.24 N/A 8.95 3.90
chard Snyder onstruction Inspector Construction Inspector, Grp 2 on-Exempt Il Time	FIELD PW Work Night Shift	7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	\$64.43 \$67.80 \$67.80	\$92.01 \$96.65 \$101.70 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	6 \$32.9 0 \$32.9 0 \$32.9	97 \$97 97 \$100 97 \$100	7.40 \$12 0.77 \$13 0.77 \$13		61.83 \$ 68.57 \$ 68.57 \$	3100.52 3105.55 3110.83	\$150.78 \$158.33 \$166.25	\$211.10	\$5.50 \$5.50 \$5.50	\$101.24 \$106.02 \$111.05 \$116.33 \$121.87	\$156.28 \$163.83 \$171.75	\$216.60 \$227.16	\$6.93 \$8.62 \$10.28 \$15.56 \$21.10	\$24.13 \$26.67 \$29.16 \$37.08 \$45.39	\$41.33 \$44.71 \$48.03 \$58.59 \$69.67	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.0 \$0.0	\$0.00 \$0.00 \$0.00 \$0.00	\$34.40 \$36.09 \$37.75 \$43.03 \$48.57	\$54.14 \$56.63 \$64.55	\$72.18 \$75.50 \$86.06	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$269.17 \$282.61 \$296.75 \$311.60 \$327.17	\$332.87 \$349.53 \$367.01	\$364.90 \$383.13 \$402.30 \$422.43 \$443.54	7/1/2022 7/1/2023 7/1/2024 7/1/2028 7/1/2028	3 6/30/2024 4 6/30/2025 5 6/30/2026	5.00% 5.00% 5.00%		0.52 5.55 N/A 0.83
nstruction Inspectors not on the Special Note below) D nstruction Inspector Construction Inspector, Grp 2 n-Exempt I Time	FIELD	7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026	\$57.27 \$60.27 \$60.27	\$85.91 \$90.41 \$90.41	\$114.54 \$120.54 \$120.54	4 \$32.9 4 \$32.9 4 \$32.9	97 \$90 97 \$93 97 \$93	0.24 \$11 3.24 \$12 3.24 \$12	18.88 \$1 23.38 \$1 23.38 \$1	47.51 \$ 53.51 \$ 53.51 \$	\$74.14 \$77.85 \$81.74	\$111.21 \$116.78 \$122.61	\$148.28 \$155.70 \$163.48	\$19.18 \$19.18 \$19.18	\$93.32 \$97.03 \$100.92	\$130.39 \$135.96 \$141.79	\$167.46 \$174.88 \$182.66	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.0 \$0.0 \$0.0	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$16.87 \$17.58 \$21.47	\$25.3 ² \$26.3 ⁷ \$32.2 ²	\$32.18 \$33.74 \$35.16 \$42.94 \$51.12	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$208.44 \$218.87 \$229.81	\$245.51 \$257.80 \$270.68	\$282.58 \$296.72 \$311.55	7/1/2023 7/1/2024 7/1/2025	2 6/30/2023 3 6/30/2024 4 6/30/2025 5 6/30/2026 6 6/30/2027	5.00% 5 5.00% 5.00%	\$ 77 \$ 81	0.61 4.14 7.85 1.74 5.83
onstruction Inspector Construction Inspector, Grp 2 on-Exempt ull Time	FIELD PW Work Night Shift	7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	6 \$32.9 0 \$32.9 0 \$32.9	97 \$97 97 \$100 97 \$100	7.40 \$12 0.77 \$13 0.77 \$13	29.62 \$1 34.67 \$1 34.67 \$1	61.83 68.57 68.57	\$83.06 \$87.21 \$91.57	\$124.59 \$130.82 \$137.36	\$166.12 \$174.42 \$183.14	\$19.18 \$19.18 \$19.18	\$102.24 \$106.39 \$110.75	\$143.77 \$150.00 \$156.54	\$185.30 \$193.60 \$202.32	\$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.0 \$0.0 \$0.0	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$18.63 \$19.41 \$23.77	\$27.95 \$29.12 \$35.66	\$35.52 \$37.26 \$38.82 \$47.54 \$56.70	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$233.52 \$245.19 \$257.45	·	\$316.58 \$332.40 \$349.02	7/1/2023 7/1/2024 7/1/2025	2 6/30/2023 3 6/30/2024 4 6/30/2025 5 6/30/2026 6 6/30/2027	5.00% 5.00% 5.00%	\$ 83 \$ 87 \$ 91	7.21 N/A
BD onstruction Inspector Construction Inspector, Grp 2 on-Exempt Il Time	PW Work Day Shif	7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026 6/30/2027	\$57.27 \$60.27 \$60.27 \$60.27	\$90.41 \$90.41 \$90.41	\$114.54 \$120.54 \$120.54 \$120.54	\$32.9 \$32.9 \$32.9 \$32.9 \$32.9	97 \$93 97 \$93 97 \$93	3.24 \$11 3.24 \$12 3.24 \$12 3.24 \$12	23.38 \$1 23.38 \$1 23.38 \$1	47.51 \$ 53.51 \$ 53.51 \$ 53.51	\$94.82 \$99.56 \$104.54 \$109.77	\$142.23 \$149.34 \$156.81 \$164.66	\$189.64 \$199.12 \$209.08 \$219.54	\$19.18 \$19.18 \$19.18 \$19.18	\$118.74 \$123.72 \$128.95	\$161.41 \$168.52 \$175.99 \$183.84	\$208.82 \$218.30 \$228.26 \$238.72	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$0.0 \$0.0	\$0.00 \$0.00 \$0.00 \$0.00	\$37.55 \$39.29 \$44.27	\$58.94 \$66.47	7 \$71.56 3 \$75.10 4 \$78.58 1 \$88.54 5 \$99.00	\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00	\$279.91 \$293.91 \$308.62	\$314.00 \$329.69 \$346.18 \$363.50	\$361.41 \$379.47 \$398.45 \$418.39	7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026 6/30/2027	5.00% 5.00% 6 5.00% 7 5.00%	\$ 99 \$ 104	
Construction Inspector * Construction Inspector, Grp 2 Ion-Exempt full Time	FIELD	7/1/2022 7/1/2023 7/1/2024	6/30/2024 6/30/2025 6/30/2026	\$64.43 \$67.80 \$67.80	\$96.65 \$101.70 \$101.70	\$128.86 \$135.60 \$135.60	6 \$32.9 0 \$32.9 0 \$32.9	97 \$97 97 \$100 97 \$100	7.40 \$12 0.77 \$13 0.77 \$13	29.62 \$1 34.67 \$1 34.67 \$1	\$61.83 \$ 68.57 \$ 68.57 \$	3106.20 3111.51 3117.09	\$159.30 \$167.27 \$175.64	\$212.40 \$223.02 \$234.18	\$19.18 \$19.18 \$19.18	\$125.38 \$130.69 \$136.27	\$178.48 \$186.45 \$194.82	\$231.58 \$242.20 \$253.36		\$0.00 \$0.00 \$0.00 \$0.00	\$65.81 \$0.00 \$0.00 \$0.00 \$96.49	\$0.00 \$0.00 \$0.00	\$0.0	\$0.00 \$0.00 \$0.00 \$0.00	\$41.77 \$43.71 \$49.29	\$62.66 \$65.57	\$87.42 \$98.58	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00		· ·	\$351.68 \$369.26 \$387.74	\$404.78 \$425.02	7/1/2023 7/1/2024 7/1/2025		5.00% 5.00% 6 5.00%	\$ 111 \$ 117	6.20 1.51 7.09

Special Note:

For Proposal/Task Order cost estimates, an actual rate will be calculated for Construction Inspectors that are not listed by name.