

Support Material Agenda Item No. 10

Board of Directors Meeting

December 1, 2021

10:30 a.m.

Location:

San Bernardino County Transportation Authority
First Floor Lobby Board Room
Santa Fe Depot, 1170 W. 3rd Street, San Bernardino, CA 92410

DISCUSSION ITEMS

Project Delivery

10. Award On-Call Construction Management Contracts

That the Board, acting as the San Bernardino County Transportation Authority:

- A. Award Contract No. 22-1002663 with Anser Advisory Management, LLC, for On-Call Construction Management Services for an amount not-to-exceed \$5,000,000, a contract term of five (5) years, and an optional one (1) year contract extension; and
- B. Award Contract No. 22-1002705 with Kleinfelder Construction Services, Inc., for On-Call Construction Management Services for an amount not-to-exceed \$5,000,000, a contract term of five (5) years, and an optional one (1) year contract extension; and
- C. Award Contract No. 22-1002706 with SYRUSA Engineering, Inc., for On-Call Construction Management Services for an amount not-to-exceed \$5,000,000, a contract term of five (5) years, and an optional one (1) year contract extension; and
- D. Award Contract No. 22-1002707 with TRC Engineers, Inc., for On-Call Construction Management Services for an amount not-to-exceed \$5,000,000, a contract term of five (5) years, and an optional one (1) year contract extension; and
- E. Award Contract No. 22-1002708 with WSP USA, Inc., for On-Call Construction Management Services for an amount not-to-exceed \$5,000,000, a contract term of five (5) years, and an optional one (1) year contract extension; and
- F. Approve a total expenditure authority for an amount not-to-exceed \$5,000,000, each for Contract Nos. 22-1002663, 22-1002705, 22-1002706, 22-1002707 and 22-1002708; for contract terms of five (5) years; and
- G. Approve exception to the Procurement and Special Risk Assessment Policy No. 11000 and authorize the Executive Director, or his designee, to extend the contract duration by one (1) year beyond the contract terms of five (5) years to Contract Nos. 22-1002663, 22-1002705, 22-1002706, 22-1002707 and 22-1002708, if necessary.

The Contracts are being provided as a separate attachment.

General Contract Information

CONTRACT No. 22-1002663

BY AND BETWEEN

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

AND

ANSER ADVISORY MANAGEMENT, LLC

FOR

CONSTRUCTION MANAGEMENT SERVICES ON-CALL SERVICES

This contract (referred to as “Contract” or “Agreement”), is made and entered into by and between the San Bernardino County Transportation Authority (“SBCTA” or “LOCAL AGENCY”) whose address is 1170 W. 3rd Street, 2nd Floor, San Bernardino, California 92410-1715; and Anser Advisory Management, LLC (“CONSULTANT”) whose address is: 2677 N. Main Street, Suite 400, Santa Ana, CA 92705. SBCTA and CONSULTANT are each a “Party” and collectively the “Parties”.

RECITALS:

WHEREAS, SBCTA requires work as described in Exhibit A of this Contract; and

WHEREAS, CONSULTANT has confirmed that CONSULTANT has the requisite professional qualifications, personnel and experience and is fully capable and qualified to perform the work identified herein; and

WHEREAS, CONSULTANT desires to perform all work identified herein and to do so for the compensation and in accordance with the terms and conditions set forth herein.

NOW, THEREFORE, the Parties agree as follows:

ARTICLE I. INTRODUCTION

- A. The work to be performed under this Contract is set forth in Exhibit A “Scope of Work” and Exhibit B “CONSULTANT’s Approved Cost Proposal” (“Cost Proposal”) dated 10/28/21 (collectively the “Work” or “Services”).
- B. CONSULTANT and the agents and employees of CONSULTANT, in the performance of this Contract, shall act in an independent capacity and not as officers or employees or agents of SBCTA.
- C. Without the written consent of SBCTA, this Contract is not assignable by CONSULTANT either in whole or in part. SBCTA may assign its rights and obligations under this Contract in whole or in part to any related or successor agency.

- D. No alteration or variations of the terms of this Contract shall be valid, unless made in writing and signed by the Parties; and no oral understanding or agreement not incorporated herein shall be binding on any of the Parties.
- E. The consideration to be paid to CONSULTANT as provided in this Contract shall be in compensation for all of CONSULTANT's expenses incurred in the performance hereof, including travel and per diem, unless otherwise expressly so provided.
- F. SBCTA's Project Manager or Contract Administrator for this Contract is Khalid Bazmi. Contract Administrator delegates authority to issue the Notice to Proceed to SBCTA's Procurement Manager.

ARTICLE II. PROJECT DESCRIPTION/SCOPE OF WORK

CONSULTANT agrees to perform the Work in accordance with all applicable professional architectural, engineering, construction management, land surveying and/or materials testing standards which are generally accepted in the State of California, in accordance with the terms and conditions expressed herein and in the sequence, time, and manner defined herein. The word "Work", as used herein, includes without limitation, the performance, fulfillment and discharge by CONSULTANT of all obligations, duties, tasks, and Work imposed upon or assumed by CONSULTANT hereunder. The Work performed under this Contract shall be completed to the satisfaction of SBCTA, with its satisfaction being based on prevailing applicable professional standards. Scope of Work is sometimes referred to as Statement of Work in this Contract. The Scope of Work is more fully described in Exhibit A.

ARTICLE III. CONSULTANT's REPORTS OR MEETINGS

- A. CONSULTANT shall submit progress reports to SBCTA at least once a month. The report should be sufficiently detailed for Contract Administrator to determine if CONSULTANT is performing to expectations and is on schedule, to provide communication of interim findings, and to sufficiently address any difficulties or special problems encountered so remedies can be developed.
- B. CONSULTANT's project manager shall meet with SBCTA's Contract Administrator, as needed, to discuss progress on the Contract.

ARTICLE IV. PERFORMANCE PERIOD

- A. This Contract shall go into effect on (12/01/2021), contingent upon approval by LOCAL AGENCY, and CONSULTANT shall commence work after notification to proceed by LOCAL AGENCY'S Contract Administrator. The Contract shall end on November 30, 2026, unless extended by contract amendment.
- B. CONSULTANT is advised that any recommendation for contract award is not binding on LOCAL AGENCY until the Contract is fully executed and approved by LOCAL AGENCY.

- C. The period of performance for each specific project shall be in accordance with the Task Order for that project. If work on a Task Order is in progress on the expiration date of this Contract, the terms of the Contract shall be extended by appropriate amendment.

ARTICLE V. ALLOWABLE COSTS AND PAYMENTS

- A. CONSULTANT will be reimbursed for hours worked at the hourly rates specified in CONSULTANT's Cost Proposal (Exhibit B). The specified hourly rates shall include direct salary costs, employee benefits, overhead, and fee. These rates are not adjustable for the performance period set forth in this Contract.
- B. In addition, CONSULTANT will be reimbursed for incurred (actual) direct costs other than salary costs that are in the Cost Proposal and identified in the Cost Proposal and in the executed Task Order.
- C. Specific projects will be assigned to CONSULTANT through issuance of Task Orders.
- D. After a project to be performed under this Contract is identified by LOCAL AGENCY, LOCAL AGENCY will prepare a draft Task Order; less the cost estimate. A draft Task Order will identify the scope of services, expected results, project deliverables, period of performance, project schedule and will designate a LOCAL AGENCY Project Coordinator. The draft Task Order will be delivered to CONSULTANT for review. CONSULTANT shall return the draft Task Order within ten (10) calendar days along with a Cost Estimate, including a written estimate of the number of hours and hourly rates per staff person, any anticipated reimbursable expense, overhead, fee if any, and total dollar amount. After agreement has been reached on the negotiable items and total cost; the finalized Task Order shall be signed by both LOCAL AGENCY and CONSULTANT.
- E. Task Orders may be negotiated for a lump sum (Firm Fixed Price) or for specific rates of compensation, both of which must be based on the labor and other rates set forth in CONSULTANT's Cost Proposal.
- F. Reimbursement for transportation and subsistence costs shall not exceed the rates as specified in the approved Cost Proposal.
- G. When milestone cost estimates are included in the approved Cost Proposal, CONSULTANT shall obtain prior written approval for a revised milestone cost estimate from the Contract Administrator before exceeding such estimate.
- H. Progress payments for each Task Order will be made monthly in arrears based on services provided and actual costs incurred.

- I. CONSULTANT shall not commence performance of work or services until this Contract has been approved by LOCAL AGENCY, and notification to proceed has been issued by LOCAL AGENCY'S Contract Administrator. No payment will be made prior to approval or for any Work performed prior to approval of this Contract.
- J. A Task Order is of no force or effect until returned to LOCAL AGENCY and signed by an authorized representative of LOCAL AGENCY. No expenditures are authorized on a project and Work shall not commence until a Task Order for that project has been executed by LOCAL AGENCY.
- K. CONSULTANT will be reimbursed, as promptly as fiscal procedures will permit upon receipt by LOCAL AGENCY'S Contract Administrator of itemized invoices in triplicate. Separate invoices itemizing all costs are required for all Work performed under each Task Order. Invoices shall be submitted no later than 45 calendar days after the performance of Work for which CONSULTANT is billing, or upon completion of the Task Order. Invoices shall detail the Work performed on each milestone, on each project as applicable. Invoices shall follow the format stipulated for the approved Cost Proposal and shall reference this Contract number, project title and Task Order number. Credits due LOCAL AGENCY that include any equipment purchased under the provisions of Article XI Equipment Purchase of this Contract, must be reimbursed by CONSULTANT prior to the expiration or termination of this Contract. Invoices shall be emailed to LOCAL AGENCY's Contract Administrator and to ap@gosbcta.com.
- L. The total amount payable by LOCAL AGENCY for an individual Task Order shall not exceed the amount agreed to in the Task Order, unless authorized by appropriate amendment.
- M. If the Consultant fails to satisfactorily complete a deliverable according to the schedule set forth in a Task Order, no payment will be made until the deliverable has been satisfactorily completed.
- N. Task Orders may not be used to amend this Agreement and may not exceed the scope of work under this Agreement.
- O. The total amount payable to LOCAL AGENCY for all Task Orders resulting from this Contract shall not exceed \$5,000,000. It is understood and agreed that there is no guarantee, either expressed or implied that this dollar amount will be authorized under this Contract through Task Orders.

ARTICLE VI. TERMINATION

- A. LOCAL AGENCY reserves the right to terminate this Contract upon thirty (30) calendar days written notice to CONSULTANT with the reasons for termination stated in the notice.

- B. LOCAL AGENCY may terminate this Contract with CONSULTANT should CONSULTANT fail to perform the covenants herein contained at the time and in the manner herein provided. In the event of such termination, LOCAL AGENCY may proceed with the Work in manner deemed proper by LOCAL AGENCY. If LOCAL AGENCY terminates this Contract with CONSULTANT, LOCAL AGENCY shall pay CONSULTANT the sum due to CONSULTANT under this Contract prior to termination, unless the cost of completion to LOCAL AGENCY exceeds the funds remaining in the Contract. In which case the overage shall be deducted from any sum due CONSULTANT under this Contract and the balance, if any, shall be paid to CONSULTANT upon demand.

ARTICLE VII. COST PRINCIPLES AND ADMINISTRATIVE REQUIREMENTS

- A. CONSULTANT agrees that the Contract Cost Principles and Procedures, 48 CFR, Federal Acquisition Regulations System, Chapter 1, Part 31.000 et seq., shall be used to determine the cost allowability of individual items.
- B. CONSULTANT also agrees to comply with federal procedures in accordance with 49 CFR, Part 18, Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments.
- C. Any costs for which payment has been made to CONSULTANT that are determined by subsequent audit to be unallowable under 49 CFR, Part 18 and 48 CFR, Federal Acquisition Regulations System, Chapter 1, Part 31.000 et seq., are subject to repayment by CONSULTANT to LOCAL AGENCY.

ARTICLE VIII. RETENTION OF RECORDS/AUDIT

- A. For the purpose of determining compliance with Public Contract Code 10115, et seq. and Title 21, California Code of Regulations, Chapter 21, Section 2500 et seq., when applicable and other matters connected with the performance of the Contract pursuant to Government Code 8546.7; CONSULTANT, subconsultants, and LOCAL AGENCY shall maintain and make available for inspection all books, documents papers, accounting records, and other evidence pertaining to the performance of the Contract, including but not limited to, the costs, of administering the Contract. All parties shall make such materials available at their respective offices at all reasonable times during the contract period and for three years from the date of final payment under the Contract. The state, State Auditor, LOCAL AGENCY, FHWA, or any duly authorized representative of the Federal Government shall have access to any books, records, and documents of CONSULTANT and its certified public accountants' (CPA) work papers that are pertinent to the Contract and indirect cost rates (ICR) for audit, examinations, excerpts, and transactions, and copies thereof shall be furnished if requested.
- B. **Per 2 CFR Ch. II § 200.333 Retention requirements for records.** Financial records, supporting documents, statistical records, and all other non-Federal entity records pertinent to a Federal award must be retained for a period of three years from the date of submission of the final expenditure report or, for Federal awards that are renewed quarterly or annually,

from the date of the submission of the quarterly or annual financial report, respectively, as reported to the Federal awarding agency or passthrough entity in the case of a subrecipient. Federal awarding agencies and pass-through entities must not impose any other record retention requirements upon non-Federal entities.

ARTICLE IX. AUDIT REVIEW PROCEDURES

- A. Any dispute concerning a question of fact arising under an interim or post audit of this Contract that is not disposed of by agreement, shall be reviewed by LOCAL AGENCY'S Chief Financial Officer.
- B. Not later than 30 days after issuance of the final audit report, CONSULTANT may request a review by LOCAL AGENCY'S Chief Financial Officer of unresolved audit issues. The request for review will be submitted in writing.
- C. Neither the pendency of a dispute nor its consideration by LOCAL AGENCY will excuse CONSULTANT from full and timely performance, in accordance with the terms of this Contract.
- D. CONSULTANT and subconsultant contracts, including cost proposals and ICR, are subject to audits or reviews such as, but not limited to, a contract audit, an incurred cost audit, an ICR Audit, or a CPA ICR audit work paper review. If selected for audit or review, the Contract, Cost Proposal and ICR and related work papers, if applicable, will be reviewed to verify compliance with 48 CFR, Part 31 and other related laws and regulations. In the instances of a CPA ICR audit work paper review it is CONSULTANT's responsibility to ensure federal, state, or local government officials are allowed full access to the CPA's work papers including making copies as necessary. The Contract, Cost Proposal, and ICR shall be adjusted by CONSULTANT and approved by LOCAL AGENCY contract manager to conform to the audit or review recommendations. CONSULTANT agrees that individual terms of costs identified in the audit report shall be incorporated into the Contract by this reference if directed by LOCAL AGENCY at its sole discretion. Refusal by CONSULTANT to incorporate audit or review recommendations, or to ensure that the federal, state or local governments have access to CPA work papers, will be considered a breach of contract terms and cause for termination of the Contract and disallowance of prior reimbursed costs.

ARTICLE X. SUBCONTRACTING

- A. Nothing contained in this Contract or otherwise, shall create any contractual relation between LOCAL AGENCY and any subconsultant(s), and no subcontract shall relieve CONSULTANT of its responsibilities and obligations hereunder. CONSULTANT agrees to be as fully responsible to LOCAL AGENCY for the acts and omissions of its subconsultant(s) and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by CONSULTANT. CONSULTANT's obligation to pay its subconsultant(s) is an independent obligation from LOCAL AGENCY'S obligation to make payments to the CONSULTANT.

- B. CONSULTANT shall perform the Work contemplated with resources available within its own organization and no portion of the Work pertinent to this Contract shall be subcontracted without written authorization by LOCAL AGENCY's Contract Administrator, except that, which is expressly identified in the approval Cost Proposal.
- C. CONSULTANT shall pay its subconsultants within ten (10) calendar days from receipt of each payment made to CONSULTANT by LOCAL AGENCY.
- D. All subcontracts entered into as a result of this Contract shall contain all the provisions stipulated in this Contract to be applicable to subconsultants.
- E. Any substitution of subconsultant(s) must be approved in writing by LOCAL AGENCY's Contract Administrator prior to the start of work by the subconsultant(s).

ARTICLE XI. EQUIPMENT PURCHASE

- A. Prior authorization in writing by LOCAL AGENCY's Contract Administrator shall be required before CONSULTANT enters into any unbudgeted purchase order, or subcontract exceeding \$5,000 for supplies, equipment, or CONSULTANT services. CONSULTANT shall provide an evaluation of the necessity or desirability of incurring such costs.
- B. For purchase of any item, service or consulting work not covered in CONSULTANT's Cost Proposal and exceeding \$5,000 prior authorization by LOCAL AGENCY's Contract Administrator; three competitive quotations must be submitted with the request, or the absence of bidding must be adequately justified.
- C. Any equipment purchased as a result of this Contract is subject to the following: "CONSULTANT shall maintain an inventory of all nonexpendable property. Nonexpendable property is defined as having a useful life of at least two years and an acquisition cost of \$5,000 or more. If the purchased equipment needs replacement and is sold or traded in, LOCAL AGENCY shall receive a proper refund or credit at the conclusion of the Contract, or if the Contract is terminated, CONSULTANT may either keep the equipment and credit LOCAL AGENCY in an amount equal to its fair market value, or sell such equipment at the best price obtainable at a public or private sale, in accordance with established LOCAL AGENCY procedures; and credit LOCAL AGENCY in an amount equal to the sales price. If CONSULTANT elects to keep the equipment, fair market value shall be determined at CONSULTANT's expense, on the basis of a competent independent appraisal of such equipment. Appraisals shall be obtained from an appraiser mutually agreeable to by LOCAL AGENCY and CONSULTANT, if it is determined to sell the equipment, the terms and conditions of such sale must be approved in advance by LOCAL AGENCY." 49 CFR, Part 18 requires a credit to Federal funds when participating equipment with a fair market value greater than \$5,000 is credited to the project.

ARTICLE XII. STATE PREVAILING WAGE RATES

- A. CONSULTANT shall comply with the State of California's General Prevailing Wage Rate requirements in accordance with California Labor Code, Section 1770, and all Federal, State, and local laws and ordinances applicable to the Work.
- B. Any subcontract entered into as a result of this Contract, if for more than \$25,000 for public works construction or more than \$15,000 for the alteration, demolition, repair, or maintenance of public works, shall contain all of the provisions of this Article, unless the awarding agency has an approved labor compliance program by the Director of Industrial Relations.
- C. When prevailing wages apply to the services described in the scope of work, transportation and subsistence costs shall be reimbursed at the minimum rates set by the Department of Industrial Relations (DIR) as outlined in the applicable Prevailing Wage Determination. See <http://www.dir.ca.gov>.

ARTICLE XIII. CONFLICT OF INTEREST

- A. CONSULTANT shall disclose any financial, business, or other relationship with LOCAL AGENCY that may have an impact upon the outcome of this Contract, or any ensuing LOCAL AGENCY construction project. CONSULTANT shall also list current clients who may have a financial interest in the outcome of this Contract, or any ensuing LOCAL AGENCY construction project, which will follow.
- B. CONSULTANT hereby certifies that it does not now have, nor shall it acquire any financial or business interest that would conflict with the performance of services under this Contract.
- C. CONSULTANT hereby certifies that neither CONSULTANT, its employees, nor any firm affiliated with CONSULTANT providing services on this project prepared the Plans, Specifications, and Estimate for any construction project included within this Contract. An affiliated firm is one, which is subject to the control of the same persons through joint-ownership, or otherwise.
- D. CONSULTANT further certifies that neither CONSULTANT, nor any firm affiliated with CONSULTANT, will bid on any construction subcontracts included within the construction contract. Additionally, CONSULTANT certifies that no person working under this Contract is also employed by the construction contractor for any project included within this Contract.
- E. Except for subconsultants whose services are limited to materials testing, no subconsultant who is providing service on this Contract shall have provided services on the design of any project included within this contract.

ARTICLE XIV. REBATES, KICKBACKS OR OTHER UNLAWFUL CONSIDERATION

CONSULTANT warrants that this Contract was not obtained or secured through rebates, kickbacks or other unlawful consideration, either promised or paid to any LOCAL AGENCY employee. For breach or violation of this warranty, LOCAL AGENCY shall have the right in its

discretion; to terminate the Contract without liability; to pay only for the value of the work actually performed; or to deduct from the contract price; or otherwise recover the full amount of such rebate, kickback or other unlawful consideration.

ARTICLE XV. PROHIBITION OF EXPENDING LOCAL AGENCY STATE OR FEDERAL FUNDS FOR LOBBYING

A. CONSULTANT certifies to the best of his or her knowledge and belief that:

1. No state, federal or local agency appropriated funds have been paid, or will be paid by-or-on behalf of CONSULTANT to any person for influencing or attempting to influence an officer or employee of any state or federal agency; a Member of the State Legislature or United States Congress; an officer or employee of the Legislature or Congress; or any employee of a Member of the Legislature or Congress, in connection with the awarding of any state or federal contract; the making of any state or federal grant; the making of any state or federal loan; the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any state or federal contract, grant, loan, or cooperative agreement.
2. If any funds other than federal appropriated funds have been paid, or will be paid to any person for influencing or attempting to influence an officer or employee of any federal agency; a Member of Congress; an officer or employee of Congress, or an employee of a Member of Congress; in connection with this federal contract, grant, loan, or cooperative agreement; CONSULTANT shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.

B. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

C. CONSULTANT also agrees by signing this document that he or she shall require that the language of this certification be included in all lower-tier subcontracts, which exceed \$100,000 and that all such sub-recipients shall certify and disclose accordingly.

ARTICLE XVI. STATEMENT OF COMPLIANCE

A. CONSULTANT's signature affixed herein, and dated, shall constitute a certification under penalty of perjury under the laws of the State of California that CONSULTANT has, unless exempt, complied with, the nondiscrimination program requirements of Government Code Section 12990 and Title 2, California Code of Regulations Section 11102.

B. During the performance of this Contract, Consultant and its subconsultants shall not unlawfully discriminate, harass, or allow harassment against any employee or applicant for employment because of sex, race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (e.g., cancer), age (over 40), marital status, and denial of family care leave. Consultant and subconsultants shall insure that the evaluation and treatment of their employees and

applicants for employment are free from such discrimination and harassment. Consultant and subconsultants shall comply with the provisions of the Fair Employment and Housing Act (Gov. Code §12990 (a-f) et seq.) and the applicable regulations promulgated thereunder (California Code of Regulations, Title 2, Section 11005 et seq.). The applicable regulations of the Fair Employment and Housing Commission implementing Government Code Section 12990 (a-f), set forth in Chapter 5 of Division 4.1 of Title 2 of the California Code of Regulations (2 CCR Sec. 11099 et seq.), are incorporated into this Contract by reference and made a part hereof as if set forth in full. Consultant and its subconsultants shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other Agreement.

- C. The Consultant shall comply with regulations relative to Title VI (nondiscrimination in federally-assisted programs of the Department of Transportation – Title 49 Code of Federal Regulations, Part 21 - Effectuation of Title VI of the 1964 Civil Rights Act). Title VI provides that the recipients of federal assistance will implement and maintain a policy of nondiscrimination in which no person in the state of California shall, on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, gender, sex, marital status, gender identity, gender expression, sexual orientation, age, or military and veteran status, be excluded from participation in, denied the benefits of or subject to discrimination under any program or activity by the recipients of federal assistance or their assignees and successors in interest.
- D. The Consultant, with regard to the work performed by it during the Agreement shall act in accordance with Title VI. Specifically, the Consultant shall not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in the selection and retention of Subconsultants, including procurement of materials and leases of equipment. The Consultant shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the U.S. DOT's Regulations, including employment practices when the Agreement covers a program whose goal is employment.

ARTICLE XVII. DEBARMENT AND SUSPENSION CERTIFICATION

- A. CONSULTANT's signature affixed herein, shall constitute a certification under penalty of perjury under the laws of the State of California, that CONSULTANT has complied with Title 2 CFR, Part 180, "OMB Guidelines to Agencies on Government-wide Debarment and Suspension (nonprocurement)", which certifies that he/she or any person associated therewith in the capacity of owner, partner, director, officer, or manager, is not currently under suspension, debarment, voluntary exclusion, or determination of ineligibility by any federal agency; has not been suspended, debarred, voluntarily excluded, or determined ineligible by any federal agency within the past three (3) years; does not have a proposed debarment pending; and has not been indicted, convicted, or had a civil judgment rendered against it by a court of competent jurisdiction in any matter involving fraud or official misconduct within the past three (3) years. Any exceptions to this certification must be disclosed to LOCAL AGENCY.
- B. Exceptions will not necessarily result in denial of recommendation for award, but will be considered in determining CONSULTANT responsibility. Disclosures must indicate to whom exceptions apply, initiating agency, and dates of action.

- C. Exceptions to the Federal Government Excluded Parties List System maintained by the General Services Administration are to be determined by the Federal Highway Administration.

ARTICLE XVIII. FUNDING REQUIREMENTS

- A. It is mutually understood between the Parties that this Contract may have been written before ascertaining the availability of funds or appropriation of funds, for the mutual benefit of both Parties, in order to avoid program or fiscal delays that would occur if the Contract were executed after that determination was made.
- B. This Contract is valid and enforceable only, if sufficient funds are made available to SBCTA for the purpose of this Contract. In addition, this Contract is subject to any additional restrictions, limitations, conditions, or any statute enacted by Congress, State Legislature, or SBCTA governing board that may affect the provisions, terms, or funding of this Contract in any manner.
- C. It is mutually agreed that if sufficient funds are not appropriated, this Contract may be amended to reflect any reduction in funds.
- D. SBCTA has the option to terminate the Contract under the 30-day cancellation clause or by mutual agreement, or to amend the Contract to reflect any reduction of funds.

ARTICLE XIX. CHANGE IN TERMS

- A. This Contract may be amended or modified only by mutual written agreement of the Parties.
- B. CONSULTANT shall only commence Work covered by an amendment after the amendment is executed and the NTP has been provided by SBCTA's Procurement Analyst.
- C. There shall be no change in CONSULTANT's Project Manager or members of the project team, as listed in the CONSULTANT's Approved Cost Proposal, without prior written approval of SBCTA.

ARTICLE XX. DISADVANTAGED BUSINESS ENTERPRISES (DBE) PARTICIPATION

- A. CONSULTANTS must give consideration to DBE firms as specified in 23 CFR §172.5(b), 49 CFR, Part 26. If the Contract has a DBE goal, CONSULTANT must meet the DBE goal by using DBEs as subconsultants or documenting a good faith effort to have met the goal. If a DBE subconsultant is unable to perform, CONSULTANT must make a good faith effort to replace the subconsultant with another DBE subconsultant if the goal is not otherwise met. A DBE may be terminated only with written approval by SBCTA and only

for the reasons specified in 49 CFR 26.53(f). Prior to requesting SBCTA's consent for the proposed termination, CONSULTANT must meet the procedural requirements specified in 49 CFR 26.53(f).

- B. SBCTA, as a recipient of federal financial assistance, is required to implement a Disadvantaged Business Program in accordance with federal regulations at 49 CFR Part 26 issued by the U.S. Department of Transportation (DOT). The contract goal range for this project pursuant to the CONSULTANT's Approved Cost Proposal is 6%. CONSULTANT must furnish all documentation satisfactory to SBCTA that the work committed to DBEs was actually performed by DBEs. Requests for progress payments must include a summary of payments (Form 315Caltrans Form Exhibit 9-F) actually made to DBEs during the invoice period, which includes a total of all payments made to all subconsultants under this Contract. DBE participation shall be credited toward the overall DBE goal only when payments are actually made to the DBE firms. CONSULTANT shall submit on the 15th of every month to SBCTA's Procurement Analyst, Form 315Exhibit 9-F form per the Caltrans Exhibit 9-F Instructions. Upon completion of the Contract, CONSULTANT shall submit "Final Report-Utilization of Disadvantaged Business Enterprises--First Tier Subconsultants" Form 17-F with the final invoice. Failure to submit the required reports shall result in SBCTA imposing a penalty of \$100 per day, per report.
- C. CONSULTANT shall carry out all applicable requirements of 49 CFR Part 26 in the award and administration of this DOT-assisted Contract. Failure by CONSULTANT to carry out these requirements is a material breach of this Contract, which may result in SBCTA exercising the right to impose administrative remedies, which shall include, but shall not be limited to the following: withholding of payment due to CONSULTANT equivalent to the difference between the actual DBE attainment and the Contract DBE goal; suspension of payment to CONSULTANT of any other monies held by SBCTA; and termination of the Contract, in whole or in part. The administrative remedies shall not apply if the CONSULTANT is able to demonstrate, to the satisfaction of SBCTA, that it exercised Good Faith Efforts in an attempt to meet the Contract DBE goal.
- D. SBCTA will bring to the attention of the DOT Operating Administration, in writing, any false, fraudulent, or dishonest conduct in connection with SBCTA's administration of Caltrans' DBE program, to enable the DOT Operating Administration to take the necessary and appropriate steps (e.g. referral to the Department of Justice for criminal prosecution, referral to the DOT Inspector General, or action under suspension and debarment or Program Fraud and Civil Penalties rules) as provided in Title 49 CFR, Part 26, Section 26.109. SBCTA also will consider similar action under its own legal authorities, including, but not limited to, responsibility determinations in future contracts.

ARTICLE XXI. CONTINGENT FEE

CONSULTANT warrants, by execution of this Contract, that no person or selling agency has been employed or retained to solicit or secure this Contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide

established commercial or selling agencies maintained by CONSULTANT for the purpose of securing business. For breach or violation of this warranty, SBCTA has the right to terminate the Contract without liability, pay only for the value of the Work actually performed, or in its discretion, to deduct from the contract price or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingent fee.

ARTICLE XXII. DISPUTES

- A. Any dispute, other than audit, concerning a question of fact arising under this Contract that is not disposed of by agreement shall be decided by a committee consisting of SBCTA's Procurement Analyst and SBCTA's Program Manager who may consider written or verbal information submitted by CONSULTANT.
- B. Not later than 30 days after completion of all Work under the Contract, CONSULTANT may request review by SBCTA's Executive Director of unresolved claims or disputes, other than audit. The request for review will be submitted in writing.
- C. Neither the pendency of a dispute nor its consideration by SBCTA's Executive Director excuses CONSULTANT from full and timely performance in accordance with the terms of this Contract.

ARTICLE XXIII. INSPECTION OF WORK

CONSULTANT and any subconsultant shall permit SBCTA, the state, and the FHWA if federal participating funds are used in this Contract, to review and inspect the project activities and files at all reasonable times during the performance period of this Contract, including review and inspection on a daily basis.

ARTICLE XXIV. SAFETY

- A. CONSULTANT shall comply with OSHA regulations applicable to CONSULTANT regarding necessary safety equipment or procedures. CONSULTANT shall comply with safety instructions issued by SBCTA and SBCTA representatives. CONSULTANT personnel shall wear hard hats and safety vests at all times while at the construction project site.
- B. Pursuant to the authority contained in Section 591 of the Vehicle Code, SBCTA has determined that such areas are within the limits of the Project and are open to public traffic. CONSULTANT shall comply with all of the requirements set forth in Divisions 11, 12, 13, 14, and 15 of the Vehicle Code. CONSULTANT shall take all reasonably necessary precautions for safe operation of its vehicles and the protection of the traveling public from injury and damage from such vehicles.
- C. Any subcontract entered into as a result of this Contract, shall contain all of the provisions of this Article.
- D. CONSULTANT must have a Division of Occupational Safety and Health (CAL-OSHA) permit(s), as outlined in California Labor Code Sections 6500 and 6705, prior to the

initiation of any practices, work, method, operation, or process related to the construction or excavation of trenches which are five feet or deeper.

ARTICLE XXV. INSURANCE

A. Prior to commencing the Work, subject to the provisions of Article XXV.B “General Provisions”, and at all times during the performance of the Work and for such additional periods as required herein, CONSULTANT and all sub-consultants of every tier performing any Work under this contract shall, at CONSULTANT’s and sub-consultant’s sole expense, procure and maintain broad form insurance coverage at least as broad as the following minimum requirements specified below:

1.1. Professional Liability. The policies must include the following:

- A limit of liability not less than \$2,000,000 per claim
- An annual aggregate limit of not less than \$4,000,000
- Coverage shall be appropriate for the CONSULTANT’S profession and provided services to include coverage for errors and omissions arising out of the CONSULTANT’S professional services, or services of any person employed by the CONSULTANT, or any person for whose acts, errors, mistakes or omissions the CONSULTANT may be legally liable.
- If Coverage is on a claims made basis:
 - Policy shall contain a retroactive date for coverage of prior acts, which date will be prior to the date the CONSULTANT begins to perform Work under this Contract.
 - CONSULTANT shall secure and maintain “tail” coverage for a minimum of three (3) years after Contract completion.

1.2. Worker’s Compensation/Employer’s Liability. The policies must include the following:

- Coverage A. Statutory Benefits
- Coverage B. Employer’s Liability
- Bodily Injury by accident - \$1,000,000 per accident
- Bodily Injury by disease - \$1,000,000 policy limit/\$1,000,000 each employee

Such policies shall contain a waiver of subrogation in favor of the parties named as Indemnitees below. Such insurance shall be in strict accordance with the applicable workers’ compensation laws in effect during performance of the Work by CONSULTANT or any subconsultant of any tier. All subconsultants of any tier performing any portion of the Work for CONSULTANT shall also obtain and maintain the same insurance coverage as specified in this subparagraph, with a waiver of subrogation in favor of CONSULTANT

and all parties named as Indemnitees below. Where coverage is provided through the California State Compensation Insurance Fund, the requirement for a minimum A.M. Best rating does not apply.

1.3. Commercial General Liability. The policy must include the following:

- Consultant shall maintain commercial general liability (CGL) insurance (Insurance Services Office (ISO) Form CG 00 01), and if necessary excess/umbrella commercial liability insurance, with a combined limit of liability of not less than **\$3,000,000 each occurrence**. If the contract value is equal to or in excess of \$25,000,000, then the combined limit of liability shall be no less than **\$25,000,000 each occurrence**.
- The policy shall, at a minimum, include coverage for any and all of the following: bodily injury, property damage, personal injury, broad form contractual liability (including coverage to the maximum extent possible for the indemnifications in this Contract), premises-operations (including explosion, collapse and underground coverage), duty to defend in addition to (without reducing) the limits of the policy(ies), and products and completed operations.
 - \$2,000,000 per occurrence limit for property damage or bodily injury
 - \$1,000,000 per occurrence limit for personal injury and advertising injury
 - \$2,000,000 per occurrence limits for products/completed operations coverage (ISO Form 20 37 10 01) if SBCTA's Risk Manager determines it is in SBCTA's best interests to require such coverage,
- If a general aggregate applies, it shall apply separately to this project/location. The project name must be indicated under "Description of Operations/Locations" (ISO Form CG 25 03 or CG 2504).
- Coverage is to be on an "occurrence" form. "Claims made" and "modified occurrence" forms are not acceptable.
- A copy of the declaration page or endorsement page listing all policy endorsements for the CGL policy must be included.

All subconsultants of any tier performing any portion of the Work for CONSULTANT shall also obtain and maintain the CGL insurance coverage with limits not less than:

- Each occurrence limit: \$1,000,000
- General aggregate limit: \$2,000,000
- Personal injury and advertising limit \$1,000,000
- Products-completed operations aggregate limit \$2,000,000

All subconsultants' and sub-subconsultants' deductibles or self-insured retentions must be acceptable to SBCTA's Risk Manager.

1.4. Umbrella/Excess CGL. The policy must include the following:

- If the CONSULTANT elects to include an umbrella or excess policy to cover any of the total limits required beyond the primary commercial general liability policy limits and/or the primary commercial automobile liability policy limits, then the policy must include the following:
 - The umbrella or excess policy shall follow form over the CONSULTANT's primary general liability coverage and shall provide a separate aggregate limit for products and completed operations coverage.
 - The umbrella or excess policy shall not contain any restrictions or exclusions beyond what is contained in the primary policy.
 - The umbrella or excess policy shall contain a clause stating that it takes effect (drops down) in the event the primary limits are impaired or exhausted.
 - The umbrella or excess policy must also extend coverage over the automobile policy if it is to be used in combination with the primary automobile policy to meet the total insurance requirement limits.

There shall be no statement limiting the coverage provided to the parties listed as additionally insureds or as indemnitees below.

1.5. Commercial Auto. The policy must include the following:

- A total limit of liability of not less than **\$3,000,000** each accident. This total limits of liability may be met by combining the limits of the primary auto policy with an umbrella or excess policy in accordance with subparagraph 4 (Umbrella/Excess CGL) of Section A of this Article.
- Such insurance shall cover liability arising out of any vehicle, including owned, hired, leased, borrowed and non-owned vehicles assigned to or used in performance of the CONSULTANT services.
- Combined Bodily Injury and Property Damage Liability insurance
The commercial automobile liability insurance shall be written on the most recent edition of ISO Form CA 00 01 or equivalent acceptable to SBCTA.

1.6. Pollution Liability. Purposely omitted

1.7. Railroad Protective Liability. The policy must include the following:

- Should the CONSULTANT need to perform activities in a railroad right-of-way, SBCTA's Risk Manager and/or a railroad operator may require CONSULTANT to provide Railroad Protective Liability.
- In such a case, the policy shall be in amounts and coverages and from issuers, acceptable to SBCTA's Risk Manager in his/her sole discretion.
- Depending on facts and circumstances, and the terms and conditions of the policy involved, SBCTA's Risk Manager may choose to find that the CONSULTANT satisfactorily meets this requirement by obtaining one of the following: a) an

acceptable Railroad Protective Liability specific policy; b) a waiver of any railroad liability exclusion from the CONSULTANT's existing general liability policy; or c) acceptable general liability insurance without a railroad exclusion.

B. General Provisions

- 1.1 Qualifications of Insurance Carriers. If policies are written by insurer carrier authorized and admitted to do business in the state of California, then the insurer carriers must have a current A.M. Best rating of A-VIII or better and if policies are written by insurance carriers that are non- admitted but authorized to conduct business in the state of California, then they must meet the current A.M. Best rating of A-X or better, unless otherwise approved in writing by SBCTA's Risk Manager.
- 1.2 Additional Insurance Coverage. All policies, except those for Workers' Compensation and Professional Liability insurance, shall be endorsed by ISO Form CG 20 10 11 85, or if not available, then ISO Form CG 20 38, to name San Bernardino County Transportation Authority and its officers, directors, members, employees, agents and volunteers, as additional insureds ("Additional Insureds"). With respect to general liability arising out of or connected with work or operations performed by or on behalf of the CONSULTANT under this Contract, coverage for such Additional Insureds shall not extend to liability to the extent prohibited by section 11580.04 of the Insurance Code. The additional insured endorsements shall not limit the scope of coverage for SBCTA to vicarious liability but shall allow coverage for SBCTA to the full extent provided by the policy.
- 1.3 Proof of Coverage. Evidence of insurance in a form acceptable to SBCTA's Risk Manager, including declarations pages of each policy, certificates of insurance and the required additional insured endorsements, shall be provided to SBCTA's Procurement Analyst prior to issuance of the NTP or prior to commencing any Work, as SBCTA specifies. Certificate(s) of insurance, as evidence of the required insurance shall: be executed by a duly authorized representative of each insurer; show compliance with the insurance requirements set forth in this Article; set forth deductible amounts applicable to each policy; list all exclusions which are added by endorsement to each policy; and also include the Contract Number and the SBCTA Project Manager's name on the face of the certificate. If requested in writing by SBCTA, CONSULTANT shall submit complete copies of all required insurance policies within ten (10) business days of a written request by SBCTA.
- 1.4 Deductibles and Self-Insured Retention. Regardless of the allowance of exclusions or deductibles by SBCTA, CONTRACTOR shall be responsible for any deductible or self- insured retention (SIR) amount and shall warrant that the coverage provided to SBCTA is consistent with the requirements of this Article. CONTRACTOR will pay, and shall require its sub-CONTRACTORS to pay, all deductibles, co-pay obligations, premiums and any other sums due under the insurance required in this Article. Any deductibles or self-insured retentions must be declared to and approved in writing by SBCTA's Risk Manager. At the option of SBCTA, if the

deductible or SIR is greater than \$ 50,000 or five (5) percent of the amount of coverage required under this Contract, whichever is less, the CONTRACTOR shall guarantee that either: (1) the insurer shall reduce or eliminate such deductibles or self-insured retentions as respects to SBCTA, its directors, officials, officers, employees and agents; or, (2) the CONTRACTOR shall procure a bond guaranteeing the amount of the deductible or self-insured retention. SBCTA will have the right, but not the obligation, to pay any deductible or SIR due under any insurance policy. If SBCTA pays any sums due under any insurance required above, SBCTA may withhold said sums from any amounts due to CONTRACTOR. The Contractor' s policies will neither obligate nor prohibit SBCTA or any other Additional Insured, from paying any portion of any Contractor's deductible or SIR.

- 1.5 CONSULTANT's and Subconsultants' Insurance will be Primary. All policies required to be maintained by the CONSULTANT or any subconsultant with the exception of Professional Liability and Worker's Compensation shall be endorsed, with a form at least as broad as ISO Form CG 20 01 04 13), to be primary coverage, and any coverage carried by any of the Additional Insureds shall be excess and non-contributory. Further, none of CONSULTANT's or subconsultants' pollution, automobile, general liability or other liability policies (primary or excess) will contain any cross-liability exclusion barring coverage for claims by an additional insured against a named insured.
- 1.6 Waiver of Subrogation Rights. To the fullest extent permitted by law, CONSULTANT hereby waives all rights of recovery under subrogation against the Additional Insureds named herein, and any other consultant, subconsultant or sub-subconsultant performing work or rendering services on behalf of SBCTA, in connection with the planning, development and construction of the Project. To the fullest extent permitted by law, CONSULTANT shall require similar written express waivers and insurance clauses from each of its subconsultants of every tier. CONSULTANT shall require all of the policies and coverages required in this Article to waive all rights of subrogation against the Additional Insureds (ISO Form CG 24 04 05 09). Such insurance and coverages provided shall not prohibit CONSULTANT from waiving the right of subrogation prior to a loss or claim.
- 1.7 Cancellation. If any insurance company elects to cancel or non-renew coverage for any reason, CONSULTANT will provide SBCTA thirty (30) days prior written notice of such cancellation or nonrenewal. If the policy is cancelled for nonpayment of premium, CONSULTANT will provide SBCTA ten (10) days prior written notice. In any event, CONSULTANT will provide SBCTA with a copy of any notice of termination or notice of any other change to any insurance coverage required herein which CONSULTANT receives within one business day after CONSULTANT receives it by submitting it to SBCTA at:

procurement@gosbcta.com to the attention of SBCTA's Procurement Analyst, and by depositing a copy of the notice in the U.S. Mail in accordance with the notice provisions of this Contract.

- 1.8 Enforcement. SBCTA may take any steps as are necessary to assure CONSULTANT's compliance with its insurance obligations as identified within this Article. Failure to continuously maintain insurance coverage as provided herein is a material breach of contract. In the event the CONSULTANT fails to obtain or maintain any insurance coverage required, SBCTA may, but is not required to, maintain this coverage and charge the expense to the CONSULTANT or withhold such expense from amounts owed CONSULTANT, or terminate this Contract. The insurance required or provided shall in no way limit or relieve CONSULTANT of its duties and responsibility under the Contract, including but not limited to obligation to indemnify, defend and hold harmless the Indemnitees named below. Insurance coverage in the minimum amounts set forth herein shall not be construed to relieve CONSULTANT for liability in excess of such coverage, nor shall it preclude SBCTA from taking other actions as available to it under any other provision of the Contract or law. Nothing contained herein shall relieve CONSULTANT, or any subconsultant of any tier of their obligations to exercise due care in the performance of their duties in connection with the Work, and to complete the Work in strict compliance with the Contract.
- 1.9 No Waiver. Failure of SBCTA to enforce in a timely manner any of the provisions of this Article shall not act as a waiver to enforcement of any of these provisions at a later date.
- 1.10 Subconsultant Insurance. Insurance required of the CONSULTANT shall be also provided by subconsultants or by CONSULTANT on behalf of all subconsultants to cover their services performed under this Contract. CONSULTANT may reduce types and the amounts of insurance limits provided by subconsultants to be proportionate to the amount of the subconsultant's contract and the level of liability exposure for the specific type of work performed by the subconsultant. CONSULTANT shall be held responsible for all modifications, deviations, or omissions in these insurance requirements as they apply to subconsultant.
- 1.11 Higher limits. If CONSULTANT maintains higher limits than the minimums shown above, SBCTA shall be entitled to coverage for the higher limits maintained by CONSULTANT. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to SBCTA.
- 1.12 Special Risks or Circumstances. SBCTA, acting through its Executive Director, reserves the right to modify any or all of the above insurance requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

ARTICLE XXVI. INDEMNITY

- A. To the extent, but only to the extent, that CONSULTANT's Work falls within the scope of Civil Code Section 2782.8, the following indemnification is applicable:

CONSULTANT shall indemnify and defend (with legal counsel reasonably approved by SBCTA) San Bernardino County Transportation Authority and its directors, officers, employees, agents and volunteers, from any and all losses, damages, liability, actions, and/or costs for claims that arise out of, pertain to or are related to the negligence, recklessness, or willful misconduct of the design professional to the maximum extent permitted by Civil Code Section 2782.8.

- B. For all other Work and obligations under this Contract, CONSULTANT agrees to indemnify, defend (with legal counsel reasonably approved by SBCTA) and hold harmless SBCTA and its directors, officers, employees, agents and volunteers ("Indemnitees"), from any and all claims, actions, losses, damages and/or liability ("Claims") arising out of or related to any act or omission of CONSULTANT or any of its officers, employees, agents, subconsultants or volunteers, and for any costs or expenses incurred by Indemnitees on account of any such Claims except where such indemnification is prohibited by law. This indemnification provision shall apply regardless of the existence or degree of fault of Indemnitees. CONSULTANT's indemnification obligation applies to an Indemnitee's "active" as well as "passive" negligence but does not apply to an Indemnitee's "sole negligence" or "willful misconduct" within the meaning of Civil Code Section 2782.

ARTICLE XXVII. OWNERSHIP OF DATA

- A. Upon completion of all Work under this Contract, ownership and title to all reports, documents, plans, specifications, and estimates produced as part of this Contract will automatically be vested in SBCTA, and no further agreement will be necessary to transfer ownership to SBCTA. CONSULTANT shall furnish SBCTA all necessary copies as needed to complete the review and approval process.
- B. It is understood and agreed that all calculations, drawings and specifications, whether in hard copy or machine-readable form, are intended for one-time use in the construction of the Project for which this Contract has been entered into.
- C. CONSULTANT is not liable for claims, liabilities, or losses arising out of or connected with the modification or misuse by SBCTA of the machine-readable information and data provided by CONSULTANT under this Contract; further, CONSULTANT is not liable for claims, liabilities, or losses arising out of or connected with any use by SBCTA of the project documentation on other projects or additions to this project, or for the completion of this project by others, except only such use as may be authorized in writing by CONSULTANT.
- D. Applicable patent rights provisions regarding rights to inventions shall be included in the Contract as appropriate (48 CFR 27, Subpart 27.3, Patent Rights under Government Contracts for federal-aid contracts).

- E. SBCTA may permit copyrighting reports or other agreement products. If copyrights are permitted, the agreement shall provide that the FHWA shall have the royalty-free nonexclusive and irrevocable right to reproduce, publish, or otherwise use, and to authorize others to use, the work for government purposes.
- F. Any subcontract in excess of \$25,000 entered into as a result of this Contract, shall contain all of the provisions of this Article.

ARTICLE XXVIII. CLAIMS FILED BY SBCTA's CONSTRUCTION CONTRACTOR

- A. If claims are filed by SBCTA's construction contractor relating to Work performed by CONSULTANT's personnel and additional information or assistance from CONSULTANT's personnel is required in order to evaluate or defend against such claims, CONSULTANT agrees to make its personnel available for consultation with SBCTA and legal staff, and for testimony, if necessary, at depositions, administrative proceedings, trial or arbitration proceedings.
- B. CONSULTANT's personnel that SBCTA considers essential to assist in defending against construction contractor claims will be made available on reasonable notice from SBCTA. Consultation or testimony will be reimbursed at the same rates, including travel costs that are being paid for the CONSULTANT's personnel services under this Contract.
- C. Services of CONSULTANT's personnel in connection with SBCTA's construction contractor claims will be performed pursuant to a written contract amendment, if necessary, extending the termination date of this Contract in order to resolve the construction claims.
- D. Any subcontract in excess of \$25,000 entered into as a result of this Contract, shall contain all of the provisions of this Article.

ARTICLE XXIX. CONFIDENTIALITY OF DATA

- A. All financial, statistical, personal, technical, or other data and information relative to SBCTA's operations which are designated confidential by SBCTA and made available to CONSULTANT in order to carry out this Contract shall be protected by CONSULTANT from unauthorized use and disclosure.
- B. Permission to disclose information on one occasion or at a public hearing held by SBCTA relating to the Contract shall not authorize CONSULTANT to further disclose such information or disseminate the same on any other occasion.
- C. CONSULTANT shall not comment publicly to the press or any other media, including social media, regarding the Contract or SBCTA's actions on the same, except to SBCTA's staff, CONSULTANT's own personnel involved in the performance of this Contract, at public hearings or in response to questions from a SBCTA Board Committee or other public meeting approved by SBCTA.

- D. CONSULTANT shall not issue any news release or public relations item of any nature whatsoever regarding Work performed or to be performed under this Contract without prior review of the contents thereof by SBCTA and receipt of SBCTA's written permission.
- E. Any SBCTA communications or materials to which CONSULTANT or its subconsultants or agents have access, or materials prepared by CONSULTANT under the terms of this Contract, shall be held in confidence by CONSULTANT, who shall exercise reasonable precautions to prevent the disclosure of confidential information to anyone except as expressly authorized by SBCTA. Any communications with or work product of SBCTA's legal counsel to which CONSULTANT or its subconsultants or agents have access in performing Work under this Contract shall be subject to attorney-client privilege and attorney work product doctrine and shall be confidential. CONSULTANT shall not release any reports, information or promotional material or allow for the use of any photos related to this Contract for any purpose without prior written approval of SBCTA.
- F. Any subcontract entered into as a result of this Contract shall contain all of the provisions of this Article.
- G. CONSULTANT agrees to inform itself and make its employees, agents and subconsultants aware of the requirements of SBCTA's privacy confidentiality policies, and to abide by the same. CONSULTANT further agrees to require all employees, agents, and subconsultants assigned to any SBCTA project or task to sign and adhere to a SBCTA Confidentiality Agreement as directed by SBCTA personnel. CONSULTANT acknowledges and agrees that its duties and obligations under this provision specifically pertain to, but is not to, all of its employees, agents, and subconsultants who may have access to Personally Identifiable Information ("PII") and/or Sensitive Security Information ("SSI") within the custody or control of SBCTA.

ARTICLE XXX. NATIONAL LABOR RELATIONS BOARD CERTIFICATION

In accordance with Public Contract Code Section 10296, CONSULTANT hereby states under penalty of perjury that no more than one final unappealable finding of contempt of court by a federal court has been issued against CONSULTANT within the immediately preceding two-year period, because of CONSULTANT's failure to comply with an order of a federal court that ordered CONSULTANT to comply with an order of the National Labor Relations Board.

ARTICLE XXXI. EVALUATION OF CONSULTANT

CONSULTANT's performance may be evaluated by SBCTA. A copy of the evaluation will be sent to CONSULTANT for comments. The evaluation together with the comments shall be retained as part of the Contract file. This information may be used when evaluating the firm on future proposal submittals.

ARTICLE XXXII. RETENTION OF FUNDS

- A. Any subcontract entered into as a result of this Contract shall contain all of the provisions of this Article.

B. Retention.

1. As partial security against CONSULTANT's failure to perform under this CONTRACT, SBCTA shall withhold a retention of five percent (5%) of the total amount of each invoice from CONSULTANT up to \$250,000. All retained funds shall be released by SBCTA within sixty (60) calendar days after the last to occur of:
 - a. SBCTA's payment of the final invoice, unless SBCTA elects to audit CONSULTANT's records in accordance with this Contract. If SBCTA elects to audit, then retain funds shall be paid to CONSULTANT with thirty (30) calendar days of completion of the audit in an amount reflecting any adjustments required by the audit; or
 - b. final resolution of all Stop Notices, claims for payment and/or other claims arising out of the Work performed under the Contract.
2. CONSULTANT, or subconsultant, shall return all monies withheld in retention from a subconsultant within thirty (30) days after receiving payment for Work satisfactorily completed and accepted including incremental acceptances of portions of the Work by SBCTA. Federal law (49 CFR 26.29) requires that any delay or postponement of payment over thirty (30) days may take place only for good cause and with SBCTA's prior written approval. Any violation of this provision shall subject the violating CONSULTANT or subconsultant to the penalties, sanctions and other remedies specified in Section 7108.5 of the Business and Professions Code. These requirements shall not be construed to limit or impair any contractual, administrative, or judicial remedies otherwise available to CONSULTANT or subconsultant in the event of a dispute involving late payment or non-payment by CONSULTANT, deficient subconsultant performance, or noncompliance by a subconsultant. This provision applies to both DBE and non-DBE consultants and subconsultants.

ARTICLE XXXIII. RESPONSIBILITY OF CONSULTANT

- A. CONSULTANT shall be responsible for the professional quality, technical accuracy, and the assurance of compliance with all applicable federal, state, and local laws and regulations, and other Work furnished by CONSULTANT under the Contract. This includes reference to the appropriate standards for design or other standards for Work performance stipulated in the Contract.
- B. In addition to any other requirements of this Contract or duties and obligations imposed on CONSULTANT by law, CONSULTANT shall, as an integral part of its Work, employ quality control procedures that identify potential risks and uncertainties related to scope, schedule, cost, quality and safety of the Project and the Work performed by CONSULTANT within the areas of CONSULTANT's expertise. Risks that may be encountered include, but are not limited to, soil conditions, constructability, factors of safety, impact on adjacent properties, public safety, and environmental considerations. At any time during performance of the Scope of Work, should CONSULTANT observe, encounter, or identify any unusual circumstances or uncertainties which could pose potential risk to SANBAG or the Project, CONSULTANT shall immediately document

such matters and notify SBCTA in writing. CONSULTANT shall also similarly notify SBCTA in regard to the possibility of any natural catastrophe, potential failure, or any situation that exceeds environmental, design, and/or construction assumptions and could precipitate a failure of any structure or other part of the Project. Notifications under this paragraph shall be specific, clear and timely, and in a form which will enable SBCTA to understand and evaluate the magnitude and effect of the risk and/or uncertainties involved.

- C. When a modification to a construction contract is required because of an error or deficiency in the design Work provided under this Contract, CONSULTANT shall be responsible for any and all additional costs associated with the construction contract or the construction of the Project.
- D. SBCTA shall advise CONSULTANT of CONSULTANT's responsibility for additional costs as described above and shall collect the amount due, including but not limited to withholding of payments if the recoverable cost will exceed the administrative cost involved or is otherwise in SBCTA's best interest. SBCTA shall include in the Contract Audit File a written statement of the reasons for the decision to recover or not recover the costs from CONSULTANT.
- E. CONSULTANT shall document the results of the Work to the satisfaction of SBCTA, and if applicable, Caltrans and FHWA. This may include preparation of progress and final reports, plans, specifications and estimates, or similar evidence of attainment of SBCTA's objectives.
- F. As applicable, the responsible consultant/engineer shall sign all plans, specifications, estimates (PS&E) and engineering data furnished by him/her, certify as-built drawings, and where appropriate, indicate his/her California registration or license number.

ARTICLE XXXIV. TECHNICAL DIRECTION

- A. Performance of Work under this Contract shall be subject to the technical direction of SBCTA's Project Manager. The term "Technical Direction" is defined to include, without limitation:
 - 1. Directions to CONSULTANT which redirect the Contract effort, shift work emphasis between work areas or tasks, require pursuit of certain lines of inquiry, fill in details or otherwise serve to accomplish the contractual Scope of Work.
 - 2. Provision of written information to CONSULTANT which assists in the interpretation of drawings, reports, or technical portions of the Scope of Work described herein.
 - 3. Review and, where required by the Contract, approval of technical reports, drawings, specifications and technical information to be delivered by CONSULTANT to SBCTA under the Contract.
 - 4. SBCTA may modify this Contract for certain administrative modifications without issuing a written amendment. Administrative modifications as defined herein are

limited to: substitutions of personnel identified in this Contract, including Key Personnel and project personnel and subconsultants; modifications to hourly rates, classifications, and names of personnel in Exhibit B; and modifications of the address of the CONSULTANT. All administrative modifications shall be documented in writing between the Parties.

- B. Technical Direction must be within the Scope of Work under this Contract. SBCTA does not have the authority to, and may not, issue any Technical Direction which:
1. Increases or decreases the Scope of Work;
 2. Directs CONSULTANT to perform Work outside the original intent of the Scope of Work;
 3. In any manner causes an increase or decrease in the Contract price as identified in this Contract, or the time required for Contract performance;
 4. Changes any of the expressed terms, conditions or specifications of the Contract; unless identified herein;
 5. Interferes with the CONSULTANT's right to perform the terms and conditions of the Contract; or
 6. Approves any demand or claim for additional payment.
- C. Failure of CONSULTANT and SBCTA's Project Manager to agree that the Technical Direction is within the scope of the Contract, or a failure to agree upon the Contract action to be taken, shall be subject to the provisions of the "DISPUTES" Article herein.
- D. All Technical Direction shall be issued in writing by SBCTA's Project Manager.
- E. CONSULTANT shall proceed promptly with the performance of Technical Direction, in the manner prescribed by this Article and within their authority under the provisions of this Article. If, in the opinion of CONSULTANT, any instruction or direction by SBCTA falls within one of the categories defined in B.1. through B.6. of this Article, CONSULTANT shall not proceed but shall notify SBCTA in writing within five (5) working days after receipt of any such instruction or direction and shall request SBCTA to modify the Contract accordingly. Upon receiving the notification from the CONSULTANT, SBCTA's Project Manager shall:
1. Advise CONSULTANT in writing within thirty (30) calendar days after receipt of the CONSULTANT's letter that the Technical Direction is or is not within the scope of this Contract.
 2. Advise CONSULTANT within a reasonable time whether SBCTA will or will not issue a written amendment.
- F. There shall be no changes in CONSULTANT's Key Personnel as identified herein, without prior written approval by SBCTA's Project Manager.

ARTICLE XXXV. KEY PERSONNEL

The personnel specified below are considered to be essential to the Work being performed under this Contract. Prior to diverting any of the specified individuals to other projects, or reallocating any tasks or hours of Work that are the responsibility of key personnel to other personnel, CONSULTANT shall notify SBCTA in writing and shall submit justifications (including proposed substitutions, resumes and payroll information to support any changes to the labor rate) in sufficient detail to permit evaluation of the impact on the Project. Diversion or reallocation of key personnel shall not be made without prior written consent of SBCTA's Project Manager. CONSULTANT shall not substitute any key personnel without the prior written consent of SBCTA's Project Manager. In the event that the Parties cannot agree as to the substitution of key personnel, SBCTA may terminate the Contract.

Key Personnel are:

Name	Job Classification/Function
Lucas Rathe, P.E.	Project Manger
Tyson Atwood, PE, QSD	Resident Engineer
Scott Walker, PE	Structures Representative
Farzad Tasbihgoo, PE, CQA, CWI	QC Manager
Vinay Reddy, PE	Office Engineer
Chetan Shah, PE	Scheduler

ARTICLE XXXVI. REPRESENTATIONS

All Work supplied by CONSULTANT under this Contract shall be supplied by personnel who are qualified, careful, skilled, experienced and competent in their respective trades or professions. CONSULTANT agrees that they are supplying professional services, findings, and/or recommendations in the performance of this Contract and agrees with SBCTA that the same shall conform to professional and engineering and environmental principles and standards that are generally accepted in the profession in the State of California.

ARTICLE XXXVII. ADDITIONAL TERMINATION PROVISIONS

- A. In addition to the terms of Article VI, the following provisions apply to termination of the Contract.
- B. Termination for Convenience – SBCTA's Executive Director shall have the right at any time, with or without cause, to terminate further performance of Work by giving thirty (30) calendar days written notice to CONSULTANT specifying the date of termination. On the date of termination stated in said notice, CONSULTANT shall promptly discontinue performance of Work and shall preserve Work in progress and completed Work, pending SBCTA's instruction, and shall turn over such Work in accordance with SBCTA's instructions.
 - 1. CONSULTANT shall deliver to SBCTA all deliverables prepared by CONSULTANT or its subconsultants or furnished to CONSULTANT by SBCTA.

Upon such delivery, CONSULTANT may then invoice SBCTA for payment in accordance with the terms of this Contract.

2. If CONSULTANT has fully and completely performed all obligations under this Contract up to the date of termination, CONSULTANT shall be entitled to receive from SBCTA as complete and full settlement for such termination a pro rata share of the Contract cost based upon the percentage of all contracted Work satisfactorily executed to the date of termination.
 3. CONSULTANT shall be entitled to receive the actual costs incurred by CONSULTANT to return CONSULTANT's tools and equipment, if any, to it or its suppliers' premises, or to turn over Work in progress in accordance with SBCTA's instructions plus the actual cost necessarily incurred in effecting the termination.
- C. Termination for Cause – In the event CONSULTANT shall file a petition in bankruptcy court, or shall make a general assignment for the benefit of its creditors, or if a petition in bankruptcy shall be filed against CONSULTANT or a receiver shall be appointed on account of its insolvency, or if CONSULTANT shall default in the performance of any express obligation to be performed by it under this Contract and shall fail to immediately correct (or if immediate correction is not possible, shall fail to commence and diligently continue action to correct) such default within ten (10) calendar days following written notice, SBCTA may, without prejudice to any other rights or remedies SBCTA may have, and in compliance with applicable Bankruptcy Laws: (a) hold in abeyance further payments to CONSULTANT; (b) stop any Work of CONSULTANT or its subconsultants related to such failure until such failure is remedied; and/or (c) terminate this Contract by written notice to CONSULTANT specifying the date of termination. In the event of such termination by SBCTA, SBCTA may take possession of the products and finished Work by whatever method SBCTA may deem expedient.
1. A waiver by SBCTA of one default of CONSULTANT shall not be considered to be a waiver of any subsequent default of CONSULTANT of the same or any other provision, nor be deemed to waive, amend, or modify this Contract.
 2. CONSULTANT shall deliver to SBCTA all finished and unfinished deliverables under this Contract prepared by CONSULTANT or its subconsultants or furnished to CONSULTANT by SBCTA within ten (10) working days of said notice.
- D. All claims for compensation or reimbursement of costs under any of the foregoing provisions shall be supported by documentation submitted to SBCTA, satisfactory in form and content to SBCTA and verified by SBCTA. In no event shall CONSULTANT be entitled to any payment for prospective profits or any damages because of such termination.

ARTICLE XXXVIII. OPTION TERMS

SBCTA at its sole discretion may extend the original term of the Contract by exercising up to (1) one year option term. The maximum term of this Contract, including the option term if exercised, will not exceed November 30, 2027.

ARTICLE XXXIX. ADDITIONAL PAYMENT TERMS.

A. STATEMENT WITH INVOICES.

CONSULTANT shall include a statement and release with each invoice, satisfactory to SBCTA, that CONSULTANT has fully performed the Work invoiced pursuant to this Contract for the period covered, that all information included with the invoice is true and correct, and that all payments to and claims of CONSULTANT and its subconsultants for Work during the period will be satisfied upon the making of such payment. SBCTA shall not be obligated to make payments to CONSULTANT until CONSULTANT furnishes such statement and release.

B. JUNE INVOICES.

The invoice for Work performed in the month of June shall be submitted by July 10th.

ARTICLE XL. TAXES, DUTIES AND FEES

Except to the extent expressly provided elsewhere in this Contract, CONSULTANT shall pay when due, and the compensation set forth herein shall be inclusive of all: a) local, municipal, state, and federal sales and use taxes; b) excise taxes; c) taxes on personal property owned by CONSULTANT; and d) other governmental fees and taxes or charges of whatever nature applicable to CONSULTANT to enable it to conduct business.

ARTICLE XLI. PERMITS AND LICENSES

CONSULTANT shall, without additional compensation, keep current all governmental permits, certificates and licenses (including professional licenses) and required registrations necessary for CONSULTANT to perform Work identified herein.

ARTICLE XLII. CONFLICT OF INTEREST CODE

CONSULTANT is obligated to fully disclose to SBCTA, in writing, any conflict of interest issues as soon as they are known to CONSULTANT. CONSULTANT agrees that CONSULTANT's staff designated by SBCTA's Executive Director as "Consultants" under the Political Reform Act and SBCTA's Conflict of Interest Code shall timely file Statements of Economic Interest with the SBCTA Clerk of the Board as required for the term of the Contract.

ARTICLE XLIII. NOTIFICATION

All notices hereunder and communications regarding the interpretation of the terms of this Contract and changes thereto, shall be effected by the mailing thereof by registered or certified mail, return receipt requested, postage prepaid, and addressed as follows:

To CONSULTANT	To SBCTA
2677 N. Main Street, Suite 400	1170 W. 3rd Street, 2nd Floor
Santa Ana, CA 92705	San Bernardino, CA 92410-1715
Attn: Lucas Rathe, P.E.	Attn: Henry Stultz
	cc: Procurement Manager
Phone: (714) 276-1135	Phone: (909) 884-8276

ARTICLE XLIV. STOP WORK ORDER

Upon failure of CONSULTANT or its subconsultants to comply with any of the requirements of this Contract, SBCTA shall have the right to stop any or all Work affected by such failure until such failure is remedied or to terminate this Contract in accordance with the "TERMINATION" provisions in Articles VI and XXXVII.

ARTICLE XLV. CLAIMS

SBCTA shall not be bound to any adjustments in the Contract amount or schedule unless expressly agreed to by SBCTA in writing. SBCTA shall not be liable to CONSULTANT for any claim asserted by CONSULTANT after final payment has been made under this Contract.

ARTICLE XLVI. ERRORS AND OMISSIONS

CONSULTANT shall be responsible for the professional quality, technical accuracy, and coordination of all Work required under this Contract. CONSULTANT shall be liable for SBCTA costs resulting from errors or deficiencies in Work furnished under this Contract, including but not limited to any fines, penalties, damages, and costs associated with a modification to a construction contract required because of an error or deficiency in the Work provided by CONSULTANT under this Contract.

ARTICLE XLVII. WARRANTY

CONSULTANT warrants that all Work performed shall be in accordance with the Contract and all applicable professional standards. In the event of a breach of this provision, CONSULTANT shall take the necessary actions to correct the breach at CONSULTANT's sole expense. If CONSULTANT does not take the necessary action to correct the breach, SBCTA, without waiving any other rights or remedies it may have, may take the necessary steps to correct the breach, and CONSULTANT shall promptly reimburse SBCTA for all expenses and costs incurred.

ARTICLE XLVIII. INDEPENDENT CONTRACTOR

CONSULTANT is and shall be at all times an independent contractor. Accordingly, all Work provided by CONSULTANT shall be done and performed by CONSULTANT under the sole supervision, direction and control of CONSULTANT. SBCTA shall rely on CONSULTANT for results only, and shall have no right at any time to direct or supervise CONSULTANT or CONSULTANT's employees in the performance of Work or as to the manner, means and methods by which Work is performed. All personnel furnished by CONSULTANT under this Contract and

all representatives of CONSULTANT shall be and remain the employees or agents of CONSULTANT or of CONSULTANT's subconsultant(s) at all times, and shall not at any time or for any purpose whatsoever be considered employees or agents of SBCTA.

ARTICLE XLIX. ATTORNEYS' FEES

If any legal action is instituted to enforce or declare any Party's rights under the Contract, each Party, including the prevailing Party, must bear its own costs and attorneys' fees. This Article shall not apply to those costs and attorneys' fees directly arising from any third party legal action against a Party hereto and payable under the "Indemnity" provision of the Contract.

ARTICLE L. GOVERNING LAW AND VENUE

This Contract shall be subject to the law and jurisdiction of the State of California. The Parties acknowledge and agree that this Contract was entered into and intended to be performed in whole or substantial part in San Bernardino County, California. The Parties agree that the venue for any action or claim brought by any Party to this Contract will be the Superior Court of California, San Bernardino County. Each Party hereby waives any law or rule of court which would allow them to request or demand a change of venue. If any action or claim concerning this Contract is brought by any third party, the Parties hereto agree to use their best efforts to obtain a change of venue to the Superior Court of California, San Bernardino County.

ARTICLE LI. FEDERAL, STATE AND LOCAL LAWS

CONSULTANT warrants that in the performance of this Contract, it shall comply with all applicable federal, state and local laws, ordinances, rules and regulations.

ARTICLE LII. PRECEDENCE

- A. The Contract consists of the Contract Articles, Exhibit A "Scope of Work," Exhibit B "CONSULTANT's Approved Cost Proposal," SBCTA's Request For Proposals and CONSULTANT's Proposal, all of which are incorporated into this Contract by this reference.
- B. The following order of precedence shall apply: first, the Contract Articles, second, Exhibits A and B; third, SBCTA's Request For Proposals; and last, CONSULTANT's Proposal.
- C. In the event of an express conflict between the documents listed in this Article, or between any other documents which are a part of the Contract, CONSULTANT shall notify SBCTA in writing within three (3) business days of its discovery of the conflict and shall comply with SBCTA's resolution of the conflict.

ARTICLE LIII. GRATUITIES

CONSULTANT, its employees, agents, or representatives shall not offer or give to any officer, official, agent or employee of SBCTA any gift, entertainment, payment, loan, or other gratuity.

ARTICLE LIV. REVIEW AND ACCEPTANCE

All Work performed by CONSULTANT shall be subject to periodic review and approval by SBCTA at any and all places where such performance may be carried on. Failure of SBCTA to make such review or to discover defective work shall not prejudice the rights of SBCTA at the time of final acceptance. All Work performed by CONSULTANT shall be subject to periodic and final review and acceptance by SBCTA upon completion of all Work.

ARTICLE LV. DRUG FREE WORKPLACE

CONSULTANT agrees to comply with the Drug-Free Workplace Act of 1990 (Government Code Section 8350 et seq.).

ARTICLE LVI. FORCE MAJEURE

CONSULTANT shall not be in default under this Contract in the event that the Work performed by CONSULTANT is temporarily interrupted or discontinued for any of the following reasons: riots, wars, sabotage, acts of terrorism, civil disturbances, insurrection, explosion, pandemics, quarantines, acts of God, acts of government or governmental restraint, and natural disasters such as floods, earthquakes, landslides, and fires, or other catastrophic events which are beyond the reasonable control of CONSULTANT and which CONSULTANT could not reasonably be expected to have prevented or controlled. "Other catastrophic events" does not include the financial inability of CONSULTANT to perform or failure of CONSULTANT to obtain either any necessary permits or licenses from other governmental agencies or the right to use the facilities of any public utility where such failure is due solely to the acts or omissions of CONSULTANT.

ARTICLE LVII. COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT

CONSULTANT shall comply with all applicable provisions of the Americans With Disabilities Act (42 U.S.C. § 12101 et seq.) in performing Work under this Contract.

ARTICLE LVIII. CLEAN AIR

CONSULTANT shall comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. §§ 7401 et seq. and the Federal Water Pollution Control Act (33 U.S.C. 1251-1387) as amended. CONSULTANT shall report each violation to SBCTA, who will in turn report each violation as required to assure notification to the Federal Awarding Agency and the appropriate EPA Regional Office. CONSULTANT agrees to include this requirement in all of its subcontracts which exceed \$100,000.

ARTICLE LIX. ENTIRE DOCUMENT

- A. This Contract constitutes the sole and only agreement governing the Work and supersedes any prior understandings, written or oral, between the Parties respecting the Project. All previous proposals, offers and other communications, written or oral, relative to this Contract, are superseded except to the extent that they have been expressly incorporated into this Contract.

- B. No agent, official, employee or representative of SBCTA has any authority to bind SBCTA to any affirmation, representation or warranty outside of, or in conflict with, the stated terms of this Contract, and CONSULTANT hereby stipulates that it has not relied, and will not rely, on same.
- C. Both Parties have been represented or had the full opportunity to be represented by legal counsel of their own choosing in the negotiation and preparation of this Contract. Therefore, the language in all parts of this Contract will be construed, in all cases, according to its fair meaning, and not for or against either Party.

ARTICLE LX. CONTRACT

The two Parties to this Contract, who are the CONSULTANT and SBCTA, hereby agree that this Contract constitutes the entire agreement which is made and concluded in duplicate between the two Parties. Both of these Parties for and in consideration of the payments to be made, conditions mentioned, and Work to be performed, each agree to diligently perform in accordance with the terms and conditions of this Contract as evidenced by the signatures below.

-----*SIGNATURES ARE ON THE FOLLOWING PAGE*-----

IN WITNESS WHEREOF, the Parties hereto have executed this Contract on the day and year written below.

**ANSER ADVISORY MANAGEMENT,
LLC., a California Limited Liability
Company**

By: ANSER ADVISORY, LLC, a
Delaware Limited Liability Company,
its sole and Managing Member

By: NATIONAL CAPITAL
IMPROVEMENT CORP., a
Delaware Corporation, its Managing
Member, its sole and Managing
Member

By: _____
Bryan Carruthers
President

Date: _____

By: _____
Christopher Lee
Secretary

Date: _____

**SAN BERNARDINO COUNTY
TRANSPORTATION AUTHORITY**

By: _____
Curt Hagman
President, Board of Directors

Date: _____

APPROVED AS TO FORM

By: _____
Juanda Daniel
Assistant General Counsel

Date: _____

CONCURRENCE

By: _____
Jeffery Hill
Procurement Manager

22-1002663 Page 1 of 4

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - ON A FEE ON DELAYS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING

ADM 2033 (Rev. 10/23/18)

SOUTHERN CALIFORNIA

SC-23-63-2-021-1D

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022

Consultant/Subcontract Name: Anser Advisory Management, LLC

Agreement Number: 22-1022693

Attachment 2

Task ID No. 1

Date Prepared:

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

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

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

H) No Overtime. (Columns are shaded red)

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)

Home Office Personnel:

Normal: Fringe Benefit % Overhead % General Administration % Combined %

OverTime: Fringe Benefit % Overhead % General Administration % Combined %

Normal: Fringe Benefit % Overhead % General Administration % Combined %

OverTime: Fringe Benefit % Overhead % General Administration % Combined %

Project Specific: Fringe Benefit % Overhead % General Administration % Combined %

Normal: Fringe Benefit % Overhead % General Administration % Combined %

OverTime: Fringe Benefit % Overhead % General Administration % Combined %

Fee = 10.00%

FCM = 0

Applicable Multiplier Delta Base (Field) = 2.00%

Applicable Multiplier Delta Base (Field) = 2.00%

Name/Classification		Home Office Personnel Field Office Personnel		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)		Employee Actual Rate (Fringe benefits vary year over year)										DELTA (TOTAL) + Employee Total Rate - DIR Rate										Applicable DELTA (TOTAL) + Employee Base - DIR Base										Applicable DELTA (BASE) + Employee Base - DIR Base										Applicable DELTA (TOTAL) + Employee Total - DIR Total										Applicable DELTA (BASE) + Employee Base - DIR Base										Applicable DELTA (TOTAL) + Employee Total - DIR Total										Applicable DELTA (BASE) + Employee Base - DIR Base										Applicable DELTA (TOTAL) + Employee Total - DIR Total										Applicable DELTA (BASE) + Employee Base - DIR Base										Applicable DELTA (TOTAL) + Employee Total - DIR Total										Applicable DELTA (BASE) + Employee Base - DIR Base										Applicable DELTA (TOTAL) + Employee Total - DIR Total										Applicable DELTA (BASE) + Employee Base - DIR Base										Applicable DELTA (TOTAL) + Employee Total - 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Z2-1002663 Page 3 of 4

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING

ADM 2033 (Rev. 10/23/16)

SOUTHERN CALIFORNIA

SC-23-63-2-2021-1D

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: Anser Advisory Management, LLC

Agreement Number: 22-1002663

Attachment 2

Tax ID No.:

Date Prepared:

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 determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy

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

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

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

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)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	+		106.23%
OVERTIME	+	+		106.23%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	+		106.23%
OVERTIME	+	+		106.23%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	+		106.23%
OVERTIME	+	+		106.23%

Fee = 10.00%

FCCM 0

Applicable Multiplier Delta Base (Field) = 2.2685

Applicable Multiplier Fringe (Field) = 2.2685

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate		Applicable DELTA (TOTAL) = Employee Total - DIR Total		DELTA (BASE) = Employee Base - DIR Base		Applicable DELTA Base = DIR Rate - Employee Base Rate		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)		Loaded Hourly Billing Rates		Effective Date of Hourly Rate (RFQ date: 9/2/2021)		% Escalation Increase		Actual Hourly Rate		Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
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Notes for Consultants:

1. Note employees/classifications that are subject to prevailing wage requirements with one asterisk (*) or two (**). Prevailing Wage specified is based on DIR determination, including known Predetermined increase(s), as of date of RFQ/RFP advertisement.

2. The employees' actual hourly rates shown in this cost proposal are the rates that were effective as of the RFQ/RFP advertisement date. Caltrans Contract Manager's pre-approval is required to add staff not previously listed on the cost proposal. The billing rates for those employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates as of the RFQ/RFP advertisement date (04/16/2021). Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience, and requires prior-approval from the Caltrans Contract Manager.

3. Travel Time: California minimum wage laws require an employer to count employee travel time as hours worked whenever it requires employees to travel, no matter when the travel occurs. This includes any time employees are required to xxxxxxxxxx

If an employee's travel time to a transportation center (airport, bus station, train station, etc.) is about the same as the travel time to the employee's usual workplace, the employer may begin counting the employee's travel time as hours worked once he or she arrives at the transportation center. CA Division of Labor Standards Enforcement (DLSE) 46.3

Employers must also count as hours worked time spent by employees traveling from a central reporting location to their actual work location. CA DLSE 46.2

Employers are permitted to pay employees a lower wage rate for waiting or standby time than they do for time when employees are performing actual job duties. The employer must notify employees they will be paid the lower wage rate before the travel begins. CA DLSE 46.3.2

Managers/Supervisors: Up to a maximum of 8 hours will be charged for work time or any combination of travel and work time (On Weekdays). Billing rate for travel time= Loaded Rate Formula "C" above.

Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows: Billing rate for travel time= Loaded Rate Formula "C" above, if working on a public works project.

When performing Non-Prevailing Wage duties on this project during the regular work day, the Billing rate for travel time= Loaded Rate Formula "E" above.

At travel time, outside of the regular work day, will be billed without the application of overhead rate as follows: Billing Rate = (Actual Hourly Rate) (1 + Fee) + (Delta Base + Delta Fringe) (1 + Fee)

Non-Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at the Straight Time rate (i.e., without the application of the 1.5X or 2.0X multiplier for Overtime), as follows: Billing rate for travel time= Loaded Rate Formula "A" above.

SCHEDULE OF OTHER DIRECT COST ITEMS

Page x of xx

Prime: Anser Advisory Management, LLC			Subconsultant #1			Subconsultant #2		
DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST
Special Tooling			Special Tooling			Special Tooling		
A.			A.			A.		
B.			B.			B.		
C.			C.			C.		
Travel			Travel			Travel		
A. Vehicle (each)	month	\$1,200	A.			A.		
B.			B.			B.		
C.			C.			C.		

Important Notes:

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

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT _____ AID _____ PRIME _____ SUB _____ X _____ CONTRACT TYPE _____ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)
PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE 10/29/2021 Prime Consultant's Participation Amount \$ _____

Loaded Rate Calculation																																			
Non Exempt Employee Loaded Billing Rates																																			
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																																			
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + .5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																																			
Exempt Employee Loaded Billing Rates																																			
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																																			
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																																			
Name/Classification	Home Office Personnel	Effective Date of Hourly Rate	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable DELTA (TOTAL)	DELTA (BASE) = Employee Base - DIR Base		Applicable DELTA Base = DIR Rate - Employee Base		Applicable DELTA TOTAL - DELTA BASE (Employee - DIR)		Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class					
			Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight				1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)
			From	To	Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight																			
Robert Delgado - HOME RATE	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$86.53	\$86.53	\$86.53	\$1.05	\$87.58	\$87.58	\$87.58	\$5.33	(\$20.78)	(\$46.88)	\$0.00	\$8.22	(\$17.89)	\$0.00	\$0.00	(\$17.89)	\$0.00	(\$20.78)	(\$28.99)	\$199.88	\$247.87	\$308.18			
Inspector		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$90.86	\$90.86	\$90.86	\$1.05	\$91.91	\$91.91	\$91.91	\$9.66	(\$16.45)	(\$42.55)	\$0.00	\$12.55	(\$13.56)	\$0.00	\$0.00	(\$13.56)	\$0.00	(\$16.45)	(\$28.99)	\$209.89	\$247.87	\$308.18	5.00%	\$ 90.86	N/A
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$95.40	\$95.40	\$95.40	\$1.05	\$96.45	\$96.45	\$96.45	\$14.20	(\$11.91)	(\$38.01)	\$0.00	\$17.09	(\$9.02)	\$0.00	\$0.00	(\$9.02)	\$0.00	(\$11.91)	(\$28.99)	\$220.37	\$247.87	\$308.18	5.00%	\$ 95.40	
Prevailing Wage Work (Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$100.17	\$100.17	\$100.17	\$1.05	\$101.22	\$101.22	\$101.22	\$18.97	(\$7.14)	(\$33.24)	\$0.00	\$21.86	(\$4.25)	\$0.00	\$0.00	(\$4.25)	\$0.00	(\$7.14)	(\$28.99)	\$231.39	\$247.87	\$308.18	5.00%	\$ 100.17	

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on xx/xx/xx. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on xx/xx/xx. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

AIX, Inc

Contract No. RFP 22-1002663

Date 10/29/2021

ADDRESS 106 S Mentor Ave. Ste. 201, Pasadena CA

Phone and email aixmail@aix.group 626-734-7447

Fringe Benefit %
(= 0% if Included in OH)

+ Overhead %
0.00% (= 0% if Included in OH)

+ General Administration %
0.00%

= Combined Indirect Cost Rate (ICR) %
SHR Home 110.00%
FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Robert Delgado - HOME RATE	\$199.88	\$199.88	\$199.88	9/2/2021	6/30/2022	\$86.53		
OFFICE ENGINEER/ASSISTANT RESIDENT ENGINEER	\$209.88	\$209.88	\$209.88	7/1/2022	6/30/2023	\$90.86	5.00%	
	\$220.37	\$220.37	\$220.37	7/1/2023	6/29/2024	\$95.40	5.00%	
	\$231.39	\$231.39	\$231.39	6/30/2024	6/29/2025	\$100.17	5.00%	
	\$242.96	\$242.96	\$242.96	6/30/2025	6/29/2026	\$105.18	5.00%	
Exempt	\$255.11	\$255.11	\$255.11	6/30/2026	6/29/2027	\$110.44	5.00%	

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

NOTES:

#REF!

Cost Proposal

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

Consultant or Subconsultant

AIX, Inc/

Contract No.

RFP 22-100

Date

10/29/2021**SCHEDULE OF OTHER DIRECT COST ITEMS****AIX, Inc**

DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL				
Special Tooling							
A.							
B.							
C.							
Travel							
A. Personal Vehicle Miles							
B. Field Vehicle (Audited)							

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - ON & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING

ADM 2033 (Rev. 10/23/18)

SOUTHERN CALIFORNIA

SC-23-63-2021-10

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: CL Surveying and Mapping, Inc.

Agreement Number: 22-1002663

Tax ID No.: 45-2139004

Date Prepared:

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)]r 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)]r 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 determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy

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

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

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

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)

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		80.01% +	32.17% +	32.17% +	= 144.35%
OVERTIME		80.01% +	32.17% +	32.17% +	= 144.35%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		80.01% +	32.17% +	32.17% +	= 144.35%
OVERTIME		80.01% +	32.17% +	32.17% +	= 144.35%
Project Specific		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		80.01% +	32.17% +	32.17% +	= 144.35%
OVERTIME		80.01% +	32.17% +	32.17% +	= 144.35%

Fee	
	10.00%

FCCM

Applicable Multiplier Delta Base (Field)	2.6879
Applicable Multiplier Fringe (Field)	2.6879

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA Total - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class			
		Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Actual Fringe	Total = Base + Fringe		Straight		DELTA Base = DIR Rate - Employee Base Rate	Straight		DELTA Total - DELTA BASE (Employee - DIR)		Straight	OT (1.5x)	OT (2x)	From	To										
		Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight	1.5 OT						2.0 OT	Straight	1.5 OT	2.0 OT						
Lam Le, PLS Survey Manager Survey Manager Exempt (Uncompensated OT)	OFFICE Non-PW																																
Full Time																																	
Daniel Calvillo, PLS Survey Manager Survey Manager Exempt (Uncompensated OT)	OFFICE Non-PW																																
Full Time																																	
Joseph Deal, PLS Survey Manager Survey Manager Exempt (Uncompensated OT)	OFFICE Non-PW																																
Full Time																																	
Bernardo Padilla Survey Tech Non-Exempt	OFFICE Non-PW																																
Full Time																																	
Gary Butterworth Certified Party Chief Non-Exempt Full Time SC-23-63-2021-1D	FIELD PW Work REGULAR SHIFT	\$60.61	\$90.92	\$121.22	\$30.22	\$90.83	\$ 121.14	\$151.44	\$60.61	\$90.92	\$121.22	\$30.22	\$90.83	\$121.14	\$151.44	\$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
Joshua Drafer Certified Party Chief Non-Exempt Full Time SC-23-63-2021-1D	FIELD PW Work REGULAR SHIFT	\$55.61	\$83.42	\$111.22	\$30.22	\$85.83	\$ 113.64	\$141.44	\$55.61	\$83.42	\$111.22	\$30.22	\$85.83	\$113.64	\$141.44	\$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
Brandon Braswell Party Chief Non-Exempt Full Time SC-23-63-2021-1D	FIELD PW Work REGULAR SHIFT	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$ 110.41	\$137.19	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$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
William Peterson Party Chief Non-Exempt Full Time SC-23-63-2021-1D	FIELD PW Work REGULAR SHIFT	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$ 110.41	\$137.19	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$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
Bryan Alberson Party Chief Non-Exempt Full Time SC-23-63-2021-1D	FIELD PW Work REGULAR SHIFT	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$ 110.41	\$137.19	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$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
Jarrod Smith Party Chief Non-Exempt Full Time SC-23-63-2021-1D	FIELD PW Work REGULAR SHIFT	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$ 110.41	\$137.19	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$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
Arthur Lucas Chairman Non-Exempt Full Time SC-23-63-2021-1D	FIELD PW Work REGULAR SHIFT	\$49.88	\$74.82	\$99.76	\$29.85	\$79.73	\$ 104.67	\$129.61	\$49.88	\$74.82	\$99.76	\$29.85	\$79.73	\$104.67	\$129.61	\$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
Christopher Diaz Chairman Non-Exempt Full Time SC-23-63-2021-1D	FIELD PW Work REGULAR SHIFT	\$49.88	\$74.82	\$99.76	\$29.85	\$79.73	\$ 104.67	\$129.61	\$49.88	\$74.82	\$99.76	\$29.85	\$79.73	\$104.67	\$129.61	\$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
Germio Cisneros Chairman Non-Exempt Full Time SC-23-63-2021-1D	FIELD PW Work REGULAR SHIFT	\$49.88	\$74.82	\$99.76	\$29.85	\$79.73	\$ 104.67	\$129.61	\$49.88	\$74.82	\$99.76	\$29.85	\$79.73	\$104.67	\$129.61	\$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
Jerome Washington Chairman Non-Exempt Full Time SC-23-63-2021-1D	FIELD PW Work REGULAR SHIFT	\$49.88	\$74.82	\$99.76	\$29.85	\$79.73	\$ 104.67	\$129.61	\$49.88	\$74.82	\$99.76	\$29.85	\$79.73	\$104.67	\$129.61	\$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
Miguel Carda Favela Chairman Non-Exempt Full Time SC-23-63-2021-1D	FIELD PW Work REGULAR SHIFT	\$49.88	\$74.82	\$99.76	\$29.85	\$79.73	\$ 104.67	\$129.61	\$49.88	\$74.82	\$99.76	\$29.85	\$79.73	\$104.67	\$129.61	\$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

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY
COST PROPOSAL

ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING

ADM 2033 (Rev. 10/23/18)

SOUTHERN CALIFORNIA

SC-23-63-2-2021-1D

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: CL Surveying and Mapping, Inc.
Agreement Number: 22-1002663

Tax ID No.: 45-2133904

Date Prepared:

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)]r 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)]r 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 determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy

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

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

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

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)

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	80.01%	+	32.17%	+	144.35%
OVERTIME	80.01%	+	32.17%	+	144.35%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	80.01%	+	32.17%	+	144.35%
OVERTIME	80.01%	+	32.17%	+	144.35%
Project Specific		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	80.01%	+	32.17%	+	144.35%
OVERTIME	80.01%	+	32.17%	+	144.35%

Fee = 10.00%

FCCM

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class			
		Base Salary		Fringe Benefits		Total Base Salary + Fringe Benefits		Base Salary		Actual Fringe		Total = Base + Fringe		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To						
		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT																									
		Base Salary	1.5 OT	2.0 OT	Fringe Benefits	Total Base Salary + Fringe Benefits	Base Salary	1.5 OT	2.0 OT	Actual Fringe	Total = Base + Fringe																						
Non-Exempt Full Time SC-23-63-2-2021-1D	PW Work	\$49.88	\$74.82	\$99.76	\$29.85	\$79.73	\$ 104.67	\$129.61	\$53.16	\$79.74	\$106.32	\$29.85	\$83.01	\$109.59	\$136.17	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$142.89	\$214.33	\$285.77	1/1/2023	12/31/2022	5.00%	\$ 53.16	N/A
	REGULAR	\$49.88	\$74.82	\$99.76	\$29.85	\$79.73	\$ 104.67	\$129.61	\$55.82	\$83.73	\$111.64	\$29.85	\$85.67	\$113.58	\$141.49	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$150.04	\$225.05	\$300.07	1/1/2024	12/31/2023	5.00%	\$ 55.82	
	SHIFT	\$49.88	\$74.82	\$99.76	\$29.85	\$79.73	\$ 104.67	\$129.61	\$58.61	\$87.92	\$117.22	\$29.85	\$88.46	\$117.77	\$147.07	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$157.53	\$236.30	\$315.07	1/1/2025	12/31/2024	5.00%	\$ 58.61	
			\$49.88	\$74.82	\$99.76	\$29.85	\$79.73	\$ 104.67	\$129.61	\$61.54	\$92.31	\$123.08	\$29.85	\$91.39	\$122.16	\$152.93	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$165.41	\$248.12	\$330.82	1/1/2026	12/31/2025	5.00%	\$ 61.54

Contract Specific Footnotes (by Consultants):

- 1
 - 2
 - 3
 - 4
- Notes for Consultants:
1. Note employees/classifications that are subject to prevailing wage requirements with one asterisk (*) or two (**). Prevailing Wage specified is based on DIR determination, including known Predetermined increase(s), as of date of RFQ/RFP advertisement.
 2. The employees' actual hourly rates shown in this cost proposal are the rates that were effective as of the RFQ/RFP advertisement date. Caltrans Contract Manager's pre-approval is required to add staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates as of the RFQ/RFP advertisement date (04/16/2021). Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience, and requires prior-approval from the Caltrans Contract Manager.
 3. Travel Time: California minimum wage laws require an employer to count employee travel time as hours worked whenever it requires employees to travel, no matter when the travel occurs. This includes any time employees are required to travel to a transportation center (airport, bus station, train station, etc.) about the same as the travel time to the employee's usual workplace. The employer may begin counting the employee's travel time as hours worked once he or she arrives at the transportation center. DLSE 46.2
 4. Employers must also count as hours worked time spent by employees traveling from a central reporting location to their actual work location. DLSE 46.2
 5. Employers are permitted to pay employees a lower wage rate for waiting or standby time than they do for time when employees are performing actual job duties. The employer must notify employees they will be paid the lower wage rate before the travel begins. DLSE 46.3.2

Managers/Supervisors: Up to a maximum of 8 hours will be charged for work time or any combination of travel and work time (On Weekdays) Billing rate for travel time= Loaded Rate Formula "C" above.

Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows: Billing rate for travel time= Loaded Rate Formula "C" above, if working on a public works project

When performing Non-Prevailing Wage duties on this project during the regular work day, the Billing rate for travel time = Loaded Rate Formula "E" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follows: Billing Rate = (Actual Hourly Rate) (1 + Fee) + (Delta Base + Delta Fringe) * (1 + Fee)

Non-Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at the Straight Time rate (i.e., without the application of the 1.5X or 2.0X multiplier for Overtime), as follows: Billing rate for travel time= Loaded Rate Formula "A" above.

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING

ADM 2033 (Rev. 10/23/18)

SOUTHERN CALIFORNIA

SC-23-03-2-2021-ID

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: CMTS LLC

Agreement Number: 22-1002663

Tax ID No.: 27-3989901

Date Prepared: 10/28/2021

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)]r 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)]r 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 determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy

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

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

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

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)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	134.45%	33.97%	168.42%
OVERTIME	0.00%	134.45%	33.97%	168.42%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	+	+	0.00%
OVERTIME	0.00%	+	+	0.00%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	+	+	0.00%
OVERTIME	0.00%	+	+	0.00%

Fee = 10.00%

FCCM 0.0233

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total		Applicable DELTA Base = DIR Rate - Employee Base Rate		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)		Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class					
		Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Actual Fringe	Total = Base + Fringe		Straight		1.5 OT		2.0 OT		Straight		1.5 OT		2.0 OT		From				To				
		Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT											
William Mukoko	OFFICE																															
Project Scheduler	Non-PW																															
Scheduler																																
Non Exempt																																
Full Time																																
Michael Boeru	OFFICE																															
Office Engineer	Non-PW																															
Office Engineer																																
Non Exempt																																
Full Time																																

Contract Specific Footnotes (by Consultants):

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Notes for Consultants:

- Note employees/classifications that are subject to prevailing wage requirements with one asterisk (*) or two (**). Prevailing Wage specified is based on DIR determination, including known Predetermined increase(s), as of date of RFQ/RFP advertisement.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective as of the RFQ/RFP advertisement date. Caltrans Contract Manager's pre-approval is required to add staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates as of the RFQ/RFP advertisement date (04/16/2021). Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience, and requires prior-approval from the Caltrans Contract Manager.
- Travel Time:** California minimum wage laws require an employer to count employee travel time as hours worked whenever it requires employees to travel, no matter when the travel occurs. This includes any time employees are required to travel to a transportation center (airport, bus station, train station, etc.) about the same as the travel time to the employee's usual workplace if the employer may begin counting the employee's travel time as hours worked once he or she arrives at the transportation center. **DLSE 46.3**
If an employee's travel time to a transportation center (airport, bus station, train station, etc.) is about the same as the travel time to the employee's usual workplace, the employer may begin counting the employee's travel time as hours worked once he or she arrives at the transportation center. **DLSE 46.3**
Employers must also count as hours worked time spent by employees traveling from a central reporting location to their actual work location. **DLSE 46.2**
Employers are permitted to pay employees a lower wage rate for waiting or standby time than they do for time when employees are performing actual job duties. The employer must notify employees they will be paid the lower wage rate before the travel begins. **DLSE 46.3.2**

Managers/Supervisors: Up to a maximum of 8 hours will be charged for work time or any combination of travel and work time (On Weekdays) **Billing rate for travel time= Loaded Rate Formula "C" above.**

Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows: **Billing rate for travel time= Loaded Rate Formula "C" above, if working on a public works project**

When performing **Non-Prevailing Wage** duties on this project during the regular work day, the **Billing rate for travel time = Loaded Rate Formula "E" above.**

All travel time, outside of the regular work day, will be billed **without the application of overhead rate** as follows: **Billing Rate = (Actual Hourly Rate) (1 + Fee) * (Delta Base + Delta Fringe) * (1 + Fee)**

Non-Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at the Straight Time rate (i.e., without the application of the 1.5X or 2.0X multiplier for Overtime), as follows: **Billing rate for travel time= Loaded Rate Formula "A" above.**

ADM 2033 (Rev. 10/23/18)

Expires: June 30, 2022*

Date Prepared: 10/25/2021

A) ST Loaded Billing Rate + (1.3 x 0) or ST Loaded Billing Rate + (2.0 x 0)

FCCM 4

Managers/Supervisors: Up to a maximum of 8 hours will be charged for work time or any combination of travel and work time (On Weekdays) **Billing rate for travel time= Loaded Rate Formula "C" above.**

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING

ADM 2033 (Rev. 10/23/18)

SOUTHERN CALIFORNIA

SC-23-03-2-2021-10

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: Danken, Inc.

Agreement Number: 22-1002663

Tax ID No.: 33-0907025

Date Prepared: 10/25/2021

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)]r 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)]r 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 determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy

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

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

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

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)

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %		
NORMAL	10.00%	+	50.00%	+	50.00%	=	110.00%
OVERTIME	10.00%	+	50.00%	+	50.00%	=	110.00%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %		
NORMAL	10.00%	+	50.00%	+	50.00%	=	110.00%
OVERTIME	10.00%	+	50.00%	+	50.00%	=	110.00%
Project Specific		Fringe Benefit %	Overhead %	General Administration %	Combined %		
NORMAL	10.00%	+	50.00%	+	50.00%	=	110.00%
OVERTIME	10.00%	+	50.00%	+	50.00%	=	110.00%

Fee	=	10.00%
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FCCM

Applicable Multiplier Delta Base (Field)	2.3100
Applicable Multiplier Fringe (Field)	2.3100

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)				Employee Actual Rate (fringe benefits vary year over year)				Applicable DELTA (TOTAL) = Employee Total - DIR Total				Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)				Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class
		Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits	Base Salary		Actual Fringe	Total = Base + Fringe	Straight		1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To			
		Straight	1.5 OT			2.0 OT	Straight																						

When performing Non-Prevailing Wage duties on this project during the regular work day, the Billing rate for travel time = Loaded Rate Formula "E" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follows: Billing Rate = (Actual Hourly Rate) (1 + Fee) + (Delta Base + Delta Fringe) * (1 + Fee)

Non-Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at the Straight Time rate (i.e., without the application of the 1.5X or 2.0X multiplier for Overtime), as follows: Billing rate for travel time= Loaded Rate Formula "A" above.

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - ON & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING

ADM 2033 (Rev. 10/23/18)

SOUTHERN CALIFORNIA

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: Dynamic Engineering Services, Inc.

Agreement Number: 22-1002663

Tax ID No.: 30-0511543

Date Prepared: 10/24/2021

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)]r 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)]r 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 DR determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy

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

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

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

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)

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		34.61%	89.88%	0.00%	124.49%
OVERTIME		34.61%	89.88%	0.00%	124.49%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		34.61%	89.88%	0.00%	124.49%
OVERTIME		34.61%	89.88%	0.00%	124.49%
Project Specific		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	N/A	0.00%	0.00%	0.00%	0.00%
OVERTIME	N/A	0.00%	0.00%	0.00%	0.00%

Fee = 10.00%

FCCM

Applicable Multiplier Delta Base (Field)		2.4694
Applicable Multiplier Fringe (Field)		2.4694

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)										Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
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		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
John Kanner** Senior Electrical Inspector Construction Inspector, Grp 2 Non-Exempt Full Time SC-23-63-2-2021-1D	FIELD	PW Work REGULAR SHIFT	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$65.00	\$97.50	\$130.00	\$21.76	\$86.76	\$119.26	\$151.76	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$0.00	\$0.00	\$

ADM 2033 (Rev. 10/23/18)

Expires: June 30, 2022*

Date Prepared: 10/24/2021

H) $SI \text{ Loaded Billing Rate} + (1.5 \times 0)$ or $SI \text{ Loaded Billing Rate} + (2.0 \times 0)$

1. **Identify the main topic of the text.**

Non-Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at the Straight Time rate (i.e., without the application of the 1.5X or 2.0X multiplier).

SCHEDULE OF OTHER DIRECT COST ITEMS

Prime: Anser Advisory Management, LLC			Dynamic Engineering Services, Inc.					
DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST
Special Tooling			Special Tooling			Special Tooling		
A.			A.			A.		
B.			B.			B.		
C.			C.			C.		
Travel			Travel			Travel		
A.			A. Mileage Reimbursement*	N/A	Per IRS Rate	A.		
B.			B.			B.		
C.			C.			C.		

* any miles over 25 miles/one way

Important Notes:

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

ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING
ADM 2033 (Rev. 10/23/18)

SC-23-63-2-2021-1D
Issued: August 22, 2021
Effective: August 22, 2021
Expires: June 30, 2022*

Attachment 2

Tax ID No.: 68-0416814

Non Exempt Employee Loaded Billing Rates

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) $\text{ST Loaded Billing Rate} = [\text{Actual Hourly Rate} + \text{ST Delta Base} + \text{ST Delta Fringe}] * [(1 + \text{Field OH}) * (1 + \text{Fee})]$

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 determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy.

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

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)

Fee	=	10.00%
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Applicable Multiplier Delta Base (Field)	3.2347
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ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING
ADM 2033 (Rev. 10/23/18)

SC-23-63-2-2021-1D
Issued: August 22, 2021
Effective: August 22, 2021
Expires: June 30, 2022*

Tax ID No.: 68-0416814

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Fee	=	10.00%
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FCCM	1.16
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SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING

ADM 2033 (Rev. 10/23/18)

SOUTHERN CALIFORNIA

SC-23-63-2-2021-1D

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022

Consultant/Subconsultant Name: ECORP Consulting, Inc.

Agreement Number: 22-1002643

Attachment 2

Tax ID No: 66-0416814

Date Prepared:

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 determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy

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

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

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

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)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	69.34%	39.11%	85.61%	194.06%
OVERTIME	69.34%	39.11%	85.61%	194.06%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	69.34%	39.11%	85.61%	194.06%
OVERTIME	69.34%	39.11%	85.61%	194.06%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	69.34%	39.11%	85.61%	194.06%
OVERTIME	69.34%	39.11%	85.61%	194.06%

Fee = 10.00%

FCCM = 1.16

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable DELTA (TOTAL) = Employee Total - DIR Total			DELTA (BASE) = Employee Base - DIR Base			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2022]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
		Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Actual Fringe	Total - Base + Fringe		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
		Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT																						2.0 OT	Straight			1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			

Contract Specific Footnotes (by Consultants):

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Notes for Consultants:

- Note employees/classifications that are subject to prevailing wage requirements with one asterisk (*) or two (**). Prevailing Wage specified is based on DIR determination, including known Predetermined Increase(s), as of date of RFQ/RFP advertisement.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective as of the RFQ/RFP advertisement date. Caltrans Contract Manager's pre-approval is required to add staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates as of the RFQ/RFP advertisement date (04/16/2021). Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience, and requires prior-approval from the Caltrans Contract Manager.
- Travel Time:** California minimum wage laws require an employer to count employee travel time as hours worked whenever it requires employees to travel, no matter when the travel occurs. This includes any time employees are required to travel out of town, whether on a c If an employee's travel time to a transportation center (airport, bus station, train station, etc.) is about the same as the travel time to the employee's usual workplace the employer may begin counting the employee's travel time as hours worked once he or she arrives at the transportation centerCA Division of Labor Standards Enforcement (DLSE) 46.3 Employees must also count as hours worked time spent by employees traveling from a central reporting location to their actual work locationCA DLSE 46.3 Employees are permitted to pay employees a lower wage rate for waiting or standby time than they do for time when employees are performing actual job duties. The employer must notify employees they will be paid the lower wage rate before the travel beginsCA DLSE 46.3
- Managers/Supervisors:** Up to a maximum of 8 hours will be charged for work time or any combination of travel and work time (On Weekdays)Billing rate for travel time= Loaded Rate Formula "C" above.
Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as followBilling rate for travel time= Loaded Rate Formula "C" above, if working on a public works project.
When performingNon-Prevailing Wage duties on this project during the regular work day, theBilling rate for travel time= Loaded Rate Formula "E" above.
All travel time, outside of the regular work day, will be billedwithout the application of overhead rates follows: Billing Rate = (Actual Hourly Rate) (1 + Fee) + (Delta Base + Delta Fringe) (1 + Fee)
Non-Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at the Straight Time rate (i.e., without the application of the 1.5X or 2.0X multiplier for Overtime), as followBilling rate for travel time= Loaded Rate Formula "A" above.

SCHEDULE OF OTHER DIRECT COST ITEMS

Page x of xx

Prime: Anser Advisory Management, LLC			ECORP Consulting, Inc.			Subconsultant #2		
DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST
Special Tooling			Special Tooling			Special Tooling		
A.			A. Field Supplies, Disposable	Each	Cost	A.		
B.			B.			B.		
C.			C.			C.		
Travel			Travel			Travel		
A.			A. Lodging ²	Night		A.		
B.			B. Meals ²	Day		B.		
C.			C. Vehicle Rental ³	Day	Cost	C.		
			D. Mileage ²	Mile	IRS			

Important Notes:

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

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANTKiehnfelder Construction Services, Inc.PRIMESUBCONTRACT TYPEPrime Consultant's Participation Amount \$

PROJECT NO.CONTRACT NO.RFP22-1002863DATE10/29/2021

Loaded Rate Calculation																				Home Office Personnel:				Fringe Benefit %				Overhead %				General Administration %				Combined %							
Non-Exempt Employee Loaded Billing Rates																				NORMAL				42.66%				0.00%				65.16%				107.82%							
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																				OVERTIME				42.66%				0.00%				65.16%				107.82%							
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + .5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																				OVERTIME				42.66%				0.00%				65.16%				107.82%							
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																				OVERTIME				42.66%				0.00%				65.16%				107.82%							
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																																Fee =				10.00%							
																																Applicable Multiplier Delta Base (Field) =				2.280							
																																Applicable Multiplier Fringe (Field) =				2.280							
Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate		Applicable DELTA (TOTAL)		DELTA (BASE) = Employee Base - DIR Base		Applicable Delta Base = DIR Rate - Employee Base				Applicable Delta Fringe = DELTA TOTAL - DELTA BASE (Employee - DIR)				Loaded Hourly Billing Rates				% Escalation Increase		Actual Hourly Rate and/or Average Hourly Rate		Hourly Range for Class			
						Base Salary						Base Salary						Straight		Straight		Straight		Straight		Straight				Straight				Straight		OT (1.5x)		OT (2x)					
						15.00						15.00						15.00		15.00		15.00		15.00		15.00				15.00				15.00		15.00		15.00					
						20.00						20.00						20.00		20.00		20.00		20.00		20.00				20.00				20.00		20.00		20.00					
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						20.00						20.00						20.00		20.00		20.00		20.00		20.00				20.00				20.00		20.00							

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

Note: Mark-ups are Not Allowed

Prime Consultant

Kleinfelder Construction Services, Inc.

Contract No. RFP22-1002663

Date 10/29/2021

ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111

Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		42.66% (= 0% if Included in OH)		65.16%		107.82%
						FEE % = 10.00%

BILLING INFORMATION**CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Hassan Mustafa, PE, QSD Resident Engineer	\$204.64	\$204.64	\$204.64	9/2/2021	6/30/2022	\$89.52		
	\$214.88	\$214.88	\$214.88	7/1/2022	6/30/2023	\$94.00	5.00%	
	\$225.62	\$225.62	\$225.62	7/1/2023	6/29/2024	\$98.70	5.00%	
	\$236.90	\$236.90	\$236.90	6/30/2024	6/29/2025	\$103.63	5.00%	
	\$248.75	\$248.75	\$248.75	6/30/2025	6/29/2026	\$108.81	5.00%	
Exempt	\$261.18	\$261.18	\$261.18	6/30/2026	6/29/2027	\$114.25	5.00%	
Greg Gomez, PE, QSP Resident Engineer	\$183.11	\$183.11	\$183.11	9/2/2021	6/30/2022	\$80.10		
	\$192.27	\$192.27	\$192.27	7/1/2022	6/30/2023	\$84.11	5.00%	
	\$201.88	\$201.88	\$201.88	7/1/2023	6/29/2024	\$88.31	5.00%	
	\$211.97	\$211.97	\$211.97	6/30/2024	6/29/2025	\$92.73	5.00%	
	\$222.57	\$222.57	\$222.57	6/30/2025	6/29/2026	\$97.36	5.00%	
Exempt	\$233.70	\$233.70	\$233.70	6/30/2026	6/29/2027	\$102.23	5.00%	
Joe Blanda, PE, QSD Resident Engineer	\$161.21	\$161.21	\$161.21	9/2/2021	6/30/2022	\$70.52		
	\$169.27	\$169.27	\$169.27	7/1/2022	6/30/2023	\$74.05	5.00%	
	\$177.73	\$177.73	\$177.73	7/1/2023	6/29/2024	\$77.75	5.00%	
	\$186.62	\$186.62	\$186.62	6/30/2024	6/29/2025	\$81.64	5.00%	
	\$195.95	\$195.95	\$195.95	6/30/2025	6/29/2026	\$85.72	5.00%	
Exempt	\$205.75	\$205.75	\$205.75	6/30/2026	6/29/2027	\$90.00	5.00%	
Leia Cabrera, PE, QSD Assistant Resident Engineer	\$147.88	\$147.88	\$147.88	9/2/2021	6/30/2022	\$64.69		
	\$155.28	\$155.28	\$155.28	7/1/2022	6/30/2023	\$67.92	5.00%	
	\$163.04	\$163.04	\$163.04	7/1/2023	6/29/2024	\$71.32	5.00%	
	\$171.19	\$171.19	\$171.19	6/30/2024	6/29/2025	\$74.89	5.00%	
	\$179.75	\$179.75	\$179.75	6/30/2025	6/29/2026	\$78.63	5.00%	
Exempt	\$188.74	\$188.74	\$188.74	6/30/2026	6/29/2027	\$82.56	5.00%	
Scott Maloney, CCM Assistant Resident Engineer	\$185.49	\$185.49	\$185.49	9/2/2021	6/30/2022	\$81.14		
	\$194.76	\$194.76	\$194.76	7/1/2022	6/30/2023	\$85.20	5.00%	
	\$204.50	\$204.50	\$204.50	7/1/2023	6/29/2024	\$89.46	5.00%	
	\$214.73	\$214.73	\$214.73	6/30/2024	6/29/2025	\$93.93	5.00%	
	\$225.46	\$225.46	\$225.46	6/30/2025	6/29/2026	\$98.63	5.00%	
Exempt	\$236.73	\$236.73	\$236.73	6/30/2026	6/29/2027	\$103.56	5.00%	
Greg McClendon, QSP Assistant Resident Engineer/Roadway-Civil Inspector	\$155.40	\$233.11	\$310.81	9/2/2021	6/30/2022	\$67.98		
	\$163.17	\$244.76	\$326.35	7/1/2022	6/30/2023	\$71.38	5.00%	
	\$171.33	\$257.00	\$342.67	7/1/2023	6/29/2024	\$74.95	5.00%	
	\$179.90	\$269.85	\$359.80	6/30/2024	6/29/2025	\$78.70	5.00%	
	\$188.89	\$283.34	\$377.79	6/30/2025	6/29/2026	\$82.63	5.00%	
Non-Exempt	\$198.34	\$297.51	\$396.68	6/30/2026	6/29/2027	\$86.76	5.00%	
Cliff Clermont, PE, QSD Office Engineer	\$156.43	\$156.43	\$156.43	9/2/2021	6/30/2022	\$68.43		
	\$164.25	\$164.25	\$164.25	7/1/2022	6/30/2023	\$71.85	5.00%	
	\$172.47	\$172.47	\$172.47	7/1/2023	6/29/2024	\$75.44	5.00%	
	\$181.09	\$181.09	\$181.09	6/30/2024	6/29/2025	\$79.22	5.00%	
	\$190.14	\$190.14	\$190.14	6/30/2025	6/29/2026	\$83.18	5.00%	
Exempt	\$199.65	\$199.65	\$199.65	6/30/2026	6/29/2027	\$87.34	5.00%	
Christian Magallon Office Engineer	\$99.76	\$99.76	\$99.76	9/2/2021	6/30/2022	\$43.64		
	\$104.75	\$104.75	\$104.75	7/1/2022	6/30/2023	\$45.82	5.00%	
	\$109.99	\$109.99	\$109.99	7/1/2023	6/29/2024	\$48.11	5.00%	
	\$115.49	\$115.49	\$115.49	6/30/2024	6/29/2025	\$50.52	5.00%	
	\$121.26	\$121.26	\$121.26	6/30/2025	6/29/2026	\$53.04	5.00%	
Exempt	\$127.32	\$127.32	\$127.32	6/30/2026	6/29/2027	\$55.70	5.00%	
Lauren Henry Office Engineer/Administrative	\$77.61	\$116.42	\$155.22	9/2/2021	6/30/2022	\$33.95		
	\$81.49	\$122.24	\$162.98	7/1/2022	6/30/2023	\$35.65	5.00%	
	\$85.57	\$128.35	\$171.13	7/1/2023	6/29/2024	\$37.43	5.00%	
	\$89.84	\$134.77	\$179.69	6/30/2024	6/29/2025	\$39.30	5.00%	
	\$94.34	\$141.50	\$188.67	6/30/2025	6/29/2026	\$41.27	5.00%	
Non-Exempt	\$99.05	\$148.58	\$198.11	6/30/2026	6/29/2027	\$43.33	5.00%	
Danny Lima Roadway Inspector- Non PW	\$143.56	\$215.34	\$287.12	9/2/2021	6/30/2022	\$62.80		
	\$150.74	\$226.11	\$301.48	7/1/2022	6/30/2023	\$65.94	5.00%	
	\$158.28	\$237.42	\$316.55	7/1/2023	6/29/2024	\$69.24	5.00%	
	\$166.19	\$249.29	\$332.38	6/30/2024	6/29/2025	\$72.70	5.00%	
	\$174.50	\$261.75	\$349.00	6/30/2025	6/29/2026	\$76.33	5.00%	
Non-Exempt	\$183.23	\$274.84	\$366.45	6/30/2026	6/29/2027	\$80.15	5.00%	
Dennis McCollum Roadway Inspector- Non PW	\$173.07	\$259.61	\$346.15	9/2/2021	6/30/2022	\$75.71		
	\$181.73	\$272.59	\$363.46	7/1/2022	6/30/2023	\$79.50	5.00%	
	\$190.81	\$286.22	\$381.63	7/1/2023	6/29/2024	\$83.47	5.00%	

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

Note: Mark-ups are Not Allowed

Prime Consultant

Kleinfelder Construction Services, Inc.

Contract No. RFP22-1002663

Date 10/29/2021

ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111

Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		42.66% (= 0% if Included in OH)		65.16%		107.82%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt	\$200.36	\$300.53	\$400.71	6/30/2024	6/29/2025	\$87.64	5.00%	
	\$210.37	\$315.56	\$420.75	6/30/2025	6/29/2026	\$92.03	5.00%	
	\$220.89	\$331.34	\$441.78	6/30/2026	6/29/2027	\$96.63	5.00%	
Derick London	\$147.17	\$220.76	\$294.35	9/2/2021	6/30/2022	\$64.38		
Roadway Inspector- Non PW	\$154.53	\$231.80	\$309.07	7/1/2022	6/30/2023	\$67.60	5.00%	
	\$162.26	\$243.39	\$324.52	7/1/2023	6/29/2024	\$70.98	5.00%	
	\$170.37	\$255.56	\$340.74	6/30/2024	6/29/2025	\$74.53	5.00%	
	\$178.89	\$268.34	\$357.78	6/30/2025	6/29/2026	\$78.25	5.00%	
	\$187.84	\$281.75	\$375.67	6/30/2026	6/29/2027	\$82.17	5.00%	
Joe Axtell	\$141.28	\$211.91	\$282.55	9/2/2021	6/30/2022	\$61.80		
Roadway Inspector- Non PW	\$148.34	\$222.51	\$296.68	7/1/2022	6/30/2023	\$64.89	5.00%	
	\$155.76	\$233.64	\$311.51	7/1/2023	6/29/2024	\$68.13	5.00%	
	\$163.54	\$245.32	\$327.09	6/30/2024	6/29/2025	\$71.54	5.00%	
	\$171.72	\$257.58	\$343.44	6/30/2025	6/29/2026	\$75.12	5.00%	
	\$180.31	\$270.46	\$360.62	6/30/2026	6/29/2027	\$78.87	5.00%	
Frank Sostrom	\$155.91	\$233.86	\$311.81	9/2/2021	6/30/2022	\$68.20		
Roadway Inspector/Structures Inspector- Non PW	\$163.70	\$245.55	\$327.40	7/1/2022	6/30/2023	\$71.61	5.00%	
	\$171.89	\$257.83	\$343.77	7/1/2023	6/29/2024	\$75.19	5.00%	
	\$180.48	\$270.72	\$360.96	6/30/2024	6/29/2025	\$78.95	5.00%	
	\$189.51	\$284.26	\$379.01	6/30/2025	6/29/2026	\$82.90	5.00%	
	\$198.98	\$298.47	\$397.96	6/30/2026	6/29/2027	\$87.04	5.00%	
Matt Burris, EIT	\$156.50	\$156.50	\$156.50	9/2/2021	6/30/2022	\$68.46		
Roadway/Civil/Structures Inspector Non-PW	\$164.33	\$164.33	\$164.33	7/1/2022	6/30/2023	\$71.88	5.00%	
	\$172.54	\$172.54	\$172.54	7/1/2023	6/29/2024	\$75.48	5.00%	
	\$181.17	\$181.17	\$181.17	6/30/2024	6/29/2025	\$79.25	5.00%	
	\$190.23	\$190.23	\$190.23	6/30/2025	6/29/2026	\$83.21	5.00%	
	\$199.74	\$199.74	\$199.74	6/30/2026	6/29/2027	\$87.37	5.00%	
Randy Lewis, CWI	\$143.90	\$215.86	\$287.81	9/2/2021	6/30/2022	\$62.95		
Roadway/Welding Inspector	\$151.10	\$226.65	\$302.20	7/1/2022	6/30/2023	\$66.10	5.00%	
	\$158.66	\$237.98	\$317.31	7/1/2023	6/29/2024	\$69.40	5.00%	
	\$166.59	\$249.88	\$333.18	6/30/2024	6/29/2025	\$72.87	5.00%	
	\$174.92	\$262.38	\$349.83	6/30/2025	6/29/2026	\$76.52	5.00%	
	\$183.66	\$275.49	\$367.33	6/30/2026	6/29/2027	\$80.34	5.00%	
Patricia Mendoza	\$68.99	\$103.49	\$137.98	9/2/2021	6/30/2022	\$30.18		
Administrative Support	\$72.44	\$108.66	\$144.88	7/1/2022	6/30/2023	\$31.69	5.00%	
	\$76.06	\$114.10	\$152.13	7/1/2023	6/29/2024	\$33.27	5.00%	
	\$79.87	\$119.80	\$159.73	6/30/2024	6/29/2025	\$34.94	5.00%	
	\$83.86	\$125.79	\$167.72	6/30/2025	6/29/2026	\$36.68	5.00%	
	\$88.05	\$132.08	\$176.11	6/30/2026	6/29/2027	\$38.52	5.00%	

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

NOTES:

Field vehicles are not included in the audited ICR

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

Consultant or Subconsultant

Kleinfelder Construction Services, Inc.

Contract No. RFP22-1002 Date 10/29/2021

SCHEDULE OF OTHER DIRECT COST ITEMS

Kleinfelder Construction Services							
DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL				
Special Tooling							
A.							
B.							
C.							
Travel							
A. Personal Vehicle Miles	Mile	IRS Rate					
B. Field Vehicle (Audited)	Month	\$1,377					

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EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

CONTRACT TYPE: ACTUAL COST PLUS FIXED-FEE

CONSULTANT: Leighton Consulting, Inc.

PRIME _____

SUB: YES

PROJECT NO.: NA

CONTRACT NO. _____

DATE: Monday, November 22, 2021

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

CONTRACT TYPE: ACTUAL COST PLUS FIXED-FEE

CONSULTANT: Leighton Consulting, Inc.

PRIME _____

SUB: YES

PROJECT NO.: NA

CONTRACT NO. _____

DATE: Monday, November 22, 2021

SCHEDULE OF OTHER DIRECT COST ITEMS

Prime Consultant's Name			Leighton Consulting, Inc.		
DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST
Special Tooling			Special Tooling:		
A.			Geotechnical and materials laboratory		(see attached)
B.			(see attached 4-page unit-rate laboratory testing fee schedule)		
C.					
Travel			Travel:		
A. Per Diem		N/C	A. Per diem per Caltrans guidelines		Note 2
B. Company Vehicles		N/C	B. Personal Vehicles (Mileage)	mile	IRS Rate
C. Personal Vehicles (Mileage)	mile	IRS Rate			
Other					
A. FCCM *	% Labor	0.04%			
* Facilities Capital Cost of Money (FCCM) will be billed as an Other Direct Cost based on the sum of actual hourly rates (AHR) of each employee (Emp) and the number of monthly hours billed (MHB) multiplied by the FCCM					

Important Notes:

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

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

CONTRACT TYPE _____ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ _____

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	29.97% +	80.63% +	0.00% =	110.60%
OVERTIME	29.97% +	80.63% +	0.00% =	110.60%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	29.97% +	80.63% +	0.00% =	110.60%
OVERTIME	29.97% +	80.63% +	0.00% =	110.60%
			Fee	10.00%

	Fee	=	10.00%
	Applicable Multiplier Delta Base (Field)	=	0.00
	Applicable Multiplier Fringe (Field)	=	0.00

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Armando Salazar Construction Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46	\$67.45 \$70.82 \$74.36 \$78.08	\$101.18 \$106.23 \$111.54 \$117.12	\$134.90 \$141.64 \$148.72 \$156.16	\$11.05 \$11.05 \$11.05 \$11.05	\$78.50 \$81.87 \$85.41 \$89.13	\$112.23 \$117.28 \$122.59 \$128.17	\$145.95 \$152.69 \$159.77 \$167.21	(\$3.75) (\$0.38) \$3.16 \$6.88	\$3.87 \$8.93 \$14.24 \$19.82	\$11.49 \$18.23 \$25.31 \$32.75	(\$3.75) (\$0.38) \$0.00 \$0.00	\$22.86 \$27.92 \$33.23 \$38.81	\$30.48 \$37.22 \$44.30 \$51.74	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	(\$3.75) (\$0.38) \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$156.25 \$164.06 \$172.26 \$180.88	\$189.98 \$199.47 \$209.44 \$219.92	\$223.70 \$234.88 \$246.62 \$258.96	5.00% 5.00% 5.00% 5.00%	\$ \$ \$ \$	67.45 70.82 74.36 78.08	N/A			
Armando Salazar Construction Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025																\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$156.25 \$164.06 \$172.26 \$180.88	\$189.98 \$199.47 \$209.44 \$219.92	\$223.70 \$234.88 \$246.62 \$258.96	5.00% 5.00% 5.00% 5.00%	\$ \$ \$ \$	67.45 70.82 74.36 78.08	N/A			
Sergio Avila Construction Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46	\$68.00 \$71.40 \$74.97 \$78.72	\$102.00 \$107.10 \$112.46 \$118.08	\$136.00 \$142.80 \$149.94 \$157.44	\$11.05 \$11.05 \$11.05 \$11.05	\$79.05 \$82.45 \$86.02 \$89.77	\$113.05 \$118.15 \$123.51 \$129.13	\$147.05 \$153.85 \$160.99 \$168.49	(\$3.20) \$0.20 \$3.52 \$7.57	\$4.70 \$9.80 \$16.15 \$20.78	\$12.59 \$19.39 \$24.14 \$34.03	(\$3.20) \$0.00 \$0.00 \$0.00	\$23.69 \$28.79 \$34.14 \$39.77	\$31.58 \$38.38 \$45.52 \$53.02	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	(\$3.20) \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$157.53 \$165.41 \$173.68 \$182.36	\$191.53 \$201.11 \$211.56 \$221.72	\$225.53 \$236.81 \$247.68 \$261.08	5.00% 5.00% 5.00% 5.00%	\$ \$ \$ \$	68.00 71.40 74.97 78.72	N/A			
Sergio Avila Construction Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025																\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$157.53 \$165.41 \$173.68 \$182.36	\$191.53 \$201.11 \$211.56 \$221.72	\$225.53 \$236.81 \$247.68 \$261.08	5.00% 5.00% 5.00% 5.00%	\$ \$ \$ \$	68.00 71.40 74.97 78.72	N/A			
Mark Milleron Welding Inspector / Construction Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46	\$70.00 \$73.50 \$77.18 \$81.04	\$105.00 \$110.25 \$115.77 \$121.56	\$140.00 \$147.00 \$154.36 \$162.08	\$12.74 \$12.74 \$12.74 \$12.74	\$82.74 \$86.24 \$89.92 \$93.78	\$117.74 \$122.99 \$128.51 \$134.30	\$152.74 \$159.74 \$167.10 \$174.82	\$0.49 \$3.99 \$7.63 \$11.53	\$9.39 \$14.64 \$20.16 \$25.95	\$18.28 \$25.28 \$32.64 \$40.36	\$0.00 \$0.00 \$0.00 \$0.00	\$26.69 \$31.94 \$37.46 \$43.25	\$35.58 \$42.58 \$49.94 \$57.66	\$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	\$0.00 \$0.00 \$0.00 \$0.00	\$162.16 \$170.27 \$178.80 \$187.74	\$197.16 \$207.02 \$217.39 \$228.26	\$232.16 \$243.77 \$255.98 \$268.78	5.00% 5.00% 5.00% 5.00%	\$ \$ \$ \$	70.00 73.50 77.18 81.04	N/A			
Mark Milleron Welding Inspector / Construction Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025																\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$162.16 \$170.27 \$178.80 \$187.74	\$197.16 \$207.02 \$217.39 \$228.26	\$232.16 \$243.77 \$255.98 \$268.78	5.00% 5.00% 5.00% 5.00%	\$ \$ \$ \$	70.00 73.50 77.18 81.04	N/A			
Caine Tsutsui SWPPP Compliance / Construction Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46	\$64.00 \$67.20 \$70.56 \$74.09	\$96.00 \$100.80 \$105.84 \$111.14	\$128.00 \$134.40 \$141.12 \$148.18	\$11.05 \$11.05 \$11.05 \$11.05	\$75.05 \$78.25 \$81.61 \$85.14	\$107.05 \$111.85 \$116.89 \$122.19	\$139.05 \$145.45 \$152.17 \$159.23	(\$7.20) \$1.50 \$8.54 \$13.83	(\$1.30) \$10.50 \$17.71 \$24.77	\$4.59 \$10.90 \$17.71 \$24.77	(\$7.20) \$0.00 \$0.00 \$0.00	\$17.69 \$22.49 \$27.53 \$32.82	\$23.58 \$29.98 \$36.70 \$43.76	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	(\$7.20) (\$4.00) \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	(\$1.30) \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$148.26 \$180.26 \$189.28 \$171.64	\$180.26 \$189.28 \$234.02 \$208.68	\$212.26 \$224.02 \$245.73 \$245.73	5.00% 5.00% 5.00% 5.00%	\$ \$ \$ \$	64.00 70.56 74.09 74.09	N/A
Caine Tsutsui SWPPP Compliance / Construction Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025																\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$148.26 \$155.68 \$163.46 \$171.64	\$180.26 \$189.28 \$198.74 \$208.68	\$212.26 \$222.88 \$234.02 \$245.73	5.00% 5.00% 5.00% 5.00%	\$ \$ \$ \$	64.00 67.20 70.56 74.09	N/A			
Christopher Baldino Landscape Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46	\$75.00 \$78.75 \$82.69 \$86.82	\$112.50 \$118.13 \$124.04 \$130.23	\$150.00 \$157.50 \$165.38 \$173.64	\$7.07 \$7.07 \$7.07 \$7.07	\$82.07 \$85.82 \$89.76 \$93.89	\$119.57 \$125.20 \$131.11 \$137.30	\$157.07 \$164.57 \$172.45 \$180.71	(\$0.18) \$3.57 \$7.51 \$11.64	\$11.22 \$16.84 \$22.75 \$28.95	\$22.61 \$30.11 \$37.99 \$46.25	(\$0.18) \$0.00 \$0.00 \$0.00	\$34.19 \$39.81 \$45.72 \$51.92	\$45.58 \$53.08 \$60.96 \$69.22	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	(\$0.18) \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$173.75 \$182.43 \$191.56 \$201.13	\$211.25 \$221.81 \$232.90 \$244.54	\$248.75 \$261.18 \$274.25 \$287.95	5.00% 5.00% 5.00% 5.00%	\$ \$ \$ \$	75.00 78.75 82.69 86.82	N/A			
Christopher Baldino Landscape Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025																\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$173.75 \$182.43 \$191.56 \$201.13	\$211.25 \$221.81 \$232.90 \$244.54	\$248.75 \$261.18 \$274.25 \$287.95	5.00% 5.00% 5.00% 5.00%	\$ \$ \$ \$	75.00 78.75 82.69 86.82	N/A			
Chetan Shah MSCE PE Project Controls / CPM Scheduling	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025																\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$226.68 \$238.01 \$249.91 \$262.40	\$275.60 \$289.38 \$303.85 \$319.04	\$324.53 \$340.75 \$357.79 \$375.67	5.00% 5.00% 5.00% 5.00%	\$ \$ \$ \$	97.85 102.74 107.88 113.27	N/A			
Nicole Salem MBA Office Engineer / Labor Compliance	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025																\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$150.58 \$158.11 \$166.01 \$174.30	\$183.08 \$192.23 \$201.84 \$211.92	\$215.58 \$226.36 \$237.67 \$249.54	5.00% 5.00% 5.00% 5.00%	\$ \$ \$ \$	65.00 68.25 71.66 75.24	N/A			
Sara Campanella Doc. Control / Office Engineer / Labor Compl.	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025																\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$104.25 \$109.46 \$114.93 \$120.67	\$126.75 \$133.08 \$139.73 \$146.72	\$149.25 \$156.71 \$164.54 \$172.76	5.00% 5.00% 5.00% 5.00%	\$ \$ \$ \$	45.00 47.25 49.61 52.09	N/A			

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

DATE 10/22/2021

[illegible]

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

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION

COST PROPOSAL

ON-CALL CONTRACT - WITH PREDETERMINED INCREASE, OTHER DIRECT COST METHOD OF ACCOUNTING

ADM 2033 (Rev. 7/12/18)

SOUTHERN CALIFORNIA

SC-23-63-2-2021-1D

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: PreScience Corp.

Agreement Number: N/A

Attachment 2

Tax ID No.: 80-0702277

Date Prepared: 9/30/2021

Loaded Billing Rate Calculations:

Non-Exempt Employee Loaded Billing Rates

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

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

Exempt Employee Loaded Billing Rates - Compensated for PW OT:

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

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

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

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

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

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

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

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

H) OT Loaded Billing Rate = ST Loaded Billing Rate.

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	+		= 100.72%
OVERTIME	+	+		= 100.72%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	+		= 100.72%
OVERTIME	+	+		= 100.72%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	+		= 100.72%
OVERTIME	+	+		= 100.72%

Fee	=	10.00%
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FCCM 0.16%

AOT Loaded Billing Rate = ST Loaded Billing Rate.															Applicable Multiplier Delta Base (Field)										Applicable Multiplier Delta Base (Field)										Applicable Multiplier Delta Base (Field)									
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STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION

COST PROPOSAL

ON-CALL CONTRACT - WITH PREDETERMINED INCREASE, OTHER DIRECT COST METHOD OF ACCOUNTING

ADM 2033 (Rev. 7/12/18)

SOUTHERN CALIFORNIA

SC-23-63-2-2021

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: PreScience Corp.

Agreement Number: N/A

Tax ID No.: 80-0702277

Date Prepared: 9/30/2021

Loaded Billing Rate Calculations:

Non-Exempt Employee Loaded Billing Rates

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

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

Exempt Employee Loaded Billing Rates - Compensated for PW OT:

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

H) OT Loaded Billing Rate = ST Loaded Billing Rate.

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

Fee	=	10.00%
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FCCM 0.16%

Applicable Multiplier Delta Base (Field)	1.00
Applicable Multiplier Fringe (Field)	1.00

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)										Employee Actual Rate (fringe benefits vary year over year)										Applicable DELTA (TOTAL) = Employee Total - DIR Total						Applicable DELTA Base = DIR Rate - Employee Base Rate						Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)						Loaded Hourly Billing Rates						Effective Date of Hourly Rate [RFQ date: 8/19/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
		Base Salary					Total Base Salary + Fringe Benefits					Base Salary					Actual Fringe					Total - Base + Fringe					Employee Total - DIR Total					DIR Rate - Employee Base Rate					DELTA TOTAL - DELTA BASE (Employee - DIR)					Straight					OT (1.5x)				OT (2x)		From	To																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
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STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION

COST PROPOSAL

ON-CALL CONTRACT - WITH PREDETERMINED INCREASE, OTHER DIRECT COST METHOD OF ACCOUNTING

ADM 2033 (Rev. 7/12/18)

SOUTHERN CALIFORNIA

SC-23-63-2-2021-1D

Issued: August 22, 2021

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Consultant/Subconsultant Name: PreScience Corp.

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Tax ID No.: 80-0702277

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Loaded Billing Rate Calculations:

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B) ST Loaded Billing Rate [(1+Field OH) * (1+Fee)] + (1.5 Base PW Rate - ST Base PW Rate * 1) or ST Loaded Billing Rate [(1+Field OH) * (1+Fee)]+ (2.0 Base PW Rate - ST Base PW Rate * 1)	
Exempt Employee Loaded Billing Rates - Compensated for PW OT:	
C) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate * [(1 + Field OH) * (1 + Fee)]+ (ST Delta Base * 1) + (ST Delta Fringe * 1)]	
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Exempt Employee Loaded Billing Rates - Compensated for OT @ ST Rate:

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

H) OT Loaded Billing Rate = ST Loaded Billing Rate.

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		\$228.25	+	+	= 100.72%
OVERTIME		\$228.25	+	+	= 100.72%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		+	+	+	= 100.72%
OVERTIME		+	+	+	= 100.72%
Project Specific		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		+	+	+	= 100.72%
OVERTIME		+	+	+	= 100.72%

Fee		= 10.00%
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FCCM 0.16%

Applicable Multiplier Delta Base (Field)	1.00
Applicable Multiplier Fringe (Field)	1.00

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA Total - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 8/19/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class				
		Base Salary		Fringe Benefits		Total Base Salary + Fringe Benefits		Base Salary		Actual Fringe		Total - Base + Fringe		Straight		Straight		Straight		Straight		Straight		OT (1.5x)		OT (2x)								
		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To					
Michael Sheffield, PE Resident Engineer Construction Inspector, Grp 2 Exempt (OT @ ST Rate) Full Time SC-23-63-2-2021-1D	FIELD Non-PW REGULAR SHIFT	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$97.00	\$97.00	\$97.00	\$17.75	\$114.75	\$114.75	\$114.75	\$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	9/2/2021	12/31/2021	0.00%	\$ 97.00	N/A	
		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$98.46	\$98.46	\$98.46	\$17.75	\$116.21	\$116.21	\$116.21	\$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	1/1/2022	12/31/2022	1.50%	\$ 98.46		
		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$103.38	\$103.38	\$103.38	\$17.75	\$121.13	\$121.13	\$121.13	\$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	1/1/2023	12/31/2023	5.00%	\$ 103.38		
		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$108.55	\$108.55	\$108.55	\$17.75	\$126.30	\$126.30	\$126.30	\$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	1/1/2024	12/31/2024	5.00%	\$ 108.55		
		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$113.98	\$113.98	\$113.98	\$17.75	\$131.73	\$131.73	\$131.73	\$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	1/1/2026	12/31/2026	5.00%	\$ 113.98		
Michael Sheffield, PE Resident Engineer Construction Inspector, Grp 2 Exempt (OT @ ST Rate) Full Time SC-23-63-2-2021-1D	FIELD Non-PW SPECIAL SHIFT	\$52.21	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$97.00	\$97.00	\$97.00	\$17.75	\$114.75	\$114.75	\$114.75	\$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	9/2/2021	12/31/2021	0.00%	\$ 97.00	N/A
		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$98.46	\$98.46	\$98.46	\$17.75	\$116.21	\$116.21	\$116.21	\$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	1/1/2022	12/31/2022	1.50%	\$ 98.46		
		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$103.38	\$103.38	\$103.38	\$17.75	\$121.13	\$121.13	\$121.13	\$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	1/1/2023	12/31/2023	5.00%	\$ 103.38		
		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$108.55	\$108.55	\$108.55	\$17.75	\$126.30	\$126.30	\$126.30	\$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	1/1/2024	12/31/2024	5.00%	\$ 108.55		
		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$113.98	\$113.98	\$113.98	\$17.75	\$131.73	\$131.73	\$131.73	\$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	1/1/2025	12/31/2025	5.00%	\$ 113.98		
Michael Sheffield, PE Resident Engineer Construction Inspector, Grp 2 Exempt (OT @ ST Rate) Full Time SC-23-63-2-2021-1D	FIELD Non-PW MULTI SHIFT	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$97.00	\$97.00	\$97.00	\$17.75	\$114.75	\$114.75	\$114.75	\$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	9/2/2021	12/31/2021	0.00%	\$ 97.00	N/A
		\$53.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$98.46	\$98.46	\$98.46	\$17.75	\$116.21	\$116.21	\$116.21	\$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	1/1/2022	12/31/2022	1.50%	\$ 98.46		
		\$53.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$103.38	\$103.38	\$103.38	\$17.75	\$121.13	\$121.13	\$121.13	\$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	1/1/2023	12/31/2023	5.00%	\$ 103.38		
		\$53.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$108.55	\$108.55	\$108.55	\$17.75	\$126.30	\$126.30	\$126.30	\$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	1/1/2024	12/31/2024	5.00%	\$ 108.55		
		\$53.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$113.98	\$113.98	\$113.98	\$17.75	\$131.73	\$131.73	\$131.73	\$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	1/1/2025	12/31/2025	5.00%	\$ 113.98		
Michael Sheffield, PE Resident Engineer Construction Inspector, Grp 2 Exempt (OT @ ST Rate) Full Time SC-23-63-2-2021-1D	FIELD Non-PW Non-PW	\$52.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$119.68	\$119.68	\$119.68	\$17.75	\$137.43	\$137.43	\$137.43	\$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	9/2/2021	12/31/2021	0.00%	\$ 97.00	N/A
		\$52.71	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$120.68	\$120.68	\$120.68	\$17.75	\$138.43	\$138.43	\$138.43	\$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	1/1/2022	12/31/2022	1.50%	\$ 98.46		
		\$52.71	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$121.68	\$121.68	\$121.68	\$17.75	\$139.43	\$139.43	\$139.43	\$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	1/1/2023	12/31/2023	5.00%	\$ 103.38		
		\$52.71	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$122.68	\$122.68	\$122.68	\$17.75	\$140.43	\$140.43	\$140.43	\$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	1/1/2024	12/31/2024	5.00%	\$ 108.55		
		\$52.71	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$123.68	\$123.68	\$123.68	\$17.75	\$141.43	\$141.43	\$141.43	\$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	1/1/2025	12/31/2025	5.00%	\$ 113.98		
Solomon Choi, PE Resident Engineer Construction Inspector, Grp 2 Exempt (OT @ ST Rate) Full Time SC-23-63-2-2021-1D	FIELD Non-PW REGULAR SHIFT	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$93.01	\$93.01	\$93.01	\$15.10	\$108.11	\$108.11	\$108.11	\$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	9/2/2021	12/31/2021	0.00%	\$ 93.01	N/A	
		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$94.41	\$94.41	\$94.41	\$15.10	\$109.51	\$109.51	\$109.51	\$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	1/1/2022	12/31/2022	1.50%	\$ 94.41		
		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$95.81	\$95.81	\$95.81	\$15.10	\$110.91	\$110.91	\$110.91	\$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	1/1/2023	12/31/2023	5.00%	\$ 99.13		
		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$107.29	\$107.29	\$107.29	\$15.10	\$124.39	\$124.39	\$124.39	\$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	1/1/2024	12/31/2024	5.00%	\$ 109.29		
		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$114.75	\$114.75	\$114.75	\$15.10	\$129.85	\$129.85	\$129.85	\$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	1/1/2026	12/31/2026	5.00%	\$ 114.75		
Solomon Choi, PE Resident Engineer Construction Inspector, Grp 2 Exempt (OT @ ST Rate) Full Time SC-23-63-2-2021-1D	FIELD Non-PW SPECIAL SHIFT	\$52.21	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$93.01	\$93.01	\$93.01	\$15.10	\$108.11	\$108.11	\$108.11	\$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	9/2/2021	12/31/2021	0.00%	\$ 93.01	N/A
		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$94.41	\$94.41	\$94.41	\$15.10	\$109.51	\$109.51	\$109.51	\$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	1/1/2022	12/31/2022	1.50%	\$ 94.41		
		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$95.81	\$95.81	\$95.81	\$15.10	\$110.91	\$110.91	\$110.91	\$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	1/1/2023	12/31/2023	5.00%	\$ 99.13		
		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$107.29	\$107.29	\$107.29	\$15.10	\$124.39	\$124.39	\$124.39	\$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	1/1/2024	12/31/2024	5.00%	\$ 109.29		
		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$114.75	\$114.75	\$114.75	\$15.10	\$129.85	\$129.85	\$129.85	\$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	1/1/2025	12/31/2025	5.00%	\$ 114.75		
Solomon Choi, PE Resident Engineer Construction Inspector, Grp 2 Exempt (OT @ ST Rate) Full Time SC-23-63-2-2021-1D	FIELD Non-PW MULTI SHIFT	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$93.01	\$93.01	\$93.01	\$15.10	\$108.11	\$108.11	\$108.11	\$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	9/2/2021	12/31/2021	0.00%	\$ 93.01	N/A
		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$94.41	\$94.41	\$94.41	\$15.10	\$109.51	\$109.51	\$109.51	\$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	1/1/2022	12/31/2022	1.50%	\$ 94.41		
		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$95.81	\$95.81	\$95.81	\$15.10	\$110.91	\$110.91	\$110.91	\$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	1/1/2023	12/31/2023	5.00%	\$ 99.13		
		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$107.29	\$107.29	\$107.29	\$15.10	\$124.39	\$124.39	\$124.39	\$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	1/1/2024	12/31/2024	5.00%	\$ 109.29		
		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$114.75	\$114.75</																								

COST PROPOSAL
ON-CALL CONTRACT - WITH PREDETERMINED INCREASE. OTHER DIRECT COST METHOD OF ACCOUNTING

Expires: June 30, 2022*

H) OT Loaded Billing Rate = ST Loaded Billing Rate.

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STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION

COST PROPOSAL

ON-CALL CONTRACT - WITH PREDETERMINED INCREASE, OTHER DIRECT COST METHOD OF ACCOUNTING

ADM 2033 (Rev. 7/12/18)

SOUTHERN CALIFORNIA

SC-23-63-2-2021-1D

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: PreScience Corp.

Agreement Number: N/A

Attachment 2

Tax ID No.: 80-0702277

Date Prepared: 9/30/2021

Loaded Billing Rate Calculations:

Non Exempt Employee Loaded Billing Rates

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

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

Exempt Employee Loaded Billing Rates - Compensated for PW OT:

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

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

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

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

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

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

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

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

H) OT Loaded Billing Rate = ST Loaded Billing Rate.

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	+	+	= 100.72%
OVERTIME	+	+	+	= 100.72%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	+	+	= 100.72%
OVERTIME	+	+	+	= 100.72%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	+	+	= 100.72%
OVERTIME	+	+	+	= 100.72%

Fee	=	10.00%
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FCCM 0.16%

Applicable Multiplier Delta Base (Field)	1.00
Applicable Multiplier Fringe (Field)	1.00

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)										Employee Actual Rate (fringe benefits vary year over year)				Applicable DELTA (TOTAL) = Employee Total - DIR Total				Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)				Loaded Hourly Billing Rates				Effective Date of Hourly Rate [RFQ date: 9/19/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																	
		Base Salary				Fringe Benefits	Total Base Salary + Fringe Benefits				Base Salary		Actual Fringe	Total + Base + Fringe		Employee Total - DIR Total		DIR Rate - Employee Base Rate		DELTA TOTAL - DELTA BASE (Employee - DIR)				Straight				OT (1.5x)		OT (2x)		From	To																																																																																																																																																																																																																																																																																																																																																																																				
		Straight	1.5 OT	2.0 OT	Base Salary		1.5 OT	2.0 OT	Base Salary	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight						1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight</

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION

COST PROPOSAL

ON-CALL CONTRACT - WITH PREDETERMINED INCREASE, OTHER DIRECT COST METHOD OF ACCOUNTING

ADM 2033 (Rev. 7/12/18)

SOUTHERN CALIFORNIA

SC-23-63-2-2021

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: PreScience Corp.

Agreement Number: N/A

Attachment 2

Tax ID No.: 80-0702277

Date Prepared: 9/30/2021

Loaded Billing Rate Calculations:

Non Exempt Employee Loaded Billing Rates

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

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

Exempt Employee Loaded Billing Rates - Compensated for PW OT:

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

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

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

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

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

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

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

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

H) OT Loaded Billing Rate = ST Loaded Billing Rate.

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		+	+	+	=
		100.72%	100.72%	100.72%	100.72%
OVERTIME		+	+	+	=
		100.72%	100.72%	100.72%	100.72%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		+	+	+	=
		100.72%	100.72%	100.72%	100.72%
OVERTIME		+	+	+	=
		100.72%	100.72%	100.72%	100.72%
Project Specific		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		+	+	+	=
		100.72%	100.72%	100.72%	100.72%
OVERTIME		+	+	+	=
		100.72%	100.72%	100.72%	100.72%

Fee		=	10.00%
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FCCM 0.16%

Applicable Multiplier Delta Base (Field)		1.00
Applicable Multiplier Fringe (Field)		1.00

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)										Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE - DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 8/19/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class		
		Base Salary					Total Base Salary + Fringe Benefits					Base Salary			Total Base + Fringe			Straight			Straight			Straight			Straight			From					To	
		Straight	1.5 OT	2.0 OT	Fringe Benefits	Total	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Actual Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To						
Mario Alarcon	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$95.00	\$95.00	\$95.00	\$22.42	\$117.42	\$117.42	\$117.42	\$0.00	\$0.00	\$0.00	(\$17.04)	\$0.00	\$0.00	(\$9.42)	\$0.00	\$0.00	(\$7.62)	\$209.75	\$257.25	\$321.79	9/2/2021	12/31/2021	0.00%	\$ 95.00	N/A			
Structures Representative	PW Work REGULAR SHIFT	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$96.43	\$96.43	\$96.43	\$22.42	\$118.85	\$118.85	\$118.85	\$0.00	\$0.00	\$0.00	(\$15.61)	\$0.00	\$0.00	(\$7.99)	\$0.00	\$0.00	(\$7.62)	\$212.91	\$261.12	\$324.95	1/1/2022	12/31/2022	1.50%	\$ 96.43				
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$101.25	\$101.25	\$101.25	\$22.42	\$123.67	\$123.67	\$123.67	\$0.00	\$0.00	\$0.00	(\$10.79)	\$0.00	\$0.00	(\$3.17)	\$0.00	\$0.00	(\$7.62)	\$223.55	\$274.18	\$335.59	1/1/2023	12/31/2023	5.00%	\$ 101.25				
Exempt (OT @ ST Rate)		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$106.31	\$106.31	\$106.31	\$22.42	\$128.73	\$128.73	\$128.73	\$0.00	\$0.00	\$0.00	(\$5.73)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	(\$5.73)	\$234.72	\$287.88	\$346.76	1/1/2024	12/31/2024	5.00%	\$ 106.31				
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$111.63	\$111.63	\$111.63	\$22.42	\$134.05	\$134.05	\$134.05	\$0.00	\$0.00	\$0.00	(\$0.41)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	(\$0.41)	\$246.47	\$302.29	\$358.51	1/1/2025	12/31/2025	5.00%	\$ 111.63				
SC-23-63-2-2021-1D	FIELD	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$117.21	\$117.21	\$117.21	\$22.42	\$139.63	\$139.63	\$139.63	\$0.00	\$0.00	\$0.00	(\$18.04)	\$0.00	\$0.00	(\$10.42)	\$0.00	\$0.00	(\$7.62)	\$209.75	\$257.25	\$322.79	9/2/2021	12/31/2021	0.00%	\$ 95.00	N/A			
Structures Representative	PW Work SPECIAL SHIFT	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$96.43	\$96.43	\$96.43	\$22.42	\$118.85	\$118.85	\$118.85	\$0.00	\$0.00	\$0.00	(\$16.61)	\$0.00	\$0.00	(\$8.99)	\$0.00	\$0.00	(\$7.62)	\$212.91	\$261.12	\$325.95	1/1/2022	12/31/2022	1.50%	\$ 96.43				
Construction Inspector, Grp 2		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$101.25	\$101.25	\$101.25	\$22.42	\$123.67	\$123.67	\$123.67	\$0.00	\$0.00	\$0.00	(\$11.79)	\$0.00	\$0.00	(\$4.17)	\$0.00	\$0.00	(\$7.62)	\$223.55	\$274.18	\$337.59	1/1/2023	12/31/2023	5.00%	\$ 101.25				
Exempt (OT @ ST Rate)		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$106.31	\$106.31	\$106.31	\$22.42	\$128.73	\$128.73	\$128.73	\$0.00	\$0.00	\$0.00	(\$6.73)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	(\$6.73)	\$234.72	\$287.88	\$347.76	1/1/2024	12/31/2024	5.00%	\$ 106.31				
Full Time		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$111.63	\$111.63	\$111.63	\$22.42	\$134.05	\$134.05	\$134.05	\$0.00	\$0.00	\$0.00	(\$1.41)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	(\$1.41)	\$246.47	\$302.29	\$359.51	1/1/2025	12/31/2025	5.00%	\$ 111.63				
SC-23-63-2-2021-1D	FIELD	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$117.21	\$117.21	\$117.21	\$22.42	\$139.63	\$139.63	\$139.63	\$0.00	\$0.00	\$0.00	(\$18.04)	\$0.00	\$0.00	(\$10.42)	\$0.00	\$0.00	(\$7.62)	\$209.75	\$257.25	\$322.79	9/2/2021	12/31/2021	0.00%	\$ 95.00	N/A			
Structures Representative	PW Work MULTI SHIFT	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$95.00	\$95.00	\$95.00	\$22.42	\$117.42	\$117.42	\$117.42	\$0.00	\$0.00	\$0.00	(\$19.04)	\$0.00	\$0.00	(\$11.42)	\$0.00	\$0.00	(\$7.62)	\$209.75	\$257.25	\$323.79	9/2/2021	12/31/2021	0.00%	\$ 95.00				
Construction Inspector, Grp 2		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$96.43	\$96.43	\$96.43	\$22.42	\$118.85	\$118.85	\$118.85	\$0.00	\$0.00	\$0.00	(\$17.61)	\$0.00	\$0.00	(\$9.99)	\$0.00	\$0.00	(\$7.62)	\$212.91	\$261.12	\$326.95	1/1/2022	12/31/2022	1.50%	\$ 96.43				
Exempt (OT @ ST Rate)		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$101.25	\$101.25	\$101.25	\$22.42	\$123.67	\$123.67	\$123.67	\$0.00	\$0.00	\$0.00	(\$12.79)	\$0.00	\$0.00	(\$5.17)	\$0.00	\$0.00	(\$7.62)	\$223.55	\$274.18	\$337.59	1/1/2023	12/31/2023	5.00%	\$ 101.25				
Full Time		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$106.31	\$106.31	\$106.31	\$22.42	\$128.73	\$128.73	\$128.73	\$0.00	\$0.00	\$0.00	(\$7.73)	\$0.00	\$0.00	(\$0.11)	\$0.00	\$0.00	(\$7.62)	\$234.72	\$287.88	\$348.76	1/1/2024	12/31/2024	5.00%	\$ 106.31				
SC-23-63-2-2021-1D	FIELD	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$111.63	\$111.63	\$111.63	\$22.42	\$134.05	\$134.05	\$134.05	\$0.00	\$0.00	\$0.00	(\$2.41)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	(\$2.41)	\$246.47	\$302.29	\$360.51	1/1/2025	12/31/2025	5.00%	\$ 111.63	N/A			
Structures Representative	Non-PW	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$117.21	\$117.21	\$117.21	\$22.42	\$139.63	\$139.63	\$139.63	\$0.00	\$0.00	\$0.00	(\$5.73)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	(\$5.73)	\$246.47	\$302.29	\$360.51	1/1/2026	12/31/2026	5.00%	\$ 117.21				
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.00	\$78.00	\$78.00	\$7.95	\$85.95	\$85.95	\$85.95	\$0.00	(\$22.41)	(\$48.51)	\$0.00	(\$0.31)	(\$26.42)	\$0.00	(\$22.09)	(\$22.09)	\$172.22	\$233.62	\$298.73	9/2/2021	12/31/2021	0.00%	\$ 78.00					
Exempt (OT @ ST Rate)		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.17	\$79.17	\$79.17	\$7.95	\$87.12	\$87.12	\$87.12	\$0.00	(\$21.24)	(\$47.34)	\$0.00	\$0.00	(\$25.25)	\$0.00	(\$21.24)	(\$22.09)	\$174.80	\$235.62	\$301.31	1/1/2022	12/31/2022	1.50%	\$ 79.17					
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$83.13	\$83.13	\$83.13	\$7.95	\$91.08	\$91.08	\$91.08	\$0.00	(\$17.28)	(\$43.38)	\$0.00	(\$0.29)	(\$21.29)	\$0.00	(\$17.28)	(\$22.09)	\$180.54	\$241.36	\$308.54	1/1/2023	12/31/2023	5.00%	\$ 83.13					
SC-23-63-2-2021-1D	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.17	\$79.17	\$79.17	\$7.95	\$92.24	\$92.24	\$92.24	\$0.00	(\$13.12)	(\$39.22)	\$0.00	(\$0.13)	(\$21.13)	\$0.00	(\$13.12)	(\$22.09)	\$192.73	\$249.49	\$319.24	1/1/2024	12/31/2024	5.00%	\$ 87.29	N/A				
Structures Representative	PW Work REGULAR SHIFT	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.65	\$91.65	\$91.65	\$7.95	\$99.60	\$99.60	\$99.60	\$0.00	(\$8.75)	(\$34.86)	\$0.00	(\$0.00)	(\$12.77)	\$0.00	(\$8.75)	(\$22.09)	\$202.36	\$256.94	\$328.87	1/1/2025	12/31/2025	5.00%	\$ 91.65					
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$96.23	\$96.23	\$96.23	\$7.95	\$104.18	\$104.18	\$104.18	\$0.00	(\$4.74)	(\$30.28)	\$0.00	\$0.00	(\$8.19)	\$0.00	(\$4.74)	(\$22.09)	\$212.47	\$266.76	\$338.98	1/1/2026	12/31/2026	5.00%	\$ 96.23					
Exempt (OT @ ST Rate)		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$78.00	\$78.00	\$78.00	\$7.95	\$85.95	\$85.95	\$85.95	\$0.00	(\$23.16)	(\$49.51)	\$0.00	(\$1.07)	(\$27.42)	\$0.00	(\$23.16)	(\$22.09)	\$199.73	\$259.73	\$329.37	9/2/2021	12/31/2021	0.00%	\$ 78.00					
Full Time		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$83.13	\$83.13	\$83.13	\$7.95	\$91.08	\$91.08	\$91.08	\$0.00	(\$18.03)	(\$44.38)	\$0.00	(\$0.00)	(\$22.29)	\$0.00	(\$18.03)	(\$22.09)	\$183.54	\$243.13	\$311.05	1/1/2023	12/31/2023	5.00%	\$ 83.13					
SC-23-63-2-2021-1D	FIELD	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$78.17	\$78.17	\$78.17	\$7.95	\$95.24	\$95.24	\$95.24	\$0.00	(\$13.87)	(\$40.22)	\$0.00	(\$0.00)	(\$18.13)	\$0.00	(\$13.87)	(\$22.09)	\$192.73	\$250.26	\$320.24	1/1/2024	12/31/2024	5.00%	\$ 87.29	N/A				
Structures Representative	PW Work SPECIAL SHIFT	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$91.65	\$91.65	\$91.65	\$7.95	\$99.60	\$99.60	\$99.60	\$0.00	(\$9.50)	(\$35.86)	\$0.00	\$0.00	(\$13.77)	\$0.00	(\$9.50)	(\$22.09)	\$202.36	\$257.69	\$329.87	1/1/2025	12/31/2025	5.00%	\$ 91.65					
Construction Inspector, Grp 2		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$96.23	\$96.23	\$96.23	\$7.95	\$104.18	\$104.18	\$104.18	\$0.00	(\$4.92)	(\$31.28)	\$0.00	\$0.00	(\$9.19)	\$0.00	(\$4.92)	(\$22.09)	\$212.47	\$265.51	\$338.98	1/1/2026	12/31/2026	5.00%	\$ 96.23					
Exempt (OT @ ST Rate)		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$78.00	\$78.00	\$78.00	\$7.95	\$85.95	\$85.95	\$85.95	\$0.00	(\$23.91)	(\$50.51)	\$0.00	(\$1.82)	(\$28.42)	\$0.00	(\$23.09)	(\$22.09)	\$172.22	\$235.12	\$300.73	9/2/2021	12/31/2021	0.00%	\$ 78.00					
Full Time		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$83.13	\$83.13	\$83.13	\$7.95	\$91.08	\$91.08	\$91.08	\$0.00	(\$16.78)	(\$49.34)	\$0.00	(\$0.64)	(\$27.25)	\$0.00	(\$23.09)	(\$22.09)	\$174.80	\$237.12	\$303.31	1/1/2022	12/31/2022	1.50%	\$ 79.17					
SC-23-63-2-2021-1D	FIELD	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$83.13	\$83.13	\$83.13	\$7.95	\$91.08	\$91.08	\$91.08	\$0.00	(\$17.28)	(\$45.38)	\$0.00	(\$0.29)	(\$23.29)	\$0.00	(\$17.28)	(\$22.09)	\$180.54	\$243.88	\$312.05	1/1/2023	12/31/2023	5.00%	\$ 83.13	N/A				
Structures Representative	PW Work MULTI SHIFT	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$91.65	\$91.65	\$91.65	\$7.95	\$99.60	\$99.60	\$99.60	\$0.00	(\$9.50)	(\$35.86)	\$0.00	\$0.00	(\$13.77)	\$0.00	(\$9.50)	(\$22.09)	\$202.36	\$257.69	\$329.87	1/1/2025	12/31/2025	5.00%	\$ 91.65					
Construction Inspector, Grp 2		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$96.23	\$96.23	\$96.23	\$7.95	\$104.18	\$104.18	\$104.18	\$0.00	(\$4.92)	(\$31.28)	\$0.00	\$0.00	(\$9.19)	\$0.00	(\$4.92)	(\$22.09)	\$212.47	\$265.51	\$338.98	1/1/2026	12/31/2026	5.00%	\$ 96.23					
Exempt (OT @ ST Rate)		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$78.00	\$78.00	\$78.00	\$7.95	\$85.95	\$85.95	\$85.95	\$0.00	(\$23.91)	(\$50.51)	\$0.00	(\$1.82)	(\$28.42)	\$0.00	(\$23.09)	(\$22.09)	\$172.22	\$235.12	\$300.73	9/2/2021	12/31/2021	0.00%	\$ 78.00					
Full Time		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$83.13	\$83.13	\$83.13	\$7.95	\$91.08	\$91.08	\$91.08	\$0.00	(\$16.78)																			

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION

COST PROPOSAL

ON-CALL CONTRACT - WITH PREDETERMINED INCREASE, OTHER DIRECT COST METHOD OF ACCOUNTING

ADM 2033 (Rev. 7/12/18)

SOUTHERN CALIFORNIA

SC-23-63-2-2021-1D

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: PreScience Corp.

Agreement Number: N/A

Attachment 2

Tax ID No.: 80-0702277

Date Prepared: 9/30/2021

Loaded Billing Rate Calculations:

Non-Exempt Employee Loaded Billing Rates

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

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

Exempt Employee Loaded Billing Rates - Compensated for PW OT:

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

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

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

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

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

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

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

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

H) OT Loaded Billing Rate = ST Loaded Billing Rate.

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	+		= 100.72%
OVERTIME	+	+		= 100.72%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	+		= 100.72%
OVERTIME	+	+		= 100.72%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	+		= 100.72%
OVERTIME	+	+		= 100.72%

Fee	=	10.00%
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FCCM 0.16%

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)										Employee Actual Rate (fringe benefits vary year over year)					Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA Total - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 8/19/2021]	% Escalation Increase	Actual Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
		Base Salary					Fringe					Total Base Salary + Fringe Benefits					Base Salary					Actual Fringe					Total - Base + Fringe																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
		Straight		1.5 OT		2.0 OT		Straight		1.5 OT		2.0 OT		Straight		1.5 OT		2.0 OT		Straight		1.5 OT		2.0 OT		Straight		1.5 OT					2.0 OT		Straight		1.5 OT		2.0 OT																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
		1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT					2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
Hamid Boroomand	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$72.00	\$108.00	\$144.00	\$11.15	\$83.15	\$119.15	\$155.15	\$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	9/2/2021	1/2/2022	0.00%	\$ 72.00																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
Roadway Inspector	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$73.08	\$109.62	\$146.16	\$11.15	\$84.23	\$120.77	\$157.31	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$0.00	\$0.00	\$0.00	\$0.

SCHEDULE OF OTHER DIRECT COST ITEMS

Prime: PreScience Corporation								
DESCRIPTION OF ITEMS	UNIT	COST						
Special Tooling								
Travel								
A. Per Diem	ea	Note 2						
B. Parking, Tolls	ea	Note 2,3&4						
C. Mileage (IRS rate)								
Company Vehicle	Month	991.64						
FCCM	%	0.16% of DL						

Important Notes:

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

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - ON & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING

ADM 2033 (Rev. 10/23/18)

SOUTHERN CALIFORNIA

SC-23-63-2021-10

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: Reddy Engineering Services, Inc.

Agreement Number: 07A5194

Tax ID No.: 83-2425612

Date Prepared: 10/25/2021

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)]

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)]

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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Home Office Personnel: Fringe Benefit % Overhead % General Administration % Combined %

NORMAL 0.00% + 0.00% + 0.00% = 110.00%

OVERTIME 0.00% + 0.00% + 0.00% = 110.00%

Field Office Personnel: Fringe Benefit % Overhead % General Administration % Combined %

NORMAL 0.00% + 0.00% + 0.00% = 110.00%

OVERTIME 0.00% + 0.00% + 0.00% = 110.00%

Project Specific: Fringe Benefit % Overhead % General Administration % Combined %

NORMAL 0.00% + 0.00% + 0.00% = 110.00%

OVERTIME 0.00% + 0.00% + 0.00% = 110.00%

Fee = 10.00%

FCCM

Applicable Multiplier Delta Base (Field) 2.3100

Applicable Multiplier Fringe (Field) 2.3100

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)										Employee Actual Rate (fringe benefits vary year over year)										Applicable DELTA (TOTAL) = Employee Total - DIR Total				Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)				Loaded Hourly Billing Rates		Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
		Base Salary					Fringe Benefits					Total Base Salary + Fringe Benefits					Base Salary					Fringe Benefits					Actual Fringe					Total Base + Fringe					Straight				OT (1.5x)		OT (2x)		From		To																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
		Straight	1.5 OT	2.0 OT	3.0 OT	4.0 OT	Straight	1.5 OT	2.0 OT	3.0 OT	4.0 OT	Straight	1.5 OT	2.0 OT	3.0 OT	4.0 OT	Straight	1.5 OT	2.0 OT	3.0 OT	4.0 OT	Straight	1.5 OT	2.0 OT	3.0 OT	4.0 OT	Straight	1.5 OT	2.0 OT	3.0 OT	4.0 OT	Straight	1.5 OT	2.0 OT	3.0 OT	4.0 OT	Straight				1.5 OT	2.0 OT	3.0 OT	4.0 OT																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Brian Risher, QSP, CWI	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$65.00	\$97.50	\$130.00	\$10.09	\$75.00	\$107.50	\$140.00	(\$7.16)	(\$0.76)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - ON & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING

ADM 2033 (Rev. 10/23/18)

SOUTHERN CALIFORNIA

SC-23-63-2-2021-1D

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: Reddy Engineering Services, Inc.

Agreement Number: 07A5194

Tax ID No.: 83-2425612

Date Prepared: 10/25/2020

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)]

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)]

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

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

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

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

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)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	0.00%	0.00%	110.00%
OVERTIME	0.00%	0.00%	0.00%	110.00%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	0.00%	0.00%	110.00%
OVERTIME	0.00%	0.00%	0.00%	110.00%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	0.00%	0.00%	110.00%
OVERTIME	0.00%	0.00%	0.00%	110.00%

Fee = 10.00%

FCCM

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class				
		Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Fringe Benefits	Total - Base + Fringe		Straight		1.5 OT		2.0 OT		Straight		1.5 OT		2.0 OT		Straight		OT (1.5x)					OT (2x)		From	To
		Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT							
Exempt (OT @ ST Rate)	REGULAR	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.33	\$78.33	\$78.33	\$7.99	\$86.32	\$86.32	\$86.32	\$0.00	(\$22.04)	(\$48.14)	\$0.00	\$0.00	(\$26.09)	\$0.00	(\$22.04)	(\$22.05)	\$180.94	\$231.84	\$292.15	1/1/2024	12/31/2023	5.00%	\$ 78.33	N/A		
Full Time	SHIFT	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.25	\$82.25	\$82.25	\$7.99	\$90.24	\$90.24	\$90.24	\$0.00	(\$18.12)	(\$44.22)	\$0.00	\$0.00	(\$22.17)	\$0.00	(\$18.12)	(\$22.05)	\$190.00	\$231.84	\$292.15	1/1/2025	12/31/2024	5.00%	\$ 82.25			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$86.36	\$86.36	\$86.36	\$7.99	\$94.35	\$94.35	\$94.35	\$0.00	(\$14.01)	(\$40.11)	\$0.00	\$0.00	(\$18.06)	\$0.00	(\$14.01)	(\$22.05)	\$199.49	\$231.84	\$292.15	1/1/2026	12/31/2025	5.00%	\$ 86.36			
Vinay Reddy, PE	FIELD	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$70.00	\$70.00	\$70.00	\$7.99	\$77.99	\$77.99	\$77.99	(\$4.76)	(\$31.12)	(\$57.47)	\$0.00	(\$9.07)	(\$35.42)	(\$4.76)	(\$22.05)	(\$22.05)	\$180.94	\$233.58	\$294.46	9/2/2021	12/31/2021	0.00%	\$ 70.00			
Asst RE/Roadway Inspector	PW Work	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$71.05	\$71.05	\$71.05	\$7.99	\$79.04	\$79.04	\$79.04	(\$3.71)	(\$30.07)	(\$56.42)	\$0.00	(\$8.02)	(\$34.37)	(\$3.71)	(\$22.05)	(\$22.05)	\$180.94	\$233.58	\$294.46	1/1/2022	12/31/2021	1.50%	\$ 71.05			
Construction Inspector, Grp 2	SPECIAL	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$74.60	\$74.60	\$74.60	\$7.99	\$82.59	\$82.59	\$82.59	(\$0.16)	(\$26.92)	(\$52.87)	\$0.00	(\$4.73)	(\$30.82)	(\$0.16)	(\$22.05)	(\$22.05)	\$180.94	\$233.58	\$294.46	1/1/2023	12/31/2022	5.00%	\$ 74.60	N/A		
Exempt (OT @ ST Rate)	SHIFT	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$75.33	\$75.33	\$75.33	\$7.99	\$86.32	\$86.32	\$86.32	\$0.00	(\$22.79)	(\$49.14)	\$0.00	(\$0.73)	(\$27.09)	\$180.94	\$233.58	\$294.46	1/1/2024	12/31/2023	5.00%	\$ 78.33						
Full Time	SHIFT	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$82.25	\$82.25	\$82.25	\$7.99	\$90.24	\$90.24	\$90.24	\$0.00	(\$14.76)	(\$41.11)	\$0.00	\$0.00	(\$18.06)	\$190.00	\$233.58	\$294.46	1/1/2025	12/31/2024	5.00%	\$ 82.25						
SC-23-63-2-2021-1D		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$86.36	\$86.36	\$86.36	\$7.99	\$94.35	\$94.35	\$94.35	\$0.00	(\$14.76)	(\$41.11)	\$0.00	\$0.00	(\$19.06)	\$199.49	\$233.58	\$294.46	1/1/2026	12/31/2025	5.00%	\$ 86.36						
Vinay Reddy, PE	FIELD	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$71.05	\$71.05	\$71.05	\$7.99	\$79.04	\$79.04	\$79.04	(\$4.21)	(\$30.82)	(\$57.42)	\$0.00	(\$8.77)	(\$35.37)	(\$4.21)	(\$22.05)	(\$22.05)	\$180.94	\$233.58	\$294.46	1/1/2022	12/31/2021	1.50%	\$ 71.05			
Asst RE/Roadway Inspector	PW Work	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$74.60	\$74.60	\$74.60	\$7.99	\$82.59	\$82.59	\$82.59	(\$0.66)	(\$27.27)	(\$53.87)	\$0.00	(\$5.22)	(\$31.82)	(\$0.66)	(\$22.05)	(\$22.05)	\$180.94	\$235.31	\$296.77	1/1/2023	12/31/2022	5.00%	\$ 74.60	N/A		
Construction Inspector, Grp 2	MULTI	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$75.33	\$75.33	\$75.33	\$7.99	\$86.32	\$86.32	\$86.32	\$0.00	(\$23.54)	(\$50.14)	\$0.00	(\$1.49)	(\$28.09)	\$180.94	\$235.31	\$296.77	1/1/2024	12/31/2023	5.00%	\$ 78.33						
Exempt (OT @ ST Rate)	SHIFT	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$82.25	\$82.25	\$82.25	\$7.99	\$90.24	\$90.24	\$90.24	\$0.00	(\$19.62)	(\$46.22)	\$0.00	(\$19.62)	(\$46.22)	\$180.94	\$235.31	\$296.77	1/1/2025	12/31/2024	5.00%	\$ 82.25						
Full Time	SHIFT	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$86.36	\$86.36	\$86.36	\$7.99	\$94.35	\$94.35	\$94.35	\$0.00	(\$15.51)	(\$42.11)	\$0.00	\$0.00	(\$20.06)	\$199.49	\$235.31	\$296.77	1/1/2026	12/31/2025	5.00%	\$ 86.36						
Vinay Reddy, PE	FIELD	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$70.00	\$70.00	\$70.00	\$7.99	\$77.99	\$77.99	\$77.99	(\$5.26)	(\$31.87)	(\$58.47)	\$0.00	(\$9.82)	(\$36.42)	(\$5.26)	(\$22.05)	(\$22.05)	\$180.94	\$235.31	\$296.77	9/2/2021	12/31/2021	0.00%	\$ 70.00			
Asst RE/Roadway Inspector	Non-PW	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$71.05	\$71.05	\$71.05	\$7.99	\$79.04	\$79.04	\$79.04	(\$4.21)	(\$30.82)	(\$57.42)	\$0.00	(\$8.77)	(\$35.37)	(\$4.21)	(\$22.05)	(\$22.05)	\$180.94	\$235.31	\$296.77	1/1/2022	12/31/2021	1.50%	\$ 71.05			
Exempt (OT @ ST Rate)		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$74.60	\$74.60	\$74.60	\$7.99	\$82.59	\$82.59	\$82.59	(\$0.66)	(\$27.27)	(\$53.87)	\$0.00	(\$5.22)	(\$31.82)	(\$0.66)	(\$22.05)	(\$22.05)	\$180.94	\$235.31	\$296.77	1/1/2023	12/31/2022	5.00%	\$ 74.60	N/A		
Full Time		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$75.33	\$75.33	\$75.33	\$7.99	\$86.32	\$86.32	\$86.32	\$0.00	(\$23.54)	(\$50.14)	\$0.00	(\$1.49)	(\$28.09)	\$180.94	\$235.31	\$296.77	1/1/2024	12/31/2023	5.00%	\$ 78.33						
SC-23-63-2-2021-1D		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$82.25	\$82.25	\$82.25	\$7.99	\$90.24	\$90.24	\$90.24	\$0.00	(\$19.62)	(\$46.22)	\$0.00	\$0.00	(\$24.17)	\$190.00	\$235.31	\$296.77	1/1/2025	12/31/2024	5.00%	\$ 82.25						
Eric Tallarita, PE, CCM	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.00	\$70.00	\$70.00	\$10.51	\$80.51	\$80.51	\$80.51	(\$1.74)	(\$27.85)	(\$53.95)	\$0.00	(\$8.32)	(\$34.42)	(\$1.74)	(\$19.53)	(\$19.53)	\$165.72	\$226.02	\$286.32	9/2/2021	12/31/2021	0.00%	\$ 70.00			
Asst RE/Roadway Inspector/Structures	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.05	\$71.05	\$71.05	\$10.51	\$81.56	\$81.56	\$81.56	(\$0.69)	(\$26.80)	(\$52.90)	\$0.00	(\$7.27)	(\$33.37)	(\$0.69)	(\$19.53)	(\$19.53)	\$165.72	\$226.02	\$286.32	1/1/2022	12/31/2021	1.50%	\$ 71.05	N/A		
Construction Inspector, Grp 2	SHIFT	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.60	\$74.60	\$74.60	\$10.51	\$85.11	\$85.11	\$85.11	\$0.00	(\$23.25)	(\$49.35)	\$0.00	(\$3.72)	(\$29.82)	\$180.94	\$226.02	\$286.32	1/1/2023	12/31/2022	5.00%	\$ 74.60						
Exempt (OT @ ST Rate)	REGULAR	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.33	\$75.33	\$75.33	\$10.51	\$86.84	\$86.84	\$86.84	\$0.00	(\$19.52)	(\$45.62)	\$0.00	\$0.00	(\$26.09)	\$180.94	\$226.02	\$286.32	1/1/2024	12/31/2023	5.00%	\$ 78.33						
Full Time	SHIFT	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.25	\$82.25	\$82.25	\$10.51	\$92.76	\$92.76	\$92.76	\$0.00	(\$15.60)	(\$41.70)	\$0.00	\$0.00	(\$22.17)	\$190.00	\$226.02	\$286.32	1/1/2025	12/31/2024	5.00%	\$ 82.25						
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$86.36	\$86.36	\$86.36	\$10.51	\$96.87	\$96.87	\$96.87	\$0.00	(\$11.49)	(\$37.59)	\$0.00	\$0.00	(\$18.06)	\$199.49	\$226.02	\$286.32	1/1/2026	12/31/2025	5.00%	\$ 86.36						
Vinay Reddy, PE	FIELD	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$70.00	\$70.00	\$70.00	\$10.51	\$80.51	\$80.51	\$80.51	(\$2.24)	(\$28.60)	(\$54.95)	\$0.00	(\$9.07)	(\$35.42)	(\$2.24)	(\$19.53)	(\$19.53)	\$166.87	\$227.75	\$286.63	9/2/2021	12/31/2021	0.00%	\$ 70.00			
Asst RE/Roadway Inspector/Structures	PW Work	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$71.05	\$71.05	\$71.05	\$10.51	\$81.56	\$81.56	\$81.56	(\$1.19)	(\$27.55)	(\$53.90)	\$0.00	(\$8.02)	(\$34.37)	(\$1.19)	(\$19.53)	(\$19.53)	\$166.87	\$227.75	\$286.63	1/1/2022	12/31/2021	1.50%	\$ 71.05	N/A		
Construction Inspector, Grp 2	SHIFT	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$74.60	\$74.60	\$74.60	\$10.51	\$85.11	\$85.11	\$85.11	\$0.00	(\$24.00)	(\$50.35)	\$0.00	(\$4.47)	(\$30.82)	\$180.94	\$227.75	\$286.63	1/1/2023	12/31/2022	5.00%	\$ 74.60						
Exempt (OT @ ST Rate)	SPECIAL	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$75.33	\$75.33	\$75.33	\$10.51	\$86.84	\$86.84	\$86.84	\$0.00	(\$20.27)	(\$46.62)	\$0.00	(\$0.73)	(\$27.09)	\$180.94	\$227.75	\$286.63	1/1/2024	12/31/2023	5.00%	\$ 78.33						
Full Time	SHIFT	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$82.25	\$82.25	\$82.25	\$10.51	\$92.76	\$92.76	\$92.76	\$0.00	(\$16.35)	(\$42.70)	\$0.00	(\$16.35)	(\$42.70)	\$180.94	\$227.75	\$286.63	1/1/2025	12/31/2024	5.00%	\$ 82.25						
SC-23-63-2-2021-1D		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$86.36	\$86.36	\$86.36	\$10.51	\$96.87	\$96.87	\$96.87	\$0.00	(\$12.24)	(\$38.59)	\$0.00	\$0.00	(\$19.06)	\$199.49	\$227.75	\$286.63	1/1/2026	12/31/2025	5.00%	\$ 86.36						
Eric Tallarita, PE, CCM	FIELD	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$70.00	\$70.00	\$70.00	\$10.51	\$80.51	\$80.51	\$80.51	(\$2.74)	(\$29.35)	(\$55.95)	\$0.00	(\$9.82)	(\$36.42)	(\$2.74)	(\$19.53)	(\$19.53)	\$168.03	\$229.49	\$290.94	9/2/2021	12/31/2021	0.00%	\$ 70.00			
Asst RE/Roadway Inspector/Structures	PW Work	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$71.05	\$71.05	\$71.05	\$10.51	\$81.56	\$81.56	\$81.56	(\$1.69)	(\$28.30)	(\$54.90)	\$0.00	(\$8.77)	(\$35.37)	(\$1.69)	(\$19.53)	(\$19.53)	\$168.03	\$229.49	\$290.94	1/1/2022	12/31/2021	1.50%	\$ 71.05	N/A		
Construction Inspector, Grp 2	MULTI	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$74.60	\$74.60	\$74.60	\$10.51	\$85.11	\$85.11	\$85.11	\$0.00	(\$24.75)	(\$51.35)	\$0.00	(\$5.22)	(\$31.82)	(\$19.53)	(\$19.53)	\$172.33	\$229.49	\$290.94	1/1/2023	12/31/2022	5.00%	\$ 74.60				
Exempt (OT @ ST Rate)	SHIFT	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$75.33	\$75.33	\$75.33	\$10.51	\$86.84	\$86.84	\$86.84	\$0.00	(\$21.00)	(\$47.62)	\$0.00	(\$1.49)	(\$28.09)	\$180.94	\$229.49	\$290.94	1/1/2024	12/31/2023	5.00%	\$ 78.33						
Full Time	SHIFT	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$82.25	\$82.25	\$82.25	\$10.51	\$92.76	\$92.76	\$92.76	\$0.00	(\$17.10)	(\$43.70)	\$0.00	\$0.00	(\$24.17)	\$190.00	\$229.49	\$290.94	1/1/2025	12/31/20								

SCHEDULE OF OTHER DIRECT COST ITEMS

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Prime: Anser Advisory Management, LLC			Reddy Engineering Services, Inc.			Subconsultant #2		
DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST
Special Tooling			Vehicle Expense	Mile	IRS Rate	Special Tooling		
A.			Printing & Reproduction	EA	Actual Cost	A.		
B.			Computer & Software	EA	Actual Cost	B.		
C.			Delivery Services	EA	Actual Cost	C.		
Travel			Travel Expenses	EA	Actual Cost	Travel		
A.			Misc.	EA	Actual Cost	A.		
B.						B.		
C.						C.		

Important Notes:

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

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - ON & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING

ADM 2033 (Rev. 10/23/18)

SOUTHERN CALIFORNIA

SC-23-63-2-2021-ID

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: RT Engineering & Associates, Inc., Inc.

Attachment 2

Tax ID No.: 45-2110604

Date Prepared: 10/25/2021

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

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

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

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

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)

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE - DELTA Total - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate (RFQ date: 9/2/2021)		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class		
		Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Actual Fringe	Total - Base + Fringe		Employee Total - DIR Total		DIR Rate - Employee Base Rate		DELTA Total - DELTA BASE (Employee - DIR)		Straight	OT (1.5x)	OT (2x)	From	To										
		Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT						2.0 OT	Straight	1.5 OT	2.0 OT						
Regina Talamantez, PE Resident Engineer	OFFICE																										9/2/2021	12/31/2021	0.00%	\$ 100.00	N/A	
Exempt (OT @ ST Rate)	Non-PW																										1/1/2022	12/31/2021	1.50%	\$ 101.50		
Full Time																											1/1/2023	12/31/2022	5.00%	\$ 106.58		
																											1/1/2024	12/31/2023	5.00%	\$ 111.91		
																											1/1/2025	12/31/2024	5.00%	\$ 117.51		
Javier Barrientos Senior R.E. / Senior Civil Inspector	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$78.00	\$117.00	\$156.00	\$20.11	\$98.11	\$137.11	\$176.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	9/2/2021	12/31/2021	0.00%	\$ 78.00	N/A
Construction Inspector, Grp 2	PW Work REGULAR	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$83.13	\$124.70	\$166.26	\$20.11	\$103.24	\$144.81	\$186.37	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1/1/2023	12/31/2022	5.00%	\$ 83.13	
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$87.29	\$130.94	\$174.58	\$20.11	\$107.40	\$151.05	\$194.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1/1/2025	12/31/2024	5.00%	\$ 87.29	
Full Time	SHIFT	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$91.65	\$137.48	\$183.30	\$20.11	\$111.76	\$157.59	\$203.41	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1/1/2026	12/31/2025	5.00%	\$ 91.65	
SC-23-63-2-2021-ID		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$96.23	\$144.35	\$192.46	\$20.11	\$116.34	\$164.46	\$212.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1/1/2026	12/31/2025	5.00%	\$ 96.23	
Javier Barrientos Senior R.E. / Senior Civil Inspector	FIELD	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$78.00	\$117.00	\$156.00	\$20.11	\$98.11	\$137.11	\$176.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	9/2/2021	12/31/2021	0.00%	\$ 78.00	N/A
Construction Inspector, Grp 2	PW Work SPECIAL	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$79.17	\$118.76	\$158.34	\$20.11	\$99.28	\$138.87	\$178.45	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1/1/2023	12/31/2022	5.00%	\$ 83.13	
Non-Exempt		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$87.29	\$130.94	\$174.58	\$20.11	\$107.40	\$151.05	\$194.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1/1/2025	12/31/2024	5.00%	\$ 87.29	
Full Time	SHIFT	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$91.65	\$137.48	\$183.30	\$20.11	\$111.76	\$157.59	\$203.41	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1/1/2026	12/31/2025	5.00%	\$ 91.65	
SC-23-63-2-2021-ID		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$96.23	\$144.35	\$192.46	\$20.11	\$116.34	\$164.46	\$212.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1/1/2026	12/31/2025	5.00%	\$ 96.23	
Javier Barrientos Senior R.E. / Senior Civil Inspector	FIELD	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$78.00	\$117.00	\$156.00	\$20.11	\$98.11	\$137.11	\$176.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	9/2/2021	12/31/2021	0.00%	\$ 78.00	N/A
Construction Inspector, Grp 2	PW Work MULTI	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$79.17	\$118.76	\$158.34	\$20.11	\$99.28	\$138.87	\$178.45	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1/1/2023	12/31/2022	5.00%	\$ 83.13	
Non-Exempt		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$87.29	\$130.94	\$174.58	\$20.11	\$103.24	\$144.81	\$186.37	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1/1/2025	12/31/2024	5.00%	\$ 87.29	
Full Time	SHIFT	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$91.65	\$137.48	\$183.30	\$20.11	\$111.76	\$157.59	\$203.41	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1/1/2026	12/31/2025	5.00%	\$ 91.65	
SC-23-63-2-2021-ID		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$96.23	\$144.35	\$192.46	\$20.11	\$116.34	\$164.46	\$212.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1/1/2026	12/31/2025	5.00%	\$ 96.23	
Eric Freeman, RLA Landscape Inspector	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$75.00	\$75.00	\$75.00	\$20.61	\$95.61	\$95.61	\$95.61	\$0.00	(\$12.75)	(\$38.85)	\$0.00	(\$3.32)	(\$29.42)	\$0.00	(\$9.43)	(\$9.43)	\$173.25	\$202.69	\$202.69	9/2/2021	12/31/2021	0.00%	\$ 75.00	N/A
Construction Inspector, Grp 2	PW Work REGULAR	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$76.13	\$76.13	\$76.13	\$20.61	\$96.74	\$96.74	\$96.74	\$0.00	(\$11.62)	(\$37.72)	\$0.00	(\$2.19)	(\$28.29)	\$0.00	(\$9.43)	(\$9.43)	\$175.86	\$202.69	\$202.69	1/1/2022	12/31/2021	1.50%	\$ 76.13	
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$79.94	\$79.94	\$79.94	\$20.61	\$100.55	\$100.55	\$100.55	\$0.00	(\$7.80)	(\$33.91)	\$0.00	(\$0.00)	(\$24.48)	\$0.00	(\$7.80)	(\$9.43)	\$184.66	\$202.69	\$202.69	1/1/2023	12/31/2022	5.00%	\$ 79.94	
Full Time	SHIFT	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$83.94	\$83.94	\$83.94	\$20.61	\$104.55	\$104.55	\$104.55	\$0.00	(\$3.80)	(\$29.91)	\$0.00	(\$0.00)	(\$20.48)	\$0.00	(\$3.80)	(\$9.43)	\$193.90	\$202.69	\$202.69	1/1/2024	12/31/2023	5.00%	\$ 83.94	
SC-23-63-2-2021-ID		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$88.14	\$88.14	\$88.14	\$20.61	\$108.75	\$108.75	\$108.75	\$0.00	(\$5.21)	(\$25.71)	\$0.00	(\$0.00)	(\$16.28)	\$0.00	(\$5.21)	(\$9.43)	\$203.60	\$202.69	\$202.69	1/1/2025	12/31/2024	5.00%	\$ 88.14	
Eric Freeman, RLA Landscape Inspector	FIELD	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$75.00	\$75.00	\$75.00	\$20.61	\$95.61	\$95.61	\$95.61	\$0.00	(\$14.25)	(\$40.85)	\$0.00	(\$4.82)	(\$31.42)	\$0.00	(\$9.43)	(\$9.43)	\$173.25	\$206.16	\$206.16	9/2/2021	12/31/2021	0.00%	\$ 75.00	N/A
Construction Inspector, Grp 2	PW Work MULTI	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$76.13	\$76.13	\$76.13	\$20.61	\$96.74	\$96.74	\$96.74	\$0.00	(\$13.12)	(\$39.91)	\$0.00	(\$3.69)	(\$30.29)	\$0.00	(\$9.43)	(\$9.43)	\$175.86	\$206.16	\$206.16	1/1/2022	12/31/2021	1.50%	\$ 76.13	
Non-Exempt		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$79.94	\$79.94	\$79.94	\$20.61	\$100.55	\$100.55	\$100.55	\$0.00	(\$8.55)	(\$34.91)	\$0.00	(\$0.00)	(\$25.48)	\$0.00	(\$8.55)	(\$9.43)	\$184.66	\$206.16	\$206.16	1/1/2023	12/31/2022	5.00%	\$ 79.94	
Full Time	SHIFT	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$83.94	\$83.94	\$83.94	\$20.61	\$104.55	\$104.55	\$104.55	\$0.00	(\$9.30)	(\$35.91)	\$0.00	(\$0.00)	(\$26.48)	\$0.00	(\$9.30)	(\$9.43)	\$193.90	\$206.16	\$206.16	1/1/2024	12/31/2023	5.00%	\$ 83.94	
SC-23-63-2-2021-ID		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$88.14	\$88.14	\$88.14	\$20.61	\$108.75	\$108.75	\$108.75	\$0.00	(\$10.30)	(\$37.31)	\$0.00	(\$0.00)	(\$27.71)	\$0.00	(\$11.10)	(\$9.43)	\$203.60	\$206.16	\$206.16	1/1/2025	12/31/2024	5.00%	\$ 88.14	
Eric Freeman, RLA Landscape Inspector	FIELD	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$75.00	\$75.00	\$75.00	\$20.61	\$95.61	\$95.61	\$95.61	\$0.00	(\$14.25)	(\$40.85)	\$0.00	(\$4.82)	(\$31.42)	\$0.00	(\$9.43)	(\$9.43)	\$173.25	\$206.16	\$206.16	9/2/2021	12/31/2021	0.00%	\$ 75.00	N/A
Construction Inspector, Grp 2	PW Work MULTI	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$76.13	\$76.13	\$76.13	\$20.61	\$96.74	\$96.74	\$96.74	\$0.00	(\$13.12)	(\$39.91)	\$0.00	(\$3.69)	(\$30.29)	\$0.00	(\$9.43)	(\$9.43)	\$175.86	\$206.16	\$206.16	1/1/2022	12/31/2021	1.50%	\$ 76.13	
Non-Exempt		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$79.94	\$79.94	\$79.94	\$20.61	\$100.55	\$100.55	\$100.55	\$0.00	(\$8.55)	(\$34.91)	\$0.00	(\$0.00)	(\$25.48)	\$0.00	(\$8.55)	(\$9.43)	\$184.66	\$206.16	\$206.16	1/1/2023	12/31/2022	5.00%	\$ 79.94	
Full Time	SHIFT	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$83.94	\$83.94	\$83.94	\$20.61	\$104.55	\$104.55	\$104.55	\$0.00	(\$9.30)	(\$35.91)	\$0.00	(\$0.00)	(\$26.48)	\$0.00	(\$9.30)	(\$9.43)	\$193.90	\$206.16	\$206.16	1/1/2024	12/31/2023	5.00%	\$ 83.94	
SC-23-63-2-2021-ID		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$88.14	\$88.14	\$88.14	\$20.61	\$108.75	\$108.75	\$108.75	\$0.00	(\$10.30)	(\$37.31)	\$0.00	(\$0.00)	(\$27.71)	\$0.00	(\$11.10)	(\$9.43)	\$203.60	\$206.16	\$206.16	1/1/2025	12/31/2024	5.00%	\$ 88.14	
Eric Freeman, RLA Landscape Inspector	FIELD	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$75.00	\$75.00	\$75.00	\$20.61	\$95.61	\$95.61	\$95.61	\$0.00	(\$14.25)	(\$40.85)	\$0.00	(\$4.82)	(\$31.42)	\$0.00	(\$9.43)	(\$9.43)	\$173.25	\$206.16	\$206.16	9/2/2021	12/31/2021	0.00%	\$ 75.00	N/A
Construction Inspector, Grp 2	PW Work MULTI	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$76.13	\$76.13	\$76.13	\$20.61	\$96.74	\$96.74	\$96.74	\$0.00	(\$13.12)	(\$39.91)	\$0.00	(\$3.69)	(\$30.29)	\$0.00	(\$9.43)	(\$9.43)	\$175.86	\$206.16	\$206.16					

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

Non-Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at the Straight Time rate (i.e., without the application of the 1.5X or 2.0X multiplier for Overtime), as follows: **Billing rate for travel time= Loaded Rate Formula "A" above.**

Applicable Multiplier Delta Base (Field)	0.0000
Applicable Multiplier Fringe (Field)	0.0000

SCHEDULE OF OTHER DIRECT COST ITEMS

Prime: Anser Advisory Management, LLC			RT Engineering & Associates, Inc.			Subconsultant #2		
DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST
Special Tooling			Special Tooling			Special Tooling		
A.			A.			A.		
B.			B.			B.		
C.			C.			C.		
Travel			Travel			Travel		
A.			A. See Note 2			A.		
B.			B.			B.		
C.			C.			C.		

Important Notes:

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

Applicable Multiplier Delta Base (Field)	=	2.5339
Applicable Multiplier Fringe (Field)	=	2.5339

Contract Specific Footnotes (by Consultants):

- Non-Exempt staff:** During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at the Straight Time rate (i.e., without the application of the 1.5X or 2.0X multiplier for Overtime), as follows: **Billing rate for travel time= Loaded Rate Formula "A" above.**

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT

ADM 2033 (Rev. 10/23/18)

Consultant/Subconsultant Name: Wallace & Associates Consulting, Inc.

Agreement Number: 07A5194

Attachment 2

Tax ID No.:

Date Prepared:

Loaded Billing Rate Calculations:

Non Exempt Employee Loaded Billing Rates

A) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST

B) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) *

Exempt Employee Loaded Billing Rates - Compensated for PW OT:

C) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST

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

The PW Deltas (Base & Fringe) above for Loaded Billing Rates, are applicable for services covered under DIR determination

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

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)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%

Fee	=	10.00%
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FCCM

Applicable Multiplier Delta Base (Field)	=	2.3100
Applicable Multiplier Fringe (Field)	=	2.3100

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage)						Applicable DELTA Base = DIR Rate - Employee Base Rate		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class
		Base Salary			Fringe Benefits	Base Rate		Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To					
		Straight	1.5 OT	2.0 OT		1.5 OT	2.0 OT													
Carl Wallace	OFFICE	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$231.00	\$346.50	\$462.00	9/2/2021	12/31/2021	0.00%	\$ 100.00	N/A		
Project Manager	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$234.47	\$351.70	\$468.93	1/1/2022	12/31/2021	1.50%	\$ 101.50			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$246.20	\$369.30	\$492.40	1/1/2023	12/31/2022	5.00%	\$ 106.58			
Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$258.51	\$387.77	\$517.02	1/1/2024	12/31/2023	5.00%	\$ 111.91			
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$271.45	\$407.17	\$542.90	1/1/2025	12/31/2024	5.00%	\$ 117.51			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$285.03	\$427.55	\$570.06	1/1/2026	12/31/2025	5.00%	\$ 123.39			
Carl Wallace	OFFICE	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$231.00	\$346.50	\$462.00	9/2/2021	12/31/2021	0.00%	\$ 100.00	N/A		
Project Manager	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$234.47	\$351.70	\$468.93	1/1/2022	12/31/2021	1.50%	\$ 101.50			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$246.20	\$369.30	\$492.40	1/1/2023	12/31/2022	5.00%	\$ 106.58			
Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$258.51	\$387.77	\$517.02	1/1/2024	12/31/2023	5.00%	\$ 111.91			
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$271.45	\$407.17	\$542.90	1/1/2025	12/31/2024	5.00%	\$ 117.51			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$285.03	\$427.55	\$570.06	1/1/2026	12/31/2025	5.00%	\$ 123.39			
Barry Safa	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$3.44)	\$0.00	\$0.00	\$169.65	\$242.55	\$323.40	9/2/2021	12/31/2021	0.00%	\$ 70.00	N/A		
Resident Engineer	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$2.39)	\$0.00	\$0.00	\$169.65	\$246.19	\$328.25	1/1/2022	12/31/2021	1.50%	\$ 71.05			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$172.33	\$258.49	\$344.65	1/1/2023	12/31/2022	5.00%	\$ 74.60			
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$180.94	\$271.41	\$361.88	1/1/2024	12/31/2023	5.00%	\$ 78.33			
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.00	\$285.00	\$380.00	1/1/2025	12/31/2024	5.00%	\$ 82.25			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$199.49	\$299.24	\$398.98	1/1/2026	12/31/2025	5.00%	\$ 86.36			
Barry Safa	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$3.44)	\$0.00	\$0.00	\$169.65	\$242.55	\$323.40	9/2/2021	12/31/2021	0.00%	\$ 70.00	N/A		
Resident Engineer	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$2.39)	\$0.00	\$0.00	\$169.65	\$246.19	\$328.25	1/1/2022	12/31/2021	1.50%	\$ 71.05			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$172.33	\$258.49	\$344.65	1/1/2023	12/31/2022	5.00%	\$ 74.60			
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$180.94	\$271.41	\$361.88	1/1/2024	12/31/2023	5.00%	\$ 78.33			
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.00	\$285.00	\$380.00	1/1/2025	12/31/2024	5.00%	\$ 82.25			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$199.49	\$299.24	\$398.98	1/1/2026	12/31/2025	5.00%	\$ 86.36			
Bryan Tuschhoff	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$24.42)	\$0.00	(\$18.44)	\$184.80	\$227.38	\$287.69	9/2/2021	12/31/2021	0.00%	\$ 80.00	N/A		
SWPPP Inspector (QSP)	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$23.22)	\$0.00	(\$17.24)	\$187.57	\$227.38	\$287.69	1/1/2022	12/31/2021	1.50%	\$ 81.20			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$196.95	\$227.38	\$287.69	1/1/2023	12/31/2022	5.00%	\$ 85.26			
Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$206.79	\$227.38	\$287.69	1/1/2024	12/31/2023	5.00%	\$ 89.52			
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$217.14	\$227.38	\$287.69	1/1/2025	12/31/2024	5.00%	\$ 94.00			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$5.72)	\$0.00	(\$20.12)	\$228.00	\$228.00	\$287.69	1/1/2026	12/31/2025	5.00%	\$ 98.70			
Bryan Tuschhoff	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$184.80	\$277.20	\$369.60	9/2/2021	12/31/2021	0.00%	\$ 80.00	N/A		
SWPPP Inspector (QSP)	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$187.57	\$281.36	\$375.14	1/1/2022	12/31/2021	1.50%	\$ 81.20			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$196.95	\$295.43	\$393.90	1/1/2023	12/31/2022	5.00%	\$ 85.26			
Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$206.79	\$310.19	\$413.58	1/1/2024	12/31/2023	5.00%	\$ 89.52			
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$217.14	\$325.71	\$434.28	1/1/2025	12/31/2024	5.00%	\$ 94.00			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$228.00	\$342.00	\$455.99	1/1/2026	12/31/2025	5.00%	\$ 98.70			
Cesar Ramirez	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$15.66)	\$0.00	(\$11.77)	\$174.77	\$165.78	\$156.78	9/2/2021	12/31/2021	0.00%	\$ 60.00	N/A		
Roadway Inspector	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$14.76)	\$0.00	(\$10.42)	\$174.77	\$164.74	\$154.70	1/1/2022	12/31/2021	1.50%	\$ 60.90			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	(\$11.71)	\$0.00	(\$5.84)	\$174.77	\$161.21	\$147.72	1/1/2023	12/31/2022	5.00%		\$ 63.95	

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT

ADM 2033 (Rev. 10/23/18)

Consultant/Subconsultant Name: **Wallace & Associates Consulting, Inc.**

Agreement Number: **07A5194**

Attachment 2

Tax ID No.:

Date Prepared:

Loaded Billing Rate Calculations:

Non Exempt Employee Loaded Billing Rates

A) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST

B) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) *

Exempt Employee Loaded Billing Rates - Compensated for PW OT:

C) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST

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

The PW Deltas (Base & Fringe) above for Loaded Billing Rates, are applicable for services covered under DIR determination

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

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)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%

Fee	=	10.00%
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FCCM

Applicable Multiplier Delta Base (Field)	=	2.3100
Applicable Multiplier Fringe (Field)	=	2.3100

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage)				Applicable DELTA Base = DIR Rate - Employee Base Rate		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class
		Base Salary			Fringe Benefits	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To			
		Straight	1.5 OT	2.0 OT														
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$8.51)	(\$1.04)	\$0.00	\$174.77	\$157.52	\$155.12	1/1/2024	12/31/2023	5.00%	\$ 67.15	N/A
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$5.15)	\$0.00	\$0.00	\$174.77	\$162.88	\$162.88	1/1/2025	12/31/2024	5.00%	\$ 70.51	
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$1.62)	\$0.00	\$0.00	\$174.77	\$171.03	\$171.03	1/1/2026	12/31/2025	5.00%	\$ 74.04	
Cesar Ramirez	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$15.66)	(\$11.77)	(\$7.87)	\$174.77	\$235.08	\$295.38	9/2/2021	12/31/2021	0.00%	\$ 60.00	
Roadway Inspector		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$14.76)	(\$10.42)	(\$6.07)	\$174.77	\$235.08	\$295.38	1/1/2022	12/31/2021	1.50%	\$ 60.90	
Construction Inspector, Grp 2	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$11.71)	(\$5.84)	\$0.00	\$174.77	\$235.08	\$295.45	1/1/2023	12/31/2022	5.00%	\$ 63.95	N/A
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$8.51)	(\$1.04)	\$0.00	\$174.77	\$235.08	\$310.23	1/1/2024	12/31/2023	5.00%	\$ 67.15	
		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$5.15)	\$0.00	\$0.00	\$174.77	\$244.32	\$325.76	1/1/2025	12/31/2024	5.00%	\$ 70.51	
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$1.62)	\$0.00	\$0.00	\$174.77	\$256.55	\$342.06	1/1/2026	12/31/2025	5.00%	\$ 74.04	
Christian Ott	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$16.78)	(\$12.89)	(\$8.99)	\$177.36	\$237.66	\$297.97	9/2/2021	12/31/2021	0.00%	\$ 60.00	
Roadway Inspector		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$15.88)	(\$11.54)	(\$7.19)	\$177.36	\$237.66	\$297.97	1/1/2022	12/31/2021	1.50%	\$ 60.90	
Construction Inspector, Grp 2	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$12.83)	(\$6.96)	(\$1.09)	\$177.36	\$237.66	\$297.97	1/1/2023	12/31/2022	5.00%	\$ 63.95	N/A
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$9.63)	(\$2.16)	\$0.00	\$177.36	\$237.66	\$310.23	1/1/2024	12/31/2023	5.00%	\$ 67.15	
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$6.27)	\$0.00	\$0.00	\$177.36	\$244.32	\$325.76	1/1/2025	12/31/2024	5.00%	\$ 70.51	
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$2.74)	\$0.00	\$0.00	\$177.36	\$256.55	\$342.06	1/1/2026	12/31/2025	5.00%	\$ 74.04	
Christian Ott	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$16.78)	(\$12.89)	(\$8.99)	\$177.36	\$237.66	\$297.97	9/2/2021	12/31/2021	0.00%	\$ 60.00	
Roadway Inspector		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$15.88)	(\$11.54)	(\$7.19)	\$177.36	\$237.66	\$297.97	1/1/2022	12/31/2021	1.50%	\$ 60.90	
Construction Inspector, Grp 2	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$12.83)	(\$6.96)	(\$1.09)	\$177.36	\$237.66	\$297.97	1/1/2023	12/31/2022	5.00%	\$ 63.95	N/A
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$9.63)	(\$2.16)	\$0.00	\$177.36	\$237.66	\$310.23	1/1/2024	12/31/2023	5.00%	\$ 67.15	
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$6.27)	\$0.00	\$0.00	\$177.36	\$244.32	\$325.76	1/1/2025	12/31/2024	5.00%	\$ 70.51	
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$2.74)	\$0.00	\$0.00	\$177.36	\$256.55	\$342.06	1/1/2026	12/31/2025	5.00%	\$ 74.04	
Cornelius Marcusiu	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$21.20)	(\$17.31)	(\$13.41)	\$187.57	\$247.87	\$308.18	9/2/2021	12/31/2021	0.00%	\$ 60.00	
Roadway Inspector		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$20.30)	(\$15.96)	(\$11.61)	\$187.57	\$247.87	\$308.18	1/1/2022	12/31/2021	1.50%	\$ 60.90	
Construction Inspector, Grp 2	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$17.25)	(\$11.38)	(\$5.51)	\$187.57	\$247.87	\$308.18	1/1/2023	12/31/2022	5.00%	\$ 63.95	N/A
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$14.05)	(\$6.58)	\$0.00	\$187.57	\$247.87	\$310.23	1/1/2024	12/31/2023	5.00%	\$ 67.15	
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$10.69)	(\$1.54)	\$0.00	\$187.57	\$247.87	\$325.76	1/1/2025	12/31/2024	5.00%	\$ 70.51	
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$7.16)	\$0.00	\$0.00	\$187.57	\$256.55	\$342.06	1/1/2026	12/31/2025	5.00%	\$ 74.04	
Cornelius Marcusiu	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$21.20)	(\$17.31)	(\$13.41)	\$187.57	\$247.87	\$308.18	9/2/2021	12/31/2021	0.00%	\$ 60.00	
Roadway Inspector		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$20.30)	(\$15.96)	(\$11.61)	\$187.57	\$247.87	\$308.18	1/1/2022	12/31/2021	1.50%	\$ 60.90	
Construction Inspector, Grp 2	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$17.25)	(\$11.38)	(\$5.51)	\$187.57	\$247.87	\$308.18	1/1/2023	12/31/2022	5.00%	\$ 63.95	N/A
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$14.05)	(\$6.58)	\$0.00	\$187.57	\$247.87	\$310.23	1/1/2024	12/31/2023	5.00%	\$ 67.15	
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$10.69)	(\$1.54)	\$0.00	\$187.57	\$247.87	\$325.76	1/1/2025	12/31/2024	5.00%	\$ 70.51	
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$7.16)	\$0.00	\$0.00	\$187.57	\$256.55	\$342.06	1/1/2026	12/31/2025	5.00%	\$ 74.04	
Dakota Mebane	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$10.58)	(\$3.58)	\$0.00	\$152.92	\$186.02	\$219.12	9/2/2021	12/31/2021	0.00%	\$ 66.20	
Construction Office Engineer		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$9.59)	(\$2.10)	\$0.00	\$155.21	\$188.80	\$222.40	1/1/2022	12/31/2021	1.50%	\$ 67.19	
Construction Inspector, Grp 2	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$6.23)	\$0.00	\$0.00	\$162.97	\$198.25	\$233.52	1/1/2023	12/31/2022	5.00%	\$ 70.55	N/A
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$2.70)	\$0.00	\$0.00	\$171.12	\$208.16	\$245.20	1/1/2024	12/31/2023	5.00%	\$ 74.08	
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.67	\$218.56	\$257.45	1/1/2025	12/31/2024	5.00%	\$ 77.78	
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$188.66	\$229.49	\$270.33	1/1/2026	12/31/2025	5.00%	\$ 81.67	

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT

ADM 2033 (Rev. 10/23/18)

Consultant/Subconsultant Name: **Wallace & Associates Consulting, Inc.**

Agreement Number: **07A5194**

Attachment **2**

Tax ID No.:

Date Prepared:

Loaded Billing Rate Calculations:

Non Exempt Employee Loaded Billing Rates

A) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST

B) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) *

Exempt Employee Loaded Billing Rates - Compensated for PW OT:

C) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST

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

The PW Deltas (Base & Fringe) above for Loaded Billing Rates, are applicable for services covered under DIR determination

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

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)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%

Fee	=	10.00%
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FCCM

Applicable Multiplier Delta Base (Field)	=	2.3100
Applicable Multiplier Fringe (Field)	=	2.3100

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage)						Applicable DELTA Base = DIR Rate - Employee Base Rate		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class
		Base Salary			Fringe Benefits	Base Rate		Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To					
		Straight	1.5 OT	2.0 OT		1.5 OT	2.0 OT													
Dakota Mebane	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$10.58)	(\$3.58)	\$0.00	\$177.36	\$237.66	\$305.84	9/2/2021	12/31/2021	0.00%	\$ 66.20	N/A		
Roadway Inspector	Non-PW MULTI SHIFT	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$9.59)	(\$2.10)	\$0.00	\$177.36	\$237.66	\$310.42	1/1/2022	12/31/2021	1.50%	\$ 67.19			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$6.23)	\$0.00	\$0.00	\$177.36	\$244.46	\$325.94	1/1/2023	12/31/2022	5.00%	\$ 70.55			
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$2.70)	\$0.00	\$0.00	\$177.36	\$256.69	\$342.25	1/1/2024	12/31/2023	5.00%	\$ 74.08			
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.67	\$269.51	\$359.34	1/1/2025	12/31/2024	5.00%	\$ 77.78			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$188.66	\$282.99	\$377.32	1/1/2026	12/31/2025	5.00%	\$ 81.67			
Dave Zamiski	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$19.64)	(\$17.25)	(\$14.85)	\$177.04	\$237.34	\$297.64	9/2/2021	12/31/2021	0.00%	\$ 57.00	N/A		
Roadway Inspector	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$18.78)	(\$15.96)	(\$13.13)	\$177.04	\$237.34	\$297.64	1/1/2022	12/31/2021	1.50%	\$ 57.86			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$15.89)	(\$11.62)	(\$7.35)	\$177.04	\$237.34	\$297.64	1/1/2023	12/31/2022	5.00%	\$ 60.75			
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$12.85)	(\$7.06)	(\$1.27)	\$177.04	\$237.34	\$297.64	1/1/2024	12/31/2023	5.00%	\$ 63.79			
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$9.66)	(\$2.27)	\$0.00	\$177.04	\$237.34	\$309.45	1/1/2025	12/31/2024	5.00%	\$ 66.98			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$6.31)	\$0.00	\$0.00	\$177.04	\$243.69	\$324.92	1/1/2026	12/31/2025	5.00%	\$ 70.33			
Dave Zamiski	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$19.64)	(\$17.25)	(\$14.85)	\$177.04	\$237.34	\$297.64	9/2/2021	12/31/2021	0.00%	\$ 57.00	N/A		
Roadway Inspector	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$18.78)	(\$15.96)	(\$13.13)	\$177.04	\$237.34	\$297.64	1/1/2022	12/31/2021	1.50%	\$ 57.86			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$15.89)	(\$11.62)	(\$7.35)	\$177.04	\$237.34	\$297.64	1/1/2023	12/31/2022	5.00%	\$ 60.75			
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$12.85)	(\$7.06)	(\$1.27)	\$177.04	\$237.34	\$297.64	1/1/2024	12/31/2023	5.00%	\$ 63.79			
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$9.66)	(\$2.27)	\$0.00	\$177.04	\$237.34	\$309.45	1/1/2025	12/31/2024	5.00%	\$ 66.98			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$6.31)	\$0.00	\$0.00	\$177.04	\$243.69	\$324.92	1/1/2026	12/31/2025	5.00%	\$ 70.33			
David Valenzuela	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$15.06)	(\$11.42)	(\$7.77)	\$172.23	\$232.54	\$292.84	9/2/2021	12/31/2021	0.00%	\$ 59.50	N/A		
Assistant RE/PM	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$14.17)	(\$10.08)	(\$5.99)	\$172.23	\$232.54	\$292.84	1/1/2022	12/31/2021	1.50%	\$ 60.39			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$11.15)	(\$5.55)	\$0.00	\$172.23	\$232.54	\$292.95	1/1/2023	12/31/2022	5.00%	\$ 63.41			
Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$7.98)	(\$0.79)	\$0.00	\$172.23	\$232.54	\$307.60	1/1/2024	12/31/2023	5.00%	\$ 66.58			
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$4.65)	\$0.00	\$0.00	\$172.23	\$242.24	\$322.98	1/1/2025	12/31/2024	5.00%	\$ 69.91			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$1.15)	\$0.00	\$0.00	\$172.23	\$254.37	\$339.15	1/1/2026	12/31/2025	5.00%	\$ 73.41			
David Valenzuela	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$15.06)	(\$11.42)	(\$7.77)	\$172.23	\$232.54	\$292.84	9/2/2021	12/31/2021	0.00%	\$ 59.50	N/A		
Assistant RE/PM	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$14.17)	(\$10.08)	(\$5.99)	\$172.23	\$232.54	\$292.84	1/1/2022	12/31/2021	1.50%	\$ 60.39			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$11.15)	(\$5.55)	\$0.00	\$172.23	\$232.54	\$292.95	1/1/2023	12/31/2022	5.00%	\$ 63.41			
Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$7.98)	(\$0.79)	\$0.00	\$172.23	\$232.54	\$307.60	1/1/2024	12/31/2023	5.00%	\$ 66.58			
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$4.65)	\$0.00	\$0.00	\$172.23	\$242.24	\$322.98	1/1/2025	12/31/2024	5.00%	\$ 69.91			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$1.15)	\$0.00	\$0.00	\$172.23	\$254.37	\$339.15	1/1/2026	12/31/2025	5.00%	\$ 73.41			
Eric Maher	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$14.44)	(\$11.05)	(\$7.65)	\$169.65	\$229.95	\$290.25	9/2/2021	12/31/2021	0.00%	\$ 59.00	N/A		
SWPPP Inspector (QSP)	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$13.55)	(\$9.71)	(\$5.87)	\$169.65	\$229.95	\$290.25	1/1/2022	12/31/2021	1.50%	\$ 59.89			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$10.56)	(\$5.22)	\$0.00	\$169.65	\$229.95	\$290.51	1/1/2023	12/31/2022	5.00%	\$ 62.88			
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$7.42)	(\$0.51)	\$0.00	\$169.65	\$229.95	\$305.01	1/1/2024	12/31/2023	5.00%	\$ 66.02			
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$4.12)	\$0.00	\$0.00	\$169.65	\$240.19	\$320.26	1/1/2025	12/31/2024	5.00%	\$ 69.32			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$0.65)	\$0.00	\$0.00	\$169.65	\$252.22	\$336.29	1/1/2026	12/31/2025	5.00%	\$ 72.79			
Eric Maher	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$14.44)	(\$11.05)	(\$7.65)	\$169.65	\$229.95	\$290.25	9/2/2021	12/31/2021	0.00%	\$ 59.00	N/A		
SWPPP Inspector (QSP)	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$13.55)	(\$9.71)	(\$5.87)	\$169.65	\$229.95	\$290.25	1/1/2022	12/31/2021	1.50%	\$ 59.89			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$10.56)	(\$5.22)	\$0.00	\$169.65	\$229.95	\$290.51	1/1/2023	12/31/2022	5.00%	\$ 62.88			

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT

ADM 2033 (Rev. 10/23/18)

Consultant/Subconsultant Name: **Wallace & Associates Consulting, Inc.**

Agreement Number: **07A5194**

Attachment **2**

Tax ID No.:

Date Prepared:

Loaded Billing Rate Calculations:

Non Exempt Employee Loaded Billing Rates

A) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST

B) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) *

Exempt Employee Loaded Billing Rates - Compensated for PW OT:

C) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST

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

The PW Deltas (Base & Fringe) above for Loaded Billing Rates, are applicable for services covered under DIR determination

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

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)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%

Fee	=	10.00%
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FCCM

Applicable Multiplier Delta Base (Field)	=	2.3100
Applicable Multiplier Fringe (Field)	=	2.3100

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage)						Applicable DELTA Base = DIR Rate - Employee Base Rate		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class
		Base Salary			Fringe Benefits	Base Rate		Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To					
		Straight	1.5 OT	2.0 OT		1.5 OT	2.0 OT													
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$7.42)	(\$0.51)	\$0.00	\$169.65	\$229.95	\$305.01	1/1/2024	12/31/2023	5.00%	\$ 66.02	N/A		
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$4.12)	\$0.00	\$0.00	\$169.65	\$240.19	\$320.26	1/1/2025	12/31/2024	5.00%	\$ 69.32			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$0.65)	\$0.00	\$0.00	\$169.65	\$252.22	\$336.29	1/1/2026	12/31/2025	5.00%	\$ 72.79			
Gary McCredie	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$8.20)	(\$1.35)	\$0.00	\$171.17	\$231.47	\$304.46	9/2/2021	12/31/2021	0.00%	\$ 65.90			
Roadway Inspector		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$7.21)	\$0.00	\$0.00	\$171.17	\$231.77	\$309.03	1/1/2022	12/31/2021	1.50%	\$ 66.89			
Construction Inspector, Grp 2	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$3.87)	\$0.00	\$0.00	\$171.17	\$243.35	\$324.46	1/1/2023	12/31/2022	5.00%	\$ 70.23			
Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$0.36)	\$0.00	\$0.00	\$171.17	\$255.51	\$340.68	1/1/2024	12/31/2023	5.00%	\$ 73.74	N/A		
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$178.86	\$268.29	\$357.73	1/1/2025	12/31/2024	5.00%	\$ 77.43			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$187.80	\$281.70	\$375.61	1/1/2026	12/31/2025	5.00%	\$ 81.30			
Gary McCredie	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$8.20)	(\$1.35)	\$0.00	\$171.17	\$231.47	\$304.46	9/2/2021	12/31/2021	0.00%	\$ 65.90			
Roadway Inspector		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$7.21)	\$0.00	\$0.00	\$171.17	\$231.77	\$309.03	1/1/2022	12/31/2021	1.50%	\$ 66.89			
Construction Inspector, Grp 2	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$3.87)	\$0.00	\$0.00	\$171.17	\$243.35	\$324.46	1/1/2023	12/31/2022	5.00%	\$ 70.23			
Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$0.36)	\$0.00	\$0.00	\$171.17	\$255.51	\$340.68	1/1/2024	12/31/2023	5.00%	\$ 73.74	N/A		
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$178.86	\$268.29	\$357.73	1/1/2025	12/31/2024	5.00%	\$ 77.43			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$187.80	\$281.70	\$375.61	1/1/2026	12/31/2025	5.00%	\$ 81.30			
Jeremy Vander Veen	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$16.15)	(\$12.51)	(\$8.86)	\$174.75	\$235.05	\$295.36	9/2/2021	12/31/2021	0.00%	\$ 59.50			
Roadway Inspector		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$15.26)	(\$11.17)	(\$7.08)	\$174.75	\$235.05	\$295.36	1/1/2022	12/31/2021	1.50%	\$ 60.39			
Construction Inspector, Grp 2	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$12.24)	(\$6.64)	(\$1.04)	\$174.75	\$235.05	\$295.36	1/1/2023	12/31/2022	5.00%	\$ 63.41			
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$9.07)	(\$1.88)	\$0.00	\$174.75	\$235.05	\$307.60	1/1/2024	12/31/2023	5.00%	\$ 66.58	N/A		
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$5.74)	\$0.00	\$0.00	\$174.75	\$242.24	\$322.98	1/1/2025	12/31/2024	5.00%	\$ 69.91			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$2.24)	\$0.00	\$0.00	\$174.75	\$254.37	\$339.15	1/1/2026	12/31/2025	5.00%	\$ 73.41			
Jeremy Vander Veen	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$16.15)	(\$12.51)	(\$8.86)	\$174.75	\$235.05	\$295.36	9/2/2021	12/31/2021	0.00%	\$ 59.50			
Roadway Inspector		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$15.26)	(\$11.17)	(\$7.08)	\$174.75	\$235.05	\$295.36	1/1/2022	12/31/2021	1.50%	\$ 60.39			
Construction Inspector, Grp 2	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$12.24)	(\$6.64)	(\$1.04)	\$174.75	\$235.05	\$295.36	1/1/2023	12/31/2022	5.00%	\$ 63.41			
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$9.07)	(\$1.88)	\$0.00	\$174.75	\$235.05	\$307.60	1/1/2024	12/31/2023	5.00%	\$ 66.58	N/A		
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$5.74)	\$0.00	\$0.00	\$174.75	\$242.24	\$322.98	1/1/2025	12/31/2024	5.00%	\$ 69.91			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$2.24)	\$0.00	\$0.00	\$174.75	\$254.37	\$339.15	1/1/2026	12/31/2025	5.00%	\$ 73.41			
John Reidinger	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$180.18	\$270.27	\$360.36	9/2/2021	12/31/2021	0.00%	\$ 78.00			
Roadway Inspector		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$182.88	\$274.32	\$365.77	1/1/2022	12/31/2021	1.50%	\$ 79.17			
Construction Inspector, Grp 2	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$192.03	\$288.05	\$384.06	1/1/2023	12/31/2022	5.00%	\$ 83.13			
Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$201.64	\$302.46	\$403.28	1/1/2024	12/31/2023	5.00%	\$ 87.29	N/A		
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$211.71	\$317.57	\$423.42	1/1/2025	12/31/2024	5.00%	\$ 91.65			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$222.29	\$333.44	\$444.58	1/1/2026	12/31/2025	5.00%	\$ 96.23			
John Reidinger	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$180.18	\$270.27	\$360.36	9/2/2021	12/31/2021	0.00%	\$ 78.00			
Roadway Inspector		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$182.88	\$274.32	\$365.77	1/1/2022	12/31/2021	1.50%	\$ 79.17			
Construction Inspector, Grp 2	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$192.03	\$288.05	\$384.06	1/1/2023	12/31/2022	5.00%	\$ 83.13			
Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$201.64	\$302.46	\$403.28	1/1/2024	12/31/2023	5.00%	\$ 87.29	N/A		
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$211.71	\$317.57	\$423.42	1/1/2025	12/31/2024	5.00%	\$ 91.65			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$222.29	\$333.44	\$444.58	1/1/2026	12/31/2025	5.00%	\$ 96.23			

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT

ADM 2033 (Rev. 10/23/18)

Consultant/Subconsultant Name: **Wallace & Associates Consulting, Inc.**

Agreement Number: **07A5194**

Attachment **2**

Tax ID No.:

Date Prepared:

Loaded Billing Rate Calculations:

Non Exempt Employee Loaded Billing Rates

A) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST

B) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) *

Exempt Employee Loaded Billing Rates - Compensated for PW OT:

C) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST

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

The PW Deltas (Base & Fringe) above for Loaded Billing Rates, are applicable for services covered under DIR determination

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

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)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%

Fee	=	10.00%
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FCCM

Applicable Multiplier Delta Base (Field)	=	2.3100
Applicable Multiplier Fringe (Field)	=	2.3100

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage)						Applicable DELTA Base = DIR Rate - Employee Base Rate		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class	
		Base Salary			Fringe Benefits	Base Rate		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From				To
		Straight	1.5 OT	2.0 OT		1.5 OT	2.0 OT														
Jonathan Smith	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$0.22)	\$0.00	\$0.00	\$181.10	\$270.89	\$361.19	9/2/2021	12/31/2021	0.00%	\$ 78.18	N/A			
Project Manager	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.30	\$274.95	\$366.60	1/1/2022	12/31/2021	1.50%	\$ 79.35				
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$192.47	\$288.70	\$384.94	1/1/2023	12/31/2022	5.00%	\$ 83.32				
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$202.10	\$303.15	\$404.20	1/1/2024	12/31/2023	5.00%	\$ 87.49				
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$212.20	\$318.29	\$424.39	1/1/2025	12/31/2024	5.00%	\$ 91.86				
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$222.80	\$334.20	\$445.60	1/1/2026	12/31/2025	5.00%	\$ 96.45				
Jonathan Smith	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$0.22)	\$0.00	\$0.00	\$181.10	\$270.89	\$361.19	9/2/2021	12/31/2021	0.00%	\$ 78.18	N/A			
Project Manager	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.30	\$274.95	\$366.60	1/1/2022	12/31/2021	1.50%	\$ 79.35				
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$192.47	\$288.70	\$384.94	1/1/2023	12/31/2022	5.00%	\$ 83.32				
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$202.10	\$303.15	\$404.20	1/1/2024	12/31/2023	5.00%	\$ 87.49				
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$212.20	\$318.29	\$424.39	1/1/2025	12/31/2024	5.00%	\$ 91.86				
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$222.80	\$334.20	\$445.60	1/1/2026	12/31/2025	5.00%	\$ 96.45				
Michelle Rios	OFFICE	\$52.21	\$78.32	\$104.42	\$30.04	(\$40.82)	(\$54.42)	(\$27.26)	(\$27.26)	(\$27.26)	\$183.58	\$243.88	\$304.18	9/2/2021	12/31/2021	0.00%	\$ 25.00	N/A			
Administrative	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	(\$40.25)	(\$53.66)	(\$27.26)	(\$27.26)	(\$27.26)	\$183.58	\$243.88	\$304.18	1/1/2022	12/31/2021	1.50%	\$ 25.38				
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	(\$38.34)	(\$51.12)	(\$27.26)	(\$27.26)	(\$27.26)	\$183.58	\$243.88	\$304.18	1/1/2023	12/31/2022	5.00%	\$ 26.65				
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	(\$36.35)	(\$48.46)	(\$27.26)	(\$27.26)	(\$27.26)	\$183.58	\$243.88	\$304.18	1/1/2024	12/31/2023	5.00%	\$ 27.98				
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	(\$34.25)	(\$45.66)	(\$27.26)	(\$27.26)	(\$27.26)	\$183.58	\$243.88	\$304.18	1/1/2025	12/31/2024	5.00%	\$ 29.38				
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	(\$32.04)	(\$42.72)	(\$27.26)	(\$27.26)	(\$27.26)	\$183.58	\$243.88	\$304.18	1/1/2026	12/31/2025	5.00%	\$ 30.85				
Michelle Rios	OFFICE	\$52.21	\$78.32	\$104.42	\$30.04	(\$40.82)	(\$54.42)	(\$27.26)	(\$27.26)	(\$27.26)	\$183.58	\$243.88	\$304.18	9/2/2021	12/31/2021	0.00%	\$ 25.00	N/A			
Administrative	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	(\$40.25)	(\$53.66)	(\$27.26)	(\$27.26)	(\$27.26)	\$183.58	\$243.88	\$304.18	1/1/2022	12/31/2021	1.50%	\$ 25.38				
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	(\$38.34)	(\$51.12)	(\$27.26)	(\$27.26)	(\$27.26)	\$183.58	\$243.88	\$304.18	1/1/2023	12/31/2022	5.00%	\$ 26.65				
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	(\$36.35)	(\$48.46)	(\$27.26)	(\$27.26)	(\$27.26)	\$183.58	\$243.88	\$304.18	1/1/2024	12/31/2023	5.00%	\$ 27.98				
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	(\$34.25)	(\$45.66)	(\$27.26)	(\$27.26)	(\$27.26)	\$183.58	\$243.88	\$304.18	1/1/2025	12/31/2024	5.00%	\$ 29.38				
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	(\$32.04)	(\$42.72)	(\$27.26)	(\$27.26)	(\$27.26)	\$183.58	\$243.88	\$304.18	1/1/2026	12/31/2025	5.00%	\$ 30.85				
Pat Shen	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$16.20)	(\$9.80)	(\$3.41)	\$187.57	\$247.87	\$308.18	9/2/2021	12/31/2021	0.00%	\$ 65.00	N/A			
SWPPP Inspector (QSP)	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$15.22)	(\$8.33)	(\$1.45)	\$187.57	\$247.87	\$308.18	1/1/2022	12/31/2021	1.50%	\$ 65.98				
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$11.92)	(\$3.38)	\$0.00	\$187.57	\$247.87	\$320.07	1/1/2023	12/31/2022	5.00%	\$ 69.28				
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$8.46)	\$0.00	\$0.00	\$187.57	\$252.04	\$336.06	1/1/2024	12/31/2023	5.00%	\$ 72.74				
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$4.82)	\$0.00	\$0.00	\$187.57	\$264.66	\$352.88	1/1/2025	12/31/2024	5.00%	\$ 76.38				
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$1.00)	\$0.00	\$0.00	\$187.57	\$277.89	\$370.52	1/1/2026	12/31/2025	5.00%	\$ 80.20				
Pat Shen	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$16.20)	(\$9.80)	(\$3.41)	\$187.57	\$247.87	\$308.18	9/2/2021	12/31/2021	0.00%	\$ 65.00	N/A			
SWPPP Inspector (QSP)	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$15.22)	(\$8.33)	(\$1.45)	\$187.57	\$247.87	\$308.18	1/1/2022	12/31/2021	1.50%	\$ 65.98				
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$11.92)	(\$3.38)	\$0.00	\$187.57	\$247.87	\$320.07	1/1/2023	12/31/2022	5.00%	\$ 69.28				
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$8.46)	\$0.00	\$0.00	\$187.57	\$252.04	\$336.06	1/1/2024	12/31/2023	5.00%	\$ 72.74				
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$4.82)	\$0.00	\$0.00	\$187.57	\$264.66	\$352.88	1/1/2025	12/31/2024	5.00%	\$ 76.38				
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$1.00)	\$0.00	\$0.00	\$187.57	\$277.89	\$370.52	1/1/2026	12/31/2025	5.00%	\$ 80.20				
Pedram Abbassi	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$3.81)	\$0.00	\$0.00	\$173.27	\$246.71	\$328.94	9/2/2021	12/31/2021	0.00%	\$ 71.20	N/A			
Roadway Inspector	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$2.74)	\$0.00	\$0.00	\$173.27	\$250.42	\$333.89	1/1/2022	12/31/2021	1.50%	\$ 72.27				
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$175.28	\$262.92	\$350.57	1/1/2023	12/31/2022	5.00%	\$ 75.88				

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT

ADM 2033 (Rev. 10/23/18)

Consultant/Subconsultant Name: **Wallace & Associates Consulting, Inc.**

Agreement Number: **07A5194**

Attachment **2**

Tax ID No.:

Date Prepared:

Loaded Billing Rate Calculations:

Non Exempt Employee Loaded Billing Rates

A) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST

B) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) *

Exempt Employee Loaded Billing Rates - Compensated for PW OT:

C) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST

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

The PW Deltas (Base & Fringe) above for Loaded Billing Rates, are applicable for services covered under DIR determination

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

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)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%

Fee	=	10.00%
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FCCM

Applicable Multiplier Delta Base (Field)	=	2.3100
Applicable Multiplier Fringe (Field)	=	2.3100

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage)				Applicable DELTA Base = DIR Rate - Employee Base Rate		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class
		Base Salary			Fringe Benefits	Base Rate		Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To			
		Straight	1.5 OT	2.0 OT		1.5 OT	2.0 OT											
Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$184.04	\$276.06	\$368.08	1/1/2024	12/31/2023	5.00%	\$ 79.67	N/A
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$193.23	\$289.85	\$386.46	1/1/2025	12/31/2024	5.00%	\$ 83.65	
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$202.89	\$304.33	\$405.77	1/1/2026	12/31/2025	5.00%	\$ 87.83	
Pedram Abbassi	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$3.81)	\$0.00	\$0.00	\$173.27	\$246.71	\$328.94	9/2/2021	12/31/2021	0.00%	\$ 71.20	
Roadway Inspector		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$2.74)	\$0.00	\$0.00	\$173.27	\$250.42	\$333.89	1/1/2022	12/31/2021	1.50%	\$ 72.27	
Construction Inspector, Grp 2	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$175.28	\$262.92	\$350.57	1/1/2023	12/31/2022	5.00%	\$ 75.88	
Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$184.04	\$276.06	\$368.08	1/1/2024	12/31/2023	5.00%	\$ 79.67	N/A
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$193.23	\$289.85	\$386.46	1/1/2025	12/31/2024	5.00%	\$ 83.65	
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$202.89	\$304.33	\$405.77	1/1/2026	12/31/2025	5.00%	\$ 87.83	
Peter Ramey	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$8.88)	(\$2.48)	\$0.00	\$170.66	\$230.97	\$300.30	9/2/2021	12/31/2021	0.00%	\$ 65.00	
Resident Engineer		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$7.90)	(\$1.01)	\$0.00	\$170.66	\$230.97	\$304.83	1/1/2022	12/31/2021	1.50%	\$ 65.98	
Construction Inspector, Grp 2	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$4.60)	\$0.00	\$0.00	\$170.66	\$240.06	\$320.07	1/1/2023	12/31/2022	5.00%	\$ 69.28	
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$1.14)	\$0.00	\$0.00	\$170.66	\$252.04	\$336.06	1/1/2024	12/31/2023	5.00%	\$ 72.74	N/A
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.44	\$264.66	\$352.88	1/1/2025	12/31/2024	5.00%	\$ 76.38	
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.26	\$277.89	\$370.52	1/1/2026	12/31/2025	5.00%	\$ 80.20	
Peter Ramey	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$8.88)	(\$2.48)	\$0.00	\$170.66	\$230.97	\$300.30	9/2/2021	12/31/2021	0.00%	\$ 65.00	
Resident Engineer		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$7.90)	(\$1.01)	\$0.00	\$170.66	\$230.97	\$304.83	1/1/2022	12/31/2021	1.50%	\$ 65.98	
Construction Inspector, Grp 2	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$4.60)	\$0.00	\$0.00	\$170.66	\$240.06	\$320.07	1/1/2023	12/31/2022	5.00%	\$ 69.28	
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$1.14)	\$0.00	\$0.00	\$170.66	\$252.04	\$336.06	1/1/2024	12/31/2023	5.00%	\$ 72.74	N/A
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.44	\$264.66	\$352.88	1/1/2025	12/31/2024	5.00%	\$ 76.38	
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.26	\$277.89	\$370.52	1/1/2026	12/31/2025	5.00%	\$ 80.20	
Rachael Highley	OFFICE	\$52.21	\$78.32	\$104.42	\$30.04	(\$33.32)	(\$44.42)	(\$21.13)	(\$21.13)	(\$21.13)	\$169.42	\$229.72	\$290.02	9/2/2021	12/31/2021	0.00%	\$ 30.00	
Administrative		\$52.21	\$78.32	\$104.42	\$30.04	(\$32.64)	(\$43.52)	(\$21.13)	(\$21.13)	(\$21.13)	\$169.42	\$229.72	\$290.02	1/1/2022	12/31/2021	1.50%	\$ 30.45	
Construction Inspector, Grp 2	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	(\$30.36)	(\$40.48)	(\$21.13)	(\$21.13)	(\$21.13)	\$169.42	\$229.72	\$290.02	1/1/2023	12/31/2022	5.00%	\$ 31.97	
Exempt		\$52.21	\$78.32	\$104.42	\$30.04	(\$27.96)	(\$37.28)	(\$21.13)	(\$21.13)	(\$21.13)	\$169.42	\$229.72	\$290.02	1/1/2024	12/31/2023	5.00%	\$ 33.57	N/A
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	(\$25.44)	(\$33.92)	(\$21.13)	(\$21.13)	(\$21.13)	\$169.42	\$229.72	\$290.02	1/1/2025	12/31/2024	5.00%	\$ 35.25	
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	(\$22.80)	(\$30.40)	(\$21.13)	(\$21.13)	(\$21.13)	\$169.42	\$229.72	\$290.02	1/1/2026	12/31/2025	5.00%	\$ 37.01	
Rachael Highley	OFFICE	\$52.21	\$78.32	\$104.42	\$30.04	(\$33.32)	(\$44.42)	(\$21.13)	(\$21.13)	(\$21.13)	\$169.42	\$229.72	\$290.02	9/2/2021	12/31/2021	0.00%	\$ 30.00	
Administrative		\$52.21	\$78.32	\$104.42	\$30.04	(\$32.64)	(\$43.52)	(\$21.13)	(\$21.13)	(\$21.13)	\$169.42	\$229.72	\$290.02	1/1/2022	12/31/2021	1.50%	\$ 30.45	
Construction Inspector, Grp 2	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	(\$30.36)	(\$40.48)	(\$21.13)	(\$21.13)	(\$21.13)	\$169.42	\$229.72	\$290.02	1/1/2023	12/31/2022	5.00%	\$ 31.97	
Exempt		\$52.21	\$78.32	\$104.42	\$30.04	(\$27.96)	(\$37.28)	(\$21.13)	(\$21.13)	(\$21.13)	\$169.42	\$229.72	\$290.02	1/1/2024	12/31/2023	5.00%	\$ 33.57	N/A
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	(\$25.44)	(\$33.92)	(\$21.13)	(\$21.13)	(\$21.13)	\$169.42	\$229.72	\$290.02	1/1/2025	12/31/2024	5.00%	\$ 35.25	
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	(\$22.80)	(\$30.40)	(\$21.13)	(\$21.13)	(\$21.13)	\$169.42	\$229.72	\$290.02	1/1/2026	12/31/2025	5.00%	\$ 37.01	
Teresa Rodriguez	OFFICE	\$52.21	\$78.32	\$104.42	\$30.04	(\$34.82)	(\$46.42)	(\$23.38)	(\$23.38)	(\$23.38)	\$174.61	\$234.92	\$295.22	9/2/2021	12/31/2021	0.00%	\$ 29.00	
Administrative		\$52.21	\$78.32	\$104.42	\$30.04	(\$34.16)	(\$45.54)	(\$23.38)	(\$23.38)	(\$23.38)	\$174.61	\$234.92	\$295.22	1/1/2022	12/31/2021	1.50%	\$ 29.44	
Construction Inspector, Grp 2	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	(\$31.95)	(\$42.60)	(\$23.38)	(\$23.38)	(\$23.38)	\$174.61	\$234.92	\$295.22	1/1/2023	12/31/2022	5.00%	\$ 30.91	
Exempt		\$52.21	\$78.32	\$104.42	\$30.04	(\$29.63)	(\$39.50)	(\$23.38)	(\$23.38)	(\$23.38)	\$174.61	\$234.92	\$295.22	1/1/2024	12/31/2023	5.00%	\$ 32.46	N/A
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	(\$27.20)	(\$36.26)	(\$23.38)	(\$23.38)	(\$23.38)	\$174.61	\$234.92	\$295.22	1/1/2025	12/31/2024	5.00%	\$ 34.08	
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	(\$24.65)	(\$32.86)	(\$23.38)	(\$23.38)	(\$23.38)	\$174.61	\$234.92	\$295.22	1/1/2026	12/31/2025	5.00%	\$ 35.78	

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT

ADM 2033 (Rev. 10/23/18)

Consultant/Subconsultant Name: **Wallace & Associates Consulting, Inc.**

Agreement Number: **07A5194**

Attachment **2**

Tax ID No.:

Date Prepared:

Loaded Billing Rate Calculations:

Non Exempt Employee Loaded Billing Rates

A) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST

B) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) *

Exempt Employee Loaded Billing Rates - Compensated for PW OT:

C) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST

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

The PW Deltas (Base & Fringe) above for Loaded Billing Rates, are applicable for services covered under DIR determination

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

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)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	+	110.00%	+	= 110.00%
OVERTIME	+	110.00%	+	= 110.00%

Fee	=	10.00%
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FCCM

Applicable Multiplier Delta Base (Field)	=	2.3100
Applicable Multiplier Fringe (Field)	=	2.3100

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage)						Applicable DELTA Base = DIR Rate - Employee Base Rate		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class
		Base Salary			Fringe Benefits	Base Rate		Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To					
		Straight	1.5 OT	2.0 OT		1.5 OT	2.0 OT													
Teresa Rodriguez	OFFICE	\$52.21	\$78.32	\$104.42	\$30.04	(\$34.82)	(\$46.42)	(\$23.38)	(\$23.38)	(\$23.38)	\$174.61	\$234.92	\$295.22	9/2/2021	12/31/2021	0.00%	\$ 29.00	N/A		
Administrative	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	(\$34.16)	(\$45.54)	(\$23.38)	(\$23.38)	(\$23.38)	\$174.61	\$234.92	\$295.22	1/1/2022	12/31/2021	1.50%	\$ 29.44			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	(\$31.95)	(\$42.60)	(\$23.38)	(\$23.38)	(\$23.38)	\$174.61	\$234.92	\$295.22	1/1/2023	12/31/2022	5.00%	\$ 30.91			
Exempt		\$52.21	\$78.32	\$104.42	\$30.04	(\$29.63)	(\$39.50)	(\$23.38)	(\$23.38)	(\$23.38)	\$174.61	\$234.92	\$295.22	1/1/2024	12/31/2023	5.00%	\$ 32.46			
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	(\$27.20)	(\$36.26)	(\$23.38)	(\$23.38)	(\$23.38)	\$174.61	\$234.92	\$295.22	1/1/2025	12/31/2024	5.00%	\$ 34.08			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	(\$24.65)	(\$32.86)	(\$23.38)	(\$23.38)	(\$23.38)	\$174.61	\$234.92	\$295.22	1/1/2026	12/31/2025	5.00%	\$ 35.78			
Tom Hall	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$10.66)	(\$4.26)	\$0.00	\$174.77	\$235.08	\$300.30	9/2/2021	12/31/2021	0.00%	\$ 65.00	N/A		
Roadway Inspector	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$9.68)	(\$2.79)	\$0.00	\$174.77	\$235.08	\$304.83	1/1/2022	12/31/2021	1.50%	\$ 65.98			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$6.38)	\$0.00	\$0.00	\$174.77	\$240.06	\$320.07	1/1/2023	12/31/2022	5.00%	\$ 69.28			
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$2.92)	\$0.00	\$0.00	\$174.77	\$252.04	\$336.06	1/1/2024	12/31/2023	5.00%	\$ 72.74			
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.44	\$264.66	\$352.88	1/1/2025	12/31/2024	5.00%	\$ 76.38			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.26	\$277.89	\$370.52	1/1/2026	12/31/2025	5.00%	\$ 80.20			
Tom Hall	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$10.66)	(\$4.26)	\$0.00	\$174.77	\$235.08	\$300.30	9/2/2021	12/31/2021	0.00%	\$ 65.00	N/A		
Roadway Inspector	Non-PW	\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$9.68)	(\$2.79)	\$0.00	\$174.77	\$235.08	\$304.83	1/1/2022	12/31/2021	1.50%	\$ 65.98			
Construction Inspector, Grp 2		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$6.38)	\$0.00	\$0.00	\$174.77	\$240.06	\$320.07	1/1/2023	12/31/2022	5.00%	\$ 69.28			
Non-Exempt		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	(\$2.92)	\$0.00	\$0.00	\$174.77	\$252.04	\$336.06	1/1/2024	12/31/2023	5.00%	\$ 72.74			
Full Time		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.44	\$264.66	\$352.88	1/1/2025	12/31/2024	5.00%	\$ 76.38			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.26	\$277.89	\$370.52	1/1/2026	12/31/2025	5.00%	\$ 80.20			
		1	2	3	4	19	20	21	22	23	24	25	26	27	28	29	30			

Contract Specific Footnotes (by Consultants):

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Notes for Consultants:

- Note employees/classifications that are subject to prevailing wage requirements with one asterisk (*) or two (**). Prevailing Wage specified is based on DIR determination, including known Predetermined increase(s), as of date of RFQ/RFP advertisement.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective as of the RFQ/RFP advertisement date. Caltrans Contract Manager's pre-approval is required to add staff not previously listed on the cost proposal. The billing rates for these employees including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates as of the RFQ/RFP advertisement date (04/16/2021). Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall cost proposal having similar experience, and requires prior-approval from the Caltrans Contract Manager.
- Travel Time:** California minimum wage laws require an employer to count employee travel time
If an employee's travel time to a transportation center (airport, bus station, train station, etc.) is about the same as the travel time to the employee's usual workplace the employer may begin counting the employee's travel time as hours worked once he or she arrives at the transportation center. Employers must also count as hours worked time spent by employees traveling from a central reporting location to their actual work location. **CA DLSE 46.2**
Employers are permitted to pay employees a lower wage rate for waiting or standby time than they do for time when employees are performing actual job duties. The employer must notify employees they will be paid the lower wage rate before the travel begins. **CA DLSE 46.2**

Managers/Supervisors: Up to a maximum of 8 hours will be charged for work time or any combination of travel and work time (On Weekdays). **Billing rate for travel time= Loaded Rate Formula "C" above.**

Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows **Billing rate for travel time= Loaded Rate Formula "C" above, if working on a public works project.**

When performing **Non-Prevailing Wage** duties on this project during the regular work day, the **Billing rate for travel time = Loaded Rate Formula "E" above.**

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follows: **Billing Rate = (Actual Hourly Rate) (1 + Fee) + (Delta Base + Delta Fringe) * (1 + Fee)**

Non-Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at the Straight Time rate (i.e., without the application of the 1.5X or 2.0X multiplier for Overtime), as follows **Billing rate for travel time= Loaded Rate Formula "C" above.**

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - ON & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING

ADM 2033 (Rev. 10/23/18)

SOUTHERN CALIFORNIA

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: ZT Consulting Group, Inc.

Tax ID No.: 46-4365564

Date Prepared:

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 determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy

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

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

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

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)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	50.00%	90.00%		110.00%
OVERTIME	50.00%	90.00%		110.00%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	50.00%	80.00%		110.00%
OVERTIME	50.00%	80.00%		110.00%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	50.00%	60.00%		110.00%
OVERTIME	50.00%	60.00%		110.00%

Fee	10.00%
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FCCM

Applicable Multiplier Delta Base (Field)	2.3100
Applicable Multiplier Fringe (Field)	2.3100

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)										Employee Actual Rate (fringe benefits vary year over year)										Applicable DELTA (TOTAL) = Employee Total - DIR Total						Applicable DELTA Base = DIR Rate - Employee Base Rate						Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)						Loaded Hourly Billing Rates						Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
		Base Salary			Fringe Benefits			Total Base Salary + Fringe Benefits			Base Salary			Actual Fringe			Total = Base + Fringe			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight				Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight			Straight				

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING

ADM 2033 (Rev. 10/23/18)

SOUTHERN CALIFORNIA

SC-23-63-2-2021-ID

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: ZT Consulting Group, Inc.

Tax ID No.: 46-4365564

Date Prepared:

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)]r 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)]r 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 determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy

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

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

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

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)

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	50.00%	+	90.00%	+	= 110.00%
OVERTIME	50.00%	+	90.00%	+	= 110.00%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	50.00%	+	80.00%	+	= 110.00%
OVERTIME	50.00%	+	80.00%	+	= 110.00%
Project Specific:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	50.00%	+	60.00%	+	= 110.00%
OVERTIME	50.00%	+	60.00%	+	= 110.00%

Fee	=	10.00%
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FCCM

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class		
		Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Actual Fringe	Total = Base + Fringe		Straight		1.5 OT		2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From				To	
		Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT																	
		Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT															2.0 OT
SC-23-63-2-2021-ID		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$55.52	\$83.28	\$111.04	\$11.49	\$67.01	\$94.77	\$122.53	(\$16.24)	(\$15.09)	(\$13.93)	\$0.00	\$0.00	\$0.00	(\$16.24)	(\$15.09)	(\$13.93)	\$165.77	\$227.22	\$288.68	1/1/2026	12/31/2025	5.00%	\$ 55.52	
Richard Corona	FIELD																								\$103.95	\$103.95	\$103.95	9/2/2021	12/31/2021	0.00%	\$ 45.00	
Source Inspector																									\$105.52	\$105.52	\$105.52	1/1/2022	12/31/2021	1.50%	\$ 45.68	
Exempt (OT @ OT Rate on PW)	Non-PW																								\$110.79	\$110.79	\$110.79	1/1/2023	12/31/2022	5.00%	\$ 47.96	
																									\$116.33	\$116.33	\$116.33	1/1/2024	12/31/2023	5.00%	\$ 50.36	N/A
																									\$122.15	\$122.15	\$122.15	1/1/2025	12/31/2024	5.00%	\$ 52.88	
																									\$128.25	\$128.25	\$128.25	1/1/2026	12/31/2025	5.00%	\$ 55.52	
Derick Hobbs	FIELD																								\$87.78	\$106.78	\$125.78	9/2/2021	12/31/2021	0.00%	\$ 38.00	
Construction Office Engineer																									\$89.10	\$108.38	\$127.67	1/1/2022	12/31/2021	1.50%	\$ 38.57	
																									\$93.56	\$113.81	\$134.06	1/1/2023	12/31/2022	5.00%	\$ 40.50	
Non-Exempt																									\$98.24	\$119.51	\$140.77	1/1/2024	12/31/2023	5.00%	\$ 42.53	
																									\$103.16	\$125.49	\$147.82	1/1/2025	12/31/2024	5.00%	\$ 44.66	
Full Time																									\$108.32	\$131.76	\$155.21	1/1/2026	12/31/2025	5.00%	\$ 46.89	N/A

Contract Specific Footnotes (by Consultants):

1
2
3
4

Notes for Consultants:

- Note employees/classifications that are subject to prevailing wage requirements with one asterisk (*) or two (**). Prevailing Wage specified is based on DIR determination, including known Predetermined increase(s), as of date of RFQ/RFP advertisement.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective as of the RFQ/RFP advertisement date. Caltrans Contract Manager's pre-approval is required to add staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates as of the RFQ/RFP advertisement date (04/16/2021). Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience, and requires prior-approval from the Caltrans Contract Manager.
- Travel Time:** California minimum wage laws require an employer to count employee travel time as hours worked whenever it requires employees to travel, no matter when the travel occurs. This includes any time employees are required if an employee's travel time to a transportation center (airport, bus station, train station, etc.) is about the same as the travel time to the employee's usual workplace, the employer may begin counting the employee's travel time as hours worked once he or she arrives at the transportation center. **DLSE 46.2**
Employees must also count as hours worked time spent by employees traveling from a central reporting location to their actual work location. **DLSE 46.2**
Employers are permitted to pay employees a lower wage rate for waiting or standby time than they do for time when employees are performing actual job duties. The employer must notify employees they will be paid the lower wage rate before the travel begins. **DLSE 46.3.2**
- Managers/Supervisors:** Up to a maximum of 8 hours will be charged for work time or any combination of travel and work time (On Weekdays). **Billing rate for travel time= Loaded Rate Formula "C" above.**
Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows: **Billing rate for travel time= Loaded Rate Formula "C" above, if working on a public works project**
When performing **Non-Prevailing Wage** duties on this project during the regular work day, the **Billing rate for travel time = Loaded Rate Formula "E" above.**
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follows: **Billing Rate = (Actual Hourly Rate) (1 + Fee) + (Delta Base + Delta Fringe) * (1 + Fee)**
Non-Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at the Straight Time rate (i.e., without the application of the 1.5X or 2.0X multiplier for Overtime), as follows: **Billing rate for travel time= Loaded Rate Formula "A" above.**

SCHEDULE OF OTHER DIRECT COST ITEMS

Page x of xx

Prime: Anser Advisory Management, LLC			ZT Consulting Group, Inc.			Subconsultant #2		
DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST
Special Tooling			Special Tooling			Special Tooling		
A.			A. PT Anchorage	1	\$ 125.00	A.		
B.			B. Fastner Testing Per set	1	\$ 350.00	B.		
C.			C. Bearing Pads	1	\$ 575.00	C.		
Travel			D. Welded Hoops	1	\$ 150.00	Travel		
A.			E. Strands	1	\$ 180.00	A.		
B.			F. Couplers/Per	1	\$ 150.00	B.		
C.			Travel			C.		
			A. Per Caltrans travel guidelines	1	TBD			
			B. Mileage Federal Rate/Mile	1	TBD			

Important Notes:

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

Contract Summary Sheet

General Contract Information

Contract No: 22-1002705 Amendment No.: _____
 Contract Class: Payable Department: Project Delivery
 Vendor No.: 02864 Vendor Name: Kleinfelder Construction Services, Inc.
 Description: Construction Management On-Call Services

List Any Related Contract Nos.: _____

Dollar Amount							
Original Contract		\$	5,000,000.00	Original Contingency		\$	-
Prior Amendments		\$	-	Prior Amendments		\$	-
Current Amendment		\$	-	Current Amendment		\$	-
Total/Revised Contract Value		\$	5,000,000.00	Total Contingency Value		\$	-
	Total Dollar Authority (Contract Value and Contingency)					\$	5,000,000.00

Contract Authorization

Board of Directors Date: 12/1/2021 Board Item # 8138

Contract Management (Internal Purposes Only)

Other Contracts Sole Source? No No Budget Adjustment
 Federal/State/Local Construction Management Monthly

Accounts Payable

Estimated Start Date:		12/1/2021		Expiration Date:		11/30/2026		Revised Expiration Date:			
NHS:		Yes		QMP/QAP:		N/A		Prevailing Wage:		Yes	
								Total Contract Funding:		Total Contingency:	
Fund		Prog		Task		Task		Object		Revenue	
										</	

Khalid Bazmi

Henry Stultz

Project Manager (Print Name)

Task Manager (Print Name)

Additional Notes: Umbrella \$5,000,000 contract expenditure authority shared between contracts 22-1002663, 22-1002705, 22-1002706, 22-1002707, and 22-1002708. Funding strings are TBD and will be determined for each CTO based on project funding.

CONTRACT No. 22-1002705

BY AND BETWEEN

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

AND

KLEINFELDER CONSTRUCTION SERVICES, INC.

FOR

CONSTRUCTION MANAGEMENT SERVICES ON-CALL SERVICES

This contract (referred to as “Contract” or “Agreement”), is made and entered into by and between the San Bernardino County Transportation Authority (“SBCTA” or “LOCAL AGENCY”) whose address is 1170 W. 3rd Street, 2nd Floor, San Bernardino, California 92410-1715; and Kleinfelder Construction Services, Inc. (“CONSULTANT”) whose address is: 2280 Market Street, Suite 300, Riverside, CA 92501. SBCTA and CONSULTANT are each a “Party” and collectively the “Parties”.

RECITALS:

WHEREAS, SBCTA requires work as described in Exhibit A of this Contract; and

WHEREAS, CONSULTANT has confirmed that CONSULTANT has the requisite professional qualifications, personnel and experience and is fully capable and qualified to perform the work identified herein; and

WHEREAS, CONSULTANT desires to perform all work identified herein and to do so for the compensation and in accordance with the terms and conditions set forth herein.

NOW, THEREFORE, the Parties agree as follows:

ARTICLE I. INTRODUCTION

- A. The work to be performed under this Contract is set forth in Exhibit A “Scope of Work” and Exhibit B “CONSULTANT’s Approved Cost Proposal” (“Cost Proposal”) dated 10/28/21 (collectively the “Work” or “Services”).
- B. CONSULTANT and the agents and employees of CONSULTANT, in the performance of this Contract, shall act in an independent capacity and not as officers or employees or agents of SBCTA.
- C. Without the written consent of SBCTA, this Contract is not assignable by CONSULTANT either in whole or in part. SBCTA may assign its rights and obligations under this Contract in whole or in part to any related or successor agency.

- D. No alteration or variations of the terms of this Contract shall be valid, unless made in writing and signed by the Parties; and no oral understanding or agreement not incorporated herein shall be binding on any of the Parties.
- E. The consideration to be paid to CONSULTANT as provided in this Contract shall be in compensation for all of CONSULTANT's expenses incurred in the performance hereof, including travel and per diem, unless otherwise expressly so provided.
- F. SBCTA's Project Manager or Contract Administrator for this Contract is Khalid Bazmi. Contract Administrator delegates authority to issue the Notice to Proceed to SBCTA's Procurement Manager.

ARTICLE II. PROJECT DESCRIPTION/SCOPE OF WORK

CONSULTANT agrees to perform the Work in accordance with all applicable professional architectural, engineering, construction management, land surveying and/or materials testing standards which are generally accepted in the State of California, in accordance with the terms and conditions expressed herein and in the sequence, time, and manner defined herein. The word "Work", as used herein, includes without limitation, the performance, fulfillment and discharge by CONSULTANT of all obligations, duties, tasks, and Work imposed upon or assumed by CONSULTANT hereunder. The Work performed under this Contract shall be completed to the satisfaction of SBCTA, with its satisfaction being based on prevailing applicable professional standards. Scope of Work is sometimes referred to as Statement of Work in this Contract. The Scope of Work is more fully described in Exhibit A.

ARTICLE III. CONSULTANT's REPORTS OR MEETINGS

- A. CONSULTANT shall submit progress reports to SBCTA at least once a month. The report should be sufficiently detailed for Contract Administrator to determine if CONSULTANT is performing to expectations and is on schedule, to provide communication of interim findings, and to sufficiently address any difficulties or special problems encountered so remedies can be developed.
- B. CONSULTANT's project manager shall meet with SBCTA's Contract Administrator, as needed, to discuss progress on the Contract.

ARTICLE IV. PERFORMANCE PERIOD

- A. This Contract shall go into effect on (12/01/2021), contingent upon approval by LOCAL AGENCY, and CONSULTANT shall commence work after notification to proceed by LOCAL AGENCY'S Contract Administrator. The Contract shall end on November 30, 2026, unless extended by contract amendment.
- B. CONSULTANT is advised that any recommendation for contract award is not binding on LOCAL AGENCY until the Contract is fully executed and approved by LOCAL AGENCY.

- C. The period of performance for each specific project shall be in accordance with the Task Order for that project. If work on a Task Order is in progress on the expiration date of this Contract, the terms of the Contract shall be extended by appropriate amendment.

ARTICLE V. ALLOWABLE COSTS AND PAYMENTS

- A. CONSULTANT will be reimbursed for hours worked at the hourly rates specified in CONSULTANT's Cost Proposal (Exhibit B). The specified hourly rates shall include direct salary costs, employee benefits, overhead, and fee. These rates are not adjustable for the performance period set forth in this Contract.
- B. In addition, CONSULTANT will be reimbursed for incurred (actual) direct costs other than salary costs that are in the Cost Proposal and identified in the Cost Proposal and in the executed Task Order.
- C. Specific projects will be assigned to CONSULTANT through issuance of Task Orders.
- D. After a project to be performed under this Contract is identified by LOCAL AGENCY, LOCAL AGENCY will prepare a draft Task Order; less the cost estimate. A draft Task Order will identify the scope of services, expected results, project deliverables, period of performance, project schedule and will designate a LOCAL AGENCY Project Coordinator. The draft Task Order will be delivered to CONSULTANT for review. CONSULTANT shall return the draft Task Order within ten (10) calendar days along with a Cost Estimate, including a written estimate of the number of hours and hourly rates per staff person, any anticipated reimbursable expense, overhead, fee if any, and total dollar amount. After agreement has been reached on the negotiable items and total cost; the finalized Task Order shall be signed by both LOCAL AGENCY and CONSULTANT.
- E. Task Orders may be negotiated for a lump sum (Firm Fixed Price) or for specific rates of compensation, both of which must be based on the labor and other rates set forth in CONSULTANT's Cost Proposal.
- F. Reimbursement for transportation and subsistence costs shall not exceed the rates as specified in the approved Cost Proposal.
- G. When milestone cost estimates are included in the approved Cost Proposal, CONSULTANT shall obtain prior written approval for a revised milestone cost estimate from the Contract Administrator before exceeding such estimate.
- H. Progress payments for each Task Order will be made monthly in arrears based on services provided and actual costs incurred.
- I. CONSULTANT shall not commence performance of work or services until this Contract has been approved by LOCAL AGENCY, and notification to proceed has been issued by LOCAL AGENCY'S Contract Administrator. No payment will be made prior to approval or for any Work performed prior to approval of this Contract.

- J. A Task Order is of no force or effect until returned to LOCAL AGENCY and signed by an authorized representative of LOCAL AGENCY. No expenditures are authorized on a project and Work shall not commence until a Task Order for that project has been executed by LOCAL AGENCY.
- K. CONSULTANT will be reimbursed, as promptly as fiscal procedures will permit upon receipt by LOCAL AGENCY'S Contract Administrator of itemized invoices in triplicate. Separate invoices itemizing all costs are required for all Work performed under each Task Order. Invoices shall be submitted no later than 45 calendar days after the performance of Work for which CONSULTANT is billing, or upon completion of the Task Order. Invoices shall detail the Work performed on each milestone, on each project as applicable. Invoices shall follow the format stipulated for the approved Cost Proposal and shall reference this Contract number, project title and Task Order number. Credits due LOCAL AGENCY that include any equipment purchased under the provisions of Article XI Equipment Purchase of this Contract, must be reimbursed by CONSULTANT prior to the expiration or termination of this Contract. Invoices shall be emailed to LOCAL AGENCY's Contract Administrator and to ap@gosbcta.com.
- L. The total amount payable by LOCAL AGENCY for an individual Task Order shall not exceed the amount agreed to in the Task Order, unless authorized by appropriate amendment.
- M. If the Consultant fails to satisfactorily complete a deliverable according to the schedule set forth in a Task Order, no payment will be made until the deliverable has been satisfactorily completed.
- N. Task Orders may not be used to amend this Agreement and may not exceed the scope of work under this Agreement.
- O. The total amount payable to LOCAL AGENCY for all Task Orders resulting from this Contract shall not exceed \$5,000,000. It is understood and agreed that there is no guarantee, either expressed or implied that this dollar amount will be authorized under this Contract through Task Orders.

ARTICLE VI. TERMINATION

- A. LOCAL AGENCY reserves the right to terminate this Contract upon thirty (30) calendar days written notice to CONSULTANT with the reasons for termination stated in the notice.
- B. LOCAL AGENCY may terminate this Contract with CONSULTANT should CONSULTANT fail to perform the covenants herein contained at the time and in the manner herein provided. In the event of such termination, LOCAL AGENCY may proceed with the Work in manner deemed proper by LOCAL AGENCY. If LOCAL AGENCY terminates this Contract with CONSULTANT, LOCAL AGENCY shall pay

CONSULTANT the sum due to CONSULTANT under this Contract prior to termination, unless the cost of completion to LOCAL AGENCY exceeds the funds remaining in the Contract. In which case the overage shall be deducted from any sum due CONSULTANT under this Contract and the balance, if any, shall be paid to CONSULTANT upon demand.

ARTICLE VII. COST PRINCIPLES AND ADMINISTRATIVE REQUIREMENTS

- A. CONSULTANT agrees that the Contract Cost Principles and Procedures, 48 CFR, Federal Acquisition Regulations System, Chapter 1, Part 31.000 et seq., shall be used to determine the cost allowability of individual items.
- B. CONSULTANT also agrees to comply with federal procedures in accordance with 49 CFR, Part 18, Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments.
- C. Any costs for which payment has been made to CONSULTANT that are determined by subsequent audit to be unallowable under 49 CFR, Part 18 and 48 CFR, Federal Acquisition Regulations System, Chapter 1, Part 31.000 et seq., are subject to repayment by CONSULTANT to LOCAL AGENCY.

ARTICLE VIII. RETENTION OF RECORDS/AUDIT

- A. For the purpose of determining compliance with Public Contract Code 10115, et seq. and Title 21, California Code of Regulations, Chapter 21, Section 2500 et seq., when applicable and other matters connected with the performance of the Contract pursuant to Government Code 8546.7; CONSULTANT, subconsultants, and LOCAL AGENCY shall maintain and make available for inspection all books, documents papers, accounting records, and other evidence pertaining to the performance of the Contract, including but not limited to, the costs, of administering the Contract. All parties shall make such materials available at their respective offices at all reasonable times during the contract period and for three years from the date of final payment under the Contract. The state, State Auditor, LOCAL AGENCY, FHWA, or any duly authorized representative of the Federal Government shall have access to any books, records, and documents of CONSULTANT and its certified public accountants' (CPA) work papers that are pertinent to the Contract and indirect cost rates (ICR) for audit, examinations, excerpts, and transactions, and copies thereof shall be furnished if requested.
- B. **Per 2 CFR Ch. II § 200.333 Retention requirements for records.** Financial records, supporting documents, statistical records, and all other non-Federal entity records pertinent to a Federal award must be retained for a period of three years from the date of submission of the final expenditure report or, for Federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the Federal awarding agency or pass through entity in the case of a subrecipient. Federal awarding agencies and pass-through entities must not impose any other record retention requirements upon non-Federal entities.

ARTICLE IX. AUDIT REVIEW PROCEDURES

- A. Any dispute concerning a question of fact arising under an interim or post audit of this Contract that is not disposed of by agreement, shall be reviewed by LOCAL AGENCY'S Chief Financial Officer.
- B. Not later than 30 days after issuance of the final audit report, CONSULTANT may request a review by LOCAL AGENCY'S Chief Financial Officer of unresolved audit issues. The request for review will be submitted in writing.
- C. Neither the pendency of a dispute nor its consideration by LOCAL AGENCY will excuse CONSULTANT from full and timely performance, in accordance with the terms of this Contract.
- D. CONSULTANT and subconsultant contracts, including cost proposals and ICR, are subject to audits or reviews such as, but not limited to, a contract audit, an incurred cost audit, an ICR Audit, or a CPA ICR audit work paper review. If selected for audit or review, the Contract, Cost Proposal and ICR and related work papers, if applicable, will be reviewed to verify compliance with 48 CFR, Part 31 and other related laws and regulations. In the instances of a CPA ICR audit work paper review it is CONSULTANT's responsibility to ensure federal, state, or local government officials are allowed full access to the CPA's work papers including making copies as necessary. The Contract, Cost Proposal, and ICR shall be adjusted by CONSULTANT and approved by LOCAL AGENCY contract manager to conform to the audit or review recommendations. CONSULTANT agrees that individual terms of costs identified in the audit report shall be incorporated into the Contract by this reference if directed by LOCAL AGENCY at its sole discretion. Refusal by CONSULTANT to incorporate audit or review recommendations, or to ensure that the federal, state or local governments have access to CPA work papers, will be considered a breach of contract terms and cause for termination of the Contract and disallowance of prior reimbursed costs.

ARTICLE X. SUBCONTRACTING

- A. Nothing contained in this Contract or otherwise, shall create any contractual relation between LOCAL AGENCY and any subconsultant(s), and no subcontract shall relieve CONSULTANT of its responsibilities and obligations hereunder. CONSULTANT agrees to be as fully responsible to LOCAL AGENCY for the acts and omissions of its subconsultant(s) and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by CONSULTANT. CONSULTANT's obligation to pay its subconsultant(s) is an independent obligation from LOCAL AGENCY'S obligation to make payments to the CONSULTANT.

- B. CONSULTANT shall perform the Work contemplated with resources available within its own organization and no portion of the Work pertinent to this Contract shall be subcontracted without written authorization by LOCAL AGENCY's Contract Administrator, except that, which is expressly identified in the approval Cost Proposal.
- C. CONSULTANT shall pay its subconsultants within ten (10) calendar days from receipt of each payment made to CONSULTANT by LOCAL AGENCY.
- D. All subcontracts entered into as a result of this Contract shall contain all the provisions stipulated in this Contract to be applicable to subconsultants.
- E. Any substitution of subconsultant(s) must be approved in writing by LOCAL AGENCY's Contract Administrator prior to the start of work by the subconsultant(s).

ARTICLE XI. EQUIPMENT PURCHASE

- A. Prior authorization in writing by LOCAL AGENCY's Contract Administrator shall be required before CONSULTANT enters into any unbudgeted purchase order, or subcontract exceeding \$5,000 for supplies, equipment, or CONSULTANT services. CONSULTANT shall provide an evaluation of the necessity or desirability of incurring such costs.
- B. For purchase of any item, service or consulting work not covered in CONSULTANT's Cost Proposal and exceeding \$5,000 prior authorization by LOCAL AGENCY's Contract Administrator; three competitive quotations must be submitted with the request, or the absence of bidding must be adequately justified.
- C. Any equipment purchased as a result of this Contract is subject to the following: "CONSULTANT shall maintain an inventory of all nonexpendable property. Nonexpendable property is defined as having a useful life of at least two years and an acquisition cost of \$5,000 or more. If the purchased equipment needs replacement and is sold or traded in, LOCAL AGENCY shall receive a proper refund or credit at the conclusion of the Contract, or if the Contract is terminated, CONSULTANT may either keep the equipment and credit LOCAL AGENCY in an amount equal to its fair market value, or sell such equipment at the best price obtainable at a public or private sale, in accordance with established LOCAL AGENCY procedures; and credit LOCAL AGENCY in an amount equal to the sales price. If CONSULTANT elects to keep the equipment, fair market value shall be determined at CONSULTANT's expense, on the basis of a competent independent appraisal of such equipment. Appraisals shall be obtained from an appraiser mutually agreeable to by LOCAL AGENCY and CONSULTANT, if it is determined to sell the equipment, the terms and conditions of such sale must be approved in advance by LOCAL AGENCY." 49 CFR, Part 18 requires a credit to Federal funds when participating equipment with a fair market value greater than \$5,000 is credited to the project.

ARTICLE XII. STATE PREVAILING WAGE RATES

- A. CONSULTANT shall comply with the State of California's General Prevailing Wage Rate requirements in accordance with California Labor Code, Section 1770, and all Federal, State, and local laws and ordinances applicable to the Work.
- B. Any subcontract entered into as a result of this Contract, if for more than \$25,000 for public works construction or more than \$15,000 for the alteration, demolition, repair, or maintenance of public works, shall contain all of the provisions of this Article, unless the awarding agency has an approved labor compliance program by the Director of Industrial Relations.
- C. When prevailing wages apply to the services described in the scope of work, transportation and subsistence costs shall be reimbursed at the minimum rates set by the Department of Industrial Relations (DIR) as outlined in the applicable Prevailing Wage Determination. See <http://www.dir.ca.gov>.

ARTICLE XIII. CONFLICT OF INTEREST

- A. CONSULTANT shall disclose any financial, business, or other relationship with LOCAL AGENCY that may have an impact upon the outcome of this Contract, or any ensuing LOCAL AGENCY construction project. CONSULTANT shall also list current clients who may have a financial interest in the outcome of this Contract, or any ensuing LOCAL AGENCY construction project, which will follow.
- B. CONSULTANT hereby certifies that it does not now have, nor shall it acquire any financial or business interest that would conflict with the performance of services under this Contract.
- C. CONSULTANT hereby certifies that neither CONSULTANT, its employees, nor any firm affiliated with CONSULTANT providing services on this project prepared the Plans, Specifications, and Estimate for any construction project included within this Contract. An affiliated firm is one, which is subject to the control of the same persons through joint-ownership, or otherwise.
- D. CONSULTANT further certifies that neither CONSULTANT, nor any firm affiliated with CONSULTANT, will bid on any construction subcontracts included within the construction contract. Additionally, CONSULTANT certifies that no person working under this Contract is also employed by the construction contractor for any project included within this Contract.
- E. Except for subconsultants whose services are limited to materials testing, no subconsultant who is providing service on this Contract shall have provided services on the design of any project included within this contract.

ARTICLE XIV. REBATES, KICKBACKS OR OTHER UNLAWFUL CONSIDERATION

CONSULTANT warrants that this Contract was not obtained or secured through rebates, kickbacks or other unlawful consideration, either promised or paid to any LOCAL AGENCY employee. For breach or violation of this warranty, LOCAL AGENCY shall have the right in its

discretion; to terminate the Contract without liability; to pay only for the value of the work actually performed; or to deduct from the contract price; or otherwise recover the full amount of such rebate, kickback or other unlawful consideration.

ARTICLE XV. PROHIBITION OF EXPENDING LOCAL AGENCY STATE OR FEDERAL FUNDS FOR LOBBYING

A. CONSULTANT certifies to the best of his or her knowledge and belief that:

1. No state, federal or local agency appropriated funds have been paid, or will be paid by-or-on behalf of CONSULTANT to any person for influencing or attempting to influence an officer or employee of any state or federal agency; a Member of the State Legislature or United States Congress; an officer or employee of the Legislature or Congress; or any employee of a Member of the Legislature or Congress, in connection with the awarding of any state or federal contract; the making of any state or federal grant; the making of any state or federal loan; the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any state or federal contract, grant, loan, or cooperative agreement.
2. If any funds other than federal appropriated funds have been paid, or will be paid to any person for influencing or attempting to influence an officer or employee of any federal agency; a Member of Congress; an officer or employee of Congress, or an employee of a Member of Congress; in connection with this federal contract, grant, loan, or cooperative agreement; CONSULTANT shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.

B. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

C. CONSULTANT also agrees by signing this document that he or she shall require that the language of this certification be included in all lower-tier subcontracts, which exceed \$100,000 and that all such sub-recipients shall certify and disclose accordingly.

ARTICLE XVI. STATEMENT OF COMPLIANCE

A. CONSULTANT's signature affixed herein, and dated, shall constitute a certification under penalty of perjury under the laws of the State of California that CONSULTANT has, unless exempt, complied with, the nondiscrimination program requirements of Government Code Section 12990 and Title 2, California Code of Regulations Section 11102.

B. During the performance of this Contract, Consultant and its subconsultants shall not unlawfully discriminate, harass, or allow harassment against any employee or applicant for employment because of sex, race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (e.g., cancer), age (over 40), marital status, and denial of family care leave. Consultant and subconsultants shall insure that the evaluation and treatment of their employees and

applicants for employment are free from such discrimination and harassment. Consultant and subconsultants shall comply with the provisions of the Fair Employment and Housing Act (Gov. Code §12990 (a-f) et seq.) and the applicable regulations promulgated thereunder (California Code of Regulations, Title 2, Section 11005 et seq.). The applicable regulations of the Fair Employment and Housing Commission implementing Government Code Section 12990 (a-f), set forth in Chapter 5 of Division 4.1 of Title 2 of the California Code of Regulations (2 CCR Sec. 11099 et seq.), are incorporated into this Contract by reference and made a part hereof as if set forth in full. Consultant and its subconsultants shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other Agreement.

- C. The Consultant shall comply with regulations relative to Title VI (nondiscrimination in federally-assisted programs of the Department of Transportation – Title 49 Code of Federal Regulations, Part 21 - Effectuation of Title VI of the 1964 Civil Rights Act). Title VI provides that the recipients of federal assistance will implement and maintain a policy of nondiscrimination in which no person in the state of California shall, on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, gender, sex, marital status, gender identity, gender expression, sexual orientation, age, or military and veteran status, be excluded from participation in, denied the benefits of or subject to discrimination under any program or activity by the recipients of federal assistance or their assignees and successors in interest.
- D. The Consultant, with regard to the work performed by it during the Agreement shall act in accordance with Title VI. Specifically, the Consultant shall not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in the selection and retention of Subconsultants, including procurement of materials and leases of equipment. The Consultant shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the U.S. DOT's Regulations, including employment practices when the Agreement covers a program whose goal is employment.

ARTICLE XVII. DEBARMENT AND SUSPENSION CERTIFICATION

- A. CONSULTANT's signature affixed herein, shall constitute a certification under penalty of perjury under the laws of the State of California, that CONSULTANT has complied with Title 2 CFR, Part 180, "OMB Guidelines to Agencies on Government-wide Debarment and Suspension (nonprocurement)", which certifies that he/she or any person associated therewith in the capacity of owner, partner, director, officer, or manager, is not currently under suspension, debarment, voluntary exclusion, or determination of ineligibility by any federal agency; has not been suspended, debarred, voluntarily excluded, or determined ineligible by any federal agency within the past three (3) years; does not have a proposed debarment pending; and has not been indicted, convicted, or had a civil judgment rendered against it by a court of competent jurisdiction in any matter involving fraud or official misconduct within the past three (3) years. Any exceptions to this certification must be disclosed to LOCAL AGENCY.
- B. Exceptions will not necessarily result in denial of recommendation for award, but will be considered in determining CONSULTANT responsibility. Disclosures must indicate to whom exceptions apply, initiating agency, and dates of action.

- C. Exceptions to the Federal Government Excluded Parties List System maintained by the General Services Administration are to be determined by the Federal Highway Administration.

ARTICLE XVIII. FUNDING REQUIREMENTS

- A. It is mutually understood between the Parties that this Contract may have been written before ascertaining the availability of funds or appropriation of funds, for the mutual benefit of both Parties, in order to avoid program or fiscal delays that would occur if the Contract were executed after that determination was made.
- B. This Contract is valid and enforceable only, if sufficient funds are made available to SBCTA for the purpose of this Contract. In addition, this Contract is subject to any additional restrictions, limitations, conditions, or any statute enacted by Congress, State Legislature, or SBCTA governing board that may affect the provisions, terms, or funding of this Contract in any manner.
- C. It is mutually agreed that if sufficient funds are not appropriated, this Contract may be amended to reflect any reduction in funds.
- D. SBCTA has the option to terminate the Contract under the 30-day cancellation clause or by mutual agreement, or to amend the Contract to reflect any reduction of funds.

ARTICLE XIX. CHANGE IN TERMS

- A. This Contract may be amended or modified only by mutual written agreement of the Parties.
- B. CONSULTANT shall only commence Work covered by an amendment after the amendment is executed and the NTP has been provided by SBCTA's Procurement Analyst.
- C. There shall be no change in CONSULTANT's Project Manager or members of the project team, as listed in the CONSULTANT's Approved Cost Proposal, without prior written approval of SBCTA.

ARTICLE XX. DISADVANTAGED BUSINESS ENTERPRISES (DBE) PARTICIPATION

- A. CONSULTANTS must give consideration to DBE firms as specified in 23 CFR §172.5(b), 49 CFR, Part 26. If the Contract has a DBE goal, CONSULTANT must meet the DBE goal by using DBEs as subconsultants or documenting a good faith effort to have met the goal. If a DBE subconsultant is unable to perform, CONSULTANT must make a good faith effort to replace the subconsultant with another DBE subconsultant if the goal is not otherwise met. A DBE may be terminated only with written approval by SBCTA and only for the reasons specified in 49 CFR 26.53(f). Prior to requesting SBCTA's consent for the proposed termination, CONSULTANT must meet the procedural requirements specified in 49 CFR 26.53(f).

- B. SBCTA, as a recipient of federal financial assistance, is required to implement a Disadvantaged Business Program in accordance with federal regulations at 49 CFR Part 26 issued by the U.S. Department of Transportation (DOT). The contract goal range for this project pursuant to the CONSULTANT's Approved Cost Proposal is 6%. CONSULTANT must furnish all documentation satisfactory to SBCTA that the work committed to DBEs was actually performed by DBEs. Requests for progress payments must include a summary of payments (Form 315Caltrans Form Exhibit 9-F) actually made to DBEs during the invoice period, which includes a total of all payments made to all subconsultants under this Contract. DBE participation shall be credited toward the overall DBE goal only when payments are actually made to the DBE firms. CONSULTANT shall submit on the 15th of every month to SBCTA's Procurement Analyst, Form 315Exhibit 9-F form per the Caltrans Exhibit 9-F Instructions. Upon completion of the Contract, CONSULTANT shall submit "Final Report-Utilization of Disadvantaged Business Enterprises--First Tier Subconsultants" Form 17-F with the final invoice. Failure to submit the required reports shall result in SBCTA imposing a penalty of \$100 per day, per report.
- C. CONSULTANT shall carry out all applicable requirements of 49 CFR Part 26 in the award and administration of this DOT-assisted Contract. Failure by CONSULTANT to carry out these requirements is a material breach of this Contract, which may result in SBCTA exercising the right to impose administrative remedies, which shall include, but shall not be limited to the following: withholding of payment due to CONSULTANT equivalent to the difference between the actual DBE attainment and the Contract DBE goal; suspension of payment to CONSULTANT of any other monies held by SBCTA; and termination of the Contract, in whole or in part. The administrative remedies shall not apply if the CONSULTANT is able to demonstrate, to the satisfaction of SBCTA, that it exercised Good Faith Efforts in an attempt to meet the Contract DBE goal.
- D. SBCTA will bring to the attention of the DOT Operating Administration, in writing, any false, fraudulent, or dishonest conduct in connection with SBCTA's administration of Caltrans' DBE program, to enable the DOT Operating Administration to take the necessary and appropriate steps (e.g. referral to the Department of Justice for criminal prosecution, referral to the DOT Inspector General, or action under suspension and debarment or Program Fraud and Civil Penalties rules) as provided in Title 49 CFR, Part 26, Section 26.109. SBCTA also will consider similar action under its own legal authorities, including, but not limited to, responsibility determinations in future contracts.

ARTICLE XXI. CONTINGENT FEE

CONSULTANT warrants, by execution of this Contract, that no person or selling agency has been employed or retained to solicit or secure this Contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by CONSULTANT for the purpose of securing business. For breach or violation of this warranty, SBCTA has the right to terminate the Contract without liability, pay only for the value of the Work actually performed, or in its

discretion, to deduct from the contract price or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingent fee.

ARTICLE XXII. DISPUTES

- A. Any dispute, other than audit, concerning a question of fact arising under this Contract that is not disposed of by agreement shall be decided by a committee consisting of SBCTA's Procurement Analyst and SBCTA's Program Manager who may consider written or verbal information submitted by CONSULTANT.
- B. Not later than 30 days after completion of all Work under the Contract, CONSULTANT may request review by SBCTA's Executive Director of unresolved claims or disputes, other than audit. The request for review will be submitted in writing.
- C. Neither the pendency of a dispute nor its consideration by SBCTA's Executive Director excuses CONSULTANT from full and timely performance in accordance with the terms of this Contract.

ARTICLE XXIII. INSPECTION OF WORK

CONSULTANT and any subconsultant shall permit SBCTA, the state, and the FHWA if federal participating funds are used in this Contract, to review and inspect the project activities and files at all reasonable times during the performance period of this Contract, including review and inspection on a daily basis.

ARTICLE XXIV. SAFETY

- A. CONSULTANT shall comply with OSHA regulations applicable to CONSULTANT regarding necessary safety equipment or procedures. CONSULTANT shall comply with safety instructions issued by SBCTA and SBCTA representatives. CONSULTANT personnel shall wear hard hats and safety vests at all times while at the construction project site.
- B. Pursuant to the authority contained in Section 591 of the Vehicle Code, SBCTA has determined that such areas are within the limits of the Project and are open to public traffic. CONSULTANT shall comply with all of the requirements set forth in Divisions 11, 12, 13, 14, and 15 of the Vehicle Code. CONSULTANT shall take all reasonably necessary precautions for safe operation of its vehicles and the protection of the traveling public from injury and damage from such vehicles.
- C. Any subcontract entered into as a result of this Contract, shall contain all of the provisions of this Article.
- D. CONSULTANT must have a Division of Occupational Safety and Health (CAL-OSHA) permit(s), as outlined in California Labor Code Sections 6500 and 6705, prior to the initiation of any practices, work, method, operation, or process related to the construction or excavation of trenches which are five feet or deeper.

ARTICLE XXV. INSURANCE

A. Prior to commencing the Work, subject to the provisions of Article XXV.B “General Provisions”, and at all times during the performance of the Work and for such additional periods as required herein, CONSULTANT and all sub-consultants of every tier performing any Work under this contract shall, at CONSULTANT’s and sub-consultant’s sole expense, procure and maintain broad form insurance coverage at least as broad as the following minimum requirements specified below:

1.1. Professional Liability. The policies must include the following:

- A limit of liability not less than \$2,000,000 per claim
- An annual aggregate limit of not less than \$4,000,000
- Coverage shall be appropriate for the CONSULTANT’S profession and provided services to include coverage for errors and omissions arising out of the CONSULTANT’S professional services, or services of any person employed by the CONSULTANT, or any person for whose acts, errors, mistakes or omissions the CONSULTANT may be legally liable.
- If Coverage is on a claims made basis:
 - Policy shall contain a retroactive date for coverage of prior acts, which date will be prior to the date the CONSULTANT begins to perform Work under this Contract.
 - CONSULTANT shall secure and maintain “tail” coverage for a minimum of three (3) years after Contract completion.

1.2. Worker’s Compensation/Employer’s Liability. The policies must include the following:

- Coverage A. Statutory Benefits
- Coverage B. Employer’s Liability
- Bodily Injury by accident - \$1,000,000 per accident
- Bodily Injury by disease - \$1,000,000 policy limit/\$1,000,000 each employee

Such policies shall contain a waiver of subrogation in favor of the parties named as Indemnites below. Such insurance shall be in strict accordance with the applicable workers’ compensation laws in effect during performance of the Work by CONSULTANT or any subconsultant of any tier. All subconsultants of any tier performing any portion of the Work for CONSULTANT shall also obtain and maintain the same insurance coverage as specified in this subparagraph, with a waiver of subrogation in favor of CONSULTANT and all parties named as Indemnites below. Where coverage is provided through the California State Compensation Insurance Fund, the requirement for a minimum A.M. Best rating does not apply.

1.3. Commercial General Liability. The policy must include the following:

- Consultant shall maintain commercial general liability (CGL) insurance (Insurance Services Office (ISO) Form CG 00 01), and if necessary excess/umbrella commercial liability insurance, with a combined limit of liability of not less than **\$3,000,000 each occurrence**. If the contract value is equal to or in excess of \$25,000,000, then the combined limit of liability shall be no less than **\$25,000,000 each occurrence**.
- The policy shall, at a minimum, include coverage for any and all of the following: bodily injury, property damage, personal injury, broad form contractual liability (including coverage to the maximum extent possible for the indemnifications in this Contract), premises-operations (including explosion, collapse and underground coverage), duty to defend in addition to (without reducing) the limits of the policy(ies), and products and completed operations.
 - \$2,000,000 per occurrence limit for property damage or bodily injury
 - \$1,000,000 per occurrence limit for personal injury and advertising injury
 - \$2,000,000 per occurrence limits for products/completed operations coverage (ISO Form 20 37 10 01) if SBCTA's Risk Manager determines it is in SBCTA's best interests to require such coverage,
- If a general aggregate applies, it shall apply separately to this project/location. The project name must be indicated under "Description of Operations/Locations" (ISO Form CG 25 03 or CG 2504).
- Coverage is to be on an "occurrence" form. "Claims made" and "modified occurrence" forms are not acceptable.
- A copy of the declaration page or endorsement page listing all policy endorsements for the CGL policy must be included.

All subconsultants of any tier performing any portion of the Work for CONSULTANT shall also obtain and maintain the CGL insurance coverage with limits not less than:

- Each occurrence limit: \$1,000,000
- General aggregate limit: \$2,000,000
- Personal injury and advertising limit \$1,000,000
- Products-completed operations aggregate limit \$2,000,000

All subconsultants' and sub-subconsultants' deductibles or self-insured retentions must be acceptable to SBCTA's Risk Manager.

1.4. Umbrella/Excess CGL. The policy must include the following:

- If the CONSULTANT elects to include an umbrella or excess policy to cover any of the total limits required beyond the primary commercial general liability policy limits and/or the primary commercial automobile liability policy limits, then the policy must include the following:

- The umbrella or excess policy shall follow form over the CONSULTANT's primary general liability coverage and shall provide a separate aggregate limit for products and completed operations coverage.
- The umbrella or excess policy shall not contain any restrictions or exclusions beyond what is contained in the primary policy.
- The umbrella or excess policy shall contain a clause stating that it takes effect (drops down) in the event the primary limits are impaired or exhausted.
- The umbrella or excess policy must also extend coverage over the automobile policy if it is to be used in combination with the primary automobile policy to meet the total insurance requirement limits.

There shall be no statement limiting the coverage provided to the parties listed as additionally insureds or as indemnitees below.

1.5. Commercial Auto. The policy must include the following:

- A total limit of liability of not less than **\$3,000,000** each accident. This total limits of liability may be met by combining the limits of the primary auto policy with an umbrella or excess policy in accordance with subparagraph 4 (Umbrella/Excess CGL) of Section A of this Article.
- Such insurance shall cover liability arising out of any vehicle, including owned, hired, leased, borrowed and non-owned vehicles assigned to or used in performance of the CONSULTANT services.
- Combined Bodily Injury and Property Damage Liability insurance
The commercial automobile liability insurance shall be written on the most recent edition of ISO Form CA 00 01 or equivalent acceptable to SBCTA.

1.6. Pollution Liability. Purposely omitted

1.7. Railroad Protective Liability. The policy must include the following:

- Should the CONSULTANT need to perform activities in a railroad right-of-way, SBCTA's Risk Manager and/or a railroad operator may require CONSULTANT to provide Railroad Protective Liability.
- In such a case, the policy shall be in amounts and coverages and from issuers, acceptable to SBCTA's Risk Manager in his/her sole discretion.
- Depending on facts and circumstances, and the terms and conditions of the policy involved, SBCTA's Risk Manager may choose to find that the CONSULTANT satisfactorily meets this requirement by obtaining one of the following: a) an acceptable Railroad Protective Liability specific policy; b) a waiver of any railroad liability exclusion from the CONSULTANT's existing general liability policy; or c) acceptable general liability insurance without a railroad exclusion.

B. General Provisions

- 1.1 Qualifications of Insurance Carriers. If policies are written by insurer carrier authorized and admitted to do business in the state of California, then the insurer carriers must have a current A.M. Best rating of A-VIII or better and if policies are written by insurance carriers that are non- admitted but authorized to conduct business in the state of California, then they must meet the current A.M. Best rating of A-X or better, unless otherwise approved in writing by SBCTA's Risk Manager.
- 1.2 Additional Insurance Coverage. All policies, except those for Workers' Compensation and Professional Liability insurance, shall be endorsed by ISO Form CG 20 10 11 85, or if not available, then ISO Form CG 20 38, to name San Bernardino County Transportation Authority and its officers, directors, members, employees, agents and volunteers, as additional insureds ("Additional Insureds"). With respect to general liability arising out of or connected with work or operations performed by or on behalf of the CONSULTANT under this Contract, coverage for such Additional Insureds shall not extend to liability to the extent prohibited by section 11580.04 of the Insurance Code. The additional insured endorsements shall not limit the scope of coverage for SBCTA to vicarious liability but shall allow coverage for SBCTA to the full extent provided by the policy.
- 1.3 Proof of Coverage. Evidence of insurance in a form acceptable to SBCTA's Risk Manager, including declarations pages of each policy, certificates of insurance and the required additional insured endorsements, shall be provided to SBCTA's Procurement Analyst prior to issuance of the NTP or prior to commencing any Work, as SBCTA specifies. Certificate(s) of insurance, as evidence of the required insurance shall: be executed by a duly authorized representative of each insurer; show compliance with the insurance requirements set forth in this Article; set forth deductible amounts applicable to each policy; list all exclusions which are added by endorsement to each policy; and also include the Contract Number and the SBCTA Project Manager's name on the face of the certificate. If requested in writing by SBCTA, CONSULTANT shall submit complete copies of all required insurance policies within ten (10) business days of a written request by SBCTA.
- 1.4 Deductibles and Self-Insured Retention. Regardless of the allowance of exclusions or deductibles by SBCTA, CONTRACTOR shall be responsible for any deductible or self- insured retention (SIR) amount and shall warrant that the coverage provided to SBCTA is consistent with the requirements of this Article. CONTRACTOR will pay, and shall require its sub-CONTRACTORS to pay, all deductibles, co-pay obligations, premiums and any other sums due under the insurance required in this Article. Any deductibles or self-insured retentions must be declared to and approved in writing by SBCTA's Risk Manager. At the option of SBCTA, if the deductible or SIR is greater than \$ 50,000 or five (5) percent of the amount of coverage required under this Contract, whichever is less, the CONTRACTOR shall guarantee that either: (1) the insurer shall reduce or eliminate such deductibles or

self-insured retentions as respects to SBCTA, its directors, officials, officers, employees and agents; or, (2) the CONTRACTOR shall procure a bond guaranteeing the amount of the deductible or self-insured retention. SBCTA will have the right, but not the obligation, to pay any deductible or SIR due under any insurance policy. If SBCTA pays any sums due under any insurance required above, SBCTA may withhold said sums from any amounts due to CONTRACTOR. The Contractor's policies will neither obligate nor prohibit SBCTA or any other Additional Insured, from paying any portion of any Contractor's deductible or SIR.

- 1.5 CONSULTANT's and Subconsultants' Insurance will be Primary. All policies required to be maintained by the CONSULTANT or any subconsultant with the exception of Professional Liability and Worker's Compensation shall be endorsed, with a form at least as broad as ISO Form CG 20 01 04 13), to be primary coverage, and any coverage carried by any of the Additional Insureds shall be excess and non-contributory. Further, none of CONSULTANT's or subconsultants' pollution, automobile, general liability or other liability policies (primary or excess) will contain any cross-liability exclusion barring coverage for claims by an additional insured against a named insured.
- 1.6 Waiver of Subrogation Rights. To the fullest extent permitted by law, CONSULTANT hereby waives all rights of recovery under subrogation against the Additional Insureds named herein, and any other consultant, subconsultant or sub-subconsultant performing work or rendering services on behalf of SBCTA, in connection with the planning, development and construction of the Project. To the fullest extent permitted by law, CONSULTANT shall require similar written express waivers and insurance clauses from each of its subconsultants of every tier. CONSULTANT shall require all of the policies and coverages required in this Article to waive all rights of subrogation against the Additional Insureds (ISO Form CG 24 04 05 09). Such insurance and coverages provided shall not prohibit CONSULTANT from waiving the right of subrogation prior to a loss or claim.
- 1.7 Cancellation. If any insurance company elects to cancel or non-renew coverage for any reason, CONSULTANT will provide SBCTA thirty (30) days prior written notice of such cancellation or nonrenewal. If the policy is cancelled for nonpayment of premium, CONSULTANT will provide SBCTA ten (10) days prior written notice. In any event, CONSULTANT will provide SBCTA with a copy of any notice of termination or notice of any other change to any insurance coverage required herein which CONSULTANT receives within one business day after CONSULTANT receives it by submitting it to SBCTA at procurement@gosbcta.com to the attention of SBCTA's Procurement Analyst, and by depositing a copy of the notice in the U.S. Mail in accordance with the notice provisions of this Contract.

- 1.8 Enforcement. SBCTA may take any steps as are necessary to assure CONSULTANT's compliance with its insurance obligations as identified within this Article. Failure to continuously maintain insurance coverage as provided herein is a material breach of contract. In the event the CONSULTANT fails to obtain or maintain any insurance coverage required, SBCTA may, but is not required to, maintain this coverage and charge the expense to the CONSULTANT or withhold such expense from amounts owed CONSULTANT, or terminate this Contract. The insurance required or provided shall in no way limit or relieve CONSULTANT of its duties and responsibility under the Contract, including but not limited to obligation to indemnify, defend and hold harmless the Indemnitees named below. Insurance coverage in the minimum amounts set forth herein shall not be construed to relieve CONSULTANT for liability in excess of such coverage, nor shall it preclude SBCTA from taking other actions as available to it under any other provision of the Contract or law. Nothing contained herein shall relieve CONSULTANT, or any subconsultant of any tier of their obligations to exercise due care in the performance of their duties in connection with the Work, and to complete the Work in strict compliance with the Contract.
- 1.9 No Waiver. Failure of SBCTA to enforce in a timely manner any of the provisions of this Article shall not act as a waiver to enforcement of any of these provisions at a later date.
- 1.10 Subconsultant Insurance. Insurance required of the CONSULTANT shall be also provided by subconsultants or by CONSULTANT on behalf of all subconsultants to cover their services performed under this Contract. CONSULTANT may reduce types and the amounts of insurance limits provided by subconsultants to be proportionate to the amount of the subconsultant's contract and the level of liability exposure for the specific type of work performed by the subconsultant. CONSULTANT shall be held responsible for all modifications, deviations, or omissions in these insurance requirements as they apply to subconsultant.
- 1.11 Higher limits. If CONSULTANT maintains higher limits than the minimums shown above, SBCTA shall be entitled to coverage for the higher limits maintained by CONSULTANT. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to SBCTA.
- 1.12 Special Risks or Circumstances. SBCTA, acting through its Executive Director, reserves the right to modify any or all of the above insurance requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

ARTICLE XXVI. INDEMNITY

- A. To the extent, but only to the extent, that CONSULTANT's Work falls within the scope of Civil Code Section 2782.8, the following indemnification is applicable:

CONSULTANT shall indemnify and defend (with legal counsel reasonably approved by SBCTA) San Bernardino County Transportation Authority and its directors, officers, employees, agents and volunteers, from any and all losses, damages, liability, actions, and/or costs for claims that arise out of, pertain to or are related to the negligence, recklessness, or willful misconduct of the design professional to the maximum extent permitted by Civil Code Section 2782.8.

- B. For all other Work and obligations under this Contract, CONSULTANT agrees to indemnify, defend (with legal counsel reasonably approved by SBCTA) and hold harmless SBCTA and its directors, officers, employees, agents and volunteers (“Indemnitees”), from any and all claims, actions, losses, damages and/or liability (“Claims”) arising out of or related to any act or omission of CONSULTANT or any of its officers, employees, agents, subconsultants or volunteers, and for any costs or expenses incurred by Indemnitees on account of any such Claims except where such indemnification is prohibited by law. This indemnification provision shall apply regardless of the existence or degree of fault of Indemnitees. CONSULTANT’s indemnification obligation applies to an Indemnitee’s “active” as well as “passive” negligence but does not apply to an Indemnitee’s “sole negligence” or “willful misconduct” within the meaning of Civil Code Section 2782.

ARTICLE XXVII. OWNERSHIP OF DATA

- A. Upon completion of all Work under this Contract, ownership and title to all reports, documents, plans, specifications, and estimates produced as part of this Contract will automatically be vested in SBCTA, and no further agreement will be necessary to transfer ownership to SBCTA. CONSULTANT shall furnish SBCTA all necessary copies as needed to complete the review and approval process.
- B. It is understood and agreed that all calculations, drawings and specifications, whether in hard copy or machine-readable form, are intended for one-time use in the construction of the Project for which this Contract has been entered into.
- C. CONSULTANT is not liable for claims, liabilities, or losses arising out of or connected with the modification or misuse by SBCTA of the machine-readable information and data provided by CONSULTANT under this Contract; further, CONSULTANT is not liable for claims, liabilities, or losses arising out of or connected with any use by SBCTA of the project documentation on other projects or additions to this project, or for the completion of this project by others, except only such use as may be authorized in writing by CONSULTANT.
- D. Applicable patent rights provisions regarding rights to inventions shall be included in the Contract as appropriate (48 CFR 27, Subpart 27.3, Patent Rights under Government Contracts for federal-aid contracts).
- E. SBCTA may permit copyrighting reports or other agreement products. If copyrights are permitted, the agreement shall provide that the FHWA shall have the royalty-free nonexclusive and irrevocable right to reproduce, publish, or otherwise use, and to authorize others to use, the work for government purposes.

- F. Any subcontract in excess of \$25,000 entered into as a result of this Contract, shall contain all of the provisions of this Article.

ARTICLE XXVIII. CLAIMS FILED BY SBCTA'S CONSTRUCTION CONTRACTOR

- A. If claims are filed by SBCTA's construction contractor relating to Work performed by CONSULTANT's personnel and additional information or assistance from CONSULTANT's personnel is required in order to evaluate or defend against such claims, CONSULTANT agrees to make its personnel available for consultation with SBCTA and legal staff, and for testimony, if necessary, at depositions, administrative proceedings, trial or arbitration proceedings.
- B. CONSULTANT's personnel that SBCTA considers essential to assist in defending against construction contractor claims will be made available on reasonable notice from SBCTA. Consultation or testimony will be reimbursed at the same rates, including travel costs that are being paid for the CONSULTANT's personnel services under this Contract.
- C. Services of CONSULTANT's personnel in connection with SBCTA's construction contractor claims will be performed pursuant to a written contract amendment, if necessary, extending the termination date of this Contract in order to resolve the construction claims.
- D. Any subcontract in excess of \$25,000 entered into as a result of this Contract, shall contain all of the provisions of this Article.

ARTICLE XXIX. CONFIDENTIALITY OF DATA

- A. All financial, statistical, personal, technical, or other data and information relative to SBCTA's operations which are designated confidential by SBCTA and made available to CONSULTANT in order to carry out this Contract shall be protected by CONSULTANT from unauthorized use and disclosure.
- B. Permission to disclose information on one occasion or at a public hearing held by SBCTA relating to the Contract shall not authorize CONSULTANT to further disclose such information or disseminate the same on any other occasion.
- C. CONSULTANT shall not comment publicly to the press or any other media, including social media, regarding the Contract or SBCTA's actions on the same, except to SBCTA's staff, CONSULTANT's own personnel involved in the performance of this Contract, at public hearings or in response to questions from a SBCTA Board Committee or other public meeting approved by SBCTA.
- D. CONSULTANT shall not issue any news release or public relations item of any nature whatsoever regarding Work performed or to be performed under this Contract without prior review of the contents thereof by SBCTA and receipt of SBCTA's written permission.
- E. Any SBCTA communications or materials to which CONSULTANT or its subconsultants or agents have access, or materials prepared by CONSULTANT under the terms of this Contract, shall be held in confidence by CONSULTANT, who shall exercise reasonable

precautions to prevent the disclosure of confidential information to anyone except as expressly authorized by SBCTA. Any communications with or work product of SBCTA's legal counsel to which CONSULTANT or its subconsultants or agents have access in performing Work under this Contract shall be subject to attorney-client privilege and attorney work product doctrine and shall be confidential. CONSULTANT shall not release any reports, information or promotional material or allow for the use of any photos related to this Contract for any purpose without prior written approval of SBCTA.

- F. Any subcontract entered into as a result of this Contract shall contain all of the provisions of this Article.
- G. CONSULTANT agrees to inform itself and make its employees, agents and subconsultants aware of the requirements of SBCTA's privacy confidentiality policies, and to abide by the same. CONSULTANT further agrees to require all employees, agents, and subconsultants assigned to any SBCTA project or task to sign and adhere to a SBCTA Confidentiality Agreement as directed by SBCTA personnel. CONSULTANT acknowledges and agrees that its duties and obligations under this provision specifically pertain to, but is not to, all of its employees, agents, and subconsultants who may have access to Personally Identifiable Information ("PII") and/or Sensitive Security Information ("SSI") within the custody or control of SBCTA.

ARTICLE XXX. NATIONAL LABOR RELATIONS BOARD CERTIFICATION

In accordance with Public Contract Code Section 10296, CONSULTANT hereby states under penalty of perjury that no more than one final unappealable finding of contempt of court by a federal court has been issued against CONSULTANT within the immediately preceding two-year period, because of CONSULTANT's failure to comply with an order of a federal court that ordered CONSULTANT to comply with an order of the National Labor Relations Board.

ARTICLE XXXI. EVALUATION OF CONSULTANT

CONSULTANT's performance may be evaluated by SBCTA. A copy of the evaluation will be sent to CONSULTANT for comments. The evaluation together with the comments shall be retained as part of the Contract file. This information may be used when evaluating the firm on future proposal submittals.

ARTICLE XXXII. RETENTION OF FUNDS

- A. Any subcontract entered into as a result of this Contract shall contain all of the provisions of this Article.
- B. Retention.
 - 1. As partial security against CONSULTANT's failure to perform under this CONTRACT, SBCTA shall withhold a retention of five percent (5%) of the total amount of each invoice from CONSULTANT up to \$250,000. All retained funds shall be released by SBCTA within sixty (60) calendar days after the last to occur of:

- a. SBCTA's payment of the final invoice, unless SBCTA elects to audit CONSULTANT's records in accordance with this Contract. If SBCTA elects to audit, then retain funds shall be paid to CONSULTANT with thirty (30) calendar days of completion of the audit in an amount reflecting any adjustments required by the audit; or
 - b. final resolution of all Stop Notices, claims for payment and/or other claims arising out of the Work performed under the Contract.
2. CONSULTANT, or subconsultant, shall return all monies withheld in retention from a subconsultant within thirty (30) days after receiving payment for Work satisfactorily completed and accepted including incremental acceptances of portions of the Work by SBCTA. Federal law (49 CFR 26.29) requires that any delay or postponement of payment over thirty (30) days may take place only for good cause and with SBCTA's prior written approval. Any violation of this provision shall subject the violating CONSULTANT or subconsultant to the penalties, sanctions and other remedies specified in Section 7108.5 of the Business and Professions Code. These requirements shall not be construed to limit or impair any contractual, administrative, or judicial remedies otherwise available to CONSULTANT or subconsultant in the event of a dispute involving late payment or non-payment by CONSULTANT, deficient subconsultant performance, or noncompliance by a subconsultant. This provision applies to both DBE and non-DBE consultants and subconsultants.

ARTICLE XXXIII. RESPONSIBILITY OF CONSULTANT

- A. CONSULTANT shall be responsible for the professional quality, technical accuracy, and the assurance of compliance with all applicable federal, state, and local laws and regulations, and other Work furnished by CONSULTANT under the Contract. The Contract includes reference to the appropriate standards for design or other standards for Work performance stipulated in the Contract.
- B. In addition to any other requirements of this Contract or duties and obligations imposed on CONSULTANT by law, CONSULTANT shall, as an integral part of its Work, employ quality control procedures that identify potential risks and uncertainties related to scope, schedule, cost, quality and safety of the Project and the Work performed by CONSULTANT within the areas of CONSULTANT's expertise. Risks that may be encountered include, but are not limited to, soil conditions, constructability, factors of safety, impact on adjacent properties, public safety, and environmental considerations. At any time during performance of the Scope of Work, should CONSULTANT observe, encounter, or identify any unusual circumstances or uncertainties which could pose potential risk to SANBAG or the Project, CONSULTANT shall immediately document such matters and notify SBCTA in writing. CONSULTANT shall also similarly notify SBCTA in regard to the possibility of any natural catastrophe, potential failure, or any situation that exceeds environmental, design, and/or construction assumptions and could precipitate a failure of any structure or other part of the Project. Notifications under this paragraph shall be specific, clear and timely, and in a form which will enable SBCTA to understand and evaluate the magnitude and effect of the risk and/or uncertainties involved.

- C. When a modification to a construction contract is required because of an error or deficiency in the design Work provided under this Contract, CONSULTANT shall be responsible for any and all additional costs associated with the construction contract or the construction of the Project.
- D. SBCTA shall advise CONSULTANT of CONSULTANT's responsibility for additional costs as described above and shall collect the amount due, including but not limited to withholding of payments if the recoverable cost will exceed the administrative cost involved or is otherwise in SBCTA's best interest. SBCTA shall include in the Contract Audit File a written statement of the reasons for the decision to recover or not recover the costs from CONSULTANT.
- E. CONSULTANT shall document the results of the Work to the satisfaction of SBCTA, and if applicable, Caltrans and FHWA. This may include preparation of progress and final reports, plans, specifications and estimates, or similar evidence of attainment of SBCTA's objectives.
- F. As applicable, the responsible consultant/engineer shall sign all plans, specifications, estimates (PS&E) and engineering data furnished by him/her, certify as-built drawings, and where appropriate, indicate his/her California registration or license number.

ARTICLE XXXIV. TECHNICAL DIRECTION

- A. Performance of Work under this Contract shall be subject to the technical direction of SBCTA's Project Manager. The term "Technical Direction" is defined to include, without limitation:
 - 1. Directions to CONSULTANT which redirect the Contract effort, shift work emphasis between work areas or tasks, require pursuit of certain lines of inquiry, fill in details or otherwise serve to accomplish the contractual Scope of Work.
 - 2. Provision of written information to CONSULTANT which assists in the interpretation of drawings, reports, or technical portions of the Scope of Work described herein.
 - 3. Review and, where required by the Contract, approval of technical reports, drawings, specifications and technical information to be delivered by CONSULTANT to SBCTA under the Contract.
 - 4. SBCTA may modify this Contract for certain administrative modifications without issuing a written amendment. Administrative modifications as defined herein are limited to: substitutions of personnel identified in this Contract, including Key Personnel and project personnel and subconsultants; modifications to hourly rates, classifications, and names of personnel in Exhibit B; and modifications of the address of the CONSULTANT. All administrative modifications shall be documented in writing between the Parties.

- B. Technical Direction must be within the Scope of Work under this Contract. SBCTA does not have the authority to, and may not, issue any Technical Direction which:
1. Increases or decreases the Scope of Work;
 2. Directs CONSULTANT to perform Work outside the original intent of the Scope of Work;
 3. In any manner causes an increase or decrease in the Contract price as identified in this Contract, or the time required for Contract performance;
 4. Changes any of the expressed terms, conditions or specifications of the Contract; unless identified herein;
 5. Interferes with the CONSULTANT's right to perform the terms and conditions of the Contract; or
 6. Approves any demand or claim for additional payment.
- C. Failure of CONSULTANT and SBCTA's Project Manager to agree that the Technical Direction is within the scope of the Contract, or a failure to agree upon the Contract action to be taken, shall be subject to the provisions of the "DISPUTES" Article herein.
- D. All Technical Direction shall be issued in writing by SBCTA's Project Manager.
- E. CONSULTANT shall proceed promptly with the performance of Technical Direction, in the manner prescribed by this Article and within their authority under the provisions of this Article. If, in the opinion of CONSULTANT, any instruction or direction by SBCTA falls within one of the categories defined in B.1. through B.6. of this Article, CONSULTANT shall not proceed but shall notify SBCTA in writing within five (5) working days after receipt of any such instruction or direction and shall request SBCTA to modify the Contract accordingly. Upon receiving the notification from the CONSULTANT, SBCTA's Project Manager shall:
1. Advise CONSULTANT in writing within thirty (30) calendar days after receipt of the CONSULTANT's letter that the Technical Direction is or is not within the scope of this Contract.
 2. Advise CONSULTANT within a reasonable time whether SBCTA will or will not issue a written amendment.
- F. There shall be no changes in CONSULTANT's Key Personnel as identified herein, without prior written approval by SBCTA's Project Manager.

ARTICLE XXXV. KEY PERSONNEL

The personnel specified below are considered to be essential to the Work being performed under this Contract. Prior to diverting any of the specified individuals to other projects, or reallocating any tasks or hours of Work that are the responsibility of key personnel to other personnel,

CONSULTANT shall notify SBCTA in writing and shall submit justifications (including proposed substitutions, resumes and payroll information to support any changes to the labor rate) in sufficient detail to permit evaluation of the impact on the Project. Diversion or reallocation of key personnel shall not be made without prior written consent of SBCTA's Project Manager. CONSULTANT shall not substitute any key personnel without the prior written consent of SBCTA's Project Manager. In the event that the Parties cannot agree as to the substitution of key personnel, SBCTA may terminate the Contract.

Key Personnel are:

Name	Job Classification/Function
Marc McIntyre, PE	Project Manager
Rey Nocon, PE, QSD	Quality Control Manager
Duff Joseph, PE	Technical Advisor
Hank Gentile, PE	Technical Advisor

ARTICLE XXXVI. REPRESENTATIONS

All Work supplied by CONSULTANT under this Contract shall be supplied by personnel who are qualified, careful, skilled, experienced and competent in their respective trades or professions. CONSULTANT agrees that they are supplying professional services, findings, and/or recommendations in the performance of this Contract and agrees with SBCTA that the same shall conform to professional and engineering and environmental principles and standards that are generally accepted in the profession in the State of California.

ARTICLE XXXVII. ADDITIONAL TERMINATION PROVISIONS

- A. In addition to the terms of Article VI, the following provisions apply to termination of the Contract.
- B. Termination for Convenience – SBCTA's Executive Director shall have the right at any time, with or without cause, to terminate further performance of Work by giving thirty (30) calendar days written notice to CONSULTANT specifying the date of termination. On the date of termination stated in said notice, CONSULTANT shall promptly discontinue performance of Work and shall preserve Work in progress and completed Work, pending SBCTA's instruction, and shall turn over such Work in accordance with SBCTA's instructions.
 - 1. CONSULTANT shall deliver to SBCTA all deliverables prepared by CONSULTANT or its subconsultants or furnished to CONSULTANT by SBCTA. Upon such delivery, CONSULTANT may then invoice SBCTA for payment in accordance with the terms of this Contract.

2. If CONSULTANT has fully and completely performed all obligations under this Contract up to the date of termination, CONSULTANT shall be entitled to receive from SBCTA as complete and full settlement for such termination a pro rata share of the Contract cost based upon the percentage of all contracted Work satisfactorily executed to the date of termination.
 3. CONSULTANT shall be entitled to receive the actual costs incurred by CONSULTANT to return CONSULTANT's tools and equipment, if any, to it or its suppliers' premises, or to turn over Work in progress in accordance with SBCTA's instructions plus the actual cost necessarily incurred in effecting the termination.
- C. Termination for Cause – In the event CONSULTANT shall file a petition in bankruptcy court, or shall make a general assignment for the benefit of its creditors, or if a petition in bankruptcy shall be filed against CONSULTANT or a receiver shall be appointed on account of its insolvency, or if CONSULTANT shall default in the performance of any express obligation to be performed by it under this Contract and shall fail to immediately correct (or if immediate correction is not possible, shall fail to commence and diligently continue action to correct) such default within ten (10) calendar days following written notice, SBCTA may, without prejudice to any other rights or remedies SBCTA may have, and in compliance with applicable Bankruptcy Laws: (a) hold in abeyance further payments to CONSULTANT; (b) stop any Work of CONSULTANT or its subconsultants related to such failure until such failure is remedied; and/or (c) terminate this Contract by written notice to CONSULTANT specifying the date of termination. In the event of such termination by SBCTA, SBCTA may take possession of the products and finished Work by whatever method SBCTA may deem expedient.
1. A waiver by SBCTA of one default of CONSULTANT shall not be considered to be a waiver of any subsequent default of CONSULTANT of the same or any other provision, nor be deemed to waive, amend, or modify this Contract.
 2. CONSULTANT shall deliver to SBCTA all finished and unfinished deliverables under this Contract prepared by CONSULTANT or its subconsultants or furnished to CONSULTANT by SBCTA within ten (10) working days of said notice.
- D. All claims for compensation or reimbursement of costs under any of the foregoing provisions shall be supported by documentation submitted to SBCTA, satisfactory in form and content to SBCTA and verified by SBCTA. In no event shall CONSULTANT be entitled to any payment for prospective profits or any damages because of such termination.

ARTICLE XXXVIII. OPTION TERMS

SBCTA at its sole discretion may extend the original term of the Contract by exercising up to (1) one year option term. The maximum term of this Contract, including the option term if exercised, will not exceed November 30, 2027.

ARTICLE XXXIX. ADDITIONAL PAYMENT TERMS.

A. STATEMENT WITH INVOICES.

CONSULTANT shall include a statement and release with each invoice, satisfactory to SBCTA, that CONSULTANT has fully performed the Work invoiced pursuant to this Contract for the period covered, that all information included with the invoice is true and correct, and that all payments to and claims of CONSULTANT and its subconsultants for Work during the period will be satisfied upon the making of such payment. SBCTA shall not be obligated to make payments to CONSULTANT until CONSULTANT furnishes such statement and release.

B. JUNE INVOICES.

The invoice for Work performed in the month of June shall be submitted by July 10th.

ARTICLE XL. TAXES, DUTIES AND FEES

Except to the extent expressly provided elsewhere in this Contract, CONSULTANT shall pay when due, and the compensation set forth herein shall be inclusive of all: a) local, municipal, state, and federal sales and use taxes; b) excise taxes; c) taxes on personal property owned by CONSULTANT; and d) other governmental fees and taxes or charges of whatever nature applicable to CONSULTANT to enable it to conduct business.

ARTICLE XLI. PERMITS AND LICENSES

CONSULTANT shall, without additional compensation, keep current all governmental permits, certificates and licenses (including professional licenses) and required registrations necessary for CONSULTANT to perform Work identified herein.

ARTICLE XLII. CONFLICT OF INTEREST CODE

CONSULTANT is obligated to fully disclose to SBCTA, in writing, any conflict of interest issues as soon as they are known to CONSULTANT. CONSULTANT agrees that CONSULTANT's staff designated by SBCTA's Executive Director as "Consultants" under the Political Reform Act and SBCTA's Conflict of Interest Code shall timely file Statements of Economic Interest with the SBCTA Clerk of the Board as required for the term of the Contract.

ARTICLE XLIII. NOTIFICATION

All notices hereunder and communications regarding the interpretation of the terms of this Contract and changes thereto, shall be effected by the mailing thereof by registered or certified mail, return receipt requested, postage prepaid, and addressed as follows:

To CONSULTANT	To SBCTA
2280 Market Street, Suite 300	1170 W. 3rd Street, 2nd Floor
Riverside, CA 92501	San Bernardino, CA 92410-1715
Attn: Marc McIntyre, PE	Attn: Henry Stultz
	cc: Procurement Manager
Phone: (951) 801-3681	Phone: (909) 884-8276

ARTICLE XLIV. STOP WORK ORDER

Upon failure of CONSULTANT or its subconsultants to comply with any of the requirements of this Contract, SBCTA shall have the right to stop any or all Work affected by such failure until such failure is remedied or to terminate this Contract in accordance with the "TERMINATION" provisions in Articles VI and XXXVII.

ARTICLE XLV. CLAIMS

SBCTA shall not be bound to any adjustments in the Contract amount or schedule unless expressly agreed to by SBCTA in writing. SBCTA shall not be liable to CONSULTANT for any claim asserted by CONSULTANT after final payment has been made under this Contract.

ARTICLE XLVI. ERRORS AND OMISSIONS

CONSULTANT shall be responsible for the professional quality, technical accuracy, and coordination of all Work required under this Contract. CONSULTANT shall be liable for SBCTA costs resulting from errors or deficiencies in Work furnished under this Contract, including but not limited to any fines, penalties, damages, and costs associated with a modification to a construction contract required because of an error or deficiency in the Work provided by CONSULTANT under this Contract.

ARTICLE XLVII. WARRANTY

CONSULTANT warrants that all Work performed shall be in accordance with the Contract and all applicable professional standards. In the event of a breach of this provision, CONSULTANT shall take the necessary actions to correct the breach at CONSULTANT's sole expense. If CONSULTANT does not take the necessary action to correct the breach, SBCTA, without waiving any other rights or remedies it may have, may take the necessary steps to correct the breach, and CONSULTANT shall promptly reimburse SBCTA for all expenses and costs incurred.

ARTICLE XLVIII. INDEPENDENT CONTRACTOR

CONSULTANT is and shall be at all times an independent contractor. Accordingly, all Work provided by CONSULTANT shall be done and performed by CONSULTANT under the sole supervision, direction and control of CONSULTANT. SBCTA shall rely on CONSULTANT for results only, and shall have no right at any time to direct or supervise CONSULTANT or CONSULTANT's employees in the performance of Work or as to the manner, means and methods by which Work is performed. All personnel furnished by CONSULTANT under this Contract and all representatives of CONSULTANT shall be and remain the employees or agents of

CONSULTANT or of CONSULTANT's subconsultant(s) at all times, and shall not at any time or for any purpose whatsoever be considered employees or agents of SBCTA.

ARTICLE XLIX. ATTORNEYS' FEES

If any legal action is instituted to enforce or declare any Party's rights under the Contract, each Party, including the prevailing Party, must bear its own costs and attorneys' fees. This Article shall not apply to those costs and attorneys' fees directly arising from any third party legal action against a Party hereto and payable under the "Indemnity" provision of the Contract.

ARTICLE L. GOVERNING LAW AND VENUE

This Contract shall be subject to the law and jurisdiction of the State of California. The Parties acknowledge and agree that this Contract was entered into and intended to be performed in whole or substantial part in San Bernardino County, California. The Parties agree that the venue for any action or claim brought by any Party to this Contract will be the Superior Court of California, San Bernardino County. Each Party hereby waives any law or rule of court which would allow them to request or demand a change of venue. If any action or claim concerning this Contract is brought by any third party, the Parties hereto agree to use their best efforts to obtain a change of venue to the Superior Court of California, San Bernardino County.

ARTICLE LI. FEDERAL, STATE AND LOCAL LAWS

CONSULTANT warrants that in the performance of this Contract, it shall comply with all applicable federal, state and local laws, ordinances, rules and regulations.

ARTICLE LII. PRECEDENCE

- A. The Contract consists of the Contract Articles, Exhibit A "Scope of Work," Exhibit B "CONSULTANT's Approved Cost Proposal," SBCTA's Request For Proposals and CONSULTANT's Proposal, all of which are incorporated into this Contract by this reference.
- B. The following order of precedence shall apply: first, the Contract Articles, second, Exhibits A and B; third, SBCTA's Request For Proposals; and last, CONSULTANT's Proposal.
- C. In the event of an express conflict between the documents listed in this Article, or between any other documents which are a part of the Contract, CONSULTANT shall notify SBCTA in writing within three (3) business days of its discovery of the conflict and shall comply with SBCTA's resolution of the conflict.

ARTICLE LIII. GRATUITIES

CONSULTANT, its employees, agents, or representatives shall not offer or give to any officer, official, agent or employee of SBCTA any gift, entertainment, payment, loan, or other gratuity.

ARTICLE LIV. REVIEW AND ACCEPTANCE

All Work performed by CONSULTANT shall be subject to periodic review and approval by SBCTA at any and all places where such performance may be carried on. Failure of SBCTA to make such review or to discover defective work shall not prejudice the rights of SBCTA at the time of final acceptance. All Work performed by CONSULTANT shall be subject to periodic and final review and acceptance by SBCTA upon completion of all Work.

ARTICLE LV. DRUG FREE WORKPLACE

CONSULTANT agrees to comply with the Drug-Free Workplace Act of 1990 (Government Code Section 8350 et seq.).

ARTICLE LVI. FORCE MAJEURE

CONSULTANT shall not be in default under this Contract in the event that the Work performed by CONSULTANT is temporarily interrupted or discontinued for any of the following reasons: riots, wars, sabotage, acts of terrorism, civil disturbances, insurrection, explosion, pandemics, quarantines, acts of God, acts of government or governmental restraint, and natural disasters such as floods, earthquakes, landslides, and fires, or other catastrophic events which are beyond the reasonable control of CONSULTANT and which CONSULTANT could not reasonably be expected to have prevented or controlled. "Other catastrophic events" does not include the financial inability of CONSULTANT to perform or failure of CONSULTANT to obtain either any necessary permits or licenses from other governmental agencies or the right to use the facilities of any public utility where such failure is due solely to the acts or omissions of CONSULTANT.

ARTICLE LVII. COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT

CONSULTANT shall comply with all applicable provisions of the Americans With Disabilities Act (42 U.S.C. § 12101 et seq.) in performing Work under this Contract.

ARTICLE LVIII. CLEAN AIR

CONSULTANT shall comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. §§ 7401 et seq. and the Federal Water Pollution Control Act (33 U.S.C. 1251-1387) as amended. CONSULTANT shall report each violation to SBCTA, who will in turn report each violation as required to assure notification to the Federal Awarding Agency and the appropriate EPA Regional Office. CONSULTANT agrees to include this requirement in all of its subcontracts which exceed \$100,000.

ARTICLE LIX. ENTIRE DOCUMENT

- A. This Contract constitutes the sole and only agreement governing the Work and supersedes any prior understandings, written or oral, between the Parties respecting the Project. All previous proposals, offers and other communications, written or oral, relative to this Contract, are superseded except to the extent that they have been expressly incorporated into this Contract.

- B. No agent, official, employee or representative of SBCTA has any authority to bind SBCTA to any affirmation, representation or warranty outside of, or in conflict with, the stated terms of this Contract, and CONSULTANT hereby stipulates that it has not relied, and will not rely, on same.
- C. Both Parties have been represented or had the full opportunity to be represented by legal counsel of their own choosing in the negotiation and preparation of this Contract. Therefore, the language in all parts of this Contract will be construed, in all cases, according to its fair meaning, and not for or against either Party.

ARTICLE LX. CONTRACT

The two Parties to this Contract, who are the CONSULTANT and SBCTA, hereby agree that this Contract constitutes the entire agreement which is made and concluded in duplicate between the two Parties. Both of these Parties for and in consideration of the payments to be made, conditions mentioned, and Work to be performed, each agree to diligently perform in accordance with the terms and conditions of this Contract as evidenced by the signatures below.

-----*SIGNATURES ARE ON THE FOLLOWING PAGE*-----

IN WITNESS WHEREOF, the Parties hereto have executed this Contract on the day and year written below.

**KLEINFELDER CONSTRUCTION
SERVICES, INC.**

**SAN BERNARDINO COUNTY
TRANSPORTATION AUTHORITY**

By: _____
Marc McIntyre, PE
Vice President/Area Manager

Date: _____

By: _____
Curt Hagman
President, Board of Directors

Date: _____

APPROVED AS TO FORM

By: _____
Juanda Daniel
Assistant General Counsel

CONCURRENCE

By: _____
Jeffery Hill
Procurement Manager

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

Note: Mark-ups are Not Allowed

Prime Consultant Kleinfelder Construction Services, Inc. Contract No. RFP22-1002663 Date 10/29/2021

ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111

Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH) 42.66% (= 0% if Included in OH) 65.16% 107.82%
FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Marc McIntyre, PE Project Manager	\$280.40	\$280.40	\$280.40	9/2/2021	6/30/2022	\$122.66		
	\$294.42	\$294.42	\$294.42	7/1/2022	6/30/2023	\$128.79	5.00%	
	\$309.14	\$309.14	\$309.14	7/1/2023	6/29/2024	\$135.23	5.00%	
	\$324.60	\$324.60	\$324.60	6/30/2024	6/29/2025	\$141.99	5.00%	
	\$340.83	\$340.83	\$340.83	6/30/2025	6/29/2026	\$149.09	5.00%	
	\$357.87	\$357.87	\$357.87	6/30/2026	6/29/2027	\$156.55	5.00%	
Rey Nocon, PE, QSD Quality Control Manager	\$262.50	\$262.50	\$262.50	9/2/2021	6/30/2022	\$114.83		
	\$275.63	\$275.63	\$275.63	7/1/2022	6/30/2023	\$120.57	5.00%	
	\$289.41	\$289.41	\$289.41	7/1/2023	6/29/2024	\$126.60	5.00%	
	\$303.88	\$303.88	\$303.88	6/30/2024	6/29/2025	\$132.93	5.00%	
	\$319.07	\$319.07	\$319.07	6/30/2025	6/29/2026	\$139.58	5.00%	
	\$335.03	\$335.03	\$335.03	6/30/2026	6/29/2027	\$146.56	5.00%	
Duff Joseph, PE Technical Advisor, Estimator	\$222.00	\$222.00	\$222.00	9/2/2021	6/30/2022	\$97.11		
	\$233.10	\$233.10	\$233.10	7/1/2022	6/30/2023	\$101.97	5.00%	
	\$244.75	\$244.75	\$244.75	7/1/2023	6/29/2024	\$107.06	5.00%	
	\$256.99	\$256.99	\$256.99	6/30/2024	6/29/2025	\$112.42	5.00%	
	\$269.84	\$269.84	\$269.84	6/30/2025	6/29/2026	\$118.04	5.00%	
	\$283.33	\$283.33	\$283.33	6/30/2026	6/29/2027	\$123.94	5.00%	
Hank Gentile, PE Technical Advisor	\$236.10	\$236.10	\$236.10	9/2/2021	6/30/2022	\$103.28		
	\$247.91	\$247.91	\$247.91	7/1/2022	6/30/2023	\$108.44	5.00%	
	\$260.30	\$260.30	\$260.30	7/1/2023	6/29/2024	\$113.87	5.00%	
	\$273.32	\$273.32	\$273.32	6/30/2024	6/29/2025	\$119.56	5.00%	
	\$286.98	\$286.98	\$286.98	6/30/2025	6/29/2026	\$125.54	5.00%	
	\$301.33	\$301.33	\$301.33	6/30/2026	6/29/2027	\$131.81	5.00%	
Mark Plotnikiewicz, PE, QSD Structures Representative, Scheduler	\$202.13	\$202.13	\$202.13	9/2/2021	6/30/2022	\$88.42		
	\$212.24	\$212.24	\$212.24	7/1/2022	6/30/2023	\$92.84	5.00%	

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2)**SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)**

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Prime Consultant

Kleinfelder Construction Services, Inc.Contract No. RFP22-1002663Date 10/29/2021ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH)

42.66% (= 0% if Included in OH)

65.16%

107.82%

FEE % =

10.00%

BILLING INFORMATION**CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Exempt	\$222.85	\$222.85	\$222.85	7/1/2023	6/29/2024	\$97.48	5.00%	
	\$233.99	\$233.99	\$233.99	6/30/2024	6/29/2025	\$102.36	5.00%	
	\$245.69	\$245.69	\$245.69	6/30/2025	6/29/2026	\$107.48	5.00%	
	\$257.97	\$257.97	\$257.97	6/30/2026	6/29/2027	\$112.85	5.00%	
Ben Rhode, PE, QSD Resident Engineer	\$159.29	\$159.29	\$159.29	9/2/2021	6/30/2022	\$69.68		
	\$167.25	\$167.25	\$167.25	7/1/2022	6/30/2023	\$73.16	5.00%	
	\$175.62	\$175.62	\$175.62	7/1/2023	6/29/2024	\$76.82	5.00%	
	\$184.40	\$184.40	\$184.40	6/30/2024	6/29/2025	\$80.66	5.00%	
	\$193.62	\$193.62	\$193.62	6/30/2025	6/29/2026	\$84.70	5.00%	
Exempt	\$203.30	\$203.30	\$203.30	6/30/2026	6/29/2027	\$88.93	5.00%	
KC Schaeffer, EIT Office Engineer	\$177.99	\$177.99	\$177.99	9/2/2021	6/30/2022	\$77.86		
	\$186.89	\$186.89	\$186.89	7/1/2022	6/30/2023	\$81.75	5.00%	
	\$196.23	\$196.23	\$196.23	7/1/2023	6/29/2024	\$85.84	5.00%	
	\$206.05	\$206.05	\$206.05	6/30/2024	6/29/2025	\$90.13	5.00%	
	\$216.35	\$216.35	\$216.35	6/30/2025	6/29/2026	\$94.64	5.00%	
Exempt	\$227.16	\$227.16	\$227.16	6/30/2026	6/29/2027	\$99.37	5.00%	
Hassan Mustafa, PE, QSD Resident Engineer	\$204.64	\$204.64	\$204.64	9/2/2021	6/30/2022	\$89.52		
	\$214.88	\$214.88	\$214.88	7/1/2022	6/30/2023	\$94.00	5.00%	
	\$225.62	\$225.62	\$225.62	7/1/2023	6/29/2024	\$98.70	5.00%	
	\$236.90	\$236.90	\$236.90	6/30/2024	6/29/2025	\$103.63	5.00%	
	\$248.75	\$248.75	\$248.75	6/30/2025	6/29/2026	\$108.81	5.00%	
Exempt	\$261.18	\$261.18	\$261.18	6/30/2026	6/29/2027	\$114.25	5.00%	
Greg Gomez, PE, QSP Resident Engineer	\$183.11	\$183.11	\$183.11	9/2/2021	6/30/2022	\$80.10		
	\$192.27	\$192.27	\$192.27	7/1/2022	6/30/2023	\$84.11	5.00%	
	\$201.88	\$201.88	\$201.88	7/1/2023	6/29/2024	\$88.31	5.00%	
	\$211.97	\$211.97	\$211.97	6/30/2024	6/29/2025	\$92.73	5.00%	

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

Note: Mark-ups are Not Allowed
Prime Consultant Kleinfelder Construction Services, Inc. Contract No. RFP22-1002663 Date 10/29/2021
ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111
Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH) 42.66% (= 0% if Included in OH) 65.16% 107.82%
FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Exempt	\$222.57	\$222.57	\$222.57	6/30/2025	6/29/2026	\$97.36	5.00%	
	\$233.70	\$233.70	\$233.70	6/30/2026	6/29/2027	\$102.23	5.00%	
Amanda Olgiersson, PE Resident Engineer	\$158.90	\$158.90	\$158.90	9/2/2021	6/30/2022	\$69.51		
	\$166.85	\$166.85	\$166.85	7/1/2022	6/30/2023	\$72.99	5.00%	
	\$175.19	\$175.19	\$175.19	7/1/2023	6/29/2024	\$76.63	5.00%	
	\$183.95	\$183.95	\$183.95	6/30/2024	6/29/2025	\$80.47	5.00%	
	\$193.15	\$193.15	\$193.15	6/30/2025	6/29/2026	\$84.49	5.00%	
Exempt	\$202.80	\$202.80	\$202.80	6/30/2026	6/29/2027	\$88.71	5.00%	

Kleinfelder Construction Services, Inc- SBCTA RFP 22-1002663 Team Cost Proposal

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

Kleinfelder Construction Services, Inc.

Contract No. RFP22-1002663

Date 10/29/2021

ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111

Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		42.66% (= 0% if Included in OH)		65.16%		107.82%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Joe Blanda, PE, QSD Resident Engineer	\$161.21	\$161.21	\$161.21	9/2/2021	6/30/2022	\$70.52		
	\$169.27	\$169.27	\$169.27	7/1/2022	6/30/2023	\$74.05	5.00%	
	\$177.73	\$177.73	\$177.73	7/1/2023	6/29/2024	\$77.75	5.00%	
	\$186.62	\$186.62	\$186.62	6/30/2024	6/29/2025	\$81.64	5.00%	
	\$195.95	\$195.95	\$195.95	6/30/2025	6/29/2026	\$85.72	5.00%	
	\$205.75	\$205.75	\$205.75	6/30/2026	6/29/2027	\$90.00	5.00%	
Keith Young, PE Resident Engineer	\$202.77	\$202.77	\$202.77	9/2/2021	6/30/2022	\$88.70		
	\$212.91	\$212.91	\$212.91	7/1/2022	6/30/2023	\$93.14	5.00%	
	\$223.55	\$223.55	\$223.55	7/1/2023	6/29/2024	\$97.79	5.00%	
	\$234.73	\$234.73	\$234.73	6/30/2024	6/29/2025	\$102.68	5.00%	
	\$246.47	\$246.47	\$246.47	6/30/2025	6/29/2026	\$107.82	5.00%	
	\$258.79	\$258.79	\$258.79	6/30/2026	6/29/2027	\$113.21	5.00%	
Dave Zaroni, PE, QSD Resident Engineer/Structures Representative	\$178.68	\$178.68	\$178.68	9/2/2021	6/30/2022	\$78.16		
	\$187.61	\$187.61	\$187.61	7/1/2022	6/30/2023	\$82.07	5.00%	
	\$196.99	\$196.99	\$196.99	7/1/2023	6/29/2024	\$86.17	5.00%	
	\$206.84	\$206.84	\$206.84	6/30/2024	6/29/2025	\$90.48	5.00%	
	\$217.18	\$217.18	\$217.18	6/30/2025	6/29/2026	\$95.00	5.00%	
	\$228.04	\$228.04	\$228.04	6/30/2026	6/29/2027	\$99.75	5.00%	
Nick Manchev, PE Resident Engineer/Structures Representative	\$230.80	\$230.80	\$230.80	9/2/2021	6/30/2022	\$100.96		
	\$242.34	\$242.34	\$242.34	7/1/2022	6/30/2023	\$106.01	5.00%	
	\$254.45	\$254.45	\$254.45	7/1/2023	6/29/2024	\$111.31	5.00%	
	\$267.18	\$267.18	\$267.18	6/30/2024	6/29/2025	\$116.87	5.00%	
	\$280.53	\$280.53	\$280.53	6/30/2025	6/29/2026	\$122.72	5.00%	
	\$294.56	\$294.56	\$294.56	6/30/2026	6/29/2027	\$128.85	5.00%	
Chris MacPherson, PE, QSD Resident Engineer/Office Engineer	\$139.61	\$139.61	\$139.61	9/2/2021	6/30/2022	\$61.07		
	\$146.59	\$146.59	\$146.59	7/1/2022	6/30/2023	\$64.12	5.00%	

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

Note: Mark-ups are Not Allowed

Prime Consultant

Kleinfelder Construction Services, Inc.

Contract No. RFP22-1002663

Date 10/29/2021

ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111

Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		42.66% (= 0% if Included in OH)		65.16%		107.82%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Exempt	\$153.92	\$153.92	\$153.92	7/1/2023	6/29/2024	\$67.33	5.00%	
	\$161.61	\$161.61	\$161.61	6/30/2024	6/29/2025	\$70.70	5.00%	
	\$169.69	\$169.69	\$169.69	6/30/2025	6/29/2026	\$74.23	5.00%	
	\$178.18	\$178.18	\$178.18	6/30/2026	6/29/2027	\$77.94	5.00%	
Leia Cabrera, PE, QSD Assistant Resident Engineer	\$147.88	\$147.88	\$147.88	9/2/2021	6/30/2022	\$64.69		
	\$155.28	\$155.28	\$155.28	7/1/2022	6/30/2023	\$67.92	5.00%	
	\$163.04	\$163.04	\$163.04	7/1/2023	6/29/2024	\$71.32	5.00%	
	\$171.19	\$171.19	\$171.19	6/30/2024	6/29/2025	\$74.89	5.00%	
	\$179.75	\$179.75	\$179.75	6/30/2025	6/29/2026	\$78.63	5.00%	
Exempt	\$188.74	\$188.74	\$188.74	6/30/2026	6/29/2027	\$82.56	5.00%	
Scott Maloney, CCM Assistant Resident Engineer	\$185.49	\$185.49	\$185.49	9/2/2021	6/30/2022	\$81.14		
	\$194.76	\$194.76	\$194.76	7/1/2022	6/30/2023	\$85.20	5.00%	
	\$204.50	\$204.50	\$204.50	7/1/2023	6/29/2024	\$89.46	5.00%	
	\$214.73	\$214.73	\$214.73	6/30/2024	6/29/2025	\$93.93	5.00%	
	\$225.46	\$225.46	\$225.46	6/30/2025	6/29/2026	\$98.63	5.00%	
Exempt	\$236.73	\$236.73	\$236.73	6/30/2026	6/29/2027	\$103.56	5.00%	
Greg McClendon, QSP Assistant Resident Engineer/Roadway-Civil Inspector	\$155.40	\$233.11	\$310.81	9/2/2021	6/30/2022	\$67.98		
	\$163.17	\$244.76	\$326.35	7/1/2022	6/30/2023	\$71.38	5.00%	
	\$171.33	\$257.00	\$342.67	7/1/2023	6/29/2024	\$74.95	5.00%	
	\$179.90	\$269.85	\$359.80	6/30/2024	6/29/2025	\$78.70	5.00%	
	\$188.89	\$283.34	\$377.79	6/30/2025	6/29/2026	\$82.63	5.00%	
Non-Exempt	\$198.34	\$297.51	\$396.68	6/30/2026	6/29/2027	\$86.76	5.00%	
Jim Dermody, PE Structures Representative	\$154.58	\$154.58	\$154.58	9/2/2021	6/30/2022	\$67.62		
	\$162.31	\$162.31	\$162.31	7/1/2022	6/30/2023	\$71.00	5.00%	
	\$170.43	\$170.43	\$170.43	7/1/2023	6/29/2024	\$74.55	5.00%	
	\$178.95	\$178.95	\$178.95	6/30/2024	6/29/2025	\$78.28	5.00%	

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

Note: Mark-ups are Not Allowed
Prime Consultant Kleinfelder Construction Services, Inc. Contract No. RFP22-1002663 Date 10/29/2021
ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111
Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH) 42.66% (= 0% if Included in OH) 65.16% 107.82%
FEE % = 10.00%

BILLING INFORMATION CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Exempt	\$187.89	\$187.89	\$187.89	6/30/2025	6/29/2026	\$82.19	5.00%	
	\$197.29	\$197.29	\$197.29	6/30/2026	6/29/2027	\$86.30	5.00%	
Cliff Clermont, PE, QSD Office Engineer	\$156.43	\$156.43	\$156.43	9/2/2021	6/30/2022	\$68.43		
	\$164.25	\$164.25	\$164.25	7/1/2022	6/30/2023	\$71.85	5.00%	
	\$172.47	\$172.47	\$172.47	7/1/2023	6/29/2024	\$75.44	5.00%	
	\$181.09	\$181.09	\$181.09	6/30/2024	6/29/2025	\$79.22	5.00%	
	\$190.14	\$190.14	\$190.14	6/30/2025	6/29/2026	\$83.18	5.00%	
Exempt	\$199.65	\$199.65	\$199.65	6/30/2026	6/29/2027	\$87.34	5.00%	

Kleinfelder Construction Services, Inc- SBCTA RFP 22-1002663 Team Cost Proposal
10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

Kleinfelder Construction Services, Inc.

Contract No. RFP22-1002663

Date 10/29/2021

ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111

Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		42.66% (= 0% if Included in OH)		65.16%		107.82%
						FEE % = 10.00%

BILLING INFORMATION
CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Christian Magallon Office Engineer	\$99.76	\$99.76	\$99.76	9/2/2021	6/30/2022	\$43.64		
	\$104.75	\$104.75	\$104.75	7/1/2022	6/30/2023	\$45.82	5.00%	
	\$109.99	\$109.99	\$109.99	7/1/2023	6/29/2024	\$48.11	5.00%	
	\$115.49	\$115.49	\$115.49	6/30/2024	6/29/2025	\$50.52	5.00%	
	\$121.26	\$121.26	\$121.26	6/30/2025	6/29/2026	\$53.04	5.00%	
Exempt	\$127.32	\$127.32	\$127.32	6/30/2026	6/29/2027	\$55.70	5.00%	
Tu Nguyen Office Engineer	\$78.30	\$117.44	\$156.59	9/2/2021	6/30/2022	\$34.25		
	\$82.21	\$123.32	\$164.42	7/1/2022	6/30/2023	\$35.96	5.00%	
	\$86.32	\$129.48	\$172.64	7/1/2023	6/29/2024	\$37.76	5.00%	
	\$90.64	\$135.96	\$181.28	6/30/2024	6/29/2025	\$39.65	5.00%	
	\$95.17	\$142.75	\$190.34	6/30/2025	6/29/2026	\$41.63	5.00%	
Non-Exempt	\$99.93	\$149.89	\$199.86	6/30/2026	6/29/2027	\$43.71	5.00%	
Lauren Henry Office Engineer/Administrative	\$77.61	\$116.42	\$155.22	9/2/2021	6/30/2022	\$33.95		
	\$81.49	\$122.24	\$162.98	7/1/2022	6/30/2023	\$35.65	5.00%	
	\$85.57	\$128.35	\$171.13	7/1/2023	6/29/2024	\$37.43	5.00%	
	\$89.84	\$134.77	\$179.69	6/30/2024	6/29/2025	\$39.30	5.00%	
	\$94.34	\$141.50	\$188.67	6/30/2025	6/29/2026	\$41.27	5.00%	
Non-Exempt	\$99.05	\$148.58	\$198.11	6/30/2026	6/29/2027	\$43.33	5.00%	
Ben Godfrey Roadway Inspector- Non PW	\$144.68	\$217.02	\$289.36	9/2/2021	6/30/2022	\$63.29		
	\$151.92	\$227.87	\$303.83	7/1/2022	6/30/2023	\$66.45	5.00%	
	\$159.51	\$239.27	\$319.02	7/1/2023	6/29/2024	\$69.78	5.00%	
	\$167.49	\$251.23	\$334.98	6/30/2024	6/29/2025	\$73.27	5.00%	
	\$175.86	\$263.79	\$351.72	6/30/2025	6/29/2026	\$76.93	5.00%	
Non-Exempt	\$184.66	\$276.98	\$369.31	6/30/2026	6/29/2027	\$80.78	5.00%	
Danny Lima Roadway Inspector- Non PW	\$143.56	\$215.34	\$287.12	9/2/2021	6/30/2022	\$62.80		
	\$150.74	\$226.11	\$301.48	7/1/2022	6/30/2023	\$65.94	5.00%	

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2)**SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)**

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Prime Consultant

Kleinfelder Construction Services, Inc.Contract No. RFP22-1002663Date 10/29/2021ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH)

42.66% (= 0% if Included in OH)

65.16%

107.82%

FEE % =

10.00%

BILLING INFORMATION**CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt	\$158.28	\$237.42	\$316.55	7/1/2023	6/29/2024	\$69.24	5.00%	
	\$166.19	\$249.29	\$332.38	6/30/2024	6/29/2025	\$72.70	5.00%	
	\$174.50	\$261.75	\$349.00	6/30/2025	6/29/2026	\$76.33	5.00%	
	\$183.23	\$274.84	\$366.45	6/30/2026	6/29/2027	\$80.15	5.00%	
Del Harman	\$149.85	\$224.77	\$299.70	9/2/2021	6/30/2022	\$65.55		
Roadway Inspector- Non PW	\$157.34	\$236.01	\$314.68	7/1/2022	6/30/2023	\$68.83	5.00%	
Non-Exempt	\$165.21	\$247.81	\$330.42	7/1/2023	6/29/2024	\$72.27	5.00%	
	\$173.47	\$260.20	\$346.94	6/30/2024	6/29/2025	\$75.88	5.00%	
	\$182.14	\$273.21	\$364.28	6/30/2025	6/29/2026	\$79.68	5.00%	
	\$191.25	\$286.87	\$382.50	6/30/2026	6/29/2027	\$83.66	5.00%	
Dennis McCollum	\$173.07	\$259.61	\$346.15	9/2/2021	6/30/2022	\$75.71		
Roadway Inspector- Non PW	\$181.73	\$272.59	\$363.46	7/1/2022	6/30/2023	\$79.50	5.00%	
Non-Exempt	\$190.81	\$286.22	\$381.63	7/1/2023	6/29/2024	\$83.47	5.00%	
	\$200.36	\$300.53	\$400.71	6/30/2024	6/29/2025	\$87.64	5.00%	
	\$210.37	\$315.56	\$420.75	6/30/2025	6/29/2026	\$92.03	5.00%	
	\$220.89	\$331.34	\$441.78	6/30/2026	6/29/2027	\$96.63	5.00%	
Derick London	\$147.17	\$220.76	\$294.35	9/2/2021	6/30/2022	\$64.38		
Roadway Inspector- Non PW	\$154.53	\$231.80	\$309.07	7/1/2022	6/30/2023	\$67.60	5.00%	
Non-Exempt	\$162.26	\$243.39	\$324.52	7/1/2023	6/29/2024	\$70.98	5.00%	
	\$170.37	\$255.56	\$340.74	6/30/2024	6/29/2025	\$74.53	5.00%	
	\$178.89	\$268.34	\$357.78	6/30/2025	6/29/2026	\$78.25	5.00%	
	\$187.84	\$281.75	\$375.67	6/30/2026	6/29/2027	\$82.17	5.00%	
Harry Herman Jr., PE	\$163.63	\$245.45	\$327.27	9/2/2021	6/30/2022	\$71.58		
Roadway/Civil Inspector Non-PW	\$171.81	\$257.72	\$343.63	7/1/2022	6/30/2023	\$75.16	5.00%	
Non-Exempt	\$180.41	\$270.61	\$360.81	7/1/2023	6/29/2024	\$78.92	5.00%	
	\$189.43	\$284.14	\$378.85	6/30/2024	6/29/2025	\$82.86	5.00%	

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

Note: Mark-ups are Not Allowed
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Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH) 42.66% (= 0% if Included in OH) 65.16% 107.82%
FEE % = 10.00%

BILLING INFORMATION CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt	\$198.90	\$298.35	\$397.79	6/30/2025	6/29/2026	\$87.01	5.00%	
	\$208.84	\$313.26	\$417.68	6/30/2026	6/29/2027	\$91.36	5.00%	
Jim Urbina Roadway Inspector- Non PW	\$149.69	\$224.53	\$299.38	9/2/2021	6/30/2022	\$65.48		
	\$157.17	\$235.76	\$314.35	7/1/2022	6/30/2023	\$68.75	5.00%	
	\$165.03	\$247.55	\$330.06	7/1/2023	6/29/2024	\$72.19	5.00%	
	\$173.28	\$259.92	\$346.57	6/30/2024	6/29/2025	\$75.80	5.00%	
	\$181.95	\$272.92	\$363.89	6/30/2025	6/29/2026	\$79.59	5.00%	
Non-Exempt	\$191.04	\$286.57	\$382.09	6/30/2026	6/29/2027	\$83.57	5.00%	

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2)**SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)**

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Prime Consultant

Kleinfelder Construction Services, Inc.Contract No. RFP22-1002663Date 10/29/2021ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH)

42.66% (= 0% if Included in OH)

65.16%

107.82%

FEE % =

10.00%

BILLING INFORMATION**CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Joe Axtell	\$141.28	\$211.91	\$282.55	9/2/2021	6/30/2022	\$61.80		
Roadway Inspector- Non PW	\$148.34	\$222.51	\$296.68	7/1/2022	6/30/2023	\$64.89	5.00%	
	\$155.76	\$233.64	\$311.51	7/1/2023	6/29/2024	\$68.13	5.00%	
	\$163.54	\$245.32	\$327.09	6/30/2024	6/29/2025	\$71.54	5.00%	
	\$171.72	\$257.58	\$343.44	6/30/2025	6/29/2026	\$75.12	5.00%	
Non-Exempt	\$180.31	\$270.46	\$360.62	6/30/2026	6/29/2027	\$78.87	5.00%	
Shawn Stewart	\$150.90	\$226.35	\$301.80	9/2/2021	6/30/2022	\$66.01		
Roadway Inspector- Non PW	\$158.45	\$237.67	\$316.89	7/1/2022	6/30/2023	\$69.31	5.00%	
	\$166.37	\$249.55	\$332.73	7/1/2023	6/29/2024	\$72.78	5.00%	
	\$174.69	\$262.03	\$349.37	6/30/2024	6/29/2025	\$76.41	5.00%	
	\$183.42	\$275.13	\$366.84	6/30/2025	6/29/2026	\$80.24	5.00%	
Non-Exempt	\$192.59	\$288.89	\$385.18	6/30/2026	6/29/2027	\$84.25	5.00%	
Timothy Loveridge	\$152.98	\$229.47	\$305.96	9/2/2021	6/30/2022	\$66.92		
Roadway Inspector- Non PW	\$160.63	\$240.94	\$321.26	7/1/2022	6/30/2023	\$70.27	5.00%	
	\$168.66	\$252.99	\$337.32	7/1/2023	6/29/2024	\$73.78	5.00%	
	\$177.09	\$265.64	\$354.19	6/30/2024	6/29/2025	\$77.47	5.00%	
	\$185.95	\$278.92	\$371.90	6/30/2025	6/29/2026	\$81.34	5.00%	
Non-Exempt	\$195.25	\$292.87	\$390.49	6/30/2026	6/29/2027	\$85.41	5.00%	
Bob Frazer	\$156.11	\$234.17	\$312.22	9/2/2021	6/30/2022	\$68.29		
Roadway Inspector- Non PW	\$163.92	\$245.88	\$327.84	7/1/2022	6/30/2023	\$71.70	5.00%	
	\$172.11	\$258.17	\$344.23	7/1/2023	6/29/2024	\$75.29	5.00%	
	\$180.72	\$271.08	\$361.44	6/30/2024	6/29/2025	\$79.05	5.00%	
	\$189.76	\$284.63	\$379.51	6/30/2025	6/29/2026	\$83.01	5.00%	
Non-Exempt	\$199.24	\$298.86	\$398.49	6/30/2026	6/29/2027	\$87.16	5.00%	
Frank Sostrom	\$155.91	\$233.86	\$311.81	9/2/2021	6/30/2022	\$68.20		
Roadway Inspector/Structures Inspector- Non PW	\$163.70	\$245.55	\$327.40	7/1/2022	6/30/2023	\$71.61	5.00%	

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

Note: Mark-ups are Not Allowed

Prime Consultant

Kleinfelder Construction Services, Inc.

Contract No. RFP22-1002663

Date 10/29/2021

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Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		42.66% (= 0% if Included in OH)		65.16%		107.82%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt	\$171.89	\$257.83	\$343.77	7/1/2023	6/29/2024	\$75.19	5.00%	
	\$180.48	\$270.72	\$360.96	6/30/2024	6/29/2025	\$78.95	5.00%	
	\$189.51	\$284.26	\$379.01	6/30/2025	6/29/2026	\$82.90	5.00%	
	\$198.98	\$298.47	\$397.96	6/30/2026	6/29/2027	\$87.04	5.00%	
Stevie B Holloway Jr Roadway/Civil/Structures Inspector Non-PW	\$109.73	\$164.59	\$219.46	9/2/2021	6/30/2022	\$48.00		
	\$115.22	\$172.82	\$230.43	7/1/2022	6/30/2023	\$50.40	5.00%	
	\$120.98	\$181.46	\$241.95	7/1/2023	6/29/2024	\$52.92	5.00%	
	\$127.02	\$190.54	\$254.05	6/30/2024	6/29/2025	\$55.57	5.00%	
	\$133.38	\$200.06	\$266.75	6/30/2025	6/29/2026	\$58.34	5.00%	
	\$140.05	\$210.07	\$280.09	6/30/2026	6/29/2027	\$61.26	5.00%	
Non-Exempt Anthony Nixon Roadway/Structures Inspector Non-PW	\$167.68	\$251.52	\$335.36	9/2/2021	6/30/2022	\$73.35		
	\$176.06	\$264.10	\$352.13	7/1/2022	6/30/2023	\$77.02	5.00%	
	\$184.87	\$277.30	\$369.73	7/1/2023	6/29/2024	\$80.87	5.00%	
	\$194.11	\$291.17	\$388.22	6/30/2024	6/29/2025	\$84.91	5.00%	
	\$203.82	\$305.72	\$407.63	6/30/2025	6/29/2026	\$89.16	5.00%	
	\$214.01	\$321.01	\$428.01	6/30/2026	6/29/2027	\$93.62	5.00%	
Daniel Fong Roadway/Civil/Structures Inspector Non-PW	\$154.28	\$154.28	\$154.28	9/2/2021	6/30/2022	\$67.49		
	\$162.00	\$162.00	\$162.00	7/1/2022	6/30/2023	\$70.86	5.00%	
	\$170.10	\$170.10	\$170.10	7/1/2023	6/29/2024	\$74.41	5.00%	
	\$178.60	\$178.60	\$178.60	6/30/2024	6/29/2025	\$78.13	5.00%	
	\$187.53	\$187.53	\$187.53	6/30/2025	6/29/2026	\$82.03	5.00%	
	\$196.91	\$196.91	\$196.91	6/30/2026	6/29/2027	\$86.14	5.00%	
Exempt Matt Burris, EIT Roadway/Civil/Structures Inspector Non-PW	\$156.50	\$156.50	\$156.50	9/2/2021	6/30/2022	\$68.46		
	\$164.33	\$164.33	\$164.33	7/1/2022	6/30/2023	\$71.88	5.00%	
	\$172.54	\$172.54	\$172.54	7/1/2023	6/29/2024	\$75.48	5.00%	
	\$181.17	\$181.17	\$181.17	6/30/2024	6/29/2025	\$79.25	5.00%	

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2)
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)
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BILLING INFORMATION				CALCULATION INFORMATION				
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Exempt	\$190.23	\$190.23	\$190.23	6/30/2025	6/29/2026	\$83.21	5.00%	
	\$199.74	\$199.74	\$199.74	6/30/2026	6/29/2027	\$87.37	5.00%	
Randy Lewis, CWI Roadway/Welding Inspector	\$143.90	\$215.86	\$287.81	9/2/2021	6/30/2022	\$62.95		
	\$151.10	\$226.65	\$302.20	7/1/2022	6/30/2023	\$66.10	5.00%	
	\$158.66	\$237.98	\$317.31	7/1/2023	6/29/2024	\$69.40	5.00%	
	\$166.59	\$249.88	\$333.18	6/30/2024	6/29/2025	\$72.87	5.00%	
	\$174.92	\$262.38	\$349.83	6/30/2025	6/29/2026	\$76.52	5.00%	
Non-Exempt	\$183.66	\$275.49	\$367.33	6/30/2026	6/29/2027	\$80.34	5.00%	

Kleinfelder Construction Services, Inc- SBCTA RFP 22-1002663 Team Cost Proposal

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

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Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		42.66% (= 0% if Included in OH)		65.16%		107.82%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Aaron Aguinaldo, PE Structures Inspector Non-PW	\$130.76	\$130.76	\$130.76	9/2/2021	6/30/2022	\$57.20		
	\$137.30	\$137.30	\$137.30	7/1/2022	6/30/2023	\$60.06	5.00%	
	\$144.16	\$144.16	\$144.16	7/1/2023	6/29/2024	\$63.06	5.00%	
	\$151.37	\$151.37	\$151.37	6/30/2024	6/29/2025	\$66.22	5.00%	
	\$158.94	\$158.94	\$158.94	6/30/2025	6/29/2026	\$69.53	5.00%	
Exempt	\$166.89	\$166.89	\$166.89	6/30/2026	6/29/2027	\$73.00	5.00%	
Kristy Dalrymple Structures Inspector Non-PW	\$123.22	\$123.22	\$123.22	9/2/2021	6/30/2022	\$53.90		
	\$129.38	\$129.38	\$129.38	7/1/2022	6/30/2023	\$56.60	5.00%	
	\$135.85	\$135.85	\$135.85	7/1/2023	6/29/2024	\$59.42	5.00%	
	\$142.64	\$142.64	\$142.64	6/30/2024	6/29/2025	\$62.40	5.00%	
	\$149.77	\$149.77	\$149.77	6/30/2025	6/29/2026	\$65.52	5.00%	
Exempt	\$157.26	\$157.26	\$157.26	6/30/2026	6/29/2027	\$68.79	5.00%	
Jamal Hanna Electrical Inspector Non-PW	\$164.82	\$247.23	\$329.64	9/2/2021	6/30/2022	\$72.10		
	\$173.06	\$259.59	\$346.13	7/1/2022	6/30/2023	\$75.71	5.00%	
	\$181.72	\$272.57	\$363.43	7/1/2023	6/29/2024	\$79.49	5.00%	
	\$190.80	\$286.20	\$381.60	6/30/2024	6/29/2025	\$83.46	5.00%	
	\$200.34	\$300.51	\$400.68	6/30/2025	6/29/2026	\$87.64	5.00%	
Non-Exempt	\$210.36	\$315.54	\$420.72	6/30/2026	6/29/2027	\$92.02	5.00%	
Keith Kranda Rail/Track Inspector Non-PW	\$172.53	\$258.79	\$345.05	9/2/2021	6/30/2022	\$75.47		
	\$181.15	\$271.73	\$362.30	7/1/2022	6/30/2023	\$79.24	5.00%	
	\$190.21	\$285.31	\$380.42	7/1/2023	6/29/2024	\$83.21	5.00%	
	\$199.72	\$299.58	\$399.44	6/30/2024	6/29/2025	\$87.37	5.00%	
	\$209.71	\$314.56	\$419.41	6/30/2025	6/29/2026	\$91.73	5.00%	
Non-Exempt	\$220.19	\$330.29	\$440.38	6/30/2026	6/29/2027	\$96.32	5.00%	
Roberto Becerra Rail/Track Inspector Non-PW	\$204.92	\$204.92	\$204.92	9/2/2021	6/30/2022	\$89.64		
	\$215.16	\$215.16	\$215.16	7/1/2022	6/30/2023	\$94.12	5.00%	

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2)**SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)**

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Prime Consultant

Kleinfelder Construction Services, Inc.Contract No. RFP22-1002663Date 10/29/2021ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH)

42.66% (= 0% if Included in OH)

65.16%

107.82%

FEE % =

10.00%

BILLING INFORMATION**CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Exempt	\$225.92	\$225.92	\$225.92	7/1/2023	6/29/2024	\$98.83	5.00%	
	\$237.22	\$237.22	\$237.22	6/30/2024	6/29/2025	\$103.77	5.00%	
	\$249.08	\$249.08	\$249.08	6/30/2025	6/29/2026	\$108.96	5.00%	
	\$261.53	\$261.53	\$261.53	6/30/2026	6/29/2027	\$114.41	5.00%	
Michalle Beringhaus, PMP Administrative Support	\$122.60	\$122.60	\$122.60	9/2/2021	6/30/2022	\$53.63		
	\$128.73	\$128.73	\$128.73	7/1/2022	6/30/2023	\$56.31	5.00%	
	\$135.17	\$135.17	\$135.17	7/1/2023	6/29/2024	\$59.13	5.00%	
	\$141.92	\$141.92	\$141.92	6/30/2024	6/29/2025	\$62.08	5.00%	
	\$149.02	\$149.02	\$149.02	6/30/2025	6/29/2026	\$65.19	5.00%	
	\$156.47	\$156.47	\$156.47	6/30/2026	6/29/2027	\$68.45	5.00%	
Terri London Administrative Support	\$109.02	\$109.02	\$109.02	9/2/2021	6/30/2022	\$47.69		
	\$114.47	\$114.47	\$114.47	7/1/2022	6/30/2023	\$50.07	5.00%	
	\$120.19	\$120.19	\$120.19	7/1/2023	6/29/2024	\$52.58	5.00%	
	\$126.20	\$126.20	\$126.20	6/30/2024	6/29/2025	\$55.21	5.00%	
	\$132.51	\$132.51	\$132.51	6/30/2025	6/29/2026	\$57.97	5.00%	
	\$139.14	\$139.14	\$139.14	6/30/2026	6/29/2027	\$60.87	5.00%	
Nicole Stone Administrative Support	\$93.61	\$93.61	\$93.61	9/2/2021	6/30/2022	\$40.95		
	\$98.29	\$98.29	\$98.29	7/1/2022	6/30/2023	\$43.00	5.00%	
	\$103.21	\$103.21	\$103.21	7/1/2023	6/29/2024	\$45.15	5.00%	
	\$108.37	\$108.37	\$108.37	6/30/2024	6/29/2025	\$47.40	5.00%	
	\$113.79	\$113.79	\$113.79	6/30/2025	6/29/2026	\$49.77	5.00%	
	\$119.48	\$119.48	\$119.48	6/30/2026	6/29/2027	\$52.26	5.00%	
Patricia Mendoza Administrative Support	\$68.99	\$103.49	\$137.98	9/2/2021	6/30/2022	\$30.18		
	\$72.44	\$108.66	\$144.88	7/1/2022	6/30/2023	\$31.69	5.00%	
	\$76.06	\$114.10	\$152.13	7/1/2023	6/29/2024	\$33.27	5.00%	
	\$79.87	\$119.80	\$159.73	6/30/2024	6/29/2025	\$34.94	5.00%	

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

Note: Mark-ups are Not Allowed
Prime Consultant Kleinfelder Construction Services, Inc. Contract No. RFP22-1002663 Date 10/29/2021
ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111
Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH) 42.66% (= 0% if Included in OH) 65.16% 107.82%
FEE % = 10.00%

BILLING INFORMATION				CALCULATION INFORMATION				
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt	\$83.86	\$125.79	\$167.72	6/30/2025	6/29/2026	\$36.68	5.00%	
	\$88.05	\$132.08	\$176.11	6/30/2026	6/29/2027	\$38.52	5.00%	

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

Note: Mark-ups are Not Allowed

Prime Consultant Kleinfelder Construction Services, Inc. Contract No. RFP22-1002663 Date 10/29/2021

ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111

Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH) 42.66% (= 0% if Included in OH) 65.16% 107.82%
FEE % = 10.00%

BILLING INFORMATION				CALCULATION INFORMATION				
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Susan Paul Administrative Support	\$89.57	\$89.57	\$89.57	9/2/2021	6/30/2022	\$39.18		
	\$94.04	\$94.04	\$94.04	7/1/2022	6/30/2023	\$41.14	5.00%	
	\$98.75	\$98.75	\$98.75	7/1/2023	6/29/2024	\$43.20	5.00%	
	\$103.68	\$103.68	\$103.68	6/30/2024	6/29/2025	\$45.36	5.00%	
	\$108.87	\$108.87	\$108.87	6/30/2025	6/29/2026	\$47.62	5.00%	
Exempt	\$114.31	\$114.31	\$114.31	6/30/2026	6/29/2027	\$50.00	5.00%	

- 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:

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	42.66% +	0.00% +	65.16%	=	107.82%
OVERTIME	42.66% +	0.00% +	65.16%	=	107.82%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	42.66% +	0.00% +	65.16%	=	107.82%
OVERTIME	42.66% +	0.00% +	65.16%	=	107.82%
			Fee		10.00%

Applicable Multiplier Delta Base (Field)	2.2860
Applicable Multiplier Fringe (Field)	2.2860

Page 1 of 6

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	42.66% +	0.00% +	65.16%		107.82%
OVERTIME	42.66% +	0.00% +	65.16%		107.82%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	42.66% +	0.00% +	65.16%		107.82%
OVERTIME	42.66% +	0.00% +	65.16%		107.82%
			Fee		10.00%

Applicable Multiplier Delta Base (Field)	2.2860
Applicable Multiplier Fringe (Field)	2.2860

Page 2 of 6

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	42.66% +	0.00% +	65.16%	=	107.82%
OVERTIME	42.66% +	0.00% +	65.16%	=	107.82%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	42.66% +	0.00% +	65.16%	=	107.82%
OVERTIME	42.66% +	0.00% +	65.16%	=	107.82%
Fee				=	100.00%

Applicable Multiplier Delta Base (Field)	2.2860
Applicable Multiplier Fringe (Field)	2.2860

Page 3 of 6

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT Kleinfelder Construction Services, Inc. PRIME X SUB

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. CONTRACT NO. RFP 22-1002663 DATE 10/29/2021

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

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)									Employee Actual Rate (fringe benefits vary year over year)									Applicable Delta (TOTAL)	Applicable Delta Base = DIR Rate - Employee Base Rate			Applicable Delta Fringe = Delta Total - Delta Base			Applicable Multiplier Delta Base (Field)			Applicable Multiplier Delta Fringe (Field)			Loaded Hourly Billing Rates	% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
			Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate	Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
			From	To	Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight																	1.5 OT					2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
Bob Frazer Civil Inspector Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$52.21 \$52.21 \$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46 \$134.46 \$134.46	\$68.29 \$73.70 \$75.29 \$79.05 \$83.00 \$87.15	\$102.44 \$107.55 \$112.94 \$118.58 \$124.50 \$130.73	\$136.58 \$143.40 \$150.58 \$158.10 \$166.00 \$174.30	\$11.18 \$11.18 \$11.18 \$11.18 \$11.18 \$11.18	\$79.47 \$82.98 \$86.47 \$90.23 \$94.18 \$98.33	\$113.62 \$118.73 \$124.12 \$129.76 \$135.68 \$141.91	\$147.76 \$154.78 \$161.76 \$169.28 \$177.18 \$185.48	(\$2.78) \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	(\$2.78) \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$162.47 \$169.76 \$172.11 \$180.71 \$189.74 \$199.23	\$190.26 \$197.97 \$209.76 \$220.23 \$231.24 \$242.80	\$224.40 \$235.81 \$247.40 \$259.76 \$272.74 \$286.38	\$0.00 5.00% 5.00% 5.00% 5.00% 5.00%	\$ \$ \$ \$ \$ \$	\$68.29 \$73.70 \$75.29 \$79.05 \$83.00 \$87.15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	42.66% +	0.00% +	65.16%	=	107.82%
OVERTIME	42.66% +	0.00% +	65.16%	=	107.82%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	42.66% +	0.00% +	65.16%	=	107.82%
OVERTIME	42.66% +	0.00% +	65.16%	=	107.82%
			Fee		10.00%

Applicable Multiplier Delta Base (Field)	2.2860
Applicable Multiplier Fringe (Field)	2.2860

Page 5 of 6

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT _____ Kleinfield Construction Services, Inc. PRIME X SUB _____

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE 10/29/2021

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

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA Base = DIR Rate - Employee Base Rate		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee's DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
				Base Salary			Fringe Benefits			Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe			Total = Base + Fringe			Straight	1.5 OT				2.0 OT	Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
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NOTE: Prevailing wage rates are being provided for regular shifts based on determination SC-23-63-2-2021-1D. Rates for Special and Multi Shifts will be calculated upon request and will include the additional base payments due to employee.

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/2021. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/2021. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follows: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta F
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follows:

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Page 1 of 16

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	=	158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	=	158.02%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	=	158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	=	158.02%
			Fee	=	10.00%

	Fee =	10.00%
	Applicable Multiplier Delta Base (Field) =	2.84
	Applicable Multiplier Prince (Field) =	2.84

Home	Effective Date of	Prevailing Wage Rate established by State DIR	Employee A
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ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Page 3 of 16

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Kleinfelder, Inc. PRIME SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. CONTRACT NO. RFQ 22-1002663 DATE 10/29/21

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%
			Fee	= 10.00%
			Applicable Multiplier Delta Base (Field)	= 2.84
			Applicable Multiplier Fringe (Field)	= 2.84

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)									Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																		
			Base Salary			Fringe Benefits			Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe			Total + Base + Fringe			Straight			1.5 OT			2.0 OT			Straight			1.5 OT			2.0 OT			Straight			OT (1.5x)			OT (2x)					
			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT															
Julian Calderon Technician Group 1	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$50.43 \$50.43 \$50.43 \$50.43 \$50.43 \$50.43	\$75.65 \$75.65 \$75.65 \$75.65 \$75.65 \$75.65	\$100.86 \$100.86 \$100.86 \$100.86 \$100.86 \$100.86	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$80.47 \$80.47 \$80.47 \$80.47 \$80.47 \$80.47	\$105.69 \$105.69 \$105.69 \$105.69 \$105.69 \$105.69	\$130.90 \$130.90 \$130.90 \$130.90 \$130.90 \$130.90	\$23.64 \$24.82 \$26.06 \$27.36 \$28.73 \$30.17	\$35.46 \$37.23 \$38.49 \$41.04 \$43.10 \$45.26	\$47.28 \$49.64 \$52.12 \$54.72 \$57.46 \$60.34	\$7.65 \$7.65 \$7.65 \$7.65 \$7.65 \$7.65	\$31.29 \$32.47 \$33.64 \$35.01 \$36.38 \$37.82	\$43.11 \$44.88 \$46.74 \$48.69 \$50.75 \$52.91	\$54.93 \$57.29 \$59.65 \$62.37 \$65.11 \$67.99	(\$49.18) (\$48.00) (\$46.76) (\$45.46) (\$44.09) (\$42.65)	(\$62.58) (\$60.81) (\$58.95) (\$57.00) (\$54.94) (\$52.78)	(\$75.97) (\$73.61) (\$71.13) (\$68.53) (\$65.79) (\$62.91)	(\$26.79) (\$25.61) (\$24.37) (\$23.07) (\$21.70) (\$20.26)	(\$40.19) (\$38.42) (\$36.56) (\$34.61) (\$32.55) (\$30.39)	(\$53.58) (\$51.22) (\$48.74) (\$46.14) (\$43.40) (\$40.52)	(\$22.39) (\$22.39) (\$22.39) (\$22.39) (\$22.39) (\$22.39)	(\$22.39) (\$22.39) (\$22.39) (\$22.39) (\$22.39) (\$22.39)	(\$22.39) (\$22.39) (\$22.39) (\$22.39) (\$22.39) (\$22.39)	\$206.68 \$206.68 \$206.68 \$206.68 \$206.68 \$206.68	\$256.52 \$255.43 \$254.29 \$253.10 \$251.84 \$250.52	\$306.36 \$304.19 \$301.91 \$299.52 \$297.00 \$294.35	5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 23.64 \$ 24.82 \$ 26.06 \$ 27.36 \$ 28.73 \$ 30.17			N/A																
Prevailing Wage Work (non-Exempt)																																																		
Julian Calderon Special Inspector Group 2	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$52.21 \$52.21 \$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46 \$134.46 \$134.46	\$23.64 \$24.82 \$26.06 \$27.36 \$28.73 \$30.17	\$35.46 \$37.23 \$38.49 \$41.04 \$43.10 \$45.26	\$47.28 \$49.64 \$52.12 \$54.72 \$57.46 \$60.34	\$7.68 \$7.68 \$7.68 \$7.68 \$7.68 \$7.68	\$31.32 \$33.74 \$35.94 \$38.42 \$40.54 \$42.98	\$43.14 \$44.91 \$46.77 \$48.72 \$50.78 \$52.94	\$54.96 \$57.32 \$59.68 \$62.40 \$65.12 \$68.02	(\$50.93) (\$49.75) (\$48.51) (\$47.21) (\$45.84) (\$44.40)	(\$65.22) (\$63.45) (\$61.59) (\$59.64) (\$57.58) (\$55.42)	(\$79.50) (\$77.06) (\$74.66) (\$72.06) (\$69.32) (\$66.44)	(\$28.57) (\$27.39) (\$26.15) (\$24.85) (\$23.48) (\$22.04)	(\$42.86) (\$41.09) (\$39.23) (\$37.28) (\$35.22) (\$33.06)	(\$57.14) (\$54.78) (\$52.30) (\$49.70) (\$46.96) (\$44.08)	(\$22.36) (\$22.36) (\$22.36) (\$22.36) (\$22.36) (\$22.36)	(\$22.36) (\$22.36) (\$22.36) (\$22.36) (\$22.36) (\$22.36)	(\$22.36) (\$22.36) (\$22.36) (\$22.36) (\$22.36) (\$22.36)	\$211.65 \$211.65 \$211.65 \$211.65 \$211.65 \$211.65	\$264.01 \$262.93 \$261.79 \$260.59 \$258.31 \$255.01	\$316.37 \$314.20 \$311.93 \$309.54 \$307.02 \$304.37	5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 23.64 \$ 24.82 \$ 26.06 \$ 27.36 \$ 28.73 \$ 30.17			N/A																
Prevailing Wage Work (non-Exempt)																																																		
Julian Calderon Technician	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026																																															
Non-Prevailing Wage Work (non-Exempt)																																																		
Christian Castanar Technician Group 1	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$50.43 \$50.43 \$50.43 \$50.43 \$50.43 \$50.43	\$75.65 \$75.65 \$75.65 \$75.65 \$75.65 \$75.65	\$100.86 \$100.86 \$100.86 \$100.86 \$100.86 \$100.86	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$80.47 \$80.47 \$80.47 \$80.47 \$80.47 \$80.47	\$105.69 \$105.69 \$105.69 \$105.69 \$105.69 \$105.69	\$130.90 \$130.90 \$130.90 \$130.90 \$130.90 \$130.90	\$19.05 \$20.00 \$21.00 \$22.05 \$23.15 \$24.31	\$28.58 \$30.00 \$31.50 \$33.08 \$34.10 \$36.47	\$38.10 \$40.00 \$42.00 \$43.53 \$44.60 \$48.62	\$4.43 \$4.43 \$4.43 \$4.43 \$4.43 \$4.43	\$23.48 \$24.43 \$25.47 \$26.48 \$27.58 \$28.74	\$33.01 \$34.43 \$35.93 \$37.51 \$39.16 \$40.90	\$42.53 \$44.43 \$46.43 \$48.53 \$50.73 \$53.05	(\$56.99) (\$56.04) (\$55.04) (\$54.03) (\$52.89) (\$51.73)	(\$72.68) (\$71.26) (\$69.76) (\$67.30) (\$65.53) (\$64.79)	(\$88.37) (\$86.47) (\$84.47) (\$82.37) (\$80.17) (\$77.85)	(\$31.38) (\$30.43) (\$29.43) (\$28.38) (\$27.28) (\$26.12)	(\$47.07) (\$45.65) (\$44.15) (\$42.57) (\$40.92) (\$39.18)	(\$62.76) (\$60.86) (\$58.86) (\$56.76) (\$54.56) (\$52.24)	(\$25.61) (\$25.61) (\$25.61) (\$25.61) (\$25.61) (\$25.61)	(\$25.61) (\$25.61) (\$25.61) (\$25.61) (\$25.61) (\$25.61)	(\$25.61) (\$25.61) (\$25.61) (\$25.61) (\$25.61) (\$25.61)	\$215.82 \$215.82 \$215.82 \$215.82 \$215.82 \$215.82	\$269.87 \$269.00 \$268.08 \$267.12 \$266.11 \$265.04	\$323.93 \$322.19 \$320.35 \$318.42 \$316.39 \$314.26	5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 19.05 \$ 20.00 \$ 21.00 \$ 22.05 \$ 23.15 \$ 24.31			N/A																
Prevailing Wage Work (non-Exempt)																																																		
Christian Castanar Special Inspector Group 2	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$52.21 \$52.21 \$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46 \$134.46 \$134.46	\$19.05 \$20.00 \$21.00 \$22.05 \$23.15 \$24.31	\$28.58 \$30.00 \$31.50 \$33.08 \$34.10 \$36.47	\$38.10 \$40.00 \$42.00 \$43.53 \$44.60 \$48.62	\$4.47 \$4.47 \$4.47 \$4.47 \$4.47 \$4.47	\$23.52 \$24.47 \$25.47 \$26.52 \$27.62 \$28.74	\$33.05 \$34.47 \$35.93 \$37.55 \$39.20 \$40.94	\$42.57 \$44.47 \$46.47 \$48.57 \$50.77 \$53.09	(\$58.73) (\$57.78) (\$56.78) (\$55.73) (\$54.63) (\$53.47)	(\$75.31) (\$73.89) (\$72.39) (\$70.81) (\$69.16) (\$67.42)	(\$91.89) (\$89.99) (\$87.99) (\$85.89) (\$83.69) (\$81.37)	(\$33.16) (\$32.21) (\$31.21) (\$30.16) (\$29.06) (\$27.90)	(\$49.74) (\$48.32) (\$46.82) (\$45.24) (\$43.59) (\$41.85)	(\$66.32) (\$64.42) (\$62.42) (\$60.42) (\$58.12) (\$55.80)	(\$25.57) (\$25.57) (\$25.57) (\$25.57) (\$25.57) (\$25.57)	(\$25.57) (\$25.57) (\$25.57) (\$25.57) (\$25.57) (\$25.57)	(\$25.57) (\$25.57) (\$25.57) (\$25.57) (\$25.57) (\$25.57)	\$220.76 \$220.76 \$220.76 \$220.76 \$220.76 \$220.76	\$277.34 \$276.47 \$275.55 \$274.58 \$273.57 \$272.50	\$333.92 \$332.18 \$330.34 \$328.41 \$326.39 \$324.25	5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 19.05 \$ 20.00 \$ 21.00 \$ 22.05 \$ 23.15 \$ 24.31			N/A																
Prevailing Wage Work (non-Exempt)																																																		
Christian Castanar Technician	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026																																															
Non-Prevailing Wage Work (non-Exempt)																																																		

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Kleinfelder, Inc. PRIME SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. CONTRACT NO. RFQ 22-1002663 DATE 10/29/21

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)									Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
				Base Salary			Fringe Benefits			Total Base Salary + Fringe Benefits			Base Salary		Estimate Fringe	Total + Base + Fringe		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight				OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
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Jacob Collins Technician Group 1	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$50.43 \$50.43 \$50.43 \$50.43 \$50.43 \$50.43	\$75.65 \$75.65 \$75.65 \$75.65 \$75.65 \$75.65	\$100.86 \$100.86 \$100.86 \$100.86 \$100.86 \$100.86	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$80.47 \$80.47 \$80.47 \$80.47 \$80.47 \$80.47	\$105.69 \$105.69 \$105.69 \$105.69 \$105.69 \$105.69	\$130.90 \$130.90 \$130.90 \$130.90 \$130.90 \$130.90	\$33.99 \$35.69 \$37.47 \$39.34 \$41.31 \$43.38	\$50.99 \$53.54 \$56.21 \$59.01 \$61.97 \$65.07	\$67.98 \$71.38 \$74.94 \$78.68 \$82.62 \$86.76	\$14.05 \$14.05 \$14.05 \$14.05 \$14.05 \$14.05	\$48.04 \$49.74 \$51.52 \$53.39 \$55.36 \$57.43	\$65.07 \$67.59 \$70.26 \$73.06 \$76.02 \$79.12	\$82.06 \$85.46 \$88.99 \$92.73 \$96.67 \$100.81	(\$32.43) (\$30.73) (\$28.95) (\$27.08) (\$25.11) (\$23.04)	(\$40.65) (\$38.10) (\$35.43) (\$32.63) (\$29.67) (\$26.87)	(\$48.87) (\$45.47) (\$41.91) (\$38.17) (\$34.23) (\$30.29)	(\$16.44) (\$14.74) (\$12.96) (\$11.09) (\$9.12) (\$7.05)	(\$24.66) (\$22.11) (\$19.44) (\$16.64) (\$13.68) (\$10.94)	(\$32.88) (\$29.48) (\$25.92) (\$22.18) (\$18.24) (\$15.99)	(\$15.99) (\$15.99) (\$15.99) (\$15.99) (\$15.99) (\$15.99)	(\$15.99) (\$15.99) (\$15.99) (\$15.99) (\$15.99) (\$15.99)	\$188.51 \$188.51 \$188.51 \$188.51 \$188.51 \$188.51	\$228.84 \$227.28 \$226.04 \$225.64 \$223.92 \$222.11	\$269.16 \$266.04 \$262.77 \$259.33 \$255.71 \$251.90	5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 33.99 \$ 35.69 \$ 37.47 \$ 39.34 \$ 41.31 \$ 43.38	N/A																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
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EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT Kleinfelder, Inc. PRIME SUB X
PROJECT NO. CONTRACT NO. RFQ 22-1002663 DATE 10/29/21

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%

Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate From To		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)									Employee Actual Rate (fringe benefits vary year over year)									Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)						Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class											
						Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																		
						Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT																Straight	1.5 OT	2.0 OT	Straight				1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)
Vartan Deirdeirian Technician Group 1	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$50.43 \$50.43 \$50.43 \$50.43 \$50.43 \$50.43	\$75.65 \$75.65 \$75.65 \$75.65 \$75.65 \$75.65	\$100.86 \$100.86 \$100.86 \$100.86 \$100.86 \$100.86	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$80.47 \$80.47 \$80.47 \$80.47 \$80.47 \$80.47	\$105.69 \$105.69 \$105.69 \$105.69 \$105.69 \$105.69	\$130.90 \$130.90 \$130.90 \$130.90 \$130.90 \$130.90	\$45.04 \$47.29 \$49.65 \$52.13 \$54.74 \$57.48	\$67.56 \$70.94 \$74.48 \$78.20 \$82.11 \$86.22	\$90.08 \$94.58 \$99.30 \$104.26 \$109.48 \$114.96	\$17.66 \$17.66 \$17.66 \$17.66 \$17.66 \$17.66	\$62.70 \$64.95 \$67.31 \$69.79 \$72.40 \$75.14	\$85.22 \$88.60 \$92.14 \$95.86 \$99.77 \$103.88	\$107.74 \$112.24 \$116.99 \$121.95 \$127.17 \$132.62	(\$17.77) (\$15.52) (\$13.16) (\$10.68) (\$8.07) (\$5.33)	(\$20.47) (\$17.09) (\$13.55) (\$9.83) (\$5.92) (\$3.18)	(\$23.16) (\$18.66) (\$13.94) (\$8.98) (\$3.76) (\$1.81)	(\$5.39) (\$3.14) (\$0.78) (\$0.00) (\$0.00) (\$0.00)	(\$8.08) (\$4.71) (\$1.17) (\$1.56) (\$8.07) (\$5.92)	(\$10.78) (\$6.28) (\$1.38) (\$10.68) (\$5.92) (\$3.76)	(\$12.38) (\$12.38) (\$12.38) (\$12.38) (\$12.38) (\$12.38)	(\$12.38) (\$12.38) (\$12.38) (\$12.38) (\$12.38) (\$12.38)	\$178.27 \$178.27 \$178.27 \$178.27 \$178.27 \$178.27	\$208.44 \$206.37 \$204.20 \$201.92 \$199.52 \$197.00	\$238.61 \$234.47 \$230.13 \$225.57 \$220.78 \$220.62	5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 45.04 \$ 47.29 \$ 49.65 \$ 52.13 \$ 54.74 \$ 57.48	N/A																					
Prevailing Wage Work (non-Exempt)		7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$50.43 \$50.43 \$50.43 \$50.43	\$75.65 \$75.65 \$75.65 \$75.65	\$100.86 \$100.86 \$100.86 \$100.86	\$30.04 \$30.04 \$30.04 \$30.04	\$80.47 \$80.47 \$80.47 \$80.47	\$105.69 \$105.69 \$105.69 \$105.69	\$130.90 \$130.90 \$130.90 \$130.90	\$45.04 \$47.29 \$49.65 \$52.13 \$54.74 \$57.48	\$67.56 \$70.94 \$74.48 \$78.20 \$82.11 \$86.22	\$90.08 \$94.58 \$99.30 \$104.26 \$109.48 \$114.96	\$17.66 \$17.66 \$17.66 \$17.66	\$62.70 \$64.95 \$67.31 \$69.79 \$72.40 \$75.14	\$85.22 \$88.60 \$92.14 \$95.86 \$99.77 \$103.88	\$107.74 \$112.24 \$116.99 \$121.95 \$127.17 \$132.62	(\$19.52) (\$17.27) (\$14.91) (\$12.43) (\$9.82) (\$7.08)	(\$23.11) (\$19.73) (\$16.19) (\$12.56) (\$8.56) (\$4.45)	(\$26.69) (\$22.19) (\$17.47) (\$12.51) (\$7.29) (\$1.81)	(\$7.17) (\$4.92) (\$2.56) (\$0.00) (\$0.00) (\$0.00)	(\$10.76) (\$14.34) (\$8.54) (\$5.12) (\$0.12) (\$0.00)	(\$12.35) (\$12.35) (\$12.35) (\$12.35) (\$12.35) (\$12.35)	(\$12.35) (\$12.35) (\$12.35) (\$12.35) (\$12.35) (\$12.35)	\$183.24 \$183.24 \$183.24 \$183.24	\$215.93 \$211.69 \$209.41 \$207.02 \$199.52 \$197.00	\$248.63 \$240.15 \$235.59 \$230.79 \$225.76 \$220.62	5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 45.04 \$ 47.29 \$ 49.65 \$ 52.13 \$ 54.74 \$ 57.48	N/A																						
Vartan Deirdeirian Special Inspector Group 2	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$52.21 \$52.21 \$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46 \$134.46 \$134.46	\$19.10 \$47.29 \$49.65 \$52.13 \$54.74 \$57.48	\$28.65 \$70.94 \$74.48 \$78.20 \$82.11 \$86.22	\$38.20 \$94.58 \$99.30 \$104.26 \$109.48 \$114.96	\$4.48 \$17.66 \$17.66 \$17.66 \$17.66 \$17.66	\$23.58 \$64.95 \$67.31 \$69.79 \$72.43 \$75.17	\$33.13 \$88.63 \$92.14 \$95.89 \$99.81 \$103.91	\$42.68 \$112.27 \$116.99 \$121.95 \$127.17 \$132.65	(\$58.67) (\$56.71) (\$54.97) (\$53.92) (\$52.81) (\$51.65)	(\$75.23) (\$72.29) (\$68.08) (\$64.68) (\$62.04) (\$58.68)	(\$91.78) (\$87.86) (\$83.54) (\$79.86) (\$75.98) (\$72.70)	(\$33.11) (\$31.15) (\$28.99) (\$26.05) (\$23.08) (\$20.05)	(\$49.67) (\$46.73) (\$43.49) (\$40.15) (\$36.82) (\$33.49)	(\$66.22) (\$62.30) (\$57.98) (\$53.66) (\$49.34) (\$45.02)	(\$25.56) (\$25.56) (\$25.56) (\$25.56) (\$25.56) (\$25.56)	(\$25.56) (\$25.56) (\$25.56) (\$25.56) (\$25.56) (\$25.56)	\$220.73 \$220.73 \$220.73 \$220.73	\$277.27 \$275.46 \$273.48 \$272.41	\$333.80 \$330.20 \$326.27 \$324.10	5.00% 5.00% 5.00% 5.00%	\$ 19.10 \$ 21.06 \$ 23.22 \$ 24.38	N/A																					
Prevailing Wage Work (non-Exempt)		7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46	\$19.10 \$21.06 \$22.11 \$24.38	\$28.65 \$31.59 \$33.17 \$36.57	\$38.20 \$42.12 \$44.22 \$48.76	\$4.48 \$4.48 \$4.48 \$4.48	\$23.58 \$25.50 \$26.55 \$28.82	\$33.13 \$36.03 \$37.61 \$41.01	\$42.68 \$44.56 \$48.66 \$53.20	(\$58.67) (\$56.66) (\$54.55) (\$53.39)	(\$75.23) (\$72.29) (\$69.05) (\$67.31)	(\$91.78) (\$87.86) (\$83.54) (\$81.22)	(\$33.11) (\$31.15) (\$28.99) (\$27.83)	(\$49.67) (\$46.73) (\$43.49) (\$41.75)	(\$66.22) (\$62.30) (\$57.98) (\$55.66)	(\$25.56) (\$25.56) (\$25.56) (\$25.56)	(\$25.56) (\$25.56) (\$25.56) (\$25.56)	\$220.73 \$220.73 \$220.73 \$220.73	\$277.27 \$275.46 \$273.48 \$272.41	\$333.80 \$330.20 \$326.27 \$324.10	5.00% 5.00% 5.00% 5.00%	\$ 19.10 \$ 21.06 \$ 23.22 \$ 24.38	N/A																					
Sage Dempsey Technician Group 1	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$50.43 \$50.43 \$50.43 \$50.43 \$50.43 \$50.43	\$75.65 \$75.65 \$75.65 \$75.65 \$75.65 \$75.65	\$100.86 \$100.86 \$100.86 \$100.86 \$100.86 \$100.86	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$80.47 \$80.47 \$80.47 \$80.47 \$80.47 \$80.47	\$105.69 \$105.69 \$105.69 \$105.69 \$105.69 \$105.69	\$130.90 \$130.90 \$130.90 \$130.90 \$130.90 \$130.90	\$19.10 \$20.06 \$21.06 \$22.11 \$23.22 \$24.38	\$28.65 \$30.09 \$31.59 \$33.17 \$34.22 \$36.57	\$38.20 \$40.12 \$42.14 \$44.24 \$46.25 \$48.76	\$4.44 \$4.44 \$4.44 \$4.44 \$4.44 \$4.44	\$23.54 \$24.50 \$25.50 \$26.55 \$27.66 \$28.82	\$33.09 \$34.53 \$36.03 \$37.61 \$39.12 \$41.01	\$42.64 \$44.56 \$46.60 \$48.66 \$50.73 \$53.20	(\$56.93) (\$55.97) (\$54.97) (\$53.92) (\$52.81) (\$51.65)	(\$72.60) (\$71.16) (\$69.66) (\$68.08) (\$66.42) (\$64.68)	(\$88.26) (\$86.34) (\$84.54) (\$82.32) (\$80.24) (\$77.70)	(\$31.33) (\$30.37) (\$29.37) (\$28.32) (\$26.94) (\$26.05)	(\$47.00) (\$45.56) (\$44.06) (\$42.48) (\$40.82) (\$39.08)	(\$62.66) (\$60.74) (\$58.64) (\$56.64) (\$54.25) (\$52.10)	(\$25.60) (\$25.60) (\$25.60) (\$25.60) (\$25.60) (\$25.60)	(\$25.60) (\$25.60) (\$25.60) (\$25.60) (\$25.60) (\$25.60)	\$215.79 \$215.79 \$215.79 \$215.79	\$269.80 \$268.92 \$267.03 \$266.01 \$264.95 \$264.95	\$323.81 \$322.05 \$318.28 \$316.24 \$314.11 \$314.11	5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 19.10 \$ 20.06 \$ 21.06 \$ 22.11 \$ 23.22 \$ 24.38	N/A																					
Prevailing Wage Work (non-Exempt)		7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$50.43 \$50.43 \$50.43 \$50.43	\$75.65 \$75.65 \$75.65 \$75.65	\$100.86 \$100.86 \$100.86 \$100.86	\$30.04 \$30.04 \$30.04 \$30.04	\$80.47 \$80.47 \$80.47 \$80.47	\$105.69 \$105.69 \$105.69 \$105.69	\$130.90 \$130.90 \$130.90 \$130.90	\$19.10 \$21.06 \$22.11 \$24.38	\$28.65 \$31.59 \$33.17 \$36.57	\$38.20 \$42.12 \$44.22 \$48.76	\$4.44 \$4.44 \$4.44 \$4.44	\$23.54 \$25.50 \$26.55 \$28.82	\$33.09 \$36.03 \$37.61 \$41.01	\$42.64 \$44.56 \$48.66 \$53.20	(\$56.93) (\$55.97) (\$53.92) (\$51.65)	(\$72.60) (\$71.16) (\$68.08) (\$64.68)	(\$88.26) (\$82.02) (\$77.70)	(\$31.33) (\$30.37) (\$28.32) (\$26.05)	(\$47.00) (\$45.56) (\$42.48) (\$39.08)	(\$62.66) (\$60.74) (\$56.64) (\$52.10)	(\$25.60) (\$25.60) (\$25.60) (\$25.60)	(\$25.60) (\$25.60) (\$25.60) (\$25.60)	\$215.79 \$215.79 \$215.79 \$215.79	\$269.80 \$268.92 \$267.03 \$264.95	\$323.81 \$322.05 \$318.28 \$314.11	5.00% 5.00% 5.00% 5.00%	\$ 19.10 \$ 20.06 \$ 22.11 \$ 23.22 \$ 24.38	N/A																					
Sage Dempsey Special Inspector Group 2	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$52.21 \$52.21 \$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46 \$134.46 \$134.46	\$19.10 \$20.06 \$21.06 \$22.11 \$23.22 \$24.38	\$28.65 \$30.09 \$31.59 \$33.17 \$34.22 \$36.57	\$38.20 \$40.12 \$42.14 \$44.24 \$46.25 \$48.76	\$4.48 \$4.48 \$4.48 \$4.48 \$4.48 \$4.48	\$23.58 \$25.54 \$26.59 \$27.66 \$28.80 \$30.92	\$33.13 \$36.07 \$37.62 \$39.15 \$40.31 \$42.68	\$42.68 \$46.60 \$50.92 \$53.54 \$56.20 \$59.24	(\$58.67) (\$56.71) (\$54.97) (\$53.92) (\$52.81) (\$51.65)	(\$75.23) (\$72.29) (\$68.08) (\$64.68) (\$62.04) (\$58.68)	(\$91.78) (\$87.86) (\$83.54) (\$79.86) (\$75.98) (\$72.70)	(\$33.11) (\$31.15) (\$28.99) (\$26.05) (\$23.08) (\$20.05)	(\$49.67) (\$46.73) (\$43.49) (\$40.15) (\$36.82) (\$33.49)	(\$66.22) (\$62.30) (\$57.98) (\$53.66) (\$49.34) (\$45.02)	(\$25.56) (\$25.56) (\$25.56) (\$25.56) (\$25.56) (\$25.56)	(\$25.56) (\$25.56) (\$25.56) (\$25.56) (\$25.56) (\$25.56)	\$220.73 \$220.73 \$220.73 \$220.73	\$277.27 \$275.46 \$273.48 \$272.41	\$333.80 \$330.20 \$326.27 \$324.10	5.00% 5.00% 5.00% 5.00%	\$ 19.10 \$ 21.06 \$ 23.22 \$ 24.38	N/A																					
Prevailing Wage Work (non-Exempt)		7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46	\$19.10 \$22.11 \$23.22 \$24.38	\$28.65 \$33.17 \$34.83 \$36.57	\$38.20 \$42.22 \$46.44 \$48.76	\$4.48 \$4.48 \$4.48 \$4.48	\$23.58 \$25.59 \$27.70 \$28.86	\$33.13 \$37.61 \$39.31 \$41.05	\$42.68 \$46.70 \$50.92 \$53.24	(\$58.67) (\$56.66) (\$54.55) (\$53.39)	(\$75.23) (\$72.29) (\$69.05) (\$67.31)	(\$91.78) (\$87.86) (\$83.54) (\$81.22)	(\$33.11) (\$31.15) (\$28.99) (\$27.83)	(\$49.67) (\$46.73) (\$43.49) (\$41.75)	(\$66.22) (\$62.30) (\$57.98) (\$55.66)	(\$25.56) (\$25.56) (\$25.56) (\$25.56)	(\$25.56) (\$25.56) (\$25.56) (\$25.56)	\$220.73 \$220.73 \$220.73 \$220.73	\$277.27 \$275.46 \$273.48 \$272.41	\$333.80 \$330.20 \$326.27 \$324.10	5.00% 5.00% 5.00% 5.00%	\$ 19.10 \$ 21.06 \$ 23.22 \$ 24.38	N/A																					
Sage Dempsey Technician	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026																																																	
Non-Prevailing Wage Work (non-Exempt)		7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2024 6/30/2025 6/30/2026 12/31/2026																																																	

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Kleinfelder, Inc. PRIME SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. CONTRACT NO. RFQ 22-1002663 DATE 10/29/21

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate From To		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Rate and/or Average Hourly Rate	Hourly Range for Class										
					Base Salary			Fringe Benefits			Base Salary			Estimate Fringe			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)													
					Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT													Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)
Jeffrey Diaz Group 1	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$50.43 \$50.43 \$50.43 \$50.43 \$50.43 \$50.43	\$75.65 \$75.65 \$75.65 \$75.65 \$75.65 \$75.65	\$100.86 \$100.86 \$100.86 \$100.86 \$100.86 \$100.86	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$80.47 \$80.47 \$80.47 \$80.47 \$80.47 \$80.47	\$105.69 \$105.69 \$105.69 \$105.69 \$105.69 \$105.69	\$130.90 \$130.90 \$130.90 \$130.90 \$130.90 \$130.90	\$52.99 \$55.64 \$58.42 \$61.34 \$64.41 \$67.63	\$79.49 \$83.46 \$87.63 \$92.01 \$96.62 \$135.26	\$105.98 \$111.28 \$116.84 \$122.68 \$128.82 \$135.26	\$130.10 \$136.77 \$143.59 \$150.42 \$157.32 \$171.55	\$63.09 \$65.74 \$68.52 \$71.44 \$74.51 \$77.73	\$89.59 \$93.56 \$97.73 \$102.11 \$106.72 \$111.55	\$116.08 \$121.38 \$126.94 \$132.78 \$138.92 \$145.36	(\$17.38) (\$14.73) (\$11.95) (\$9.03) (\$5.96) (\$2.74)	(\$16.10) (\$12.13) (\$7.96) (\$3.58) \$0.00 \$0.00	(\$14.82) (\$9.52) (\$3.96) \$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	(\$17.38) (\$14.73) (\$11.95) (\$9.03) (\$5.96) (\$2.74)	(\$16.10) (\$12.13) (\$7.96) (\$3.58) \$0.00 \$0.00	(\$14.82) (\$9.52) (\$3.96) \$0.00 \$0.00 \$0.00	\$199.73 \$199.73 \$199.73 \$199.73 \$199.73 \$199.73	\$222.59 \$220.15 \$217.60 \$214.91 \$215.01 \$225.76	\$245.45 \$240.58 \$235.47 \$235.44 \$247.22 \$259.58	5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 52.99 \$ 55.64 \$ 58.42 \$ 61.34 \$ 64.41 \$ 67.63	N/A										
Jeffrey Diaz Group 2	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$52.21 \$52.21 \$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46 \$134.46 \$134.46	\$52.99 \$55.64 \$58.42 \$61.34 \$64.41 \$67.63	\$79.49 \$83.46 \$87.63 \$92.01 \$96.62 \$135.26	\$105.98 \$111.28 \$116.84 \$122.68 \$128.82 \$135.26	\$130.10 \$136.77 \$143.59 \$150.42 \$157.32 \$171.55	\$63.12 \$65.77 \$68.52 \$71.47 \$74.54 \$77.76	\$89.62 \$93.59 \$97.76 \$102.14 \$106.75 \$111.58	\$116.11 \$121.41 \$126.97 \$132.81 \$138.95 \$145.39	(\$19.13) (\$14.77) (\$13.05) (\$13.70) (\$10.78) (\$7.71)	(\$18.74) (\$13.05) (\$7.49) (\$1.65) (\$1.61) \$0.00	(\$18.35) (\$13.05) (\$7.49) (\$1.65) (\$1.61) \$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	(\$19.13) (\$14.77) (\$13.05) (\$13.70) (\$10.78) (\$7.71)	(\$18.74) (\$13.05) (\$7.49) (\$1.65) (\$1.61) \$0.00	(\$18.35) (\$13.05) (\$7.49) (\$1.65) (\$1.61) \$0.00	\$204.69 \$204.69 \$204.69 \$204.69 \$204.69 \$204.69	\$230.08 \$225.64 \$225.09 \$225.09 \$225.09 \$225.76	\$255.47 \$250.60 \$245.49 \$240.12 \$247.22 \$259.58	5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 52.99 \$ 55.64 \$ 58.42 \$ 61.34 \$ 64.41 \$ 67.63	N/A										
Jeffrey Diaz Field Inspector/Laboratory Supervisor	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026																																						
Michael Dillon Group 1	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$50.43 \$50.43 \$50.43 \$50.43 \$50.43 \$50.43	\$75.65 \$75.65 \$75.65 \$75.65 \$75.65 \$75.65	\$100.86 \$100.86 \$100.86 \$100.86 \$100.86 \$100.86	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$80.47 \$80.47 \$80.47 \$80.47 \$80.47 \$80.47	\$105.69 \$105.69 \$105.69 \$105.69 \$105.69 \$105.69	\$130.90 \$130.90 \$130.90 \$130.90 \$130.90 \$130.90	\$18.00 \$19.85 \$20.84 \$21.88 \$22.97	\$27.00 \$28.35 \$29.78 \$31.26 \$32.82 \$34.46	\$36.00 \$37.80 \$39.70 \$41.68 \$43.76 \$45.94	\$2.81 \$2.81 \$2.81 \$2.81 \$2.81 \$2.81	\$20.81 \$21.71 \$22.66 \$23.65 \$24.69 \$25.78	\$29.81 \$31.16 \$32.59 \$34.07 \$35.63 \$37.27	\$38.81 \$40.61 \$42.51 \$44.49 \$46.57 \$48.75	(\$59.66) (\$58.76) (\$57.81) (\$56.82) (\$55.78) (\$54.69)	(\$75.88) (\$74.53) (\$73.10) (\$71.62) (\$70.06) (\$68.42)	(\$92.09) (\$90.29) (\$88.39) (\$86.41) (\$84.33) (\$82.15)	(\$32.43) (\$31.53) (\$30.58) (\$29.59) (\$28.55) (\$27.46)	(\$48.65) (\$47.30) (\$45.87) (\$44.39) (\$42.83) (\$41.19)	(\$64.86) (\$63.06) (\$61.16) (\$59.18) (\$57.10) (\$54.92)	(\$27.23) (\$27.23) (\$27.23) (\$27.23) (\$27.23) (\$27.23)	(\$27.23) (\$27.23) (\$27.23) (\$27.23) (\$27.23) (\$27.23)	(\$27.23) (\$27.23) (\$27.23) (\$27.23) (\$27.23) (\$27.23)	\$220.42 \$220.42 \$220.42 \$220.42 \$220.42 \$220.42	\$275.44 \$274.61 \$273.74 \$272.83 \$271.87 \$270.87	\$330.46 \$328.81 \$327.06 \$325.24 \$323.33 \$321.32	5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 18.00 \$ 19.85 \$ 20.84 \$ 21.88 \$ 22.97	N/A									
Michael Dillon Group 2	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$52.21 \$52.21 \$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46 \$134.46 \$134.46	\$18.00 \$19.85 \$20.84 \$21.88 \$22.97	\$27.00 \$28.35 \$29.78 \$31.26 \$32.82 \$34.46	\$36.00 \$37.80 \$39.70 \$41.68 \$43.76 \$45.94	\$2.81 \$2.81 \$2.81 \$2.81 \$2.81 \$2.81	\$20.81 \$21.71 \$22.66 \$23.65 \$24.69 \$25.78	\$29.81 \$31.16 \$32.59 \$34.07 \$35.63 \$37.27	\$38.81 \$40.61 \$42.51 \$44.49 \$46.57 \$48.75	(\$61.44) (\$60.54) (\$59.59) (\$58.60) (\$57.56) (\$56.47)	(\$78.55) (\$77.20) (\$75.77) (\$74.29) (\$72.73) (\$71.09)	(\$95.65) (\$93.85) (\$91.95) (\$89.97) (\$87.89) (\$85.71)	(\$34.21) (\$33.31) (\$32.36) (\$31.37) (\$30.33) (\$29.24)	(\$51.32) (\$49.97) (\$48.54) (\$46.74) (\$45.50) (\$43.86)	(\$68.42) (\$66.62) (\$64.72) (\$62.74) (\$60.66) (\$58.48)	(\$27.23) (\$27.23) (\$27.23) (\$27.23) (\$27.23) (\$27.23)	(\$27.23) (\$27.23) (\$27.23) (\$27.23) (\$27.23) (\$27.23)	(\$27.23) (\$27.23) (\$27.23) (\$27.23) (\$27.23) (\$27.23)	\$225.47 \$225.47 \$225.47 \$225.47 \$225.47 \$225.47	\$283.02 \$282.19 \$281.32 \$280.41 \$279.45 \$278.45	\$340.56 \$338.91 \$337.16 \$335.34 \$333.43 \$331.43	5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 18.00 \$ 19.85 \$ 20.84 \$ 21.88 \$ 22.97	N/A									
Michael Dillon	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026																																						
Non-Prevailing Wage Work (non-Exempt)																																									

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT Kleinfelder, Inc. PRIME SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. CONTRACT NO. RFQ 22-1002663 DATE 10/29/21

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%
			Fee	10.00%
			Applicable Multiplier Delta Base (Field)	2.84
			Applicable Multiplier Fringe (Field)	2.84

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
				Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe	Total = Base + Fringe		Straight		2.0 OT	Straight		1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight		OT (1.5x)	OT (2x)				
		Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT			2.0 OT	Straight			1.5 OT	2.0 OT					Straight	OT (1.5x)
Jason Eckerson Technician Group 1	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$40.08	\$60.12	\$80.16	\$9.32	\$49.40	\$69.44	\$89.48	(\$31.07)	(\$36.25)	(\$41.42)	(\$10.35)	(\$15.53)	(\$20.70)	(\$20.72)	(\$20.72)	(\$20.72)	\$201.94	\$236.67	\$271.39		\$ 40.08	N/A
7/1/2022		6/30/2023	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$42.08	\$63.12	\$84.16	\$9.32	\$51.40	\$72.44	\$93.48	(\$29.07)	(\$33.25)	(\$37.42)	(\$8.35)	(\$12.53)	(\$16.70)	(\$20.72)	(\$20.72)	(\$20.72)	\$201.94	\$234.83	\$267.72	5.00%	\$ 42.08		
7/1/2023		6/30/2024	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$44.18	\$66.27	\$88.36	\$9.32	\$53.50	\$75.59	\$97.68	(\$26.97)	(\$30.10)	(\$33.22)	(\$6.25)	(\$9.38)	(\$12.50)	(\$20.72)	(\$20.72)	(\$20.72)	\$201.94	\$232.90	\$263.86	5.00%	\$ 44.18		
7/1/2024		6/30/2025	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$46.39	\$69.59	\$92.78	\$9.32	\$55.71	\$78.91	\$102.10	(\$24.76)	(\$26.78)	(\$28.80)	(\$4.04)	(\$6.06)	(\$8.08)	(\$20.72)	(\$20.72)	(\$20.72)	\$201.94	\$230.87	\$259.80	5.00%	\$ 46.39		
7/1/2025		6/30/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$48.71	\$73.07	\$97.42	\$9.32	\$58.03	\$82.39	\$106.74	(\$22.44)	(\$23.30)	(\$24.16)	(\$1.72)	(\$2.58)	(\$3.44)	(\$20.72)	(\$20.72)	(\$20.72)	\$201.94	\$228.74	\$255.53	5.00%	\$ 48.71		
Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$51.15	\$76.73	\$102.30	\$9.32	\$60.47	\$86.05	\$111.62	(\$20.00)	(\$19.64)	(\$19.28)	\$0.00	\$0.00	\$0.00	(\$20.00)	(\$19.64)	(\$19.28)	\$201.94	\$226.49	\$251.05	5.00%	\$ 51.15	
Jason Eckerson Special Inspector Group 2	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$40.08	\$60.12	\$80.16	\$9.36	\$49.44	\$69.48	\$89.52	(\$32.81)	(\$38.88)	(\$44.94)	(\$12.13)	(\$18.20)	(\$24.26)	(\$20.68)	(\$20.68)	(\$20.68)	\$206.88	\$244.13	\$281.39		\$ 40.08	N/A
7/1/2022		6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$42.08	\$63.12	\$84.16	\$9.36	\$51.44	\$72.48	\$93.52	(\$30.81)	(\$35.88)	(\$40.94)	(\$10.13)	(\$15.20)	(\$20.26)	(\$20.68)	(\$20.68)	(\$20.68)	\$206.88	\$242.29	\$277.71	5.00%	\$ 42.08		
7/1/2023		6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$44.18	\$66.27	\$88.36	\$9.36	\$53.54	\$75.63	\$97.72	(\$28.71)	(\$32.73)	(\$36.74)	(\$8.03)	(\$12.05)	(\$16.06)	(\$20.68)	(\$20.68)	(\$20.68)	\$206.88	\$240.36	\$273.85	5.00%	\$ 44.18		
7/1/2024		6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$46.39	\$69.59	\$92.78	\$9.36	\$55.75	\$78.95	\$102.14	(\$26.50)	(\$29.41)	(\$32.32)	(\$5.82)	(\$8.73)	(\$11.64)	(\$20.68)	(\$20.68)	(\$20.68)	\$206.88	\$238.33	\$269.79	5.00%	\$ 46.39		
7/1/2025		6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$48.71	\$73.07	\$97.42	\$9.36	\$58.07	\$82.43	\$106.78	(\$24.18)	(\$25.93)	(\$27.68)	(\$3.50)	(\$5.25)	(\$7.00)	(\$20.68)	(\$20.68)	(\$20.68)	\$206.88	\$236.20	\$265.52	5.00%	\$ 48.71		
Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$51.15	\$76.73	\$102.30	\$9.36	\$60.51	\$86.09	\$111.66	(\$21.74)	(\$22.27)	(\$22.80)	(\$1.06)	(\$1.59)	(\$2.12)	(\$20.68)	(\$20.68)	(\$20.68)	\$206.88	\$233.96	\$261.04	5.00%	\$ 51.15	
Jason Eckerson Technician	FIELD	9/2/2021	6/30/2022																												\$ 40.08	N/A
7/1/2022		6/30/2023																													\$ 42.08	
7/1/2023		6/30/2024																													\$ 44.18	
7/1/2024		6/30/2025																													\$ 46.39	
7/1/2025		6/30/2026																													\$ 48.71	
Non-Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026																												\$ 51.15	
Edmond Jabbour Technician Group 1	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$27.56	\$41.34	\$55.12	\$8.67	\$36.23	\$50.01	\$63.79	(\$44.24)	(\$55.68)	(\$67.11)	(\$22.87)	(\$34.31)	(\$45.74)	(\$21.37)	(\$21.37)	(\$21.37)	\$203.78	\$250.02	\$296.25		\$ 27.56	N/A
7/1/2022		6/30/2023	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$28.94	\$43.41	\$57.88	\$8.67	\$37.61	\$52.08	\$66.55	(\$42.86)	(\$53.61)	(\$64.35)	(\$21.49)	(\$32.24)	(\$42.98)	(\$21.37)	(\$21.37)	(\$21.37)	\$203.78	\$248.75	\$293.72	5.00%	\$ 28.94		
7/1/2023		6/30/2024	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$30.39	\$45.59	\$60.78	\$8.70	\$39.06	\$54.26	\$69.45	(\$41.41)	(\$51.43)	(\$61.45)	(\$20.04)	(\$30.06)	(\$40.08)	(\$21.37)	(\$21.37)	(\$21.37)	\$203.78	\$247.42	\$291.05	5.00%	\$ 30.39		
7/1/2024		6/30/2025	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$31.91	\$47.87	\$63.82	\$8.67	\$40.58	\$56.54	\$72.49	(\$39.89)	(\$49.15)	(\$58.41)	(\$18.52)	(\$27.78)	(\$37.04)	(\$21.37)	(\$21.37)	(\$21.37)	\$203.78	\$246.02	\$288.26	5.00%	\$ 31.91		
7/1/2025		6/30/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$33.51	\$50.27	\$67.02	\$8.67	\$42.18	\$58.94	\$75.69	(\$38.29)	(\$48.15)	(\$55.21)	(\$16.92)	(\$25.38)	(\$33.84)	(\$21.37)	(\$21.37)	(\$21.37)	\$203.78	\$244.55	\$285.32	5.00%	\$ 33.51		
Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$35.19	\$52.79	\$70.38	\$8.67	\$43.86	\$61.46	\$79.05	(\$36.61)	(\$44.23)	(\$51.85)	(\$15.24)	(\$22.86)	(\$30.48)	(\$21.37)	(\$21.37)	(\$21.37)	\$203.78	\$243.01	\$282.23	5.00%	\$ 35.19	
Edmond Jabbour Special Inspector Group 2	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$27.56	\$41.34	\$55.12	\$8.70	\$36.26	\$50.04	\$63.82	(\$45.99)	(\$58.32)	(\$70.64)	(\$24.85)	(\$36.98)	(\$49.30)	(\$21.34)	(\$21.34)	(\$21.34)	\$208.75	\$257.51	\$306.27		\$ 27.56	N/A
7/1/2022		6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$28.94	\$43.41	\$57.98	\$8.70	\$37.64	\$52.11	\$66.58	(\$46.61)	(\$56.25)	(\$67.88)	(\$23.27)	(\$34.91)	(\$46.54)	(\$21.34)	(\$21.34)	(\$21.34)	\$208.75	\$256.24	\$303.74	5.00%	\$ 28.94		
7/1/2023		6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$30.39	\$45.59	\$60.78	\$8.70	\$39.09	\$54.29	\$69.48	(\$43.16)	(\$54.07)	(\$64.98)	(\$21.82)	(\$32.73)	(\$43.64)	(\$21.34)	(\$21.34)	(\$21.34)	\$208.75	\$254.91	\$301.07	5.00%	\$ 30.39		
7/1/2024		6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$31.91	\$47.87	\$63.82	\$8.70	\$40.61	\$56.57	\$72.52	(\$41.64)	(\$51.79)	(\$61.94)	(\$20.30)	(\$30.45)	(\$40.60)	(\$21.34)	(\$21.34)	(\$21.34)	\$208.75	\$253.51	\$308.28	5.00%	\$ 31.91		
7/1/2025		6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$33.51	\$50.27	\$67.02	\$8.70	\$42.21	\$58.97	\$75.72	(\$40.04)	(\$49.39)	(\$58.74)	(\$18.70)	(\$28.05)	(\$37.40)	(\$21.34)	(\$21.34)	(\$21.34)	\$208.75	\$252.04	\$295.34	5.00%	\$ 33.51		
Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$35.19	\$52.79	\$70.38	\$8.70	\$43.89	\$61.49	\$79.08	(\$38.36)	(\$46.87)	(\$55.38)	(\$17.02)	(\$25.53)	(\$34.04)	(\$21.34)	(\$21.34)	(\$21.34)	\$208.75	\$250.50	\$292.25	5.00%	\$ 35.19	
Edmond Jabbour Technician	FIELD	9/2/2021	6/30/2022																											\$ 27.56	N/A	
7/1/2022		6/30/2023																														\$ 28.94
7/1/2023		6/30/2024																														\$ 30.39
7/1/2024		6/30/2025																														\$ 31.91
7/1/2025		6/30/2026																														\$ 33.51
Non-Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026																												\$ 35.19	

Please Note: Consultant completes all items in yellow highlight

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 Kleinfelder, Inc. PRIME SUB X
PROJECT NO. CONTRACT NO. RFQ 22-1002663 DATE 10/29/21

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%

|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Kleinfelder, Inc. PRIME SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. CONTRACT NO. RFQ 22-1002663 DATE 10/29/21

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%
Fee				= 10.00%
Applicable Multiplier Delta Base (Field)				= 2.84
Applicable Multiplier Delta Fringe (Field)				= 2.84

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary		Estimate Fringe	Total = Base + Fringe		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)					
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Straight													1.5 OT	2.0 OT		Straight	OT (1.5x)
David Magana Technician Group 1	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$18.02	\$27.03	\$36.04	\$7.24	\$25.26	\$34.27	\$43.28	(\$55.21)	(\$71.42)	(\$87.62)	(\$32.41)	(\$48.62)	(\$64.82)	(\$22.80)	(\$22.80)	(\$22.80)	\$207.84	\$262.85	\$317.85	5.00%	\$ 18.02	N/A
		7/1/2022	6/30/2023	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$18.92	\$28.38	\$37.84	\$7.24	\$26.16	\$35.62	\$45.08	(\$54.31)	(\$70.07)	(\$85.82)	(\$31.51)	(\$47.27)	(\$63.02)	(\$22.80)	(\$22.80)	(\$22.80)	\$207.84	\$262.02	\$316.20	5.00%	\$ 18.92	
		7/1/2023	6/30/2024	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$19.87	\$29.81	\$39.74	\$7.24	\$27.11	\$37.05	\$46.98	(\$53.36)	(\$68.64)	(\$83.92)	(\$30.56)	(\$45.84)	(\$61.12)	(\$22.80)	(\$22.80)	(\$22.80)	\$207.84	\$261.15	\$314.45	5.00%	\$ 19.87	
		7/1/2024	6/30/2025	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$20.86	\$31.29	\$41.72	\$7.24	\$28.10	\$38.53	\$48.96	(\$52.37)	(\$67.16)	(\$81.94)	(\$29.57)	(\$44.36)	(\$59.14)	(\$22.80)	(\$22.80)	(\$22.80)	\$207.84	\$260.24	\$312.63	5.00%	\$ 20.86	
		7/1/2025	6/30/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$21.90	\$32.85	\$43.80	\$7.24	\$29.14	\$40.09	\$51.04	(\$51.33)	(\$65.60)	(\$79.86)	(\$28.53)	(\$42.80)	(\$57.06)	(\$22.80)	(\$22.80)	(\$22.80)	\$207.84	\$259.28	\$310.72	5.00%	\$ 21.90	
Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$23.00	\$34.50	\$46.00	\$7.24	\$30.24	\$41.74	\$53.24	(\$50.23)	(\$63.95)	(\$77.66)	(\$27.43)	(\$41.15)	(\$54.86)	(\$22.80)	(\$22.80)	(\$22.80)	\$207.84	\$258.27	\$308.70	5.00%	\$ 23.00	
David Magana Special Inspector Group 2	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$18.02	\$27.03	\$36.04	\$7.28	\$25.30	\$34.31	\$43.32	(\$56.95)	(\$74.05)	(\$91.14)	(\$34.19)	(\$51.29)	(\$68.38)	(\$22.76)	(\$22.76)	(\$22.76)	\$212.78	\$270.31	\$327.84	5.00%	\$ 18.02	N/A
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$18.92	\$28.38	\$37.84	\$7.28	\$26.20	\$35.66	\$45.12	(\$56.05)	(\$72.70)	(\$89.34)	(\$33.29)	(\$49.94)	(\$66.58)	(\$22.76)	(\$22.76)	(\$22.76)	\$212.78	\$269.48	\$326.19	5.00%	\$ 18.92	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$19.87	\$29.81	\$39.74	\$7.28	\$26.15	\$35.67	\$45.02	(\$55.10)	(\$71.27)	(\$87.44)	(\$32.34)	(\$48.51)	(\$64.68)	(\$22.76)	(\$22.76)	(\$22.76)	\$212.78	\$268.61	\$324.44	5.00%	\$ 19.87	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$20.86	\$31.29	\$41.72	\$7.28	\$28.14	\$38.57	\$49.00	(\$54.11)	(\$69.79)	(\$85.46)	(\$31.35)	(\$47.03)	(\$62.70)	(\$22.76)	(\$22.76)	(\$22.76)	\$212.78	\$267.70	\$322.62	5.00%	\$ 20.86	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$21.90	\$32.85	\$43.80	\$7.28	\$29.18	\$40.13	\$51.08	(\$53.07)	(\$68.23)	(\$83.38)	(\$30.31)	(\$45.47)	(\$60.62)	(\$22.76)	(\$22.76)	(\$22.76)	\$212.78	\$266.74	\$320.71	5.00%	\$ 21.90	
Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$23.00	\$34.50	\$46.00	\$7.28	\$30.28	\$41.78	\$53.28	(\$51.97)	(\$66.58)	(\$81.18)	(\$29.21)	(\$43.82)	(\$58.42)	(\$22.76)	(\$22.76)	(\$22.76)	\$212.78	\$265.73	\$318.69	5.00%	\$ 23.00	
David Magana Technician	FIELD	9/2/2021	6/30/2022															N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$51.14	\$60.15	\$69.16	5.00%	\$ 18.02	N/A
		7/1/2022	6/30/2023																								\$53.70	\$63.16	\$72.62	5.00%	\$ 18.92	
		7/1/2023	6/30/2024																								\$56.40	\$66.33	\$76.27	5.00%	\$ 19.87	
		7/1/2024	6/30/2025																								\$59.21	\$69.64	\$80.07	5.00%	\$ 20.86	
		7/1/2025	6/30/2026																								\$62.16	\$73.11	\$84.06	5.00%	\$ 21.90	
Non-Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026																								\$65.28	\$76.78	\$88.28	5.00%	\$ 23.00	
Michael Magana Technician Group 1	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$38.29	\$57.44	\$76.58	\$7.39	\$45.68	\$64.83	\$83.97	(\$34.79)	(\$40.86)	(\$46.93)	(\$12.14)	(\$18.21)	(\$24.28)	(\$22.65)	(\$22.65)	(\$22.65)	\$207.42	\$243.79	\$280.16	5.00%	\$ 38.29	N/A
		7/1/2022	6/30/2023	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$40.20	\$60.30	\$80.40	\$7.39	\$47.59	\$67.69	\$87.79	(\$32.88)	(\$38.00)	(\$43.11)	(\$10.23)	(\$15.35)	(\$20.46)	(\$22.65)	(\$22.65)	(\$22.65)	\$207.42	\$242.03	\$276.65	5.00%	\$ 40.20	
		7/1/2023	6/30/2024	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$42.21	\$63.32	\$84.42	\$7.39	\$49.60	\$70.71	\$91.81	(\$30.87)	(\$34.98)	(\$39.09)	(\$8.22)	(\$12.33)	(\$16.44)	(\$22.65)	(\$22.65)	(\$22.65)	\$207.42	\$240.19	\$272.96	5.00%	\$ 42.21	
		7/1/2024	6/30/2025	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$44.32	\$66.48	\$88.64	\$7.39	\$51.71	\$73.87	\$96.03	(\$28.76)	(\$31.82)	(\$34.87)	(\$6.11)	(\$9.16)	(\$12.22)	(\$22.65)	(\$22.65)	(\$22.65)	\$207.42	\$238.25	\$269.08	5.00%	\$ 44.32	
		7/1/2025	6/30/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$46.54	\$69.81	\$93.08	\$7.39	\$53.93	\$77.20	\$100.47	(\$28.54)	(\$28.49)	(\$30.43)	(\$3.89)	(\$5.83)	(\$7.78)	(\$22.65)	(\$22.65)	(\$22.65)	\$207.42	\$236.21	\$265.00	5.00%	\$ 46.54	
Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$48.87	\$73.31	\$97.74	\$7.39	\$56.26	\$80.70	\$105.13	(\$24.21)	(\$24.99)	(\$25.77)	(\$1.56)	(\$2.34)	(\$3.12)	(\$22.65)	(\$22.65)	(\$22.65)	\$207.42	\$234.07	\$260.71	5.00%	\$ 48.87	
Michael Magana Special Inspector Group 2	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$38.29	\$57.44	\$76.58	\$7.43	\$45.72	\$64.87	\$84.01	(\$36.53)	(\$43.49)	(\$50.45)	(\$13.92)	(\$20.88)	(\$27.84)	(\$22.61)	(\$22.61)	(\$22.61)	\$212.36	\$251.25	\$290.15	5.00%	\$ 38.29	N/A
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$40.20	\$60.30	\$80.40	\$7.43	\$47.63	\$67.73	\$87.83	(\$34.62)	(\$40.63)	(\$46.63)	(\$12.01)	(\$18.02)	(\$24.02)	(\$22.61)	(\$22.61)	(\$22.61)	\$212.36	\$249.50	\$286.64	5.00%	\$ 40.20	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$42.21	\$63.32	\$84.42	\$7.43	\$49.64	\$70.75	\$91.85	(\$32.61)	(\$37.61)	(\$42.61)	(\$10.00)	(\$15.00)	(\$20.00)	(\$22.61)	(\$22.61)	(\$22.61)	\$212.36	\$247.65	\$282.95	5.00%	\$ 42.21	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$44.32	\$66.48	\$88.64	\$7.43	\$51.75	\$73.91	\$96.07	(\$30.50)	(\$34.45)	(\$38.39)	(\$7.89)	(\$11.84)	(\$15.78)	(\$22.61)	(\$22.61)	(\$22.61)	\$212.36	\$245.71	\$279.07	5.00%	\$ 44.32	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$46.54	\$69.81	\$93.08	\$7.43	\$53.97	\$77.24	\$100.51	(\$28.28)	(\$31.12)	(\$33.95)	(\$5.67)	(\$8.51)	(\$11.34)	(\$22.61)	(\$22.61)	(\$22.61)	\$212.36	\$243.67	\$274.99	5.00%	\$ 46.54	
Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$48.87	\$73.31	\$97.74	\$7.43	\$56.30	\$80.74	\$105.17	(\$25.95)	(\$27.62)	(\$29.29)	(\$3.34)	(\$5.01)	(\$6.68)	(\$22.61)	(\$22.61)	(\$22.61)	\$212.36	\$241.53	\$270.71	5.00%	\$ 48.87	
Michael Magana Technician	FIELD	9/2/2021	6/30/2022															N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$108.68	\$127.82	\$146.97	5.00%	\$ 38.29	N/A
		7/1/2022	6/30/2023																								\$114.10	\$134.20	\$154.30	5.00%	\$ 40.20	
		7/1/2023	6/30/2024																								\$119.80	\$140.91	\$162.01	5.00%	\$ 42.21	
		7/1/2024	6/30/2025																								\$125.79	\$147.95	\$170.11	5.00%	\$ 44.32	
		7/1/2025	6/30/2026																								\$132.00	\$155.36	\$178.63	5.00%	\$ 46.54	
Non-Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026																								\$138.70	\$163.14	\$187.57	5.00%	\$ 48.87	

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT Kleinfelder, Inc. PRIME SUB X
PROJECT NO. CONTRACT NO. RFQ 22-1002663 DATE 10/29/21

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%

Name/Classification		Home Office Personnel	Field Office Personnel	Effective Date of Hourly Rate	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)										Employee Actual Rate (fringe benefits vary year over year)								Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class														
					Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																		
					Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT																Straight				1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT
Marcus Molina Technician Group 1	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$28.13	\$42.20	\$56.26	\$8.20	\$36.33	\$50.40	\$64.46	(\$44.14)	(\$55.29)	(\$66.44)	(\$22.30)	(\$33.45)	(\$44.60)	(\$21.84)	(\$21.84)	(\$21.84)	\$205.12	\$250.83	\$296.54	5.00%	\$ 28.13	N/A																			
7/1/2022	6/30/2023	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$29.54	\$44.31	\$59.08	\$8.20	\$37.77	\$52.54	\$67.28	(\$42.73)	(\$53.18)	(\$63.62)	(\$20.89)	(\$31.34)	(\$41.78)	(\$21.84)	(\$21.84)	(\$21.84)	\$205.12	\$249.53	\$293.95	5.00%	\$ 29.54																						
7/1/2023	6/30/2024	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$31.02	\$46.53	\$62.04	\$8.20	\$39.22	\$54.73	\$70.24	(\$41.25)	(\$50.96)	(\$60.66)	(\$19.41)	(\$29.12)	(\$38.82)	(\$21.84)	(\$21.84)	(\$21.84)	\$205.12	\$248.17	\$291.23	5.00%	\$ 31.02																						
7/1/2024	6/30/2025	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$32.57	\$48.86	\$65.14	\$8.20	\$40.77	\$57.06	\$73.34	(\$39.70)	(\$48.63)	(\$57.56)	(\$17.86)	(\$26.79)	(\$35.72)	(\$21.84)	(\$21.84)	(\$21.84)	\$205.12	\$246.75	\$288.38	5.00%	\$ 32.57																						
7/1/2025	6/30/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$34.20	\$51.30	\$68.40	\$8.20	\$42.40	\$59.50	\$76.80	(\$38.07)	(\$46.19)	(\$54.30)	(\$16.23)	(\$24.35)	(\$32.46)	(\$21.84)	(\$21.84)	(\$21.84)	\$205.12	\$245.25	\$285.38	5.00%	\$ 34.20																						
Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$35.91	\$53.87	\$71.82	\$8.20	\$44.11	\$62.07	\$80.02	(\$36.36)	(\$43.62)	(\$50.88)	(\$14.52)	(\$21.78)	(\$29.04)	(\$21.84)	(\$21.84)	(\$21.84)	\$205.12	\$243.68	\$282.24	5.00%	\$ 35.91																				
Marcus Molina Special Inspector Group 2	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$28.13	\$42.20	\$56.26	\$8.23	\$36.36	\$50.43	\$64.49	(\$45.89)	(\$57.93)	(\$69.97)	(\$24.08)	(\$36.12)	(\$48.16)	(\$21.81)	(\$21.81)	(\$21.81)	\$210.09	\$258.32	\$306.56	5.00%	\$ 28.13	N/A																			
7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$29.54	\$44.31	\$59.08	\$8.23	\$37.77	\$52.54	\$67.31	(\$44.48)	(\$55.82)	(\$67.15)	(\$22.67)	(\$34.01)	(\$45.34)	(\$21.81)	(\$21.81)	(\$21.81)	\$210.09	\$257.03	\$303.95	5.00%	\$ 29.54																						
7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$31.02	\$46.53	\$62.04	\$8.23	\$39.25	\$54.76	\$70.27	(\$43.00)	(\$53.60)	(\$64.19)	(\$21.19)	(\$31.79)	(\$42.38)	(\$21.81)	(\$21.81)	(\$21.81)	\$210.09	\$255.67	\$301.25	5.00%	\$ 31.02																						
7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$32.57	\$48.86	\$65.14	\$8.23	\$40.80	\$57.09	\$73.37	(\$41.45)	(\$51.27)	(\$61.09)	(\$19.64)	(\$29.46)	(\$39.28)	(\$21.81)	(\$21.81)	(\$21.81)	\$210.09	\$254.74	\$298.40	5.00%	\$ 32.57																						
7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$34.20	\$51.30	\$68.40	\$8.23	\$42.43	\$59.53	\$76.83	(\$39.82)	(\$48.83)	(\$57.83)	(\$18.01)	(\$27.02)	(\$36.02)	(\$21.81)	(\$21.81)	(\$21.81)	\$210.09	\$252.24	\$295.40	5.00%	\$ 34.20																						
Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$35.91	\$53.87	\$71.82	\$8.23	\$44.14	\$62.10	\$80.05	(\$38.11)	(\$46.26)	(\$54.41)	(\$16.30)	(\$24.45)	(\$32.60)	(\$21.81)	(\$21.81)	(\$21.81)	\$210.09	\$251.17	\$292.26	5.00%	\$ 35.91																				
Marcus Molina Technician	FIELD	9/2/2021	6/30/2022																							\$79.84	\$93.90	\$107.97	5.00%	\$ 28.13	N/A																				
7/1/2022	6/30/2023																															\$ 29.54																			
7/1/2023	6/30/2024																															\$ 31.02																			
7/1/2024	6/30/2025																															\$ 32.57																			
7/1/2025	6/30/2026																															\$ 34.20																			
Non-Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026																								\$101.92	\$119.88	\$137.83	5.00%	\$ 35.91																				
Dominic Montemayor Technician Group 1	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$28.08	\$42.12	\$56.16	\$14.21	\$42.29	\$56.33	\$70.37	(\$38.18)	(\$49.35)	(\$60.53)	(\$22.35)	(\$33.53)	(\$44.70)	(\$15.83)	(\$15.83)	(\$15.83)	\$188.06	\$233.81	\$279.57	5.00%	\$ 28.08	N/A																			
7/1/2022	6/30/2023	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$29.48	\$44.22	\$58.96	\$14.21	\$43.69	\$58.43	\$73.17	(\$37.78)	(\$47.25)	(\$57.73)	(\$20.95)	(\$31.43)	(\$41.90)	(\$15.83)	(\$15.83)	(\$15.83)	\$188.06	\$232.53	\$277.00	5.00%	\$ 29.48																						
7/1/2023	6/30/2024	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$30.95	\$46.43	\$61.90	\$14.21	\$45.16	\$60.64	\$76.11	(\$35.31)	(\$45.05)	(\$54.79)	(\$19.48)	(\$29.22)	(\$38.96)	(\$15.83)	(\$15.83)	(\$15.83)	\$188.06	\$231.18	\$274.30	5.00%	\$ 30.95																						
7/1/2024	6/30/2025	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$32.50	\$48.75	\$65.00	\$14.21	\$46.71	\$62.96	\$79.21	(\$33.76)	(\$42.72)	(\$51.69)	(\$17.93)	(\$26.90)	(\$35.86)	(\$15.83)	(\$15.83)	(\$15.83)	\$188.06	\$229.75	\$271.45	5.00%	\$ 32.50																						
7/1/2025	6/30/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$34.13	\$51.20	\$68.26	\$14.21	\$48.34	\$65.41	\$82.47	(\$32.13)	(\$40.28)	(\$48.43)	(\$16.30)	(\$24.45)	(\$32.60)	(\$15.83)	(\$15.83)	(\$15.83)	\$188.06	\$228.25	\$271.45	5.00%	\$ 34.13																						
Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$35.84	\$53.76	\$71.68	\$14.21	\$50.05	\$67.97	\$85.89	(\$30.42)	(\$37.71)	(\$45.01)	(\$14.59)	(\$21.89)	(\$29.18)	(\$15.83)	(\$15.83)	(\$15.83)	\$188.06	\$226.68	\$265.31	5.00%	\$ 35.84																				
Dominic Montemayor Special Inspector Group 2	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$28.08	\$42.12	\$56.16	\$14.24	\$42.32	\$56.36	\$70.40	(\$39.93)	(\$52.00)	(\$64.06)	(\$24.13)	(\$36.20)	(\$48.26)	(\$15.80)	(\$15.80)	(\$15.80)	\$193.03	\$241.31	\$289.59	5.00%	\$ 28.08	N/A																			
7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$30.95	\$46.43	\$61.90	\$14.24	\$43.72	\$58.46	\$73.20	(\$38.53)	(\$49.90)	(\$61.26)	(\$22.73)	(\$34.10)	(\$45.46)	(\$15.80)	(\$15.80)	(\$15.80)	\$193.03	\$240.02	\$287.02	5.00%	\$ 29.48																						
7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$29.48	\$46.43	\$61.90	\$14.24	\$45.19	\$60.67	\$76.14	(\$37.06)	(\$47.69)	(\$58.32)	(\$21.26)	(\$31.89)	(\$42.52)	(\$15.80)	(\$15.80)	(\$15.80)	\$193.03	\$238.67	\$284.32	5.00%	\$ 30.95																						
7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$32.50	\$48.75	\$65.00	\$14.24	\$46.74	\$62.99	\$79.24	(\$35.51)	(\$45.37)	(\$55.22)	(\$19.31)	(\$29.57)	(\$39.42)	(\$15.80)	(\$15.80)	(\$15.80)	\$193.03	\$237.25	\$281.47	5.00%	\$ 32.50																						
7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$34.13	\$51.20	\$68.26	\$14.24	\$48.37	\$65.44	\$82.50	(\$33.88)	(\$42.92)	(\$51.96)	(\$18.08)	(\$27.12)	(\$36.16)	(\$15.80)	(\$15.80)	(\$15.80)	\$193.03	\$235.75	\$278.47	5.00%	\$ 34.13																						
Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$35.84	\$53.76	\$71.68	\$14.24	\$50.08	\$68.00	\$85.92	(\$32.17)	(\$40.36)	(\$48.54)	(\$16.37)	(\$24.56)	(\$32.74)	(\$15.80)	(\$15.80)	(\$15.80)	\$193.03	\$234.18	\$275.33	5.00%	\$ 35.84																				
Dominic Montemayor Technician	FIELD	9/2/2021	6/30/2022																							\$79.70	\$93.74	\$107.78	5.00%	\$ 28.08	N/A																				
7/1/2022	6/30/2023																															\$ 29.48																			
7/1/2023	6/30/2024																															\$ 30.95																			
7/1/2024	6/30/2025																															\$ 32.50																			
7/1/2025	6/30/2026																															\$ 34.13																			
Non-Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026																								\$101.72	\$119.64	\$137.56	5.00%	\$ 35.84																				

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT Kleinfelder, Inc. PRIME SUB X (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. CONTRACT NO. RFQ 22-1002663 DATE 10/29/21

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.23%	+ 99.79%	+ 0.00%	= 158.02%
OVERTIME	58.23%	+ 99.79%	+ 0.00%	= 158.02%
			Fee	10.00%
			Applicable Multiplier Delta Base (Field)	2.84
			Applicable Multiplier Fringe (Field)	2.54

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary		Estimate Fringe	Total = Base + Fringe		Straight 1.5 OT 2.0 OT			Straight 1.5 OT 2.0 OT			Straight 1.5 OT 2.0 OT			Straight OT (1.5x) OT (2x)							
				Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Straight																1.5 OT	2.0 OT
Scott Morris Technician Group 1	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$36.75	\$55.13	\$73.50	\$10.95	\$47.70	\$66.08	\$84.45	(\$32.77)	(\$39.61)	(\$46.45)	(\$13.68)	(\$20.52)	(\$27.36)	(\$19.09)	(\$19.09)	(\$19.09)	\$197.31	\$235.10	\$272.89		\$ 36.75	N/A
7/1/2022		6/30/2023	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$38.59	\$57.89	\$77.18	\$10.95	\$49.54	\$68.84	\$88.13	(\$30.93)	(\$36.85)	(\$42.77)	(\$11.84)	(\$17.76)	(\$23.68)	(\$19.09)	(\$19.09)	(\$19.09)	\$197.31	\$233.41	\$269.51	5.00%	\$ 38.59		
7/1/2023		6/30/2024	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$40.52	\$60.78	\$81.04	\$10.95	\$51.47	\$71.73	\$91.99	(\$29.00)	(\$33.96)	(\$38.91)	(\$9.91)	(\$14.87)	(\$19.82)	(\$19.09)	(\$19.09)	(\$19.09)	\$197.31	\$231.64	\$265.96	5.00%	\$ 40.52		
7/1/2024		6/30/2025	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$42.55	\$63.83	\$85.10	\$10.95	\$53.50	\$74.78	\$96.05	(\$26.97)	(\$30.91)	(\$34.85)	(\$7.88)	(\$11.82)	(\$15.76)	(\$19.09)	(\$19.09)	(\$19.09)	\$197.31	\$229.77	\$262.23	5.00%	\$ 42.55		
7/1/2025		6/30/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$44.68	\$67.02	\$89.36	\$10.95	\$55.63	\$77.97	\$100.31	(\$24.84)	(\$27.72)	(\$30.59)	(\$5.75)	(\$8.63)	(\$11.50)	(\$19.09)	(\$19.09)	(\$19.09)	\$197.31	\$227.81	\$258.31	5.00%	\$ 44.68		
7/1/2026		12/31/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$46.91	\$70.37	\$93.82	\$10.95	\$57.86	\$81.32	\$104.77	(\$22.61)	(\$24.37)	(\$26.13)	(\$3.52)	(\$5.28)	(\$7.04)	(\$19.09)	(\$19.09)	(\$19.09)	\$197.31	\$225.76	\$254.21	5.00%	\$ 46.91		
Scott Morris Special Inspector Group 2	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$36.75	\$55.13	\$73.50	\$10.99	\$47.74	\$66.12	\$84.49	(\$34.51)	(\$42.24)	(\$49.97)	(\$15.46)	(\$23.19)	(\$30.92)	(\$19.05)	(\$19.05)	(\$19.05)	\$202.25	\$242.57	\$282.88	5.00%	\$ 36.75	N/A
7/1/2022		6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$38.59	\$57.89	\$77.18	\$10.99	\$49.58	\$68.88	\$88.17	(\$32.67)	(\$39.48)	(\$46.29)	(\$13.62)	(\$20.43)	(\$27.24)	(\$19.05)	(\$19.05)	(\$19.05)	\$202.25	\$240.87	\$279.50	5.00%	\$ 38.59		
7/1/2023		6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$40.52	\$60.78	\$81.04	\$10.99	\$51.51	\$71.77	\$92.03	(\$30.74)	(\$36.59)	(\$42.43)	(\$11.69)	(\$17.54)	(\$23.38)	(\$19.05)	(\$19.05)	(\$19.05)	\$202.25	\$239.10	\$275.95	5.00%	\$ 40.52		
7/1/2024		6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$42.55	\$63.83	\$85.10	\$10.99	\$53.54	\$74.82	\$96.09	(\$28.71)	(\$33.54)	(\$38.37)	(\$9.66)	(\$14.49)	(\$19.32)	(\$19.05)	(\$19.05)	(\$19.05)	\$202.25	\$237.24	\$272.22	5.00%	\$ 42.55		
7/1/2025		6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$44.68	\$67.02	\$89.36	\$10.99	\$55.67	\$78.01	\$100.35	(\$26.58)	(\$30.35)	(\$34.11)	(\$7.53)	(\$11.30)	(\$15.06)	(\$19.05)	(\$19.05)	(\$19.05)	\$202.25	\$235.28	\$268.30	5.00%	\$ 44.68		
7/1/2026		12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$46.91	\$70.37	\$93.82	\$10.99	\$57.90	\$81.36	\$104.81	(\$24.35)	(\$27.00)	(\$29.65)	(\$5.30)	(\$7.95)	(\$10.60)	(\$19.05)	(\$19.05)	(\$19.05)	\$202.25	\$233.23	\$264.20	5.00%	\$ 46.91		
Scott Morris Technician	FIELD	9/2/2021	6/30/2022																								\$104.30	\$122.68	\$141.05		\$ 36.75	N/A
7/1/2022		6/30/2023																									\$109.53	\$128.82	\$148.12	5.00%	\$ 38.59	
7/1/2023		6/30/2024																									\$115.00	\$135.26	\$155.52	5.00%	\$ 40.52	
7/1/2024		6/30/2025																									\$120.77	\$142.04	\$163.32	5.00%	\$ 42.55	
7/1/2025		6/30/2026																									\$126.81	\$149.15	\$171.49	5.00%	\$ 44.68	
7/1/2026		12/31/2026																									\$133.14	\$156.60	\$180.05	5.00%	\$ 46.91	
Thomas Rebosky Technician Group 1	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$27.50	\$41.25	\$55.00	\$9.59	\$37.09	\$50.84	\$64.59	(\$43.38)	(\$54.85)	(\$66.31)	(\$22.93)	(\$34.40)	(\$45.86)	(\$20.45)	(\$20.45)	(\$20.45)	\$201.17	\$247.46	\$293.75	5.00%	\$ 27.50	N/A
7/1/2022		6/30/2023	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$28.88	\$43.32	\$57.76	\$9.59	\$38.47	\$52.91	\$67.25	(\$42.00)	(\$52.79)	(\$63.55)	(\$21.55)	(\$32.33)	(\$43.10)	(\$20.45)	(\$20.45)	(\$20.45)	\$201.17	\$246.19	\$291.22	5.00%	\$ 28.88		
7/1/2023		6/30/2024	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$30.32	\$45.48	\$60.64	\$9.59	\$39.91	\$55.07	\$70.23	(\$40.56)	(\$50.62)	(\$60.67)	(\$20.11)	(\$30.17)	(\$40.22)	(\$20.45)	(\$20.45)	(\$20.45)	\$201.17	\$244.87	\$288.57	5.00%	\$ 30.32		
7/1/2024		6/30/2025	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$31.84	\$47.76	\$63.68	\$9.59	\$41.43	\$57.35	\$73.27	(\$39.04)	(\$48.34)	(\$57.63)	(\$18.59)	(\$27.89)	(\$37.18)	(\$20.45)	(\$20.45)	(\$20.45)	\$201.17	\$243.47	\$285.78	5.00%	\$ 31.84		
7/1/2025		6/30/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$33.43	\$50.15	\$66.86	\$9.59	\$43.02	\$59.74	\$76.45	(\$37.45)	(\$45.95)	(\$54.45)	(\$17.00)	(\$25.50)	(\$34.00)	(\$20.45)	(\$20.45)	(\$20.45)	\$201.17	\$242.01	\$282.85	5.00%	\$ 33.43		
7/1/2026		12/31/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$35.10	\$62.65	\$79.20	\$9.59	\$44.69	\$62.24	\$79.79	(\$35.78)	(\$43.45)	(\$51.11)	(\$15.33)	(\$23.00)	(\$30.66)	(\$20.45)	(\$20.45)	(\$20.45)	\$201.17	\$240.48	\$279.78	5.00%	\$ 35.10		
Thomas Rebosky Special Inspector Group 2	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$27.50	\$41.25	\$55.00	\$9.62	\$37.12	\$50.87	\$64.62	(\$45.13)	(\$57.49)	(\$69.84)	(\$24.71)	(\$37.07)	(\$49.42)	(\$20.42)	(\$20.42)	(\$20.42)	\$206.14	\$254.96	\$303.77	5.00%	\$ 27.50	N/A
7/1/2022		6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$28.88	\$43.32	\$57.76	\$9.62	\$38.50	\$52.94	\$67.38	(\$43.75)	(\$55.42)	(\$67.08)	(\$23.33)	(\$35.00)	(\$46.66)	(\$20.42)	(\$20.42)	(\$20.42)	\$206.14	\$253.69	\$301.24	5.00%	\$ 28.88		
7/1/2023		6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$30.32	\$45.48	\$60.64	\$9.62	\$39.94	\$55.10	\$70.26	(\$42.31)	(\$53.26)	(\$64.20)	(\$21.89)	(\$32.84)	(\$43.78)	(\$20.42)	(\$20.42)	(\$20.42)	\$206.14	\$252.36	\$298.59	5.00%	\$ 30.32		
7/1/2024		6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$31.84	\$47.76	\$63.68	\$9.62	\$41.46	\$57.38	\$73.30	(\$40.79)	(\$50.98)	(\$61.16)	(\$20.37)	(\$30.56)	(\$40.74)	(\$20.42)	(\$20.42)	(\$20.42)	\$206.14	\$250.97	\$296.79	5.00%	\$ 31.84		
7/1/2025		6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$33.43	\$50.15	\$66.86	\$9.62	\$43.05	\$59.77	\$76.48	(\$39.20)	(\$48.59)	(\$57.98)	(\$18.78)	(\$28.17)	(\$37.56)	(\$20.42)	(\$20.42)	(\$20.42)	\$206.14	\$249.51	\$292.87	5.00%	\$ 33.43		
7/1/2026		12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$35.10	\$62.65	\$79.20	\$9.62	\$44.72	\$62.27	\$79.82	(\$37.53)	(\$46.09)	(\$54.64)	(\$17.11)	(\$25.67)	(\$34.22)	(\$20.42)	(\$20.42)	(\$20.42)	\$206.14	\$247.97	\$289.80	5.00%	\$ 35.10		
Thomas Rebosky Technician	FIELD	9/2/2021	6/30/2022																								\$78.05	\$91.80	\$105.55		\$ 27.50	N/A
7/1/2022		6/30/2023																									\$81.97	\$96.41	\$110.85	5.00%	\$ 28.88	
7/1/2023		6/30/2024																									\$86.05	\$101.21	\$116.37	5.00%	\$ 30.32	
7/1/2024		6/30/2025																									\$90.37	\$106.29	\$122.21	5.00%	\$ 31.84	
7/1/2025		6/30/2026																									\$94.88	\$111.60	\$128.31	5.00%	\$ 33.43	
7/1/2026		12/31/2026																									\$99.62	\$117.17	\$134.72	5.00%	\$ 35.10	

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Page 15 of 16

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Kleinfelder, Inc. PRIME SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. CONTRACT NO. RFQ 22-1002663 DATE 10/29/21

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

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

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL		58.23%	+ 99.79%	+ 0.00%	=	158.02%
OVERTIME		58.23%	+ 99.79%	+ 0.00%	=	158.02%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL		58.23%	+ 99.79%	+ 0.00%	=	158.02%
OVERTIME		58.23%	+ 99.79%	+ 0.00%	=	158.02%
					Fee	= 10.00%

Name/Classification		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)										Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Rate and/or Average Hourly Rate	Hourly Range for Class							
				Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary		Estimate Fringe	Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)														
				Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight													1.5 OT	2.0 OT	Straight	1.5 OT				2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT
Michael Sargent Technician Group 1	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$34.49	\$51.74	\$68.98	\$16.09	\$50.58	\$67.83	\$85.07	(\$29.89)	(\$37.86)	(\$45.83)	(\$15.94)	(\$23.91)	(\$31.88)	(\$13.95)	(\$13.95)	(\$13.95)	182.72	\$222.59	\$262.46	5.00%	\$ 34.49	N/A									
		7/1/2022	6/30/2023	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$36.21	\$54.32	\$72.42	\$16.09	\$52.30	\$70.41	\$88.51	(\$28.17)	(\$35.28)	(\$42.39)	(\$14.22)	(\$21.33)	(\$28.44)	(\$13.95)	(\$13.95)	(\$13.95)	182.72	\$221.01	\$259.29	5.00%	\$ 36.21										
		7/1/2023	6/30/2024	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$38.02	\$57.03	\$76.04	\$16.09	\$54.11	\$73.12	\$92.13	(\$26.36)	(\$32.57)	(\$38.77)	(\$12.41)	(\$18.62)	(\$24.82)	(\$13.95)	(\$13.95)	(\$13.95)	182.72	\$219.35	\$255.97	5.00%	\$ 38.02										
		7/1/2024	6/30/2025	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$39.92	\$59.88	\$79.84	\$16.09	\$56.01	\$75.97	\$95.93	(\$24.46)	(\$29.72)	(\$34.97)	(\$10.51)	(\$15.77)	(\$21.02)	(\$13.95)	(\$13.95)	(\$13.95)	182.72	\$217.60	\$252.47	5.00%	\$ 39.92										
		7/1/2025	6/30/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$41.92	\$62.88	\$83.84	\$16.09	\$58.01	\$78.97	\$99.93	(\$22.46)	(\$26.72)	(\$30.97)	(\$8.51)	(\$12.77)	(\$17.02)	(\$13.95)	(\$13.95)	(\$13.95)	182.72	\$215.76	\$246.80	5.00%	\$ 41.92										
Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$44.02	\$66.03	\$88.04	\$16.09	\$60.11	\$82.12	\$104.13	(\$20.36)	(\$23.57)	(\$26.77)	(\$6.41)	(\$9.61)	(\$12.82)	(\$13.95)	(\$13.95)	(\$13.95)	182.72	\$213.83	\$244.94	5.00%	\$ 44.02										
Michael Sargent Special Inspector Group 2	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$34.49	\$51.74	\$68.98	\$16.12	\$50.61	\$67.86	\$85.10	(\$31.64)	(\$40.50)	(\$49.36)	(\$17.72)	(\$26.58)	(\$35.44)	(\$13.92)	(\$13.92)	(\$13.92)	187.69	\$230.08	\$272.47	5.00%	\$ 34.49	N/A									
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$36.21	\$54.32	\$72.42	\$16.12	\$52.33	\$70.44	\$88.54	(\$29.92)	(\$37.92)	(\$45.92)	(\$16.00)	(\$24.00)	(\$32.00)	(\$13.92)	(\$13.92)	(\$13.92)	187.69	\$228.50	\$269.31	5.00%	\$ 36.21										
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$38.02	\$57.03	\$76.04	\$16.12	\$54.14	\$73.15	\$92.16	(\$28.11)	(\$35.21)	(\$42.30)	(\$14.19)	(\$21.29)	(\$28.38)	(\$13.92)	(\$13.92)	(\$13.92)	187.69	\$226.84	\$265.99	5.00%	\$ 38.02										
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$39.92	\$59.88	\$79.84	\$16.12	\$56.04	\$76.00	\$95.96	(\$26.21)	(\$32.36)	(\$38.50)	(\$12.29)	(\$18.44)	(\$24.58)	(\$13.92)	(\$13.92)	(\$13.92)	187.69	\$225.09	\$262.49	5.00%	\$ 39.92										
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$41.92	\$62.88	\$83.84	\$16.12	\$58.04	\$79.00	\$99.96	(\$24.21)	(\$29.36)	(\$34.50)	(\$10.29)	(\$15.44)	(\$20.58)	(\$13.92)	(\$13.92)	(\$13.92)	187.69	\$223.25	\$258.82	5.00%	\$ 41.92										
Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$44.02	\$66.03	\$88.04	\$16.12	\$60.14	\$82.15	\$104.16	(\$22.11)	(\$26.21)	(\$30.30)	(\$8.19)	(\$12.29)	(\$16.38)	(\$13.92)	(\$13.92)	(\$13.92)	187.69	\$221.32	\$254.96	5.00%	\$ 44.02										
Michael Sargent Technician	FIELD	9/2/2021	6/30/2022																								\$97.89	\$115.14	\$132.38	5.00%	\$ 34.49	N/A									
		7/1/2022	6/30/2023																								\$102.77	\$120.88	\$138.98	5.00%	\$ 36.21										
		7/1/2023	6/30/2024																								\$107.91	\$126.92	\$145.93	5.00%	\$ 38.02										
		7/1/2024	6/30/2025																								\$113.30	\$133.26	\$153.22	5.00%	\$ 39.92										
		7/1/2025	6/30/2026																								\$118.98	\$139.94	\$160.50	5.00%	\$ 41.92										
Non-Prevailing Wage Work (non-Exempt)		7/1/2026	12/31/2026																								\$124.94	\$146.95	\$168.96	5.00%	\$ 44.02										

NOTE: Prevailing wage rates are being provided for regular shifts based on determination SC-23-63-2-2021-1D. Rates for Special and Multi Shifts will be calculated upon request and will include the additional base payments due to employee.

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

CONSULTANT _____ WSP USA, Inc. PRIME _____ SUB _____ X

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE 10/29/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL		33.31%	+ 97.20%	+ 0.00%	=	130.51%
OVERTIME		33.31%	+ 97.20%	+ 0.00%	=	130.51%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL		33.73%	+ 59.49%	+ 0.00%	=	93.22%
OVERTIME		33.73%	+ 59.49%	+ 0.00%	=	93.22%
				Fee	=	10.00%

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
		From	To	Straight	1.5 OT	2.0 OT	Fringe Benefits	Total Base Salary + Fringe Benefits	Straight	1.5 OT	2.0 OT	Estimate Fringe	Total - Base + Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)							
Richard Bagay Construction Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$64.87	\$97.31	\$129.74	\$18.83	\$83.70	\$116.14	\$148.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$137.88	\$170.31	\$202.75	5.00%	\$ 64.87	N/A
Group 2 Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.11	\$102.17	\$136.22	\$18.83	\$86.94	\$121.00	\$155.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$144.76	\$178.82	\$212.87	5.00%	\$ 68.11	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.52	\$107.28	\$143.04	\$18.83	\$90.35	\$126.11	\$161.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.01	\$187.77	\$223.53	5.00%	\$ 71.52	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.10	\$112.65	\$150.20	\$18.83	\$93.93	\$131.48	\$169.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.62	\$197.17	\$234.72	5.00%	\$ 75.10	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.86	\$118.29	\$157.72	\$18.83	\$97.69	\$137.12	\$176.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$167.61	\$207.04	\$246.47	5.00%	\$ 78.86	
(non-Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.80	\$124.20	\$165.60	\$18.83	\$101.63	\$143.03	\$184.43	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$175.98	\$217.38	\$258.78	5.00%	\$ 82.80	
Richard Bagay Construction Inspector	FIELD	9/2/2021	6/30/2022																								\$137.88	\$170.31	\$202.75	5.00%	\$ 64.87	N/A
Non-Prevailing Wage Work		7/1/2022	6/30/2023																								\$144.76	\$178.82	\$212.87	5.00%	\$ 68.11	
		7/1/2023	6/30/2024																								\$152.01	\$187.77	\$223.53	5.00%	\$ 71.52	
		7/1/2024	6/30/2025																								\$159.62	\$197.17	\$234.72	5.00%	\$ 75.10	
		7/1/2025	6/30/2026																								\$167.61	\$207.04	\$246.47	5.00%	\$ 78.86	
(non-Exempt)		7/1/2026	12/31/2026																								\$175.98	\$217.38	\$258.78	5.00%	\$ 82.80	
Kevin Joyce Resident Engineer	FIELD PW WORK REGULAR SHIFT	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.22	\$112.83	\$150.44	\$11.25	\$86.47	\$124.08	\$161.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.87	\$197.48	\$235.09	5.00%	\$ 75.22	N/A
Group 2 Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.98	\$118.47	\$157.96	\$11.25	\$90.23	\$129.72	\$169.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$167.87	\$207.36	\$246.85	5.00%	\$ 78.98	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.93	\$124.40	\$165.86	\$11.25	\$94.18	\$135.65	\$177.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.26	\$217.73	\$259.19	5.00%	\$ 82.93	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$87.08	\$130.62	\$174.16	\$11.25	\$98.33	\$141.87	\$185.41	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.08	\$228.62	\$272.16	5.00%	\$ 87.08	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.43	\$137.15	\$182.86	\$11.25	\$102.68	\$148.40	\$194.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$194.33	\$240.04	\$285.76	5.00%	\$ 91.43	
(non-Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$96.00	\$144.00	\$192.00	\$11.25	\$107.25	\$155.25	\$203.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$204.04	\$252.04	\$300.04	5.00%	\$ 96.00	
Kevin Joyce Resident Engineer	FIELD	9/2/2021	6/30/2022																								\$159.87	\$197.48	\$235.09		\$ 75.22	N/A
Non-Prevailing Wage Work		7/1/2022	6/30/2023																								\$167.87	\$207.36	\$246.85	5.00%	\$ 78.98	
		7/1/2023	6/30/2024																								\$176.26	\$217.73	\$259.19	5.00%	\$ 82.93	
		7/1/2024	6/30/2025																								\$185.08	\$228.62	\$272.16	5.00%	\$ 87.08	
		7/1/2025	6/30/2026																								\$194.33	\$240.04	\$285.76	5.00%	\$ 91.43	
(non-Exempt)		7/1/2026	12/31/2026																								\$204.04	\$252.04	\$300.04	5.00%	\$ 96.00	
Joe Herrera Office Engineer	FIELD	9/2/2021	6/30/2022																								\$79.70	\$79.70	\$79.70		\$ 37.50	N/A
Non - Prevailing Wage Work		7/1/2022	6/30/2023																								\$83.70	\$83.70	\$83.70	5.00%	\$ 39.38	
		7/1/2023	6/30/2024																								\$87.69	\$87.69	\$87.69	5.00%	\$ 41.35	
		7/1/2024	6/30/2025																								\$92.29	\$92.29	\$92.29	5.00%	\$ 43.42	
		7/1/2025	6/30/2026																								\$96.90	\$96.90	\$96.90	5.00%	\$ 45.59	
(Exempt)		7/1/2026	12/31/2026																								\$101.74	\$101.74	\$101.74	5.00%	\$ 47.87	
David Knorr Roadway Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$67.61	\$67.61	\$67.61	\$11.57	\$79.18	\$79.18	\$79.18	(\$3.07)	(\$29.18)	(\$55.28)	\$0.00	(\$10.71)	(\$36.81)	(\$3.07)	(\$18.47)	(\$18.47)	\$150.22	\$185.56	\$220.90		\$ 67.61	N/A
Group 2 Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.99	\$70.99	\$70.99	\$11.57	\$82.56	\$82.56	\$82.56	\$0.00	(\$25.80)	(\$51.90)	\$0.00	(\$7.33)	(\$33.43)	\$0.00	(\$18.47)	(\$18.47)	\$150.88	\$186.38	\$221.87	5.00%	\$ 70.99	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.54	\$74.54	\$74.54	\$11.57	\$86.11	\$86.11	\$86.11	\$0.00	(\$22.25)	(\$48.35)	\$0.00	(\$3.77)	(\$29.88)	\$0.00	(\$18.47)	(\$18.47)	\$158.43	\$195.70	\$232.97	5.00%	\$ 74.54	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.27	\$78.27	\$78.27	\$11.57	\$89.84	\$89.84	\$89.84	\$0.00	(\$18.52)	(\$44.62)	\$0.00	(\$0.05)	(\$26.15)	\$0.00	(\$18.47)	(\$18.47)	\$166.36	\$205.49	\$244.63	5.00%	\$ 78.27	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.18	\$82.18	\$82.18	\$11.57	\$93.75	\$93.75	\$93.75	\$0.00	(\$14.61)	(\$40.71)	\$0.00	(\$0.00)	(\$22.24)	\$0.00	(\$14.61)	(\$18.47)	\$174.67	\$215.76	\$256.85	5.00%	\$ 82.18	
(Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$86.29	\$86.29	\$86.29	\$11.57	\$97.86	\$97.86	\$97.86	\$0.00	(\$10.50)	(\$36.60)	\$0.00	\$0.00	(\$18.13)	\$0.00	(\$10.50)	(\$18.47)	\$183.40	\$226.55	\$269.69	5.00%	\$ 86.29	

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

CONSULTANT _____ WSP USA, Inc. PRIME _____ SUB _____ X _____

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE 10/29/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

WSP USA INC.

Loaded Rate Calculation

Non Exempt Employee Loaded Billing Rates

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 1.5X or 2.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

Exempt Employee Loaded Billing Rates

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

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

Home Office Personnel:

General Administration %

Combined %

Normal

33.31%

97.20%

0.00%

=

130.51%

Overtime

33.31%

97.20%

0.00%

=

130.51%

Field Office Personnel:

General Administration %

Combined %

Normal

33.73%

59.49%

0.00%

=

93.22%

Overtime

33.73%

59.49%

0.00%

=

93.22%

Applicable Multiplier Delta Base (Field)

=

2.13

Applicable Multiplier Fringe (Field)

=

2.13

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
		From	To	Straight	1.5 OT	2.0 OT	Fringe Benefits	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Estimate Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5X)	OT (2X)						
David Knorr Roadway Inspector	FIELD	9/2/2021	6/30/2022																													
		7/1/2022	6/30/2023																													
Non - Prevailing Wage Work		7/1/2023	6/30/2024																													
		7/1/2024	6/30/2025																													
		7/1/2025	6/30/2026																													
		7/1/2026	12/31/2026																													
(Exempt)																																
Ibrahim Massoud, PE, QSD SWPPP Inspector Group 2	FIELD PW WORK REGULAR SHIFT	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$93.34	\$93.34	\$93.34	\$6.73	\$100.07	\$100.07	\$100.07	\$0.00	(\$8.28)	(\$34.39)	\$0.00	\$0.00	(\$11.08)	\$0.00	(\$8.28)	(\$23.31)	\$198.39	\$216.00	\$271.48	5.00%	\$ 67.61	
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$98.01	\$98.01	\$98.01	\$6.73	\$104.74	\$104.74	\$104.74	\$0.00	(\$3.61)	(\$29.72)	\$0.00	\$0.00	(\$6.41)	\$0.00	(\$3.61)	(\$23.31)	\$208.31	\$216.00	\$271.48	5.00%	\$ 70.99	
Prevailing Wage Work		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$102.91	\$102.91	\$102.91	\$6.73	\$109.64	\$109.64	\$109.64	\$0.00	\$0.00	(\$24.82)	\$0.00	\$0.00	(\$1.51)	\$0.00	\$0.00	(\$19.67)	\$218.73	\$218.73	\$271.48	5.00%	\$ 74.54	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$108.06	\$108.06	\$108.06	\$6.73	\$114.79	\$114.79	\$114.79	\$0.00	\$0.00	(\$19.67)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$19.67)	\$229.67	\$229.67	\$271.48	5.00%	\$ 78.27	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$113.46	\$113.46	\$113.46	\$6.73	\$120.19	\$120.19	\$120.19	\$0.00	\$0.00	(\$14.27)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$14.27)	\$241.15	\$241.15	\$271.48	5.00%	\$ 82.18	
		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$119.13	\$119.13	\$119.13	\$6.73	\$125.86	\$125.86	\$125.86	\$0.00	\$0.00	(\$8.60)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$8.60)	\$253.20	\$253.20	\$271.48	5.00%	\$ 86.29	
(Exempt)																																
Ibrahim Massoud, PE, QSD SWPPP Inspector	FIELD	9/2/2021	6/30/2022																													
		7/1/2022	6/30/2023																													
Non - Prevailing Wage Work		7/1/2023	6/30/2024																													
		7/1/2024	6/30/2025																													
		7/1/2025	6/30/2026																													
		7/1/2026	12/31/2026																													
(Exempt)																																
David Nguyen, PE,QSD Structures Representative	FIELD PW WORK REGULAR SHIFT	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$103.50	\$103.50	\$103.50	\$7.05	\$110.55	\$110.55	\$110.55	\$0.00	\$0.00	(\$23.91)	\$0.00	\$0.00	(\$0.92)	\$0.00	\$0.00	(\$22.99)	\$219.98	\$219.98	\$270.80	5.00%	\$ 103.50	
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$108.68	\$108.68	\$108.68	\$7.05	\$115.73	\$115.73	\$115.73	\$0.00	\$0.00	(\$18.73)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	(\$18.73)	\$230.99	\$230.99	\$270.80	5.00%	\$ 108.68	
Group 2		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$114.11	\$114.11	\$114.11	\$7.05	\$121.16	\$121.16	\$121.16	\$0.00	\$0.00	(\$13.30)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$13.30)	\$242.53	\$242.53	\$270.80	5.00%	\$ 114.11	
Prevailing Wage Work		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$119.82	\$119.82	\$119.82	\$7.05	\$126.87	\$126.87	\$126.87	\$0.00	\$0.00	(\$7.59)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$7.59)	\$254.67	\$254.67	\$270.80	5.00%	\$ 119.82	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$125.81	\$125.81	\$125.81	\$7.05	\$132.86	\$132.86	\$132.86	\$0.00	\$0.00	(\$1.60)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$1.60)	\$267.40	\$267.40	\$270.80	5.00%	\$ 125.81	
		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$152.10	\$152.10	\$152.10	\$7.05	\$139.15	\$139.15	\$139.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$280.77	\$280.77	\$280.77	5.00%	\$ 132.10	
(Exempt)																																
David Nguyen, PE,QSD Structures Representative	FIELD	9/2/2021	6/30/2022																													
		7/1/2022	6/30/2023																													
Non-Prevailing Wage Work		7/1/2023	6/30/2024																													
		7/1/2024	6/30/2025																													
		7/1/2025	6/30/2026																													
		7/1/2026	12/31/2026																													
(Exempt)																																
April Penner, PE Project Manager	FIELD	9/2/2021	6/30/2022																													
		7/1/2022	6/30/2023																													
Non - Prevailing Wage Work		7/1/2023	6/30/2024																													
		7/1/2024	6/30/2025																													
		7/1/2025	6/30/2026																													
		7/1/2026	12/31/2026																													
(Exempt)																																

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT _____ WSP USA, Inc. PRIME _____ SUB _____ X _____

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE 10/29/2021

Loaded Rate Calculation

Non Exempt Employee Loaded Billing Rates

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

Exempt Employee Loaded Billing Rates

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

Home Office Personnel:		Fringe Benefit %	Overhead %		General Administration %	Combined %
NORMAL	33.31% +	97.20%	+	0.00%	=	130.51%
OVERTIME	33.31% +	97.20%	+	0.00%	=	130.51%
Field Office Personnel:		Fringe Benefit %	Overhead %		General Administration %	Combined %
NORMAL	33.73% +	59.49%	+	0.00%	=	93.22%
OVERTIME	33.73% +	59.49%	+	0.00%	=	93.22%
					End	

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

[illegible]

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

CONSULTANT _____ WSP USA, Inc. PRIME _____ SUB X

PROJECT NO. _____ CONTRACT NO. REP 22-1002663 DATE 10/29/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31% +	97.20% +	0.00%	= 130.51%
OVERTIME	33.31% +	97.20% +	0.00%	= 130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73% +	59.49% +	0.00%	= 93.22%
OVERTIME	33.73% +	59.49% +	0.00%	= 93.22%
			Fee	= 10.00%

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)									Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)							
		Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT																		
		From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)						
Veronica Seyde, QSD,ToR SWPPP Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.89	\$91.89	\$91.89	\$9.57	\$101.46	\$101.46	\$101.46	\$0.00	(\$6.89)	(\$33.00)	\$0.00	\$0.00	(\$12.53)	\$0.00	(\$6.89)	(\$20.47)	\$195.30	\$209.96	\$265.44	5.00%	\$ 91.89		
Group 2 Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$96.48	\$96.48	\$96.48	\$9.57	\$106.05	\$106.05	\$106.05	\$0.00	(\$2.30)	(\$28.41)	\$0.00	\$0.00	(\$7.94)	\$0.00	(\$2.30)	(\$20.47)	\$205.06	\$209.96	\$265.44	5.00%	\$ 96.48		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$101.30	\$101.30	\$101.30	\$9.57	\$110.87	\$110.87	\$110.87	\$0.00	(\$3.59)	(\$23.59)	\$0.00	\$0.00	(\$3.12)	\$0.00	(\$3.12)	(\$20.47)	\$215.31	\$215.31	\$265.44	5.00%	\$ 101.30	N/A	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$106.37	\$106.37	\$106.37	\$9.57	\$115.94	\$115.94	\$115.94	\$0.00	(\$18.52)	(\$18.52)	\$0.00	\$0.00	(\$0.00)	\$0.00	(\$18.52)	\$226.08	\$226.08	\$265.44	5.00%	\$ 106.37			
(Exempt)		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$111.69	\$111.69	\$111.69	\$9.57	\$121.26	\$121.26	\$121.26	\$0.00	\$0.00	(\$13.20)	\$0.00	\$0.00	\$0.00	\$0.00	(\$13.20)	\$237.39	\$237.39	\$265.44	5.00%	\$ 111.69			
		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$117.27	\$117.27	\$117.27	\$9.57	\$126.84	\$126.84	\$126.84	\$0.00	\$0.00	(\$7.62)	\$0.00	\$0.00	\$0.00	\$0.00	(\$7.62)	\$249.25	\$249.25	\$265.44	5.00%	\$ 117.27			
Veronica Seyde, QSD,ToR SWPPP Inspector	FIELD	9/2/2021	6/30/2022																								\$195.30	\$195.30	\$205.06	5.00%	\$ 91.89		
Non-Prevailing Wage Work		7/1/2022	6/30/2023																								\$205.06	\$205.06	\$215.31	5.00%	\$ 96.48		
		7/1/2023	6/30/2024																								\$215.31	\$215.31	\$215.31	5.00%	\$ 101.30	N/A	
		7/1/2024	6/30/2025																								\$226.08	\$226.08	\$226.08	5.00%	\$ 106.37		
(Exempt)		7/1/2025	6/30/2026																								\$237.39	\$237.39	\$237.39	5.00%	\$ 111.69		
		7/1/2026	12/31/2026																								\$249.25	\$249.25	\$249.25	5.00%	\$ 117.27		
David Brady Roadway Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.60	\$69.60	\$69.60	\$13.83	\$83.43	\$83.43	\$83.43	\$0.00	(\$24.93)	(\$51.03)	\$0.00	(\$8.72)	(\$34.82)	\$0.00	(\$16.21)	(\$16.21)	\$147.93	\$200.91	\$256.39	5.00%	\$ 69.60		
Group 2 Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.08	\$73.08	\$73.08	\$13.83	\$86.91	\$86.91	\$86.91	\$0.00	(\$21.45)	(\$47.55)	\$0.00	(\$5.24)	(\$31.34)	\$0.00	(\$16.21)	(\$16.21)	\$155.33	\$200.91	\$256.39	5.00%	\$ 73.08		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$76.73	\$76.73	\$76.73	\$13.83	\$90.56	\$90.56	\$90.56	\$0.00	(\$17.80)	(\$43.90)	\$0.00	(\$1.58)	(\$27.69)	\$0.00	(\$16.21)	(\$16.21)	\$163.08	\$200.91	\$256.39	5.00%	\$ 80.57	N/A	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.57	\$80.57	\$80.57	\$13.83	\$94.40	\$94.40	\$94.40	\$0.00	(\$13.96)	(\$40.06)	\$0.00	\$0.00	(\$23.85)	\$0.00	(\$13.96)	(\$16.21)	\$171.25	\$200.91	\$256.39	5.00%	\$ 80.57		
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$84.60	\$84.60	\$84.60	\$13.83	\$98.43	\$98.43	\$98.43	\$0.00	(\$9.93)	(\$36.03)	\$0.00	\$0.00	(\$19.82)	\$0.00	(\$9.93)	(\$16.21)	\$179.81	\$200.91	\$256.39	5.00%	\$ 84.60		
(Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$88.83	\$88.83	\$88.83	\$13.83	\$102.66	\$102.66	\$102.66	\$0.00	(\$5.69)	(\$31.80)	\$0.00	\$0.00	(\$15.59)	\$0.00	(\$5.69)	(\$16.21)	\$188.80	\$200.91	\$256.39	5.00%	\$ 88.83		
David Brady Roadway Inspector	FIELD	9/2/2021	6/30/2022																								\$147.93	\$147.93	\$147.93	5.00%	\$ 69.60		
Non-Prevailing Wage Work		7/1/2022	6/30/2023																								\$155.33	\$155.33	\$155.33	5.00%	\$ 73.08		
		7/1/2023	6/30/2024																								\$163.08	\$163.08	\$163.08	5.00%	\$ 76.73	N/A	
		7/1/2024	6/30/2025																								\$171.25	\$171.25	\$171.25	5.00%	\$ 80.57		
		7/1/2025	6/30/2026																								\$179.81	\$179.81	\$179.81	5.00%	\$ 84.60		
(Exempt)		7/1/2026	12/31/2026																								\$188.80	\$188.80	\$188.80	5.00%	\$ 88.83		
Robert Santonastaso Civil Inspector (Infrastructure)	FIELD PW WORK REGULAR SHIFT	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.07	\$81.07	\$81.07	\$8.80	\$89.87	\$89.87	\$89.87	\$0.00	(\$18.49)	(\$44.59)	\$0.00	\$0.00	(\$23.35)	\$0.00	(\$18.49)	(\$21.24)	\$172.31	\$211.60	\$267.08	5.00%	\$ 81.07		
Group 2 Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.12	\$85.12	\$85.12	\$8.80	\$93.92	\$93.92	\$93.92	\$0.00	(\$14.44)	(\$40.54)	\$0.00	\$0.00	(\$19.30)	\$0.00	(\$14.44)	(\$21.24)	\$180.92	\$211.60	\$267.08	5.00%	\$ 85.12		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.38	\$89.38	\$89.38	\$8.80	\$98.18	\$98.18	\$98.18	\$0.00	(\$10.18)	(\$36.28)	\$0.00	\$0.00	(\$15.04)	\$0.00	(\$10.18)	(\$21.24)	\$189.97	\$211.60	\$267.08	5.00%	\$ 89.38	N/A	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$93.85	\$93.85	\$93.85	\$8.80	\$102.65	\$102.65	\$102.65	\$0.00	(\$5.71)	(\$31.81)	\$0.00	\$0.00	(\$10.57)	\$0.00	(\$5.71)	(\$21.24)	\$199.47	\$211.60	\$267.08	5.00%	\$ 93.85		
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$98.54	\$98.54	\$98.54	\$8.80	\$107.34	\$107.34	\$107.34	\$0.00	(\$1.01)	(\$27.12)	\$0.00	\$0.00	(\$5.88)	\$0.00	(\$1.01)	(\$21.24)	\$209.44	\$211.60	\$267.08	5.00%	\$ 98.54		
(Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$103.47	\$103.47	\$103.47	\$8.80	\$112.27	\$112.27	\$112.27	\$0.00	\$0.00	(\$22.19)	\$0.00	\$0.00	(\$0.95)	\$0.00	\$0.00	(\$21.24)	\$219.92	\$219.92	\$267.08	5.00%	\$ 103.47		

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

CONSULTANT _____ PRIME _____ SUB _____ X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. **RFP 22-1002663** DATE **10/29/2021**

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31% +	97.20% +	0.00%	=
OVERTIME	33.31% +	97.20% +	0.00%	=
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73% +	59.49% +	0.00%	=
OVERTIME	33.73% +	59.49% +	0.00%	=
			Fee	=

																											Applicable Multiplier Delta Base (Field) =			2.13																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
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Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total						Applicable DELTA Base = DIR Rate - Employee Base Rate						Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)						Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
		Robert Santonastaso Civil Inspector (Infrastructure)	FIELD	9/2/2021	6/30/2022																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															

NOTE: Prevailing wage rates are being provided for regular shifts based on determination SC-23-63-2-2021-1D. Rates for Special and Multi Shifts will be calculated upon request and will include the additional base payments due to employee.

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/2021. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/2021. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Page 1 of 7

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT TRC Engineers, Inc.

PRIME _____ SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE 10/29/2021

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

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

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL		51.44%	+ 102.82%	+ 0.00%	=	154.26%
OVERTIME		51.44%	+ 102.82%	+ 0.00%	=	154.26%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL		51.44%	+ 77.01%	+ 0.00%	=	128.45%
OVERTIME		51.44%	+ 77.01%	+ 0.00%	=	128.45%

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)									Employee Actual Rate (fringe benefits vary year over year)						Applicable Delta (DELTA TOTAL - DELTA BASE)	Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Applicable Multiplier Delta Base (Field)			Applicable Multiplier Fringe (Field)			Hourly Range for Class	
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			DELTA TOTAL - DELTA BASE			DELTA TOTAL - DELTA BASE			DELTA TOTAL - DELTA BASE						
				Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)		OT (2x)
Hossein Feghhi	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.05	\$77.05	\$13.32	\$90.37	\$90.37	\$90.37	\$0.00	\$0.00	(\$1.27)	(\$27.37)	\$0.00	(\$16.72)	(\$16.72)	\$193.62	\$238.82	\$304.42	5.00%	\$ 77.05	N/A	
Assistant Resident Engineer/Project Manager		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.90	\$80.90	\$13.32	\$94.22	\$94.22	\$94.22	\$0.00	\$0.00	\$0.00	(\$23.52)	\$0.00	(\$14.14)	(\$16.72)	\$203.30	\$238.82	\$304.42	5.00%	\$ 80.90		
Construction Group 2		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$84.95	\$84.95	\$13.32	\$98.27	\$98.27	\$98.27	\$0.00	\$0.00	\$0.00	(\$19.47)	\$0.00	(\$10.09)	(\$16.72)	\$213.48	\$238.82	\$304.42	5.00%	\$ 84.95		
Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.20	\$89.20	\$13.32	\$102.52	\$102.52	\$102.52	\$0.00	\$0.00	\$0.00	(\$15.22)	\$0.00	(\$5.83)	(\$16.72)	\$224.16	\$238.82	\$304.42	5.00%	\$ 89.20		
		7/1/2025	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$93.66	\$93.66	\$13.32	\$106.98	\$106.98	\$106.98	\$0.00	\$0.00	\$0.00	(\$10.76)	\$0.00	(\$1.38)	(\$16.72)	\$235.36	\$238.82	\$304.42	5.00%	\$ 93.66		
Hossein Feghhi	FIELD	9/2/2021	6/30/2022														N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$193.62	\$193.62	\$193.62	5.00%	\$ 77.05	N/A	
Assistant Resident Engineer/Project Manager		7/1/2022	6/30/2023																					\$203.30	\$203.30	\$203.30	5.00%	\$ 80.90		
Construction Group 2		7/1/2023	6/30/2024																					\$213.48	\$213.48	\$213.48	5.00%	\$ 84.95		
Non-Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025																					\$224.16	\$224.16	\$224.16	5.00%	\$ 89.20		
		7/1/2025	12/31/2026																					\$235.36	\$235.36	\$235.36	5.00%	\$ 93.66		
James (Jim) Flanagan	FIELD	9/2/2021	6/30/2022														N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$156.86	\$188.07	\$219.28	5.00%	\$ 62.42	N/A	
Office Engineer		7/1/2022	6/30/2023																					\$164.70	\$197.47	\$230.24	5.00%	\$ 65.54		
Construction Group 2		7/1/2023	6/30/2024																					\$172.94	\$207.35	\$241.76	5.00%	\$ 68.82		
Non-Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025																					\$181.59	\$217.72	\$253.85	5.00%	\$ 72.26		
		7/1/2025	12/31/2026																					\$190.66	\$228.59	\$266.53	5.00%	\$ 75.87		
Glenn Forbes	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$65.00	\$97.50	\$130.00	\$14.62	\$79.62	\$112.12	\$144.62	(\$2.63)	\$0.00	\$0.00	\$0.00	(\$2.63)	\$0.00	\$0.00	\$169.95	\$195.84	\$228.34	5.00%	\$ 65.00	N/A
SWPPP/ Landscape Inspector		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.25	\$102.38	\$136.50	\$14.62	\$82.87	\$117.00	\$151.12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.51	\$205.63	\$239.76	5.00%	\$ 68.25		
Construction Group 2		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.66	\$107.49	\$143.32	\$14.62	\$86.28	\$122.11	\$157.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$180.08	\$215.91	\$251.74	5.00%	\$ 71.66		
Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.24	\$112.86	\$150.48	\$14.62	\$89.86	\$127.48	\$165.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$189.07	\$226.69	\$264.31	5.00%	\$ 75.24		
		7/1/2025	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.00	\$118.50	\$158.00	\$14.62	\$93.62	\$133.12	\$172.62	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$198.52	\$238.02	\$277.52	5.00%	\$ 79.00		
Glenn Forbes	FIELD	9/2/2021	6/30/2022														N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$163.34	\$195.84	\$228.34	5.00%	\$ 65.00	N/A	
SWPPP/ Landscape Inspector		7/1/2022	6/30/2023																					\$171.51	\$205.63	\$239.76	5.00%	\$ 68.25		
Construction Group 2		7/1/2023	6/30/2024																					\$180.08	\$215.91	\$251.74	5.00%	\$ 71.66		
Non-Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025																					\$189.07	\$226.69	\$264.31	5.00%	\$ 75.24		
		7/1/2025	12/31/2026																					\$198.52	\$238.02	\$277.52	5.00%	\$ 79.00		
Lilia Garcia	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$60.00	\$90.00	\$120.00	\$10.04	\$70.04	\$100.04	\$130.04	(\$12.21)	\$0.00	\$0.00	\$0.00	(\$12.21)	(\$8.32)	(\$4.42)	\$181.46	\$201.67	\$221.88	5.00%	\$ 60.00	N/A
Roadway Inspector		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.00	\$94.50	\$126.00	\$10.04	\$73.04	\$104.54	\$136.04	(\$9.21)	\$0.00	\$0.00	\$0.00	(\$9.21)	(\$3.82)		\$181.46	\$199.40	\$221.32	5.00%	\$ 63.00	
Construction Group 2		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$66.15	\$99.23	\$132.30	\$10.04	\$76.19	\$109.27	\$142.34	(\$6.06)	\$0.00	\$0.00	\$0.00	(\$6.06)			\$181.46	\$199.31	\$232.38	5.00%	\$ 66.15	
Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.46	\$104.19	\$138.92	\$10.04	\$79.50	\$114.23	\$148.96	(\$2.75)	\$0.00	\$0.00	\$0.00	(\$2.75)			\$181.46	\$209.28	\$244.01	5.00%	\$ 69.46	
		7/1/2025	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.93	\$109.40	\$145.86	\$10.04	\$82.97	\$119.44	\$155.90	\$0.00	\$0.00	\$0.00	\$0.00				\$183.27	\$219.73	\$256.20	5.00%	\$ 72.93	
Lilia Garcia	FIELD	9/2/2021	6/30/2022														N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$150.78	\$180.78	\$210.78	5.00%	\$ 60.00	N/A	
Roadway Inspector		7/1/2022	6/30/2023																					\$158.32	\$189.82	\$221.32	5.00%	\$ 63.00		
Construction Group 2		7/1/2023	6/30/2024																					\$166.23	\$199.31	\$232.38	5.00%	\$ 66.15		
Non-Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025																					\$174.55	\$209.28	\$244.01	5.00%	\$ 69.46		
		7/1/2025	12/31/2026																					\$183.27	\$219.73	\$256.20	5.00%	\$ 72.93		
Ramzi Ghazaleh	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.27	\$121.91	\$162.54	\$1.18	\$82.45	\$123.09	\$163.72	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$158.24	\$198.88	\$239.51	5.00%	\$ 81.27	N/A
Roadway Inspector		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.33	\$128.00	\$170.66	\$1.18	\$86.51	\$129.18	\$171.84	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$166.15	\$208.81	\$251.48	5.00%	\$ 85.33	
Construction Group 2		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.60	\$134.40	\$179.20	\$1.18	\$90.78	\$135.58	\$180.38	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$174.46	\$219.26	\$264.06	5.00%	\$ 89.60	
Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$94.08	\$141.12	\$188.16	\$1.18	\$95.26	\$142.30	\$189.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.18	\$230.22	\$277.26	5.00%	\$ 94.08	
		7/1/2025	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$98.78	\$148.17	\$197.56	\$1.18	\$99.96	\$149.35	\$198.74	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$192.34	\$241.73	\$291.12	5.00%	\$ 98.78	

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

SUB X

DATE 10/29/2021

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	51.44% +	102.82% +	0.00%	=	154.26%
OVERTIME	51.44% +	102.82% +	0.00%	=	154.26%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	51.44% +	77.01% +	0.00%	=	128.45%
OVERTIME	51.44% +	77.01% +	0.00%	=	128.45%
			Fee	=	10.00%

Page 3 of 7

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT TRC Engineers, Inc.

PRIME _____ SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE 10/29/2021

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	51.44% +	102.82% +	0.00%	=	154.26%
OVERTIME	51.44% +	102.82% +	0.00%	=	154.26%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	51.44% +	77.01% +	0.00%	=	128.45%
OVERTIME	51.44% +	77.01% +	0.00%	=	128.45%

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			DELTA Rate - Employee Base				Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT				Straight	1.5 OT				2.0 OT																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
Deo Gene Lacbay Roadway Inspector Construction Group 2 Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025	6/30/2022 6/30/2023 6/30/2024 6/30/2025 12/31/2026																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	</

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT TRC Engineers, Inc.

PRIME _____ SUB X

PROJECT NO. _____

CONTRACT NO. RFP 22-1002663

DATE 10/29/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	51.44%	102.82%	0.00%	=	154.26%
OVERTIME	51.44%	102.82%	0.00%	=	154.26%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	51.44%	77.01%	0.00%	=	128.45%
OVERTIME	51.44%	77.01%	0.00%	=	128.45%

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Hourly Rate and/or Average Hourly Rate	Hourly Range for Class				
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)									
				Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight							1.5 OT	2.0 OT				Straight	1.5 OT	2.0 OT	
Ted Pittman Roadway Inspector Construction Group 2	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.98	\$109.47	\$145.96	\$9.26	\$82.24	\$118.73	\$155.22	(\$0.01)	\$0.00	\$0.00	\$0.00	(\$0.01)	\$0.00	\$0.00	\$183.42	\$219.89	\$256.38			\$ 72.98	N/A	
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$76.63	\$114.95	\$153.26	\$9.26	\$85.89	\$124.21	\$162.52	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$192.57	\$230.88	\$269.20	5.00%	\$ 76.63			
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.46	\$120.69	\$160.92	\$9.26	\$89.72	\$129.95	\$170.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$202.19	\$242.42	\$282.65	5.00%	\$ 80.46			
Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$84.48	\$126.72	\$168.96	\$9.26	\$93.74	\$135.98	\$178.22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$212.29	\$254.53	\$296.77	5.00%	\$ 84.48		
		7/1/2025	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$88.70	\$133.05	\$177.40	\$9.26	\$97.96	\$142.31	\$186.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$222.90	\$267.25	\$311.60	5.00%	\$ 88.70		
Ted Pittman Roadway Inspector Construction Group 2	FIELD	9/2/2021	6/30/2022																N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$183.40	\$219.89	\$256.38			\$ 72.98	N/A
		7/1/2022	6/30/2023																							\$192.57	\$230.88	\$269.20	5.00%	\$ 76.63		
		7/1/2023	6/30/2024																							\$202.19	\$242.42	\$282.65	5.00%	\$ 80.46		
Non-Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025																							\$212.29	\$254.53	\$296.77	5.00%	\$ 84.48		
		7/1/2025	12/31/2026																							\$222.90	\$267.25	\$311.60	5.00%	\$ 88.70		
Matthew Price Roadway Inspector Construction Group 2	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.40	\$95.10	\$126.80	\$11.82	\$75.22	\$106.92	\$138.62	(\$7.03)	\$0.00	\$0.00	\$0.00	(\$7.03)	(\$1.44)	\$0.00	\$176.99	\$194.63	\$222.72			\$ 63.40	N/A	
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$66.57	\$99.86	\$133.14	\$11.82	\$78.39	\$111.68	\$144.96	(\$3.86)	\$0.00	\$0.00	\$0.00	(\$3.86)	\$0.00	\$0.00	\$176.99	\$200.57	\$233.86	5.00%	\$ 66.57			
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.90	\$104.85	\$139.80	\$11.82	\$81.72	\$116.67	\$151.62	(\$0.53)	\$0.00	\$0.00	\$0.00	(\$0.53)	\$0.00	\$0.00	\$176.99	\$210.61	\$245.56	5.00%	\$ 69.90			
Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.40	\$110.10	\$146.80	\$11.82	\$85.22	\$121.92	\$158.62	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$184.45	\$221.15	\$257.85	5.00%	\$ 73.40		
		7/1/2025	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.07	\$115.61	\$154.14	\$11.82	\$88.89	\$127.43	\$165.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$193.67	\$232.21	\$270.74	5.00%	\$ 77.07		
Matthew Price Roadway Inspector Construction Group 2	FIELD	9/2/2021	6/30/2022																N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$159.32	\$191.02	\$222.72			\$ 63.40	N/A
		7/1/2022	6/30/2023																							\$167.29	\$200.57	\$233.86	5.00%	\$ 66.57		
		7/1/2023	6/30/2024																							\$175.66	\$210.61	\$245.56	5.00%	\$ 69.90		
Non-Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025																							\$184.45	\$221.15	\$257.85	5.00%	\$ 73.40		
		7/1/2025	12/31/2026																							\$193.67	\$232.21	\$270.74	5.00%	\$ 77.07		
Benjamin (Ben) Reeves Roadway Inspector Construction Group 2	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$45.00	\$67.50	\$90.00	\$15.31	\$60.31	\$82.81	\$105.31	(\$21.94)	(\$7.21)	(\$10.82)	(\$14.42)	(\$14.73)	(\$14.73)	(\$14.73)	\$168.22	\$199.78	\$231.34			\$ 45.00	N/A	
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$47.25	\$70.88	\$94.50	\$15.31	\$62.56	\$86.19	\$109.81	(\$19.69)	(\$4.96)	(\$7.44)	(\$9.92)	(\$14.73)	(\$14.73)	(\$14.73)	\$168.22	\$198.07	\$227.93	5.00%	\$ 47.25			
		6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$49.61	\$74.42	\$99.22	\$15.31	\$64.92	\$89.73	\$114.53	(\$17.33)	(\$2.60)	(\$3.90)	(\$5.20)	(\$14.73)	(\$14.73)	(\$14.73)	\$168.22	\$196.29	\$224.36	5.00%	\$ 49.61				
Prevailing Wage Work (non-Exempt)		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$52.09	\$78.14	\$104.18	\$15.31	\$67.40	\$93.45	\$119.49	(\$14.85)	(\$0.12)	(\$0.18)	(\$0.24)	(\$14.73)	(\$14.73)	(\$14.73)	\$168.22	\$194.01	\$220.61	5.00%	\$ 52.09			
		7/1/2025	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$54.69	\$82.04	\$109.38	\$15.31	\$70.00	\$97.35	\$124.69	(\$12.25)	\$0.00	\$0.00	\$0.00	(\$12.25)	(\$11.01)	(\$9.77)	\$168.22	\$192.45	\$216.67	5.00%	\$ 54.69			
Benjamin (Ben) Reeves Roadway Inspector Construction Group 2	FIELD	9/2/2021	6/30/2022																N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$113.08	\$135.58	\$158.08			\$ 45.00	N/A
		7/1/2022	6/30/2023																							\$118.74	\$142.36	\$165.99	5.00%	\$ 47.25		
		7/1/2023	6/30/2024																							\$124.67	\$149.47	\$174.28	5.00%	\$ 49.61		
Non-Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025																							\$130.90	\$156.94	\$182.99	5.00%	\$ 52.09		
		7/1/2025	12/31/2026																							\$137.43	\$164.78	\$192.12	5.00%	\$ 54.69		
Saeed Samiei Roadway Inspector Construction Group 2	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.00	\$112.50	\$150.00	\$10.63	\$85.63	\$123.13	\$160.63	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$188.47	\$225.97	\$263.47			\$ 75.00	N/A
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.75	\$118.13	\$157.50	\$10.63	\$89.38	\$128.76	\$168.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$197.89	\$237.27	\$276.64	5.00%	\$ 78.75		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.69	\$124.04	\$165.38	\$10.63	\$93.32	\$134.67	\$176.01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$207.80	\$249.14	\$290.49	5.00%	\$ 82.69		
Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$86.82	\$130.23	\$173.64	\$10.63	\$97.45	\$140.86	\$184.27	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$218.17	\$261.58	\$304.99	5.00%	\$ 86.82		
		7/1/2025	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.16	\$136.74	\$182.32	\$10.63	\$101.79	\$147.37	\$192.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$229.08	\$274.66	\$320.24	5.00%	\$ 91.16		
Saeed Samiei Roadway Inspector Construction Group 2	FIELD	9/2/2021	6/30/2022																N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$188.47	\$225.97	\$263.47			\$ 75.00	N/A
		7/1/2022	6/30/2023																							\$197.89	\$237.27	\$276.64	5.00%	\$ 78.75		
		7/1/2023	6/30/2024																							\$207.80	\$249.14	\$290.49	5.00%	\$ 82.69		
Non-Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025																							\$218.17	\$261.58	\$304.99	5.00%	\$ 86.82		
		7/1/2025	12/31/2026																							\$229.08	\$274.66	\$320.24	5.00%	\$ 91.16		

Please Note: Consultant completes all items in yellow highlight

CONSULTANT TRC Engineers, Inc.

PRIME _____ SUB X

PROJECT NO. _____

CONTRACT NO. RFP 22-1002663

DATE 10/29/2021

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	51.44% +	102.82% +	0.00%	=	154.26%
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NORMAL	51.44% +	77.01% +	0.00%	=	128.45%
OVERTIME	51.44% +	77.01% +	0.00%	=	128.45%

|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT TRC Engineers, Inc.

PRIME _____ SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE 10/29/2021

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	51.44%	+	102.82%	+	0.00%
OVERTIME	51.44%	+	102.82%	+	0.00%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	51.44%	+	77.01%	+	0.00%
OVERTIME	51.44%	+	77.01%	+	0.00%
Fee					= 10.00%
Applicable Multiplier Delta Base (Field)					2.51
Applicable Multiplier Fringe (Field)					2.51

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)				Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)				
		Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Straight	1.5 OT										2.0 OT	Straight	1.5 OT	2.0 OT
		From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)						
Mohammad (Mike) Zand Roadway Inspector Construction Group 2	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.42	\$108.63	\$144.84	\$16.66	\$89.08	\$125.29	\$161.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$181.99	\$218.20	\$254.41		\$ 72.42		
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$76.04	\$114.06	\$152.08	\$16.66	\$92.70	\$130.72	\$168.74	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$191.08	\$229.10	\$267.12	5.00%	\$ 76.04		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.84	\$119.76	\$159.68	\$16.66	\$96.50	\$136.42	\$176.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.63	\$240.55	\$280.47	5.00%	\$ 79.84	N/A	
Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$83.83	\$125.75	\$167.66	\$16.66	\$100.49	\$142.41	\$184.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$210.66	\$252.58	\$294.49	5.00%	\$ 83.83		
		7/1/2025	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$88.02	\$132.03	\$176.04	\$16.66	\$104.68	\$148.69	\$192.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$221.19	\$265.20	\$309.21	5.00%	\$ 88.02		
Mohammad (Mike) Zand Roadway Inspector Construction Group 2	FIELD	9/2/2021	6/30/2022																					\$181.99	\$218.20	\$254.41		\$ 72.42		
		7/1/2022	6/30/2023															N/A	N/A	N/A	N/A	N/A	N/A	\$191.08	\$229.10	\$267.12	5.00%	\$ 76.04	N/A	
		7/1/2023	6/30/2024																					\$200.63	\$240.55	\$280.47	5.00%	\$ 79.84		
Non-Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025																					\$210.66	\$252.58	\$294.49	5.00%	\$ 83.83		
		7/1/2025	12/31/2026																					\$221.19	\$265.20	\$309.21	5.00%	\$ 88.02		

NOTE: Prevailing wage rates are being provided for regular shifts based on determination SC-23-63-2-2021-1D. Rates for Special and Multi Shifts will be calculated upon request and will include the additional base payments due to employee.

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
 - "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
 - The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
 - The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 9/2/2021. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/2021.
- Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follows: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follows:

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Loaded Rate Calculation

Non Exempt Employee Loaded Billing Rates

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base) * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

Exempt Employee Loaded Billing Rates

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %	
NORMAL	Combined +	Combined +	Combined +	=	106.23%
OVERTIME	Combined +	Combined +	Combined +	=	106.23%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %	
NORMAL	Combined +	Combined +	Combined +	=	106.23%
OVERTIME	Combined +	Combined +	Combined +	=	106.23%
			Fee	=	10.00%
			Applicable Multiplier Delta Base (Field)	=	2.27
			Applicable Multiplier Fringe (Field)	=	2.27

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)							Employee Actual Rate (fringe benefits vary year over year)							Applicable DELTA (TOTAL) = Employee Total	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Applicable Escalation Fringe (Total)			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total + Base + Fringe			Straight	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)				
		Straight	1.5 OT	2.0 OT				Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight						
Lucas Rathe PE, QSD Resident Engineer	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$84.08	\$84.08	\$16.67	\$100.75	\$100.75	\$100.75	\$0.00	\$0.00	\$0.00	(\$20.34)	\$0.00	(\$7.61)	(\$13.37)	\$190.74	\$207.99	\$267.21		\$	84.08	N/A	
Prevailing Wage Work	7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$88.28	\$88.28	\$16.67	\$104.95	\$104.95	\$104.95	\$0.00	\$0.00	\$0.00	(\$16.14)	\$0.00	(\$3.41)	(\$13.37)	\$200.27	\$207.99	\$267.21	5.00%	\$	88.28			
	7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$92.69	\$92.69	\$16.67	\$109.36	\$109.36	\$109.36	\$0.00	\$0.00	\$0.00	(\$11.73)	\$0.00		(\$13.37)	\$210.27	\$210.27	\$267.21	5.00%	\$	92.69			
	7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$97.32	\$97.32	\$16.67	\$113.99	\$113.99	\$113.99	\$0.00	\$0.00	\$0.00	(\$7.10)	\$0.00		(\$13.37)	\$220.77	\$220.77	\$267.21	5.00%	\$	97.32			
	7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$102.19	\$102.19	\$16.67	\$118.86	\$118.86	\$118.86	\$0.00	\$0.00	\$0.00	(\$2.23)	\$0.00		(\$13.37)	\$231.82	\$231.82	\$267.21	5.00%	\$	102.19			
(Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$107.30	\$107.30	\$16.67	\$123.97	\$123.97	\$123.97	\$0.00	\$0.00	\$0.00	\$0.00		(\$10.49)	\$243.41	\$243.41	\$267.21	5.00%	\$	107.30			
Lucas Rathe PE, QSD Resident Engineer	FIELD	9/2/2021	6/30/2022															N/A	N/A	N/A	N/A	N/A	N/A	\$190.74	\$190.74	\$190.74		\$	84.08	N/A	
Non-Prevailing Wage Work	7/1/2022	6/30/2023																					\$200.27	\$200.27	\$200.27	5.00%	\$	88.28			
	7/1/2023	6/30/2024																					\$210.27	\$210.27	\$210.27	5.00%	\$	92.69			
	7/1/2024	6/30/2025																					\$220.77	\$220.77	\$220.77	5.00%	\$	97.32			
	7/1/2025	6/30/2026																					\$231.82	\$231.82	\$231.82	5.00%	\$	102.19			
(Exempt)		7/1/2026	12/31/2026																				\$243.41	\$243.41	\$243.41	5.00%	\$	107.30			
Tyson Atwood PE, QSD Resident Engineer	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$84.10	\$84.10	\$12.87	\$96.97	\$96.97	\$96.97	\$0.00	\$0.00	\$0.00	(\$20.32)	\$0.00	(\$11.39)	(\$17.17)	\$190.78	\$216.61	\$275.83		\$	84.10	N/A	
Prevailing Wage Work	7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$88.31	\$88.31	\$12.87	\$101.18	\$101.18	\$101.18	\$0.00	\$0.00	\$0.00	(\$16.11)	\$0.00	(\$7.18)	(\$17.17)	\$200.33	\$216.61	\$275.83	5.00%	\$	88.31			
	7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04																									

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Anser Advisory Management, LLC PRIME SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE 10/29/2021

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	Combined +	Combined +	Combined +	=
OVERTIME	Combined +	Combined +	Combined +	=
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	Combined +	Combined +	Combined +	=
OVERTIME	Combined +	Combined +	Combined +	=

	Fee	=	10.00%
	Applicable Multiplier Delta Base (Field)	=	2.27
	Applicable Multiplier Fringe (Field)	=	2.27

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total	Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total - Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)							
		From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)						
Prevailing Wage Work		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$57.17	\$85.76	\$114.34	\$5.59	\$62.76	\$91.35	\$119.93	(\$19.49)	\$0.00	\$0.00	\$0.00	(\$19.49)	(\$17.01)	(\$14.53)	\$173.91	\$196.86	\$219.82	5.00%	\$ 57.17	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$60.03	\$60.03	\$60.03	\$5.59	\$65.62	\$65.62	\$65.62	(\$16.63)	\$0.00	(\$18.29)	(\$44.39)	(\$16.63)	(\$24.45)	(\$24.45)	\$173.91	\$233.13	\$292.35	5.00%	\$ 60.03	
		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.03	\$63.03	\$63.03	\$5.59	\$68.62	\$68.62	\$68.62	(\$13.63)	\$0.00	(\$15.29)	(\$41.39)	(\$13.63)	(\$24.45)	(\$24.45)	\$173.91	\$233.13	\$292.35	5.00%	\$ 63.03	
(non-Exempt)																														
Derek Aaro Roadway Inspector	FIELD	9/2/2021	6/30/2022															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$112.04	\$136.74	\$161.43		\$ 49.39	
		7/1/2022	6/30/2023															N/A	N/A	N/A	N/A	N/A	N/A	\$117.65	\$143.58	\$169.51	5.00%	\$ 51.86		
		7/1/2023	6/30/2024															N/A	N/A	N/A	N/A	N/A	N/A	\$123.52	\$150.75	\$177.97	5.00%	\$ 54.45		
Non-Prevailing Wage Work		7/1/2024	6/30/2025																					\$129.69	\$158.28	\$186.86	5.00%	\$ 57.17		
		7/1/2025	6/30/2026																					\$136.18	\$166.19	\$196.21	5.00%	\$ 60.03		
		7/1/2026	12/31/2026																					\$142.99	\$174.50	\$206.02	5.00%	\$ 63.03		
(non-Exempt)																														
Tim Cianci Roadway Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.07	\$103.61	\$138.14	\$7.41	\$76.48	\$111.02	\$145.55	(\$5.77)	\$0.00	\$0.00	\$0.00	(\$5.77)	\$0.00	\$0.00	\$169.78	\$191.22	\$225.76	5.00%	\$ 69.07	
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.52	\$108.78	\$145.04	\$7.41	\$79.93	\$116.19	\$152.45	(\$2.32)	\$0.00	\$0.00	\$0.00	(\$2.32)	\$0.00	\$0.00	\$169.78	\$200.77	\$237.03	5.00%	\$ 72.52	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$76.15	\$114.23	\$152.30	\$7.41	\$83.56	\$121.64	\$159.71	(\$2.32)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$172.75	\$210.82	\$248.90	5.00%	\$ 76.15	N/A
Prevailing Wage Work		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.96	\$119.94	\$159.92	\$7.41	\$87.37	\$127.35	\$167.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$181.39	\$221.37	\$261.35	5.00%	\$ 79.96	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$83.96	\$125.94	\$167.92	\$7.41	\$91.37	\$133.35	\$175.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.47	\$232.45	\$274.43	5.00%	\$ 83.96	
		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$88.16	\$132.24	\$176.32	\$7.41	\$95.57	\$139.65	\$183.73	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$199.99	\$244.07	\$288.15	5.00%	\$ 88.16	
(non-Exempt)																														
Tim Cianci Roadway Inspector	FIELD	9/2/2021	6/30/2022															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$156.69	\$191.22	\$225.76		\$ 69.07	
		7/1/2022	6/30/2023															N/A	N/A	N/A	N/A	N/A	N/A	\$164.51	\$200.77	\$237.03	5.00%	\$ 72.52		
		7/1/2023	6/30/2024															N/A	N/A	N/A	N/A	N/A	N/A	\$172.75	\$210.82	\$248.90	5.00%	\$ 76.15	N/A	
Non-Prevailing Wage Work		7/1/2024	6/30/2025																					\$181.39	\$221.37	\$261.35	5.00%	\$ 79.96		
		7/1/2025	6/30/2026																					\$190.47	\$232.45	\$274.43	5.00%	\$ 83.96		
		7/1/2026	12/31/2026																					\$199.99	\$244.07	\$288.15	5.00%	\$ 88.16		
(non-Exempt)																														
Musaab Al Madhadi EIT Asst RE/Civil Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$52.54	\$52.54	\$52.54	\$6.89	\$59.43	\$59.43	\$59.43	(\$22.82)	\$0.00	(\$25.78)	(\$51.88)	(\$22.82)	(\$23.15)	(\$23.15)	\$170.96	\$230.18	\$289.40		\$ 52.54	
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$55.17	\$55.17	\$55.17	\$6.89	\$62.06	\$62.06	\$62.06	(\$20.19)	\$0.00	(\$23.15)	(\$49.25)	(\$20.19)	(\$23.15)	(\$23.15)	\$170.96	\$230.18	\$289.40	5.00%	\$ 55.17	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$57.93	\$57.93	\$57.93	\$6.89	\$64.82	\$64.82	\$64.82	(\$17.43)	\$0.00	(\$20.39)	(\$46.49)	(\$17.43)	(\$23.15)	(\$23.15)	\$170.96	\$230.18	\$289.40	5.00%	\$ 57.93	N/A
Prevailing Wage Work		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$60.83	\$60.83	\$60.83	\$6.89	\$67.72	\$67.72	\$67.72	(\$14.53)	\$0.00	(\$17.49)	(\$43.59)	(\$14.53)	(\$23.15)	(\$23.15)	\$170.96	\$230.18	\$289.40	5.00%	\$ 60.83	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.87	\$63.87	\$63.87	\$6.89	\$70.76	\$70.76	\$70.76	(\$11.49)	\$0.00	(\$14.45)	(\$40.55)	(\$11.49)	(\$23.15)	(\$23.15)	\$170.96	\$230.18	\$289.40	5.00%	\$ 63.87	
		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$67.06	\$67.06	\$67.06	\$6.89	\$73.95	\$73.95	\$73.95	(\$8.30)	\$0.00	(\$11.26)	(\$37.36)	(\$8.30)	(\$23.15)	(\$23.15)	\$170.96	\$230.18	\$289.40	5.00%	\$ 67.06	
(Exempt)																														
Musaab Al Madhadi EIT Asst RE/Civil Inspector	FIELD	9/2/2021	6/30/2022															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$119.19	\$119.19	\$119.19		\$ 52.54	
		7/1/2022	6/30/2023															N/A	N/A	N/A	N/A	N/A	N/A	\$125.15	\$125.15	\$125.15	5.00%	\$ 55.17		
		7/1/2023	6/30/2024															N/A	N/A	N/A	N/A	N/A	N/A	\$131.42	\$131.42	\$131.42	5.00%	\$ 57.93	N/A	
Non-Prevailing Wage Work		7/1/2024	6/30/2025																					\$137.99	\$137.99	\$137.99	5.00%	\$ 60.83		
		7/1/2025	6/30/2026																					\$144.89	\$144.89	\$144.89	5.00%	\$ 63.87		
		7/1/2026	12/31/2026																					\$152.13	\$152.13	\$152.13	5.00%	\$ 67.06		
(Exempt)																														
Wendi Carducci EIT Civil Inspector/Office Engineer	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$42.23	\$42.23	\$42.23	\$7.41	\$49.64	\$49.64	\$49.64	(\$32.61)	(\$9.98)	(\$36.09)	(\$62.19)	(\$22.63)	(\$22.63)	(\$22.63)	\$169.78	\$229.00	\$288.22	5.00%	\$ 42.23	
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$44.34	\$44.34	\$44.34	\$7.41	\$51.75	\$51.75	\$51.75	(\$30.50)	(\$7.87)	(\$33.98)	(\$60.08)	(\$22.63)	(\$22.63)	(\$22.63)	\$169.78	\$229.00	\$288.22	5.00%	\$ 44.34	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$46.56	\$46.56	\$46.56	\$7.41	\$53.97	\$53.97	\$53.97	(\$28.28)	(\$5.65)	(\$31.76)	(\$57.86)	(\$22.63)	(\$22.63)	(\$22.63)	\$169.78	\$229.00	\$288.22	5.00%	\$ 46.56	N/A
Prevailing Wage Work		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$48.89	\$48.89	\$48.89	\$7.41	\$56.30	\$56.30	\$56.30	(\$25.95)	(\$3.32)	(\$29.43)	(\$55.53)	(\$22.63)	(\$22.63)	(\$22.63)	\$169.78	\$229.00	\$288.22	5.00%	\$ 48.89	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$51.33	\$51.33	\$51.33	\$7.41	\$58.74	\$58.74	\$58.74	(\$23.51)	(\$0.88)	(\$26.99)	(\$53.09)	(\$22.63)	(\$22.63)	(\$22.63)	\$169.78	\$229.00	\$288.22	5.00%	\$ 51.33	
		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$53.90	\$53.90	\$53.90	\$7.41	\$61.31	\$61.31	\$61.31	(\$20.94)	\$0.00	(\$24.42)	(\$50.52)	(\$20.94)	(\$22.63)	(\$22.63)	\$169.78	\$229.00	\$288.22	5.00%	\$ 53.90	
(Exempt)																														

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	Combined +	Combined +	Combined =	106.23%
OVERTIME	Combined +	Combined +	Combined =	106.23%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	Combined +	Combined +	Combined =	106.23%
OVERTIME	Combined +	Combined +	Combined =	106.23%
			Fee =	100.00%
			Applicable Multiplier Delta Base (Field) =	2.27
			Applicable Multiplier Fringe (Field) =	2.27

[illegible]

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Anser Advisory Management, LLC PRIME SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. CONTRACT NO. RFP 22-1002663 DATE 10/29/2021

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	Combined +	Combined +	Combined +	= 106.23%
OVERTIME	Combined +	Combined +	Combined +	= 106.23%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	Combined +	Combined +	Combined +	= 106.23%
OVERTIME	Combined +	Combined +	Combined +	= 106.23%

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) =	Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Employee Total	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight				OT (1.5x)	OT (2x)
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)				OT (2x)	
Rajan Kariya CMIT, EIT Civil Inspector/Office Engineer	FIELD	9/2/2021	6/30/2022														N/A	N/A	N/A	N/A	N/A	N/A		\$99.54	\$99.54	\$99.54	5.00%	\$ 43.88	N/A	
Non-Prevailing Wage Work (Exempt)		7/1/2022	6/30/2023														N/A	N/A	N/A	N/A	N/A	N/A		\$104.51	\$104.51	\$104.51	5.00%	\$ 46.07		
		7/1/2023	6/30/2024																					\$109.73	\$109.73	\$109.73	5.00%	\$ 48.37		
		7/1/2024	6/30/2025																					\$115.22	\$115.22	\$115.22	5.00%	\$ 50.79		
		7/1/2025	6/30/2026																						\$120.98	\$120.98	\$120.98	5.00%		\$ 53.33
		7/1/2026	12/31/2026																						\$127.04	\$127.04	\$127.04	5.00%	\$ 56.00	

NOTE: Prevailing wage rates are being provided for regular shifts based on determination SC-23-43-2-2021-1D. Rates for Special and Multi Shifts will be calculated upon request and will include the additional base payments due to employee.

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/2021. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/2021. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Note: Mark-ups are Not Allowed

Prime Consultant

SYRUSA Engineering, Inc.

Contract No. 22-1002663

Date 10/29/2021

ADDRESS 265 S Rudolph Ave. Ste 100 Brea CA 92821

Phone and email 562-833-4622 mzahlout@syrusaengineering.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		0.00% (= 0% if Included in OH)		0.00%		116.27%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Noura Alayyan OFFICE ENGINEER	\$130.84	\$196.27	\$261.69	9/2/2021	6/30/2022	\$55.00		
	\$137.39	\$206.08	\$274.77	7/1/2022	6/30/2023	\$57.75	5.00%	
	\$144.25	\$216.38	\$288.51	7/1/2023	6/29/2024	\$60.64	5.00%	
	\$151.47	\$227.20	\$302.94	6/30/2024	6/29/2025	\$63.67	5.00%	
	\$159.04	\$238.56	\$318.08	6/30/2025	6/29/2026	\$66.85	5.00%	
	\$166.99	\$250.49	\$333.99	6/30/2026	6/29/2027	\$70.20	5.00%	
Non-Exempt								
Faisal Zahlout, PE Structures Rep	\$309.27	\$309.27	\$309.27	9/2/2021	6/30/2022	\$130.00		
	\$324.73	\$324.73	\$324.73	7/1/2022	6/30/2023	\$136.50	5.00%	
	\$340.97	\$340.97	\$340.97	7/1/2023	6/29/2024	\$143.33	5.00%	
	\$358.01	\$358.01	\$358.01	6/30/2024	6/29/2025	\$150.49	5.00%	
	\$375.91	\$375.91	\$375.91	6/30/2025	6/29/2026	\$158.02	5.00%	
	\$394.71	\$394.71	\$394.71	6/30/2026	6/29/2027	\$165.92	5.00%	
Exempt								
Jose Corona, PE Project Manager, RE	\$309.27	\$309.27	\$309.27	9/2/2021	6/30/2022	\$130.00		
	\$324.73	\$324.73	\$324.73	7/1/2022	6/30/2023	\$136.50	5.00%	
	\$340.97	\$340.97	\$340.97	7/1/2023	6/29/2024	\$143.33	5.00%	
	\$358.01	\$358.01	\$358.01	6/30/2024	6/29/2025	\$150.49	5.00%	
	\$375.91	\$375.91	\$375.91	6/30/2025	6/29/2026	\$158.02	5.00%	
	\$394.71	\$394.71	\$394.71	6/30/2026	6/29/2027	\$165.92	5.00%	
Exempt								

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

NOTES:

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT SYRUSA Engineering, Inc

PRIME _____ SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE 10/29/21

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	+	+		=	116.27%
OVERTIME	+	+		=	116.27%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	+	+		=	116.27%
OVERTIME	+	+		=	116.27%
					Fee
					= 10.00%

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rate are applicable only when performing services covered under DIR determinations.																												Applicable Multiplier Delta Base (Field) = 2.38						
																												Applicable Multiplier Fringe (Field) = 0.00						
Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee	Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA - FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class						
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	Straight			Straight							Straight					
		1.5 OT	2.0 OT		Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT		Straight		1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight				1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	
Arian Angha Roadway Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.00	\$108.00	\$144.00	\$10.28	\$82.28	\$118.28	\$154.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.29	\$207.29	\$243.29	\$ 72.00	N/A		
Prevailing Wage Work	7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.60	\$113.40	\$151.20	\$10.28	\$85.88	\$123.68	\$161.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.85	\$217.65	\$255.45	5.00%		\$ 75.60	
	7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.38	\$119.07	\$158.76	\$10.28	\$89.66	\$129.35	\$169.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$188.84	\$228.53	\$268.22	5.00%		\$ 79.38	
	7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$83.35	\$125.03	\$166.70	\$10.28	\$93.63	\$135.31	\$176.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$198.29	\$239.96	\$281.64	5.00%		\$ 83.35	
	7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$87.52	\$131.28	\$175.04	\$10.28	\$97.80	\$141.56	\$185.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$208.21	\$251.97	\$295.73	5.00%		\$ 87.52	
	7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.90	\$137.85	\$183.80	\$10.28	\$102.18	\$148.13	\$194.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$218.63	\$264.58	\$310.53		5.00%	\$ 91.90
(non-Exempt)																																		
Arian Angha Roadway Inspector	FIELD	9/2/2021	6/30/2022																N/A	N/A	N/A	N/A	N/A	N/A	N/A			\$171.29	\$207.29	\$243.29	\$ 72.00	N/A		
Non-Prevailing Wage Work	7/1/2022	6/30/2023																	N/A	N/A	N/A	N/A	N/A	N/A				\$179.85	\$217.65	\$255.45	5.00%		\$ 75.60	
	7/1/2023	6/30/2024																	N/A	N/A	N/A	N/A	N/A				\$188.84	\$228.53	\$268.22	5.00%	\$ 79.38			
	7/1/2024	6/30/2025																	N/A	N/A	N/A	N/A	N/A				\$198.29	\$239.96	\$281.64	5.00%	\$ 83.35			
	7/1/2025	6/30/2026																	N/A	N/A	N/A	N/A	N/A				\$208.21	\$251.97	\$295.73	5.00%	\$ 87.52			
	7/1/2026	12/31/2026																		N/A	N/A	N/A	N/A	N/A				\$218.63	\$264.58	\$310.53	5.00%		\$ 91.90	
(non-Exempt)																																		
Jose Del Rio Roadway Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.00	\$115.50	\$154.00	\$13.83	\$90.83	\$129.33	\$167.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.18	\$221.68	\$260.18	\$ 77.00	N/A		
Prevailing Wage Work	7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.85	\$121.28	\$161.70	\$13.83	\$94.68	\$135.11	\$175.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$192.34	\$232.76	\$273.19	5.00%		\$ 80.85	
	7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$84.89	\$127.34	\$169.78	\$13.83	\$98.72	\$141.17	\$183.61	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$201.95	\$244.40	\$286.84	5.00%		\$ 84.89	
	7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.13	\$133.70	\$178.26	\$13.83	\$102.96	\$147.53	\$192.09	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$212.04	\$256.60	\$301.17	5.00%		\$ 89.13	
	7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$93.59	\$140.39	\$187.18	\$13.83	\$107.42	\$154.22	\$201.01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$222.65	\$269.44	\$316.24	5.00%		\$ 93.59	
	7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$98.27	\$147.41	\$196.54	\$13.83	\$112.10	\$161.24	\$210.37	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$233.78	\$282.92	\$332.05		5.00%	\$ 98.27
(non-Exempt)																																		
Jose Del Rio Roadway Inspector	FIELD	9/2/2021	6/30/2022																N/A	N/A	N/A	N/A	N/A	N/A				\$183.18	\$221.68	\$260.18	\$ 77.00	N/A		
Non-Prevailing Wage Work	7/1/2022	6/30/2023																	N/A	N/A	N/A	N/A	N/A					\$192.34	\$232.76	\$273.19	5.00%		\$ 80.85	
	7/1/2023	6/30/2024																	N/A	N/A	N/A	N/A	N/A					\$201.95	\$244.40	\$286.84	5.00%		\$ 84.89	
	7/1/2024	6/30/2025																	N/A	N/A	N/A	N/A	N/A					\$212.04	\$256.60	\$301.17	5.00%		\$ 89.13	
	7/1/2025	6/30/2026																	N/A	N/A	N/A	N/A	N/A					\$222.65	\$269.44	\$316.24	5.00%		\$ 93.59	
	7/1/2026	12/31/2026																		N/A	N/A	N/A	N/A	N/A					\$233.78	\$282.92	\$332.05		5.00%	\$ 98.27
(non-Exempt)																																		
Ryan Vantine, EIT Roadway Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.00	\$120.00	\$160.00	\$11.15	\$91.15	\$131.15	\$171.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.32	\$230.32	\$270.32	\$ 80.00	N/A		
Prevailing Wage Work	7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$84.00	\$132.00	\$176.40	\$11.15	\$95.15	\$137.15	\$179.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$199.83	\$241.83	\$283.83		5.00%	\$ 84.00
	7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$88.20	\$132.30	\$176.40	\$11.15	\$99.35	\$143.45	\$187.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$209.83	\$253.93	\$298.03	5.00%		\$ 88.20	
	7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$92.61	\$138.92	\$185.22	\$11.15	\$103.76	\$150.07	\$196.37	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$220.32	\$266.62	\$312.93	5.00%		\$ 92.61	
	7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$97.24	\$145.86	\$194.48	\$11.15	\$108.39	\$157.01	\$205.63	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$231.33	\$279.95	\$328.57	5.00%		\$ 97.24	
	7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$102.10	\$153.15	\$204.20	\$11.15	\$113.25	\$164.30	\$215.35	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$242.89	\$293.94	\$344.99		5.00%	\$ 102.10
(non-Exempt)																																		

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT SYRUSA Engineering, Inc

PRIME _____ SUB **X**

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE 10/29/21

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	+	+		=	116.27%
OVERTIME	+	+		=	116.27%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	+	+		=	116.27%
OVERTIME	+	+		=	116.27%
					10.00%
					Fee

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA - FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Applicable Multiplier Delta Base (Field) = 2.38			Applicable Multiplier Fringe (Field) = 0.00																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
					Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe	Total = Base + Fringe		Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA - FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)		Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
			Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)				OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
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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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT SYRUSA Engineering, Inc

PRIME _____ SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE 10/29/21

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

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NORMAL	+	+		=	116.27%
OVERTIME	+	+		=	116.27%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	+	+		=	116.27%
OVERTIME	+	+		=	116.27%
			Fee	=	10.00%

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA - FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class			
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)								
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT								Straight	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	
Jose Corona BSCE, PE Project Manager/RE	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$130.00	\$130.00	\$130.00	\$17.90	\$147.90	\$147.90	\$147.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$309.27	\$309.27	\$309.27		\$ 130.00	N/A			
7/1/2022		6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$136.50	\$136.50	\$136.50	\$17.90	\$154.40	\$154.40	\$154.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$324.73	\$324.73	\$324.73		5.00%	\$ 136.50	
7/1/2023		6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$143.33	\$143.33	\$143.33	\$17.90	\$161.23	\$161.23	\$161.23	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$340.98	\$340.98	\$340.98		5.00%	\$ 143.33	
7/1/2024		6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$150.50	\$150.50	\$150.50	\$17.90	\$168.40	\$168.40	\$168.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$358.03	\$358.03	\$358.03		5.00%	\$ 150.50	
7/1/2025		6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$158.03	\$158.03	\$158.03	\$17.90	\$175.93	\$175.93	\$175.93	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$375.95	\$375.95	\$375.95		5.00%	\$ 158.03	
(Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$165.93	\$165.93	\$165.93	\$17.90	\$183.83	\$183.83	\$183.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$394.74	\$394.74	\$394.74	5.00%	\$ 165.93	

NOTE: Prevailing wage rates are being provided for regular shifts based on determination SC-23-63-2-2021-1D. Rates for Special and Multi Shifts will be calculated upon request and will include the additional base payments due to employee.

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rate 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Note: Mark-ups are Not Allowed

Prime Consultant

AIX

Contract No. RFP 22-1002663

Date 10/29/2021

ADDRESS 106 S Mentor Ave. Ste. 201, Pasadena CA

Phone and email aixmail@aix.group 626-734-7447

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		0.00% (= 0% if Included in OH)		0.00%		SHR Home 120.00%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Robert Delgado - HOME RATE	\$209.40	\$209.40	\$209.40	9/2/2021	6/30/2022	\$86.53		
Structures Inspector/Safety Inspector	\$219.87	\$219.87	\$219.87	7/1/2022	6/30/2023	\$90.86	5.00%	
	\$230.87	\$230.87	\$230.87	7/1/2023	6/30/2024	\$95.40	5.00%	
	\$242.41	\$242.41	\$242.41	7/1/2024	6/30/2025	\$100.17	5.00%	
	\$254.53	\$254.53	\$254.53	7/1/2025	6/30/2026	\$105.18	5.00%	
Exempt	\$267.26	\$267.26	\$267.26	7/1/2026	12/31/2021	\$110.44	5.00%	

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

NOTES:

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

DATE 10/29/2021

NOTE: Prevailing wage rates are being provided for regular shifts based on determination SC-23-63-2-2021-D. Rates for Special and Multi Shifts will be calculated upon request and will include the additional base payments due to employee.

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rat
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow.
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Note: Mark-ups are Not Allowed

Prime Consultant

MNS Engineers, Inc.

Contract No. RFP22-1002663

Date 10/26/2021

ADDRESS 201 N. Calle Cesar Chavez, Ste. 300, Santa Barbara, CA 93103

Phone and email 805-692-6921 gchelini@mnsengineers.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		51.86% (= 0% if Included in OH)		66.69%		Field 126.26%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Greg Chelini Project Manager	\$293.17	\$293.17	\$293.17	9/2/2021	6/30/2022	\$117.79		
	\$307.83	\$307.83	\$307.83	7/1/2022	6/30/2023	\$123.68	5.00%	
	\$323.22	\$323.22	\$323.22	7/1/2023	6/30/2024	\$129.86	5.00%	
	\$339.38	\$339.38	\$339.38	7/1/2024	6/30/2025	\$136.36	5.00%	
	\$356.35	\$356.35	\$356.35	7/1/2025	6/30/2026	\$143.17	5.00%	
Exempt	\$374.16	\$374.16	\$374.16	7/1/2026	12/31/2026	\$150.33	5.00%	
Chris Vandrey Land Surveyor	\$149.58	\$149.58	\$149.58	9/2/2021	6/30/2022	\$60.10		
	\$157.06	\$157.06	\$157.06	7/1/2022	6/30/2023	\$63.11	5.00%	
	\$164.92	\$164.92	\$164.92	7/1/2023	6/30/2024	\$66.26	5.00%	
	\$173.16	\$173.16	\$173.16	7/1/2024	6/30/2025	\$69.57	5.00%	
	\$181.82	\$181.82	\$181.82	7/1/2025	6/30/2026	\$73.05	5.00%	
Exempt	\$190.91	\$190.91	\$190.91	7/1/2026	12/31/2026	\$76.70	5.00%	
Mark Reinhardt Land Surveyor	\$281.20	\$281.20	\$281.20	9/2/2021	6/30/2022	\$112.98		
	\$295.26	\$295.26	\$295.26	7/1/2022	6/30/2023	\$118.63	5.00%	
	\$310.02	\$310.02	\$310.02	7/1/2023	6/30/2024	\$124.56	5.00%	
	\$325.52	\$325.52	\$325.52	7/1/2024	6/30/2025	\$130.79	5.00%	
	\$341.80	\$341.80	\$341.80	7/1/2025	6/30/2026	\$137.33	5.00%	
Exempt	\$358.89	\$358.89	\$358.89	7/1/2026	12/31/2026	\$144.19	5.00%	
Fred Tice Land Surveyor	\$165.14	\$165.14	\$165.14	9/2/2021	6/30/2022	\$66.35		
	\$173.40	\$173.40	\$173.40	7/1/2022	6/30/2023	\$69.67	5.00%	
	\$182.07	\$182.07	\$182.07	7/1/2023	6/30/2024	\$73.15	5.00%	
	\$191.17	\$191.17	\$191.17	7/1/2024	6/30/2025	\$76.81	5.00%	
	\$200.73	\$200.73	\$200.73	7/1/2025	6/30/2026	\$80.65	5.00%	
Exempt	\$210.76	\$210.76	\$210.76	7/1/2026	12/31/2026	\$84.68	5.00%	

- 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:

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

CONSULTANTMNS Engineers, Inc.PRIMESUBX

PROJECT NO.CONTRACT NO.RFP 22-1002663DATE10/29/21

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Loaded Rate Calculation											Home Office Personnel:										Fringe Benefit %		Overhead %		General Administration %		Combined %																																																																																																																																																																																																																																																																																																																					
Non Exempt Employee Loaded Billing Rates											NORMAL										51.86%		66.69%		0.00%		= 118.55%																																																																																																																																																																																																																																																																																																																					
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fr											OVERTIME										51.86%		66.69%		0.00%		= 118.55%																																																																																																																																																																																																																																																																																																																					
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fr											Field Office Personnel:										Fringe Benefit %		Overhead %		General Administration %		Combined %																																																																																																																																																																																																																																																																																																																					
Exempt Employee Loaded Billing Rates											NORMAL										54.84%		71.43%		0.00%		= 126.26%																																																																																																																																																																																																																																																																																																																					
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fr											OVERTIME										54.84%		71.43%		0.00%		= 126.26%																																																																																																																																																																																																																																																																																																																					
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																					Fee		= 2.49		10.00%																																																																																																																																																																																																																																																																																																																							
																							Applicable Multiplier Delta Base (Field)		2.49																																																																																																																																																																																																																																																																																																																							
																							Applicable Multiplier Fringe (Field)		2.49																																																																																																																																																																																																																																																																																																																							
Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																		
				Base Salary			Fringe Benefits	Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT							2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Fringe

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

DATE 10/29/21

Page 2 of 3

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

DATE 10/29/21

Home Office Personnel:	Fringe Benefit %	Overhead %		General Administration %	Combined %
NORMAL	51.86% +	66.69% +	0.00%	=	118.55%
OVERTIME	51.86% +	66.69% +	0.00%	=	118.55%
Field Office Personnel:	Fringe Benefit %	Overhead %		General Administration %	Combined %
NORMAL	54.84% +	71.43% +	0.00%	=	126.26%
OVERTIME	54.84% +	71.43% +	0.00%	=	126.26%
			Fee	=	10.00%

Applicable Multiplier Delta Base (Field)	2.49
Applicable Multiplier Fringe (Field)	2.49

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA + FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
		From	To	Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe	Total = Base + Fringe		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)				OT (2x)	
				1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT																			Straight
John Stage Roadway Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$45.09	\$67.64	\$90.18	\$9.28	\$54.37	\$76.92	\$99.46	(\$27.88)	(\$31.44)	(\$35.00)	(\$7.12)	(\$10.88)	(\$14.24)	(\$20.76)	(\$20.76)	(\$20.76)	\$181.62	\$213.02	\$244.43	5.00%	\$ 45.09	
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$47.34	\$71.01	\$94.68	\$9.28	\$56.62	\$80.29	\$103.96	(\$25.63)	(\$28.07)	(\$30.50)	(\$4.87)	(\$7.30)	(\$9.74)	(\$20.76)	(\$20.76)	(\$20.76)	\$181.62	\$211.35	\$241.08	5.00%	\$ 47.34	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$49.71	\$74.57	\$99.42	\$9.28	\$58.99	\$83.85	\$108.70	(\$23.26)	(\$24.51)	(\$25.76)	(\$2.50)	(\$3.75)	(\$5.00)	(\$20.76)	(\$20.76)	(\$20.76)	\$181.62	\$209.58	\$237.55	5.00%	\$ 49.71	
Prevailing Wage Work		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$52.20	\$78.30	\$104.40	\$9.28	\$61.48	\$87.58	\$113.68	(\$20.77)	(\$20.78)	(\$20.78)	(\$0.01)	(\$0.01)	(\$0.02)	(\$20.76)	(\$20.76)	(\$20.76)	\$181.62	\$207.73	\$233.84	5.00%	\$ 52.20	N/A
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$54.81	\$82.22	\$109.62	\$9.28	\$64.09	\$91.50	\$118.90	(\$18.16)	(\$16.86)	(\$15.56)	\$0.00	\$0.00	\$0.00	(\$18.16)	(\$16.86)	(\$15.56)	\$181.62	\$205.78	\$229.95	5.00%	\$ 54.81	
(non-Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$57.55	\$86.33	\$115.10	\$9.28	\$66.83	\$95.61	\$124.38	(\$15.42)	(\$12.75)	(\$10.08)	\$0.00	\$0.00	\$0.00	(\$15.42)	(\$12.75)	(\$10.08)	\$181.62	\$203.74	\$225.87	5.00%	\$ 57.55	
John Stage Roadway Inspector	FIELD	9/2/2021	6/30/2022																								\$112.22	\$134.77	\$157.31	5.00%	\$ 45.09	
		7/1/2022	6/30/2023																								\$117.82	\$141.49	\$165.16	5.00%	\$ 47.34	
		7/1/2023	6/30/2024																								\$123.72	\$148.58	\$173.43	5.00%	\$ 49.71	
Non-Prevailing Wage Work		7/1/2024	6/30/2025																								\$129.92	\$156.02	\$182.12	5.00%	\$ 52.20	N/A
		7/1/2025	6/30/2026																								\$136.42	\$163.82	\$191.23	5.00%	\$ 54.81	
(non-Exempt)		7/1/2026	12/31/2026																								\$134.24	\$172.01	\$200.79	5.00%	\$ 57.55	
Pantaleon "Torc" Rivera III, PE	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.00	\$70.00	\$70.00	\$12.29	\$82.29	\$82.29	\$82.29	\$0.00	(\$26.07)	(\$52.17)	\$0.00	(\$8.32)	(\$34.42)	\$0.00	(\$17.75)	(\$17.75)	\$174.22	\$239.10	\$304.07	5.00%	\$ 70.00	
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.60	\$73.50	\$73.50	\$12.29	\$85.79	\$85.79	\$85.79	\$0.00	(\$22.57)	(\$48.67)	\$0.00	(\$4.82)	(\$30.92)	\$0.00	(\$17.75)	(\$17.75)	\$182.93	\$239.10	\$304.07	5.00%	\$ 73.60	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.18	\$77.18	\$77.18	\$12.29	\$89.47	\$89.47	\$89.47	\$0.00	(\$18.89)	(\$44.99)	\$0.00	(\$15.13)	(\$27.24)	\$0.00	(\$17.75)	(\$17.75)	\$192.09	\$239.10	\$304.07	5.00%	\$ 77.18	N/A
Prevailing Wage Work		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.04	\$81.04	\$81.04	\$12.29	\$93.33	\$93.33	\$93.33	\$0.00	(\$15.03)	(\$41.13)	\$0.00	\$0.00	(\$23.38)	\$0.00	(\$15.03)	(\$17.75)	\$201.70	\$239.10	\$304.07	5.00%	\$ 81.04	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.09	\$85.09	\$85.09	\$12.29	\$97.38	\$97.38	\$97.38	\$0.00	(\$10.98)	(\$37.08)	\$0.00	\$0.00	(\$19.33)	\$0.00	(\$10.98)	(\$17.75)	\$211.78	\$239.10	\$304.07	5.00%	\$ 85.09	
(Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.34	\$89.34	\$89.34	\$12.29	\$101.63	\$101.63	\$101.63	\$0.00	(\$6.72)	(\$32.83)	\$0.00	\$0.00	(\$15.08)	\$0.00	(\$6.72)	(\$17.75)	\$222.36	\$239.10	\$304.07	5.00%	\$ 89.34	
Pantaleon "Torc" Rivera III, PE	FIELD	9/2/2021	6/30/2022																								\$174.22	\$174.22	\$174.22	5.00%	\$ 70.00	
		7/1/2022	6/30/2023																								\$182.93	\$182.93	\$182.93	5.00%	\$ 73.50	
		7/1/2023	6/30/2024																								\$192.09	\$192.09	\$192.09	5.00%	\$ 77.18	N/A
Non-Prevailing Wage Work		7/1/2024	6/30/2025																								\$201.70	\$201.70	\$201.70	5.00%	\$ 81.04	
		7/1/2025	6/30/2026																								\$211.78	\$211.78	\$211.78	5.00%	\$ 85.09	
(Exempt)		7/1/2026	12/31/2026																								\$222.36	\$222.36	\$222.36	5.00%	\$ 89.34	

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows:

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta F

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	29.97% +	80.63% +	0.00%	=	110.60%
OVERTIME	29.97% +	80.63% +	0.00%	=	110.60%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	29.97% +	80.63% +	0.00%	=	110.60%
OVERTIME	29.97% +	80.63% +	0.00%	=	110.60%
			Fee	=	10.00%

	Applicable Multiplier Delta Base (Field)	=	2.32
	Applicable Multiplier Fringe (Field)	=	0.00

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	29.97% +	80.63% +	0.00%	= 110.60%
OVERTIME	29.97% +	80.63% +	0.00%	= 110.60%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	29.97% +	80.63% +	0.00%	= 110.60%
OVERTIME	29.97% +	80.63% +	0.00%	= 110.60%
			Fee	= 10.00%

Applicable Multiplier Delta Base (Field)	=	2.32
Applicable Multiplier Fringe (Field)	=	0.00

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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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT PPM Group, Inc.PRIME _____ SUB X

PROJECT NO. _____CONTRACT NO. RFP 22-1002663DATE October 29, 2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Loaded Rate Calculation																														
Non Exempt Employee Loaded Billing Rates																														
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																														
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																														
Exempt Employee Loaded Billing Rates																														
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																														
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																														
Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable Delta (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
		From	To	Straight	1.5 OT	2.0 OT	Fringe Benefits	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Estimate Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT				2.0 OT	Straight
Maythem Ali BSCE Construction Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.90	\$95.85	\$127.80	\$15.75	\$79.65	\$111.60	\$143.55	(\$2.60)	\$0.00	\$0.00	\$0.00	(\$2.60)	\$0.00	\$0.00	\$148.03	\$179.98	\$211.93	5.00%	\$ 63.90	N/A
Prevailing Wage Work	7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$67.10	\$100.65	\$134.20	\$15.75	\$82.85	\$116.40	\$149.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$155.44	\$188.99	\$222.54	5.00%	\$ 67.10			
	7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.46	\$105.69	\$140.92	\$15.75	\$86.21	\$121.44	\$156.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$163.23	\$198.46	\$233.69	5.00%	\$ 70.46			
	7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.98	\$110.97	\$147.96	\$15.75	\$89.73	\$126.72	\$163.71	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.38	\$208.37	\$245.36	5.00%	\$ 73.98			
	7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.68	\$116.52	\$155.36	\$15.75	\$93.43	\$132.27	\$171.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.95	\$218.79	\$257.63	5.00%	\$ 77.68			
	(non-Exempt)	7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.56	\$122.34	\$163.12	\$15.75	\$97.31	\$138.09	\$178.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$188.94	\$229.72	\$270.50	5.00%	\$ 81.56		
Maythem Ali BSCE Construction Inspector	FIELD	9/2/2021	6/30/2022															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$148.03	\$179.98	\$211.93	5.00%	\$ 63.90	N/A
Non-Prevailing Wage Work	7/1/2022	6/30/2023																						\$155.44	\$188.99	\$222.54	5.00%	\$ 67.10		
	7/1/2023	6/30/2024																						\$163.23	\$198.46	\$233.69	5.00%	\$ 70.46		
	7/1/2024	6/30/2025																						\$171.38	\$208.37	\$245.36	5.00%	\$ 73.98		
	7/1/2025	6/30/2026																						\$179.95	\$218.79	\$257.63	5.00%	\$ 77.68		
	(non-Exempt)	7/1/2026	12/31/2026																						\$188.94	\$229.72	\$270.50	5.00%	\$ 81.56	

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT PPM Group, Inc.PRIME _____ SUB X

PROJECT NO. _____CONTRACT NO. RFP 22-1002663DATE October 29, 2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	29.97% +	80.63% +	0.00% =	110.60%
OVERTIME	29.97% +	80.63% +	0.00% =	110.60%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	29.97% +	80.63% +	0.00% =	110.60%
OVERTIME	29.97% +	80.63% +	0.00% =	110.60%
		Fee		10.00%

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																										Applicable Multiplier Delta Base (Field) = 2.32				Applicable Multiplier Fringe (Field) = 0.00			
Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable to DELTA (TOTAL) (Straight)	Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class					
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	1.5 OT							2.0 OT	Straight	OT (1.5x)	OT (2x)	
		From	To	Straight	1.5 OT	2.0 OT			Straight	1.5 OT	2.0 OT		Straight		1.5 OT	2.0 OT							Straight	1.5 OT	2.0 OT		Straight	1.5 OT					2.0 OT
Andres "Andy" Moreira Construction Inspector Prevailing Wage Work (non-Exempt)	BSCE	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$65.00	\$97.50	\$130.00	\$10.05	\$75.05	\$107.55	\$140.05	(\$7.20)	\$0.00	\$0.00	\$0.00	(\$7.20)	(\$0.80)	\$0.00	\$150.58	\$183.08	\$215.58	5.00%	\$ 65.00	N/A		
			7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.25	\$102.38	\$136.50	\$10.05	\$78.30	\$112.43	\$146.55	(\$3.95)	\$0.00	\$0.00	\$0.00	(\$3.95)	\$0.00	\$0.00	\$158.11	\$192.23	\$226.36	5.00%	\$ 68.25			
			7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.66	\$107.49	\$143.32	\$10.05	\$81.71	\$117.54	\$153.37	(\$0.54)	\$0.00	\$0.00	\$0.00	(\$0.54)	\$0.00	\$0.00	\$166.01	\$201.84	\$237.67	5.00%	\$ 71.66			
			7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.24	\$112.86	\$150.48	\$10.05	\$85.29	\$122.91	\$160.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$174.30	\$211.92	\$249.54	5.00%	\$ 75.24				
			7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.00	\$118.50	\$158.00	\$10.05	\$89.05	\$128.55	\$168.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.01	\$222.51	\$262.01	5.00%	\$ 79.00				
			7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.95	\$124.43	\$165.90	\$10.05	\$93.00	\$134.48	\$175.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$192.16	\$233.64	\$275.11	5.00%	\$ 82.95				
Andres "Andy" Moreira Construction Inspector Non-Prevailing Wage Work (non-Exempt)	BSCE	FIELD	9/2/2021	6/30/2022																				\$150.58	\$183.08	\$215.58	5.00%	\$ 65.00	N/A				
			7/1/2022	6/30/2023																					\$158.11	\$192.23	\$226.36	5.00%		\$ 68.25			
			7/1/2023	6/30/2024																					\$166.01	\$201.84	\$237.67	5.00%		\$ 71.66			
			7/1/2024	6/30/2025																					\$174.30	\$211.92	\$249.54	5.00%		\$ 75.24			
			7/1/2025	6/30/2026																					\$183.01	\$222.51	\$262.01	5.00%		\$ 79.00			
			7/1/2026	12/31/2026																						\$192.16	\$233.64	\$275.11		5.00%	\$ 82.95		
Felipe Cruz Construction Inspector Prevailing Wage Work (non-Exempt)	BSCE	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.00	\$94.50	\$126.00	\$13.05	\$76.05	\$107.55	\$139.05	(\$6.20)	\$0.00	\$0.00	\$0.00	(\$6.20)	(\$0.80)	\$0.00	\$145.95	\$177.45	\$208.95	5.00%	\$ 63.00	N/A		
			7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$66.15	\$99.23	\$132.30	\$13.05	\$79.20	\$112.28	\$145.35	(\$3.05)	\$0.00	\$0.00	\$0.00	(\$3.05)	\$0.00	\$0.00	\$153.24	\$186.32	\$219.39	5.00%	\$ 66.15			
			7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.46	\$104.19	\$138.92	\$13.05	\$82.51	\$117.24	\$151.97	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160.91	\$195.64	\$230.37	5.00%	\$ 69.46				
			7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.93	\$109.40	\$145.86	\$13.05	\$85.98	\$122.45	\$158.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$168.95	\$205.41	\$241.88	5.00%	\$ 72.93				
			7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$76.58	\$114.87	\$153.16	\$13.05	\$89.63	\$127.92	\$166.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$177.41	\$215.70	\$253.99	5.00%	\$ 76.58				
			7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.41	\$120.62	\$160.82	\$13.05	\$93.46	\$133.67	\$173.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$186.28	\$226.48	\$266.69	5.00%	\$ 80.41				
Felipe Cruz Construction Inspector Non-Prevailing Wage Work (non-Exempt)	BSCE	FIELD	9/2/2021	6/30/2022																				\$145.95	\$177.45	\$208.95	5.00%	\$ 63.00	N/A				
			7/1/2022	6/30/2023																					\$153.24	\$186.32	\$219.39	5.00%		\$ 66.15			
			7/1/2023	6/30/2024																					\$160.91	\$195.64	\$230.37	5.00%		\$ 69.46			
			7/1/2024	6/30/2025																					\$168.95	\$205.41	\$241.88	5.00%		\$ 72.93			
			7/1/2025	6/30/2026																					\$177.41	\$215.70	\$253.99	5.00%		\$ 76.58			
			7/1/2026	12/31/2026																						\$186.28	\$226.48	\$266.69		5.00%	\$ 80.41		

Please Note: Consultant completes all items in yellow highlight

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 PPM Group, Inc. PRIME _____ SUB X _____
PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE October 29, 2021 (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	29.97% +	80.63% +	0.00% =	110.60%
OVERTIME	29.97% +	80.63% +	0.00% =	110.60%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	29.97% +	80.63% +	0.00% =	110.60%
OVERTIME	29.97% +	80.63% +	0.00% =	110.60%
			Fee	10.00%

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																												Applicable Multiplier Delta Base (Field) = 2.32				Applicable Multiplier Fringe (Field) = 0.00			
Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)								Applicable to DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class				
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe				Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight							1.5 OT	2.0 OT		
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight								1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight			OT (1.5x)	OT (2x)
Lawrence Taylor ASEE, Construction Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.00	\$106.50	\$142.00	\$11.63	\$82.63	\$118.13	\$153.63	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$164.48	\$199.98	\$235.48		\$ 71.00	N/A					
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.55	\$111.83	\$149.10	\$11.63	\$86.18	\$123.46	\$160.73	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$172.70	\$209.98	\$247.25	5.00%	\$ 74.55						
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.28	\$117.42	\$156.56	\$11.63	\$89.91	\$129.05	\$168.19	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$181.34	\$220.48	\$259.62	5.00%	\$ 78.28						
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.19	\$123.29	\$164.38	\$11.63	\$93.82	\$134.92	\$176.01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.40	\$231.50	\$272.59	5.00%	\$ 82.19						
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$86.30	\$129.45	\$172.60	\$11.63	\$97.93	\$141.08	\$184.23	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$199.92	\$243.07	\$286.22	5.00%	\$ 86.30						
(non-Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$90.62	\$135.93	\$181.24	\$11.63	\$102.25	\$147.56	\$192.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$209.93	\$255.24	\$300.55	5.00%	\$ 90.62						
Lawrence Taylor ASEE, Construction Inspector	FIELD	9/2/2021	6/30/2022															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$164.48	\$199.98	\$235.48		\$ 71.00	N/A					
Non-Prevailing Wage Work		7/1/2022	6/30/2023															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$172.70	\$209.98	\$247.25	5.00%	\$ 74.55						
		7/1/2023	6/30/2024															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$181.34	\$220.48	\$259.62	5.00%	\$ 78.28						
		7/1/2024	6/30/2025															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$190.40	\$231.50	\$272.59	5.00%	\$ 82.19						
		7/1/2025	6/30/2026																N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$199.92	\$243.07	\$286.22	5.00%		\$ 86.30				
(non-Exempt)		7/1/2026	12/31/2026															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$209.93	\$255.24	\$300.55	5.00%	\$ 90.62						
Raymond Torres Construction Inspector / Electrical Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.00	\$94.50	\$126.00	\$13.05	\$76.05	\$107.55	\$139.05	(\$6.20)	\$0.00	\$0.00	\$0.00	(\$6.20)	(\$0.80)	\$0.00	\$145.95	\$177.45	\$208.95		\$ 63.00	N/A					
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$66.15	\$99.23	\$132.30	\$13.05	\$79.20	\$112.28	\$145.35	(\$3.05)	\$0.00	\$0.00	\$0.00	(\$3.05)	\$0.00	\$0.00	\$153.24	\$186.32	\$219.39	5.00%	\$ 66.15						
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.46	\$104.19	\$138.92	\$13.05	\$82.51	\$117.24	\$151.97	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160.91	\$195.64	\$230.37	5.00%	\$ 69.46						
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.93	\$109.40	\$145.86	\$13.05	\$85.98	\$122.45	\$158.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$168.95	\$205.41	\$241.88	5.00%	\$ 72.93						
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$76.58	\$114.87	\$153.16	\$13.05	\$89.63	\$127.92	\$166.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$177.41	\$215.70	\$253.99	5.00%	\$ 76.58						
(non-Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.41	\$120.62	\$160.82	\$13.05	\$93.46	\$133.67	\$173.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$186.28	\$226.48	\$266.69	5.00%	\$ 80.41						
Raymond Torres Construction Inspector / Electrical Inspector	FIELD	9/2/2021	6/30/2022															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$145.95	\$177.45	\$208.95		\$ 63.00	N/A					
Non-Prevailing Wage Work		7/1/2022	6/30/2023															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$153.24	\$186.32	\$219.39	5.00%	\$ 66.15						
		7/1/2023	6/30/2024															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$160.91	\$195.64	\$230.37	5.00%	\$ 69.46						
		7/1/2024	6/30/2025															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$168.95	\$205.41	\$241.88	5.00%	\$ 72.93						
		7/1/2025	6/30/2026																N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$177.41	\$215.70	\$253.99	5.00%		\$ 76.58				
(non-Exempt)		7/1/2026	12/31/2026															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$186.28	\$226.48	\$266.69	5.00%	\$ 80.41						
Cesar Cerda Construction Inspector / Electrical Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$65.00	\$97.50	\$130.00	\$13.22	\$78.22	\$110.72	\$143.22	(\$4.03)	\$0.00	\$0.00	\$0.00	(\$4.03)	\$0.00	\$0.00	\$150.58	\$183.08	\$215.58		\$ 65.00	N/A					
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.25	\$102.38	\$136.50	\$13.22	\$81.47	\$115.60	\$149.72	(\$0.78)	\$0.00	\$0.00	\$0.00	(\$0.78)	\$0.00	\$0.00	\$158.11	\$192.23	\$226.36	5.00%	\$ 68.25						
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.66	\$107.49	\$143.32	\$13.22	\$84.88	\$120.71	\$156.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$166.01	\$201.84	\$237.67	5.00%	\$ 71.66						
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.24	\$112.86	\$150.48	\$13.22	\$88.46	\$126.08	\$163.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$174.30	\$211.92	\$249.54	5.00%	\$ 75.24						
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.00	\$118.50	\$158.00	\$13.22	\$92.22	\$131.72	\$171.22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.01	\$222.51	\$262.01	5.00%	\$ 79.00						
(non-Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.95	\$124.43	\$165.90	\$13.22	\$96.17	\$137.65	\$179.12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$192.16	\$233.64	\$275.11	5.00%	\$ 82.95						

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT PPM Group, Inc. PRIME _____ SUB X _____

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE October 29, 2021

Loaded Rate Calculation																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
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A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
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Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	Rate		Rate		Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight							1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Cesar Cerda Construction Inspector / Electrical Inspector	FIELD	9/2/2021	6/30/2022																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	29.97% +	80.63% +	0.00%	=	110.60%
OVERTIME	29.97% +	80.63% +	0.00%	=	110.60%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	29.97% +	80.63% +	0.00%	=	110.60%
OVERTIME	29.97% +	80.63% +	0.00%	=	110.60%
			Fee	=	10.00%

	Applicable Multiplier Delta Base (Field)	=	2.32
	Applicable Multiplier Fringe (Field)	=	0.00

Page 7 of 9

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT PPM Group, Inc.PRIME _____ SUB X

PROJECT NO. _____CONTRACT NO. RFP 22-1002683DATE October 29, 2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	29.97% +	80.63% +	0.00% =	110.60%
OVERTIME	29.97% +	80.63% +	0.00% =	110.60%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	29.97% +	80.63% +	0.00% =	110.60%
OVERTIME	29.97% +	80.63% +	0.00% =	110.60%
		Fee	=	10.00%

																									Applicable Multiplier Delta Base (Field)			=	2.32																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
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Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
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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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT PPM Group, Inc.PRIME _____ SUB X

PROJECT NO. _____CONTRACT NO. RFP 22-1002663DATE October 29, 2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Loaded Rate Calculation																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
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Sara Campanella Doc. Control / Office Engineer / Labor Compl.	FIELD	9/2/2021	6/30/2022																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							

NOTE: Prevailing wage rates are being provided for regular shifts based on determination SC-23-63-2-2021-1D. Rates for Special and Multi Shifts will be calculated upon request and will include the additional base payments due to employee.

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

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

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

4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21 Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow

Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Fountainhead Consulting Corporation PRIME _____ SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE October 29, 2021

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

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)						Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)					
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT											Straight	Straight	1.5 OT	2.0 OT	Straight
Ivan Benavidez, M/BSCE PE Project Manager	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$110.00	\$110.00	\$110.00	\$28.64	\$138.64	\$138.64	\$138.64	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$237.97	\$237.97	\$237.97	5.00%	\$ 110.00	N/A	
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$115.50	\$115.50	\$115.50	\$28.64	\$144.14	\$144.14	\$144.14	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$249.87	\$249.87	\$249.87	5.00%	\$ 115.50		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$121.28	\$121.28	\$121.28	\$28.64	\$149.92	\$149.92	\$149.92	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$262.37	\$262.37	\$262.37	5.00%	\$ 121.28		
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$127.34	\$127.34	\$127.34	\$28.64	\$155.98	\$155.98	\$155.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$275.48	\$275.48	\$275.48	5.00%	\$ 127.34		
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$133.71	\$133.71	\$133.71	\$28.64	\$162.35	\$162.35	\$162.35	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$289.26	\$289.26	\$289.26	5.00%	\$ 133.71		
(Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$140.40	\$140.40	\$140.40	\$28.64	\$169.04	\$169.04	\$169.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$303.74	\$303.74	\$303.74	5.00%	\$ 140.40		
Ivan Benavidez, M/BSCE PE Project Manager	FIELD	9/2/2021	6/30/2022															N/A	N/A	N/A	N/A					\$237.97	\$237.97	\$237.97	5.00%	\$ 110.00	N/A	
Non-Prevailing Wage Work		7/1/2022	6/30/2023															N/A	N/A	N/A	N/A					\$249.87	\$249.87	\$249.87	5.00%	\$ 115.50		
		7/1/2023	6/30/2024															N/A	N/A	N/A	N/A					\$262.37	\$262.37	\$262.37	5.00%	\$ 121.28		
		7/1/2024	6/30/2025															N/A	N/A	N/A	N/A					\$275.48	\$275.48	\$275.48	5.00%	\$ 127.34		
		7/1/2025	6/30/2026															N/A	N/A	N/A	N/A					\$289.26	\$289.26	\$289.26	5.00%	\$ 133.71		
(Exempt)		7/1/2026	12/31/2026															N/A	N/A	N/A	N/A					\$303.74	\$303.74	\$303.74	5.00%	\$ 140.40		
Mike Varipapa, BSCE PE Project Manager	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$125.00	\$125.00	\$125.00	\$0.00	\$125.00	\$125.00	\$125.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$270.42	\$270.42	\$290.89	5.00%	\$ 125.00	N/A	
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$131.25	\$131.25	\$131.25	\$0.00	\$131.25	\$131.25	\$131.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$283.94	\$283.94	\$290.89	5.00%	\$ 131.25		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$137.81	\$137.81	\$137.81	\$0.00	\$137.81	\$137.81	\$137.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$298.13	\$298.13	\$298.13	5.00%	\$ 137.81		
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$144.70	\$144.70	\$144.70	\$0.00	\$144.70	\$144.70	\$144.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$313.04	\$313.04	\$313.04	5.00%	\$ 144.70		
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$151.94	\$151.94	\$151.94	\$0.00	\$151.94	\$151.94	\$151.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$328.70	\$328.70	\$328.70	5.00%	\$ 151.94		
(Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$159.54	\$159.54	\$159.54	\$0.00	\$159.54	\$159.54	\$159.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$345.14	\$345.14	\$345.14	5.00%	\$ 159.54		
Mike Varipapa, BSCE PE Project Manager	FIELD	9/2/2021	6/30/2022															N/A	N/A	N/A	N/A					\$270.42	\$270.42	\$270.42	5.00%	\$ 125.00	N/A	
Non-Prevailing Wage Work		7/1/2022	6/30/2023															N/A	N/A	N/A	N/A					\$283.94	\$349.57	\$415.19	5.00%	\$ 131.25		
		7/1/2023	6/30/2024															N/A	N/A	N/A	N/A					\$298.13	\$367.04	\$435.94	5.00%	\$ 137.81		
		7/1/2024	6/30/2025															N/A	N/A	N/A	N/A					\$313.04	\$385.39	\$457.74	5.00%	\$ 144.70		
		7/1/2025	6/30/2026															N/A	N/A	N/A	N/A					\$328.70	\$404.67	\$480.64	5.00%	\$ 151.94		
(Exempt)		7/1/2026	12/31/2026															N/A	N/A	N/A	N/A					\$345.14	\$424.91	\$504.68	5.00%	\$ 159.54		
Victor Valdovinos, BSCE PE Resident Engineer	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$115.00	\$115.00	\$115.00	\$12.99	\$127.99	\$127.99	\$127.99	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$248.79	\$248.79	\$262.78	5.00%	\$ 115.00	N/A	
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$120.75	\$120.75	\$120.75	\$12.99	\$133.74	\$133.74	\$133.74	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$261.23	\$261.23	\$262.78	5.00%	\$ 120.75		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$126.79	\$126.79	\$126.79	\$12.99	\$139.78	\$139.78	\$139.78	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$274.29	\$274.29	\$274.29	5.00%	\$ 126.79		
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$133.13	\$133.13	\$133.13	\$12.99	\$146.12	\$146.12	\$146.12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$288.01	\$288.01	\$288.01	5.00%	\$ 133.13		
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$139.79	\$139.79	\$139.79	\$12.99	\$152.78	\$152.78	\$152.78	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$302.42	\$302.42	\$302.42	5.00%	\$ 139.79		
(Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$146.78	\$146.78	\$146.78	\$12.99	\$159.77	\$159.77	\$159.77	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$317.54	\$317.54	\$317.54	5.00%	\$ 146.78		

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Fountainhead Consulting Corporation PRIME _____ SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE October 29, 2021

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

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

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		0.00% +	0.00% +	0.00% =	96.67%
OVERTIME		0.00% +	0.00% +	0.00% =	96.67%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		0.00% +	0.00% +	0.00% =	96.67%
OVERTIME		0.00% +	0.00% +	0.00% =	96.67%
				Fee =	10.00%

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)						Applicable Multiplier Delta Base (Field) = 2.16 Applicable Multiplier Fringe (Field) = 2.16			Loaded Hourly Billing Rates	% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
					Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Rate				(Employee - DIR)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
			From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
Victor Valdovinos, BSCE PE Resident Engineer Non-Prevailing Wage Work (Exempt)	FIELD	9/2/2021	6/30/2022																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																

Please Note: Consultant completes all items in yellow highlight

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 Fountainhead Consulting Corporation PRIME _____ SUB X
PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE October 29, 2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

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

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)					Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) Straight	Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
					Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe		Total = Base + Fringe			Straight	Rate		Straight	1.5 OT					OT (2x)	
			From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT			Straight	1.5 OT	2.0 OT		Straight	1.5 OT		2.0 OT	Straight					OT (1.5x)
Jamie Engler, M/BSCE PE Resident Engineer Prevailing Wage Work (Exempt)	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.39	\$91.39	\$91.39	\$33.25	\$124.64	\$124.64	\$124.64	\$0.00	\$0.00	\$0.00	(\$13.03)	\$0.00	\$0.00	\$0.00	\$197.71	\$197.71	\$225.90		\$ 91.39	N/A
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$95.96	\$95.96	\$95.96	\$33.25	\$129.21	\$129.21	\$129.21	\$0.00	\$0.00	\$0.00	(\$8.46)	\$0.00	\$0.00	\$0.00	\$207.60	\$207.60	\$225.90	5.00%	\$ 95.96	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$100.76	\$100.76	\$100.76	\$33.25	\$134.01	\$134.01	\$134.01	\$0.00	\$0.00	\$0.00	(\$3.66)	\$0.00	\$0.00	\$0.00	\$217.98	\$217.98	\$225.90	5.00%	\$ 100.76	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$105.80	\$105.80	\$105.80	\$33.25	\$139.05	\$139.05	\$139.05	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$228.88	\$228.88	\$228.88	5.00%	\$ 105.80	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$111.09	\$111.09	\$111.09	\$33.25	\$144.34	\$144.34	\$144.34	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$240.33	\$240.33	\$240.33	5.00%	\$ 111.09	
7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$116.64	\$116.64	\$116.64	\$33.25	\$149.89	\$149.89	\$149.89	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$252.34	\$252.34	\$252.34	5.00%	\$ 116.64			
Jamie Engler, M/BSCE PE Resident Engineer Non-Prevailing Wage Work (Exempt)	FIELD	9/2/2021	6/30/2022															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$197.71	\$197.71	\$197.71		\$ 91.39	N/A
		7/1/2022	6/30/2023																						\$207.60	\$207.60	\$207.60	5.00%	\$ 95.96	
		7/1/2023	6/30/2024																						\$217.98	\$217.98	\$217.98	5.00%	\$ 100.76	
		7/1/2024	6/30/2025																						\$228.88	\$228.88	\$228.88	5.00%	\$ 105.80	
		7/1/2025	6/30/2026																						\$240.33	\$240.33	\$240.33	5.00%	\$ 111.09	
7/1/2026	12/31/2026																							\$252.34	\$252.34	\$252.34	5.00%	\$ 116.64		
Javid Sharifi, M/BSCE PE Structures Representative Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$95.00	\$95.00	\$95.00	\$10.71	\$105.71	\$105.71	\$105.71	\$0.00	\$0.00	\$0.00	(\$9.42)	\$0.00	(\$2.64)	(\$19.33)	\$205.52	\$121.24	\$267.72		\$ 95.00	N/A
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$99.75	\$99.75	\$99.75	\$10.71	\$110.46	\$110.46	\$110.46	\$0.00	\$0.00	\$0.00	(\$4.67)	\$0.00	(\$19.33)	\$215.80	\$215.80	\$267.72	5.00%	\$ 99.75		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$104.74	\$104.74	\$104.74	\$10.71	\$115.45	\$115.45	\$115.45	\$0.00	\$0.00	\$0.00		\$0.00	(\$19.01)	\$226.59	\$226.59	\$267.72	5.00%	\$ 104.74		
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$109.98	\$109.98	\$109.98	\$10.71	\$120.69	\$120.69	\$120.69	\$0.00	\$0.00	\$0.00		\$0.00	(\$13.77)	\$237.93	\$237.93	\$267.72	5.00%	\$ 109.98		
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$115.48	\$115.48	\$115.48	\$10.71	\$126.19	\$126.19	\$126.19	\$0.00	\$0.00	\$0.00		\$0.00	(\$8.27)	\$249.83	\$249.83	\$267.72	5.00%	\$ 115.48		
7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$121.25	\$121.25	\$121.25	\$10.71	\$131.96	\$131.96	\$131.96	\$0.00	\$0.00	\$0.00		\$0.00		(\$2.50)	\$262.31	\$262.31	\$267.72	5.00%	\$ 121.25			
Javid Sharifi, M/BSCE PE Structures Representative Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	6/30/2022															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$205.52	\$205.52	\$205.52		\$ 95.00	N/A
		7/1/2022	6/30/2023																						\$215.80	\$215.80	\$215.80	5.00%	\$ 99.75	
		7/1/2023	6/30/2024																						\$226.59	\$226.59	\$226.59	5.00%	\$ 104.74	
		7/1/2024	6/30/2025																						\$237.93	\$237.93	\$237.93	5.00%	\$ 109.98	
		7/1/2025	6/30/2026																						\$249.83	\$249.83	\$249.83	5.00%	\$ 115.48	
7/1/2026	12/31/2026																							\$262.31	\$262.31	\$262.31	5.00%	\$ 121.25		
Tyrone Taylor, BSCE PE Structures Representative Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$95.00	\$95.00	\$95.00	\$25.32	\$120.32	\$120.32	\$120.32	\$0.00	\$0.00	\$0.00	(\$9.42)	\$0.00	(\$4.72)	(\$4.72)	\$205.52	\$205.52	\$236.11		\$ 95.00	N/A
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$99.75	\$99.75	\$99.75	\$25.32	\$125.07	\$125.07	\$125.07	\$0.00	\$0.00	\$0.00	(\$4.67)	\$0.00	(\$4.72)	(\$4.72)	\$215.80	\$215.80	\$236.11	5.00%	\$ 99.75	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$104.74	\$104.74	\$104.74	\$25.32	\$130.06	\$130.06	\$130.06	\$0.00	\$0.00	\$0.00		\$0.00	(\$4.40)	\$226.59	\$226.59	\$236.11	5.00%	\$ 104.74		
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$109.98	\$109.98	\$109.98	\$25.32	\$135.30	\$135.30	\$135.30	\$0.00	\$0.00	\$0.00		\$0.00		\$237.93	\$237.93	\$237.93	5.00%	\$ 109.98		
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$115.48	\$115.48	\$115.48	\$25.32	\$140.80	\$140.80	\$140.80	\$0.00	\$0.00	\$0.00		\$0.00		\$249.83	\$249.83	\$249.83	5.00%	\$ 115.48		
7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$121.25	\$121.25	\$121.25	\$25.32	\$146.57	\$146.57	\$146.57	\$0.00	\$0.00	\$0.00		\$0.00			\$262.31	\$262.31	\$262.31	5.00%	\$ 121.25			

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Fountainhead Consulting Corporation PRIME _____ SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE October 29, 2021

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00% +	0.00% +	0.00% =	96.67%
OVERTIME	0.00% +	0.00% +	0.00% =	96.67%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00% +	0.00% +	0.00% =	96.67%
OVERTIME	0.00% +	0.00% +	0.00% =	96.67%
			Fee	10.00%

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																									Applicable Multiplier Delta Base (Field) =			2.16																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
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Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
				Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe	Total = Base + Fringe		Rate																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
		From	To	Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)			OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
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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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Fountainhead Consulting Corporation PRIME _____ SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE October 29, 2021

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

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class						
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)											
		From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)									
Alfredo Delgado Civil Inspector (Infrastructure) Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.00	\$108.00	\$144.00	\$14.40	\$86.40	\$122.40	\$158.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$155.76	\$191.76	\$227.76		\$ 72.00	N/A		
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.60	\$113.40	\$151.20	\$14.40	\$90.00	\$127.80	\$165.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$163.55	\$201.35	\$239.15	5.00%	\$ 75.60			
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.38	\$119.07	\$158.76	\$14.40	\$93.78	\$133.47	\$173.16	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.73	\$211.42	\$251.11	5.00%	\$ 79.38			
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$83.35	\$125.03	\$166.70	\$14.40	\$97.75	\$139.43	\$181.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$180.32	\$221.99	\$263.67	5.00%	\$ 83.35			
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$87.52	\$131.28	\$175.04	\$14.40	\$101.92	\$145.68	\$189.44	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$189.34	\$233.10	\$276.86	5.00%	\$ 87.52			
		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.90	\$137.85	\$183.80	\$14.40	\$106.30	\$152.25	\$198.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$198.81	\$244.76	\$290.71	5.00%		\$ 91.90	
Alfredo Delgado Civil Inspector (Infrastructure) Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	6/30/2022																									\$155.76	\$191.76	\$227.76		\$ 72.00	N/A		
		7/1/2022	6/30/2023																										\$163.55	\$201.35	\$239.15	5.00%		\$ 75.60	
		7/1/2023	6/30/2024																										\$171.73	\$211.42	\$251.11	5.00%		\$ 79.38	
		7/1/2024	6/30/2025																										\$180.32	\$221.99	\$263.67	5.00%		\$ 83.35	
		7/1/2025	6/30/2026																										\$189.34	\$233.10	\$276.86	5.00%		\$ 87.52	
		7/1/2026	12/31/2026																										\$198.81	\$244.76	\$290.71	5.00%		\$ 91.90	
Brian French Roadway Inspector Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.00	\$109.50	\$146.00	\$26.23	\$99.23	\$135.73	\$172.23	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$157.93	\$194.43	\$230.93		\$ 73.00	N/A		
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$76.65	\$114.98	\$153.30	\$26.23	\$102.88	\$141.21	\$179.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$165.82	\$204.15	\$242.47	5.00%		\$ 76.65	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.48	\$120.72	\$160.96	\$26.23	\$106.71	\$146.95	\$187.19	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$174.11	\$214.35	\$254.59	5.00%		\$ 80.48	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$84.50	\$126.75	\$169.00	\$26.23	\$110.73	\$152.98	\$195.23	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$182.80	\$225.05	\$267.30	5.00%		\$ 84.50	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$88.73	\$133.10	\$177.46	\$26.23	\$114.96	\$159.33	\$203.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$191.96	\$236.32	\$280.69	5.00%		\$ 88.73	
		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$93.17	\$139.76	\$186.34	\$26.23	\$119.40	\$165.99	\$212.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$201.56	\$248.15	\$294.73	5.00%		\$ 93.17	
Brian French Roadway Inspector Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	6/30/2022																										\$157.93	\$194.43	\$230.93		\$ 73.00	N/A	
		7/1/2022	6/30/2023																											\$165.82	\$204.15	\$242.47	5.00%		\$ 76.65
		7/1/2023	6/30/2024																											\$174.11	\$214.35	\$254.59	5.00%		\$ 80.48
		7/1/2024	6/30/2025																											\$182.80	\$225.05	\$267.30	5.00%		\$ 84.50
		7/1/2025	6/30/2026																											\$191.96	\$236.32	\$280.69	5.00%		\$ 88.73
		7/1/2026	12/31/2026																											\$201.56	\$248.15	\$294.73	5.00%		\$ 93.17
Jessica Harvey, BSCE PE Roadway Inspector Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.00	\$112.50	\$150.00	\$16.90	\$91.90	\$129.40	\$166.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$162.25	\$199.75	\$237.25		\$ 75.00	N/A		
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.75	\$118.13	\$157.50	\$16.90	\$95.65	\$135.03	\$174.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$170.37	\$209.74	\$249.12	5.00%		\$ 78.75	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.69	\$124.04	\$165.38	\$16.90	\$99.59	\$140.94	\$182.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$178.89	\$220.23	\$261.58	5.00%		\$ 82.69	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$86.82	\$130.23	\$173.64	\$16.90	\$103.72	\$147.13	\$190.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$187.82	\$231.23	\$274.64	5.00%		\$ 86.82	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.16	\$136.74	\$182.32	\$16.90	\$108.06	\$153.64	\$199.22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$197.21	\$242.79	\$288.37	5.00%		\$ 91.16	
		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$95.72	\$143.58	\$191.44	\$16.90	\$112.62	\$160.48	\$208.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$207.08	\$254.94	\$302.80		5.00%	\$ 95.72

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Fountainhead Consulting Corporation PRIME _____ SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE October 29, 2021

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00% +	0.00% +	0.00% =	96.67%
OVERTIME	0.00% +	0.00% +	0.00% =	96.67%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00% +	0.00% +	0.00% =	96.67%
OVERTIME	0.00% +	0.00% +	0.00% =	96.67%
		Fee		10.00%

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																											Applicable Multiplier Delta Base (Field) = 2.16				Applicable Multiplier Fringe (Field) = 2.16																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)								Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
		From	To	Straight	1.5 OT	2.0 OT	Fringe Benefits	Total Base Salary + Fringe Benefits	Straight	1.5 OT	2.0 OT	Estimate Fringe	Total = Base + Fringe	Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
Jessica Harvey, BSCE PE Roadway Inspector Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Fountainhead Consulting Corporation PRIME _____ SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE October 29, 2021

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

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

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		0.00% +	0.00% +	0.00% =	96.67%
OVERTIME		0.00% +	0.00% +	0.00% =	96.67%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		0.00% +	0.00% +	0.00% =	96.67%
OVERTIME		0.00% +	0.00% +	0.00% =	96.67%
				Fee =	10.00%

Name/Classification		Home Office Personnel	Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)			Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base =			Applicable DELTA FRINGE =			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class			
																DIR Rate - Employee Base Rate			DELTA TOTAL - DELTA BASE											
				From	To	Straight	1.5 OT	2.0 OT	Base Salary	1.5 OT	2.0 OT	Estimate Fringe	Total = Base + Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)				OT (2x)		
Talal Trabolsi, BSCE PE	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.75	\$78.75	\$78.75	\$17.81	\$96.56	\$96.56	\$96.56	\$0.00	\$0.00	\$0.00	(\$25.67)	\$0.00	(\$11.80)	(\$12.23)	\$170.37	\$195.88	\$252.36		\$ 78.75	N/A
Assistant PM / RE		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.69	\$82.69	\$82.69	\$17.81	\$100.50	\$100.50	\$100.50	\$0.00	\$0.00	\$0.00	(\$21.73)	\$0.00	(\$7.85)	(\$12.23)	\$178.89	\$195.88	\$252.36	5.00%	\$ 82.69	
Prevailing Wage Work		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$86.82	\$86.82	\$86.82	\$17.81	\$104.63	\$104.63	\$104.63	\$0.00	\$0.00	\$0.00	(\$17.60)	\$0.00	(\$3.72)	(\$12.23)	\$187.82	\$195.88	\$252.36	5.00%	\$ 86.82	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.16	\$91.16	\$91.16	\$17.81	\$108.97	\$108.97	\$108.97	\$0.00	\$0.00	\$0.00	(\$13.26)	\$0.00	\$0.00	(\$12.23)	\$197.21	\$197.21	\$252.36	5.00%	\$ 91.16	
(Exempt)		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$95.72	\$95.72	\$95.72	\$17.81	\$113.53	\$113.53	\$113.53	\$0.00	\$0.00	\$0.00	(\$8.70)	\$0.00	\$0.00	(\$12.23)	\$207.08	\$207.08	\$252.36	5.00%	\$ 95.72	
		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$100.51	\$100.51	\$100.51	\$17.81	\$118.32	\$118.32	\$118.32	\$0.00	\$0.00	\$0.00	(\$3.91)	\$0.00	\$0.00	(\$12.23)	\$217.44	\$217.44	\$252.36	5.00%	\$ 100.51	
Talal Trabolsi, BSCE PE	FIELD	9/2/2021	6/30/2022																						\$170.37	\$170.37	\$170.37		\$ 78.75	N/A
Assistant PM / RE		7/1/2022	6/30/2023															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$178.89	\$220.23	\$261.58	5.00%	\$ 82.69	
Non-Prevailing Wage Work		7/1/2023	6/30/2024																						\$187.82	\$231.23	\$274.64	5.00%	\$ 86.82	
		7/1/2024	6/30/2025																						\$197.21	\$242.79	\$288.37	5.00%	\$ 91.16	
(Exempt)		7/1/2025	6/30/2026																						\$207.08	\$254.94	\$302.80	5.00%	\$ 95.72	
		7/1/2026	12/31/2026																						\$217.44	\$267.70	\$317.95	5.00%	\$ 100.51	
Jaswinder Sandhu, BSE/ME PE	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.20	\$121.80	\$162.40	\$2.10	\$83.30	\$123.90	\$164.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$175.67	\$216.27	\$256.87		\$ 81.20	N/A
Electrical Inspector		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.26	\$127.89	\$170.52	\$2.10	\$87.36	\$129.99	\$172.62	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$184.45	\$227.08	\$269.71	5.00%	\$ 85.26	
Prevailing Wage Work		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.62	\$134.28	\$179.04	\$2.10	\$91.62	\$136.38	\$181.14	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$193.66	\$238.42	\$283.18	5.00%	\$ 89.62	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$94.00	\$141.00	\$188.00	\$2.10	\$96.10	\$143.10	\$190.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$203.36	\$250.36	\$297.36	5.00%	\$ 94.00	
(non-Exempt)		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$98.70	\$148.05	\$197.40	\$2.10	\$100.80	\$150.15	\$199.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$213.52	\$262.87	\$312.22	5.00%	\$ 98.70	
		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$103.64	\$155.46	\$207.28	\$2.10	\$105.74	\$157.56	\$209.38	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$224.21	\$276.03	\$327.85	5.00%	\$ 103.64	
Jaswinder Sandhu, BSE/ME PE	FIELD	9/2/2021	6/30/2022																						\$175.67	\$216.27	\$256.87		\$ 81.20	N/A
Electrical Inspector		7/1/2022	6/30/2023															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$184.45	\$227.08	\$269.71	5.00%	\$ 85.26	
Non-Prevailing Wage Work		7/1/2023	6/30/2024																						\$193.66	\$238.42	\$283.18	5.00%	\$ 89.62	
		7/1/2024	6/30/2025																						\$203.36	\$250.36	\$297.36	5.00%	\$ 94.00	
(non-Exempt)		7/1/2025	6/30/2026																						\$213.52	\$262.87	\$312.22	5.00%	\$ 98.70	
		7/1/2026	12/31/2026																						\$224.21	\$276.03	\$327.85	5.00%	\$ 103.64	
Mario Garcia	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.06	\$111.09	\$148.12	\$24.08	\$98.14	\$135.17	\$172.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160.22	\$197.25	\$234.28		\$ 74.06	N/A
Electrical Inspector		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.76	\$116.64	\$155.52	\$24.08	\$101.84	\$140.72	\$179.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$168.22	\$207.10	\$245.98	5.00%	\$ 77.76	
Prevailing Wage Work		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.65	\$122.48	\$163.30	\$24.08	\$105.73	\$146.56	\$187.38	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.64	\$217.46	\$258.29	5.00%	\$ 81.65	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.73	\$128.60	\$171.46	\$24.08	\$109.81	\$152.68	\$195.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.47	\$228.33	\$271.20	5.00%	\$ 85.73	
(non-Exempt)		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$90.02	\$135.03	\$180.04	\$24.08	\$114.10	\$159.11	\$204.12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$194.75	\$239.76	\$284.77	5.00%	\$ 90.02	
		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$94.52	\$141.78	\$189.04	\$24.08	\$118.60	\$165.86	\$213.12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$204.48	\$251.74	\$299.00	5.00%	\$ 94.52	

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Fountainhead Consulting Corporation PRIME _____ SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. RFP 22-100263 DATE October 29, 2021

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

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

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

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)				Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
					Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)						
			From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT								Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)
Mario Garcia Electrical Inspector Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026													N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$160.22 \$168.22 \$176.64 \$185.47 \$194.75 \$204.48	\$197.25 \$207.10 \$217.46 \$228.33 \$239.76 \$251.74	\$234.28 \$245.98 \$258.29 \$271.20 \$284.77 \$299.00	5.00% 5.00% 5.00% 5.00% 5.00%	\$ 74.06 \$ 77.76 \$ 81.65 \$ 85.73 \$ 90.02 \$ 94.52	N/A			
Jesse Marex, BSCE Electrical Inspector Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$52.21 \$52.21 \$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46 \$134.46 \$134.46	\$72.00 \$75.60 \$79.38 \$83.35 \$87.52 \$91.90	\$108.00 \$113.40 \$119.07 \$125.03 \$131.28 \$137.85	\$144.00 \$151.20 \$158.76 \$166.70 \$175.04 \$183.80	\$20.00 \$20.00 \$20.00 \$20.00 \$20.00 \$20.00	\$92.00 \$95.60 \$99.38 \$103.35 \$107.52 \$111.90	\$128.00 \$133.40 \$139.07 \$145.03 \$151.28 \$157.85	\$164.00 \$171.20 \$178.76 \$186.70 \$195.04 \$203.80	\$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	\$155.76 \$163.55 \$171.73 \$180.32 \$189.34 \$198.81	\$191.76 \$201.35 \$211.42 \$221.99 \$233.10 \$244.76	\$227.76 \$239.15 \$251.11 \$263.67 \$276.86 \$290.71	5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 72.00 \$ 75.60 \$ 79.38 \$ 83.35 \$ 87.52 \$ 91.90	N/A				
Jesse Marex, BSCE Electrical Inspector Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026													N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$155.76 \$163.55 \$171.73 \$180.32 \$189.34 \$198.81	\$191.76 \$201.35 \$211.42 \$221.99 \$233.10 \$244.76	\$227.76 \$239.15 \$251.11 \$263.67 \$276.86 \$290.71	5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 72.00 \$ 75.60 \$ 79.38 \$ 83.35 \$ 87.52 \$ 91.90	N/A			
Fausto Reyes, RLA Landscape Architect Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	\$52.21 \$52.21 \$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46 \$134.46 \$134.46	\$80.00 \$84.00 \$88.20 \$92.61 \$97.24 \$102.10	\$120.00 \$126.00 \$132.30 \$138.92 \$145.86 \$153.15	\$160.00 \$168.00 \$176.40 \$185.22 \$194.48 \$204.20	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$92.00 \$96.00 \$100.20 \$104.61 \$109.24 \$114.10	\$132.00 \$138.00 \$144.30 \$150.92 \$157.86 \$165.15	\$172.00 \$180.00 \$188.40 \$197.22 \$206.48 \$216.20	\$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 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$173.07 \$181.72 \$190.81 \$200.35 \$210.37 \$220.88	\$213.07 \$223.72 \$234.91 \$246.65 \$258.99 \$271.93	\$253.07 \$265.72 \$279.01 \$292.96 \$307.61 \$322.98	5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 80.00 \$ 84.00 \$ 88.20 \$ 92.61 \$ 97.24 \$ 102.10	N/A				
Fausto Reyes, RLA Landscape Architect Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026													N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$173.07 \$181.72 \$190.81 \$200.35 \$210.37 \$220.88	\$213.07 \$223.72 \$234.91 \$246.65 \$258.99 \$271.93	\$253.07 \$265.72 \$279.01 \$292.96 \$307.61 \$322.98	5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 80.00 \$ 84.00 \$ 88.20 \$ 92.61 \$ 97.24 \$ 102.10	N/A			

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Fountainhead Consulting Corporation PRIME _____ SUB ☒ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)
PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE October 29, 2021

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00% +	0.00% +	0.00% =	96.67%
OVERTIME	0.00% +	0.00% +	0.00% =	96.67%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00% +	0.00% +	0.00% =	96.67%
OVERTIME	0.00% +	0.00% +	0.00% =	96.67%
			Fee =	10.00%

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																												Applicable Multiplier Delta Base (Field) = 2.16				Applicable Multiplier Fringe (Field) = 2.16			
Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class						
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight		1.5 OT		2.0 OT								Straight		1.5 OT		2.0 OT	
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)											
Austin Tayles, BSCE EIT Office Engineer Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026														N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$159.64 \$167.62 \$175.99 \$184.80 \$194.03 \$203.72	\$196.53 \$206.36 \$216.67 \$227.51 \$238.88 \$250.81	\$233.43 \$245.10 \$257.34 \$270.22 \$283.72 \$297.89	5.00% 5.00% 5.00% 5.00% 5.00%	\$ 73.79 \$ 77.48 \$ 81.35 \$ 85.42 \$ 89.69 \$ 94.17	N/A						
Ana Trujillo, BSCE Office Engineer Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026														N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$54.08 \$56.79 \$59.62 \$62.61 \$65.74 \$69.03	\$66.58 \$69.91 \$73.40 \$77.08 \$80.94 \$84.99	\$79.08 \$83.04 \$87.18 \$91.55 \$96.13 \$100.94	5.00% 5.00% 5.00% 5.00% 5.00%	\$ 25.00 \$ 26.25 \$ 27.56 \$ 28.94 \$ 30.39 \$ 31.91	N/A						
Sonia Faddoul, BA Office Engineer Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026														N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$86.53 \$90.86 \$95.40 \$100.19 \$105.20 \$110.46	\$106.53 \$111.86 \$117.45 \$123.34 \$129.52 \$135.99	\$126.53 \$132.86 \$139.50 \$146.50 \$153.83 \$161.52	5.00% 5.00% 5.00% 5.00% 5.00%	\$ 40.00 \$ 42.00 \$ 44.10 \$ 46.31 \$ 48.63 \$ 51.06	N/A						
Rosalie Acosta Administrative Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026														N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$121.15 \$127.21 \$133.57 \$140.25 \$147.26 \$154.62	\$149.15 \$156.61 \$164.44 \$172.67 \$181.30 \$190.35	\$177.15 \$186.01 \$195.31 \$205.08 \$215.33 \$226.09	5.00% 5.00% 5.00% 5.00% 5.00%	\$ 56.00 \$ 58.80 \$ 61.74 \$ 64.83 \$ 68.07 \$ 71.47	N/A						

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight
ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONSULTANT

Analyzer International Inc.

PRIME

SUB

X

Times and Materials

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO.

CONTRACT NO.

__RFP 22-1002663

DATE

10/29/2021

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

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class	
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Rate												
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)				
Eng Yeong, BSC, PE Asst Struct Rep/Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.57	\$77.57	\$77.57	\$15.64	\$93.21	\$93.21	\$93.21	\$0.00	\$0.00	(\$0.75)	(\$26.85)	\$0.00	(\$14.40)	(\$14.40)	\$269.37	\$321.96	\$412.61		\$ 77.57	N/A
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.45	\$81.45	\$81.45	\$15.64	\$97.09	\$97.09	\$97.09	\$0.00	\$0.00	\$0.00	(\$22.97)	\$0.00	(\$11.27)	(\$14.40)	\$282.84	\$321.96	\$412.61	5.00%	\$ 81.45	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.52	\$85.52	\$85.52	\$15.64	\$101.16	\$101.16	\$101.16	\$0.00	\$0.00	\$0.00	(\$18.90)	\$0.00	(\$7.19)	(\$14.40)	\$296.98	\$321.96	\$412.61	5.00%	\$ 85.52	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.80	\$89.80	\$89.80	\$15.64	\$105.44	\$105.44	\$105.44	\$0.00	\$0.00	\$0.00	(\$14.62)	\$0.00	(\$2.91)	(\$14.40)	\$311.84	\$321.96	\$412.61	5.00%	\$ 89.80	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$94.29	\$94.29	\$94.29	\$15.64	\$109.93	\$109.93	\$109.93	\$0.00	\$0.00	\$0.00	(\$10.13)	\$0.00	\$0.00	(\$14.40)	\$327.43	\$327.43	\$412.61	5.00%	\$ 94.29	
		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$99.00	\$99.00	\$99.00	\$15.64	\$114.64	\$114.64	\$114.64	\$0.00	\$0.00	\$0.00	(\$5.42)	\$0.00	\$0.00	(\$14.40)	\$343.79	\$343.79	\$412.61	5.00%	\$ 99.00	
(Exempt)																														
Eng Yeong, BSC, PE Asst Struct Rep/Inspector		9/2/2021	6/30/2022															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$269.37	\$269.37	\$269.37		\$ 77.57	N/A
Non-PW Work (Exempt)		7/1/2022	6/30/2023																						\$282.84	\$282.84	\$282.84	5.00%	\$ 81.45	
		7/1/2023	6/30/2024																						\$296.98	\$296.98	\$296.98	5.00%	\$ 85.52	
		7/1/2024	6/30/2025																						\$311.84	\$311.84	\$311.84	5.00%	\$ 89.80	
		7/1/2025	6/30/2026																						\$327.43	\$327.43	\$327.43	5.00%	\$ 94.29	
		7/1/2026	12/31/2026																						\$343.79	\$343.79	\$343.79	5.00%	\$ 99.00	
Addisalem Ambaye BSC Asst Struct Rep/Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.00	\$75.00	\$75.00	\$13.07	\$88.07	\$88.07	\$88.07	\$0.00	\$0.00	(\$3.32)	(\$29.42)	\$0.00	(\$16.97)	(\$16.97)	\$260.44	\$330.89	\$421.54		\$ 75.00	N/A
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.75	\$78.75	\$78.75	\$13.07	\$91.82	\$91.82	\$91.82	\$0.00	\$0.00	\$0.00	(\$25.67)	\$0.00	(\$16.54)	(\$16.97)	\$273.47	\$330.89	\$421.54	5.00%	\$ 78.75	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.69	\$82.69	\$82.69	\$13.07	\$95.76	\$95.76	\$95.76	\$0.00	\$0.00	\$0.00	(\$21.73)	\$0.00	(\$12.60)	(\$16.97)	\$287.15	\$330.89	\$421.54	5.00%	\$ 82.69	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$86.82	\$86.82	\$86.82	\$13.07	\$99.89	\$99.89	\$99.89	\$0.00	\$0.00	\$0.00	(\$17.60)	\$0.00	(\$8.47)	(\$16.97)	\$301.49	\$330.89	\$421.54	5.00%	\$ 86.82	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.16	\$91.16	\$91.16	\$13.07	\$104.23	\$104.23	\$104.23	\$0.00	\$0.00	\$0.00	(\$13.26)	\$0.00	(\$4.13)	(\$16.97)	\$316.56	\$330.89	\$421.54	5.00%	\$ 91.16	
	(Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$95.72	\$95.72	\$95.72	\$13.07	\$108.79	\$108.79	\$108.79	\$0.00	\$0.00	\$0.00	(\$8.70)	\$0.00	\$0.00	(\$16.97)	\$332.40	\$332.40	\$421.54	5.00%	
Addisalem Ambaye BSC Asst Struct Rep/Inspector		9/2/2021	6/30/2022															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$260.44	\$260.44	\$260.44		\$ 75.00	N/A
Non-PW Work (Exempt)		7/1/2022	6/30/2023																						\$273.47	\$273.47	\$273.47	5.00%	\$ 78.75	
		7/1/2023	6/30/2024																						\$287.15	\$287.15	\$287.15	5.00%	\$ 82.69	
		7/1/2024	6/30/2025																						\$301.49	\$301.49	\$301.49	5.00%	\$ 86.82	
		7/1/2025	6/30/2026																						\$316.56	\$316.56	\$316.56	5.00%	\$ 91.16	
		7/1/2026	12/31/2026																						\$332.40	\$332.40	\$332.40	5.00%	\$ 95.72	

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT

Analyzer International Inc.

PRIME

SUB

X

Times and Materials

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____CONTRACT NO. RFP 22-1002663DATE10/29/2021

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

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

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		70.39% +	31.04% +	101.12%	= 202.55%
OVERTIME		70.39% +	31.04% +	101.12%	= 202.55%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		70.39% +	44.17% +	101.12%	= 215.69%
OVERTIME		70.39% +	44.17% +	101.12%	= 215.69%
				Fee	= 10.00%

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)						Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)					
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT											Straight	1.5 OT	2.0 OT	Straight	1.5 OT
Mansour Semnani BSC, PE Asst Struct Rep/Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.00	\$77.00	\$77.00	\$13.26	\$90.26	\$90.26	\$90.26	\$0.00	\$0.00	(\$1.32)	(\$27.42)	\$0.00	(\$16.78)	(\$16.78)	\$267.39	\$330.23	\$420.88		\$ 77.00	N/A		
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.85	\$80.85	\$80.85	\$13.26	\$94.11	\$94.11	\$94.11	\$0.00	\$0.00	(\$23.57)	\$0.00	(\$14.25)	(\$16.78)	\$280.76	\$330.23	\$420.88	5.00%	\$ 80.85				
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$84.89	\$84.89	\$84.89	\$13.26	\$98.15	\$98.15	\$98.15	\$0.00	\$0.00	(\$19.53)	\$0.00	(\$10.21)	(\$16.78)	\$294.79	\$330.23	\$420.88	5.00%	\$ 84.89				
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.13	\$89.13	\$89.13	\$13.26	\$102.39	\$102.39	\$102.39	\$0.00	\$0.00	(\$15.29)	\$0.00	(\$5.96)	(\$16.78)	\$309.51	\$330.23	\$420.88	5.00%	\$ 89.13				
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$93.59	\$93.59	\$93.59	\$13.26	\$106.85	\$106.85	\$106.85	\$0.00	\$0.00	(\$10.83)	\$0.00	(\$1.50)	(\$16.78)	\$325.00	\$330.23	\$420.88	5.00%	\$ 93.59				
(Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$98.27	\$98.27	\$98.27	\$13.26	\$111.53	\$111.53	\$111.53	\$0.00	\$0.00	(\$6.15)	\$0.00	\$0.00	(\$16.78)	\$341.25	\$341.25	\$420.88	5.00%	\$ 98.27				
Mansour Semnani BSC, PE Asst Struct Rep/Inspector		9/2/2021	6/30/2022															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$267.39	\$267.39	\$267.39		\$ 77.00			
Non-PW Work (Exempt)		7/1/2022	6/30/2023															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$280.76	\$280.76	\$280.76	5.00%	\$ 80.85			
		7/1/2023	6/30/2024															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$294.79	\$294.79	\$294.79	5.00%	\$ 84.89			
		7/1/2024	6/30/2025															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$309.51	\$309.51	\$309.51	5.00%	\$ 89.13			
		7/1/2025	6/30/2026															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$325.00	\$325.00	\$325.00	5.00%	\$ 93.59			
(Exempt)		7/1/2026	12/31/2026															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$341.25	\$341.25	\$341.25	5.00%	\$ 98.27			

NOTE: Prevailing wage rates are being provided for regular shifts based on determination SC-23-63-2-2021-1D. Rates for Special and Multi Shifts will be calculated upon request and will include the additional base payments due to employee.

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

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

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

4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow

Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT_Reddy Engineering Services, Inc. PRIME SUB x On-call (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)
PROJECT NO. CONTRACT NO. 22-1002863 DATE 10/25/2021

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

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)							Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Total = Base + Fringe				Employee - DIR												
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)					
Brian Risher, QSP, CWI Roadway Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$65.00	\$97.50	\$130.00	\$75.09	\$107.59	\$140.09	(\$7.16)	\$0.00	\$0.00	\$0.00	(\$7.16)	(\$0.76)	\$0.00	\$150.81	\$169.95	\$200.85		\$ 65.00	N/A	
7/1/2022		6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.25	\$102.38	\$136.50	\$78.34	\$112.47	\$146.59	(\$3.91)	\$0.00	\$0.00	\$0.00	(\$3.91)	\$0.00	\$0.00	\$150.81	\$176.77	\$210.89	5.00%	\$ 68.25			
7/1/2023		6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.66	\$107.49	\$143.32	\$81.75	\$117.58	\$153.41	(\$0.50)	\$0.00	\$0.00	\$0.00	(\$0.50)	\$0.00	\$0.00	\$150.81	\$185.60	\$221.43	5.00%	\$ 71.66			
7/1/2024		6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.24	\$112.86	\$150.48	\$85.33	\$122.95	\$160.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$157.25	\$194.87	\$232.49	5.00%	\$ 75.24				
7/1/2025		6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.00	\$118.50	\$158.00	\$89.09	\$128.59	\$168.09	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$165.11	\$204.61	\$244.11	5.00%	\$ 79.00				
(non-Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.95	\$124.43	\$165.90	\$93.04	\$134.52	\$175.99	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$173.37	\$214.84	\$256.32	5.00%	\$ 82.95			
Brian Risher, QSP, CWI Roadway Inspector	FIELD	9/2/2021	6/30/2022																				\$135.85	\$168.35	\$200.85		\$ 65.00	N/A		
7/1/2022		6/30/2023															N/A	N/A	N/A	N/A	N/A	N/A	\$142.64	\$176.77	\$210.89	5.00%	\$ 68.25			
7/1/2023		6/30/2024																					\$149.77	\$185.60	\$221.43	5.00%	\$ 71.66			
7/1/2024		6/30/2025																					\$157.25	\$194.87	\$232.49	5.00%	\$ 75.24			
7/1/2025		6/30/2026																					\$165.11	\$204.61	\$244.11	5.00%	\$ 79.00			
(non-Exempt)		7/1/2026	12/31/2026																				\$173.37	\$214.84	\$256.32	5.00%	\$ 82.95			
David Preciado, PLA Landscape Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$60.50	\$60.50	\$60.50	\$69.43	\$69.43	\$69.43	(\$12.82)	\$0.00	(\$17.82)	(\$43.92)	(\$12.82)	(\$21.11)	(\$21.11)	\$153.24	\$207.80	\$262.36		\$ 60.50	N/A	
7/1/2022		6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.53	\$63.53	\$63.53	\$72.46	\$72.46	\$72.46	(\$9.79)	\$0.00	(\$14.79)	(\$40.89)	(\$9.79)	(\$21.11)	(\$21.11)	\$153.24	\$207.80	\$262.36	5.00%	\$ 63.53			
7/1/2023		6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$66.71	\$66.71	\$66.71	\$75.64	\$75.64	\$75.64	(\$6.61)	\$0.00	(\$11.61)	(\$37.71)	(\$6.61)	(\$21.11)	(\$21.11)	\$153.24	\$207.80	\$262.36	5.00%	\$ 66.71			
7/1/2024		6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.05	\$70.05	\$70.05	\$78.98	\$78.98	\$78.98	(\$3.27)	\$0.00	(\$8.27)	(\$34.37)	(\$3.27)	(\$21.11)	(\$21.11)	\$153.24	\$207.80	\$262.36	5.00%	\$ 70.05			
7/1/2025		6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.55	\$73.55	\$73.55	\$82.48	\$82.48	\$82.48	\$0.00	\$0.00	(\$4.77)	(\$30.87)	(\$0.00)	(\$21.11)	(\$21.11)	\$153.72	\$207.80	\$262.36	5.00%	\$ 73.55			
(Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.23	\$77.23	\$77.23	\$86.16	\$86.16	\$86.16	\$0.00	\$0.00	(\$1.08)	(\$27.19)	\$0.00	(\$21.11)	(\$21.11)	\$161.41	\$207.80	\$262.36	5.00%	\$ 77.23		
David Preciado, PLA Landscape Inspector	FIELD	9/2/2021	6/30/2022																				\$126.45	\$126.45	\$126.45		\$ 60.50	N/A		
7/1/2022		6/30/2023																					\$132.78	\$132.78	\$132.78	5.00%	\$ 63.53			
7/1/2023		6/30/2024																					\$139.42	\$139.42	\$139.42	5.00%	\$ 66.71			
7/1/2024		6/30/2025																					\$146.40	\$146.40	\$146.40	5.00%	\$ 70.05			
7/1/2025		6/30/2026																					\$153.72	\$153.72	\$153.72	5.00%	\$ 73.55			
(Exempt)		7/1/2026	12/31/2026																				\$161.41	\$161.41	\$161.41	5.00%	\$ 77.23			

Please Note: Consultant completes all items in yellow highlight

CONSULTANT_Reddy Engineering Services, Inc. PRIME SUB x On-call (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. CONTRACT NO. 22-1002863 DATE 10/25/2021

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

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)				
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT													
Rafael Lopez, PE Asst RE/Roadway Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.00	\$70.00	\$70.00	\$77.92	\$77.92	\$77.92	(\$4.33)	\$0.00	(\$8.32)	(\$34.42)	(\$4.33)	(\$22.12)	(\$22.12)	\$155.35	\$209.91	\$264.47		\$ 70.00	N/A
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.50	\$73.50	\$73.50	\$81.42	\$81.42	\$81.42	(\$0.83)	\$0.00	(\$4.82)	(\$30.92)	(\$0.83)	(\$22.12)	(\$22.12)	\$155.35	\$209.91	\$264.47	5.00%	\$ 73.50	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.18	\$77.18	\$77.18	\$85.10	\$85.10	\$85.10	\$0.00	\$0.00	(\$1.13)	(\$27.24)	\$0.00	(\$22.12)	(\$22.12)	\$161.31	\$209.91	\$264.47	5.00%	\$ 77.18	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.04	\$81.04	\$81.04	\$88.96	\$88.96	\$88.96	\$0.00	\$0.00	\$0.00	(\$23.38)	\$0.00	(\$19.40)	(\$22.12)	\$169.37	\$209.91	\$264.47	5.00%	\$ 81.04	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.09	\$85.09	\$85.09	\$93.01	\$93.01	\$93.01	\$0.00	\$0.00	\$0.00	(\$19.33)	\$0.00	(\$15.35)	(\$22.12)	\$177.84	\$209.91	\$264.47	5.00%	\$ 85.09	
(Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.34	\$89.34	\$89.34	\$97.26	\$97.26	\$97.26	\$0.00	\$0.00	\$0.00	(\$15.08)	\$0.00	(\$11.10)	(\$22.12)	\$186.72	\$209.91	\$264.47	5.00%	\$ 89.34	
Rafael Lopez, PE Asst RE/Roadway Inspector	FIELD	9/2/2021	6/30/2022														N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$146.30	\$146.30	\$146.30		\$ 70.00	N/A
Non-Prevailing Wage Work		7/1/2022	6/30/2023																					\$153.62	\$153.62	\$153.62	5.00%	\$ 73.50	
		7/1/2023	6/30/2024																					\$161.31	\$161.31	\$161.31	5.00%	\$ 77.18	
		7/1/2024	6/30/2025																					\$169.37	\$169.37	\$169.37	5.00%	\$ 81.04	
		7/1/2025	6/30/2026																					\$177.84	\$177.84	\$177.84	5.00%	\$ 85.09	
(Exempt)		7/1/2026	12/31/2026																					\$186.72	\$186.72	\$186.72	5.00%	\$ 89.34	
Vinay Reddy, PE Asst RE/Roadway Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.00	\$70.00	\$70.00	\$77.99	\$77.99	\$77.99	(\$4.26)	\$0.00	(\$8.32)	(\$34.42)	(\$4.26)	(\$22.05)	(\$22.05)	\$155.20	\$209.76	\$264.32		\$ 70.00	N/A
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.50	\$73.50	\$73.50	\$81.49	\$81.49	\$81.49	(\$0.76)	\$0.00	(\$4.82)	(\$30.92)	(\$0.76)	(\$22.05)	(\$22.05)	\$155.20	\$209.76	\$264.32	5.00%	\$ 73.50	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.18	\$77.18	\$77.18	\$85.17	\$85.17	\$85.17	\$0.00	\$0.00	(\$1.13)	(\$27.24)	\$0.00	(\$22.05)	(\$22.05)	\$161.31	\$209.76	\$264.32	5.00%	\$ 77.18	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.04	\$81.04	\$81.04	\$89.03	\$89.03	\$89.03	\$0.00	\$0.00	\$0.00	(\$23.38)	\$0.00	(\$19.33)	(\$22.05)	\$169.37	\$209.76	\$264.32	5.00%	\$ 81.04	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.09	\$85.09	\$85.09	\$93.08	\$93.08	\$93.08	\$0.00	\$0.00	\$0.00	(\$19.33)	\$0.00	(\$15.28)	(\$22.05)	\$177.84	\$209.76	\$264.32	5.00%	\$ 85.09	
(Exempt)		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.34	\$89.34	\$89.34	\$97.33	\$97.33	\$97.33	\$0.00	\$0.00	\$0.00	(\$15.08)	\$0.00	(\$11.03)	(\$22.05)	\$186.72	\$209.76	\$264.32	5.00%	\$ 89.34	
Vinay Reddy, PE Asst RE/Roadway Inspector	FIELD	9/2/2021	6/30/2022														N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$146.30	\$146.30	\$146.30		\$ 70.00	N/A
Non-Prevailing Wage Work		7/1/2022	6/30/2023																					\$153.62	\$153.62	\$153.62	5.00%	\$ 73.50	
		7/1/2023	6/30/2024																					\$161.31	\$161.31	\$161.31	5.00%	\$ 77.18	
		7/1/2024	6/30/2025																					\$169.37	\$169.37	\$169.37	5.00%	\$ 81.04	
		7/1/2025	6/30/2026																					\$177.84	\$177.84	\$177.84	5.00%	\$ 85.09	
(Exempt)		7/1/2026	12/31/2026																					\$186.72	\$186.72	\$186.72	5.00%	\$ 89.34	

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGE

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT_Reddy Engineering Services, Inc. PRIME SUB x On-call

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. CONTRACT NO. 22-1002863 DATE 10/25/2021

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

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)							Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL)	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Total = Base + Fringe																
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)							
Eric Tallarita, PE, CCM Asst RE/Roadway Inspector/Structures Representative	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.00	\$70.00	\$70.00	\$80.51	\$80.51	\$80.51	(\$1.74)	\$0.00	(\$8.32)	(\$34.42)	(\$1.74)	(\$19.53)	(\$19.53)	\$149.94	\$204.50	\$259.06		\$ 70.00	N/A	
7/1/2022		6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.50	\$73.50	\$73.50	\$84.01	\$84.01	\$84.01	\$0.00	\$0.00	(\$4.82)	(\$30.92)	\$0.00	(\$19.53)	(\$19.53)	\$153.62	\$204.50	\$259.06	5.00%	\$ 73.50			
7/1/2023		6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.18	\$77.18	\$77.18	\$87.69	\$87.69	\$87.69	\$0.00	\$0.00	(\$1.13)	(\$27.24)	\$0.00	(\$19.53)	(\$19.53)	\$161.31	\$204.50	\$259.06	5.00%	\$ 77.18			
7/1/2024		6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.04	\$81.04	\$81.04	\$91.55	\$91.55	\$91.55	\$0.00	\$0.00	(\$23.38)	\$0.00	(\$16.81)	(\$19.53)	\$169.37	\$204.50	\$259.06	5.00%	\$ 81.04				
7/1/2025		6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.09	\$85.09	\$85.09	\$95.60	\$95.60	\$95.60	\$0.00	\$0.00	(\$19.33)	\$0.00	(\$12.76)	(\$19.53)	\$177.84	\$204.50	\$259.06	5.00%	\$ 85.09				
7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.34	\$89.34	\$89.34	\$99.85	\$99.85	\$99.85	\$0.00	\$0.00	(\$15.08)	\$0.00	(\$8.50)	(\$19.53)	\$186.72	\$204.50	\$259.06	5.00%	\$ 89.34					
(Exempt)																														
Eric Tallarita, PE, CCM Asst RE/Roadway Inspector/Structures Representative	FIELD	9/2/2021	6/30/2022																					\$146.30	\$146.30	\$146.30	5.00%	\$ 70.00	N/A	
7/1/2022		6/30/2023															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$153.62	\$153.62	\$153.62	5.00%	\$ 73.50		
7/1/2023		6/30/2024															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$161.31	\$161.31	\$161.31	5.00%	\$ 77.18		
7/1/2024		6/30/2025															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$169.37	\$169.37	\$169.37	5.00%	\$ 81.04		
7/1/2025		6/30/2026															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$177.84	\$177.84	\$177.84	5.00%	\$ 85.09		
7/1/2026	12/31/2026															N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$186.72	\$186.72	\$186.72	5.00%	\$ 89.34			
(Exempt)																														

NOTE: Prevailing wage rates are being provided for regular shifts based on determination SC-23-63-2-2021-1D. Rates for Special and Multi Shifts will be calculated upon request and will include the additional base payments due to employee.

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:

Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

CONSULTANT ZT Consulting Group, Inc. PRIME SUB X
PROJECT NO. CONTRACT NO. RFP 22-1002663 DATE 10/29/2021

Requesting Combined SH Rate

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	+ 110.00%	+ 0.00%	= 110.00%
OVERTIME	0.00%	+ 110.00%	+ 0.00%	= 110.00%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	+ 110.00%	+ 0.00%	= 110.00%
OVERTIME	0.00%	+ 110.00%	+ 0.00%	= 110.00%
			Fee	= 10.00%

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
					Base Salary			Fringe Benefits			Total Base Salary + Fringe Benefits			Base Salary			Estimate			Total = Base + Fringe			Straight										
			From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT			Straight	OT (1.5x)
Andrew Sola, CWI, NACE 2, PCI III Lead Inspector		FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$54.50	\$81.75	\$109.00	\$18.56	\$73.06	\$100.31	\$127.56	(\$9.19)	(\$8.04)	(\$6.90)	\$0.00	\$0.00	\$0.00	(\$9.19)	(\$8.04)	(\$6.90)	\$147.12	\$171.73	\$196.33		\$ 54.50	N/A
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$57.23	\$85.85	\$114.46	\$18.56	\$75.79	\$104.41	\$133.02	(\$6.46)	(\$3.95)	(\$1.44)	\$0.00	\$0.00	\$0.00	(\$6.46)	(\$3.95)	(\$1.44)	\$147.12	\$169.94	\$192.76	5.00%	\$ 57.23		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$60.09	\$90.14	\$120.18	\$18.56	\$78.65	\$108.70	\$138.74	(\$3.60)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$3.60)	\$0.00	\$0.00	\$147.12	\$168.85	\$198.90	5.00%	\$ 60.09		
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.09	\$94.64	\$126.18	\$18.56	\$81.65	\$113.20	\$144.74	(\$0.60)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$147.12	\$177.28	\$208.83	5.00%	\$ 63.09		
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$66.24	\$99.36	\$132.48	\$18.56	\$84.80	\$117.92	\$151.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$153.01	\$186.13	\$219.25	5.00%	\$ 66.24	
(non-Exempt)			7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.55	\$104.33	\$139.10	\$18.56	\$88.11	\$122.89	\$157.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160.66	\$195.44	\$230.21	5.00%	\$ 69.55	
Andrew Sola, CWI, NACE 2, PCI III Lead Inspector		FIELD	9/2/2021	6/30/2022																								\$125.90	\$153.15	\$180.40		\$ 54.50	N/A
Non-Prevailing Wage Work		7/1/2022	6/30/2023															N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$132.20	\$160.82	\$189.43	5.00%	\$ 57.23	
		7/1/2023	6/30/2024																									\$138.81	\$168.85	\$198.90	5.00%	\$ 60.09	
		7/1/2024	6/30/2025																									\$145.74	\$177.28	\$208.83	5.00%	\$ 63.09	
		7/1/2025	6/30/2026																									\$153.01	\$186.13	\$219.25	5.00%	\$ 66.24	
(non-Exempt)			7/1/2026	12/31/2026																								\$160.66	\$195.44	\$230.21	5.00%	\$ 69.55	
Dan Chang, NDT, CWI, PCI Senior Inspector		FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$60.00	\$90.00	\$120.00	\$11.49	\$71.49	\$101.49	\$131.49	(\$10.76)	(\$6.86)	(\$2.97)	\$0.00	\$0.00	\$0.00	(\$10.76)	(\$6.86)	(\$2.97)	\$163.46	\$184.46	\$205.46	5.00%	\$ 60.00	N/A
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.00	\$94.50	\$126.00	\$11.49	\$74.49	\$105.99	\$137.49	(\$7.76)	(\$2.36)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$7.76)	(\$2.36)	\$0.00	\$163.46	\$182.49	\$208.53	5.00%	\$ 63.00	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$66.15	\$99.23	\$132.30	\$11.49	\$77.64	\$110.72	\$143.79	(\$4.61)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$4.61)	\$0.00	\$0.00	\$163.46	\$185.88	\$218.96	5.00%	\$ 66.15		
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.46	\$104.19	\$138.92	\$11.49	\$80.95	\$115.68	\$150.41	(\$1.30)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$163.46	\$195.18	\$229.91	5.00%	\$ 69.46		
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.93	\$109.40	\$145.86	\$11.49	\$84.42	\$120.89	\$157.35	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$168.47	\$204.93	\$241.40	5.00%	\$ 72.93	
(non-Exempt)			7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$76.58	\$114.87	\$153.16	\$11.49	\$88.07	\$126.36	\$164.65	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.90	\$215.19	\$253.48	5.00%	\$ 76.58	
Dan Chang, NDT, CWI, PCI Senior Inspector		FIELD	9/2/2021	6/30/2022																								\$138.60	\$168.60	\$198.60		\$ 60.00	N/A
Non-Prevailing Wage Work		7/1/2022	6/30/2023																									\$145.53	\$177.03	\$208.53	5.00%	\$ 63.00	
		7/1/2023	6/30/2024																									\$152.81	\$185.88	\$218.96	5.00%	\$ 66.15	
		7/1/2024	6/30/2025																									\$160.45	\$195.18	\$229.91	5.00%	\$ 69.46	
		7/1/2025	6/30/2026																									\$168.47	\$204.93	\$241.40	5.00%	\$ 72.93	
(non-Exempt)			7/1/2026	12/31/2026																								\$176.90	\$215.19	\$253.48	5.00%	\$ 76.58	
David Ramirez, ACI I, PCI II Source Inspector		FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$45.00	\$67.50	\$90.00	\$16.05	\$61.05	\$83.55	\$106.05	(\$21.20)	(\$24.81)	(\$28.41)	(\$7.21)	(\$10.82)	(\$14.42)	(\$13.99)	(\$13.99)	(\$13.99)	\$152.92	\$183.75	\$214.58		\$ 45.00	N/A
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$47.25	\$70.88	\$94.50	\$16.05	\$63.30	\$86.93	\$110.55	(\$18.95)	(\$21.43)	(\$23.91)	(\$4.96)	(\$7.44)	(\$9.92)	(\$13.99)	(\$13.99)	(\$13.99)	\$152.92	\$182.28	\$211.63	5.00%	\$ 47.25		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$49.61	\$74.42	\$99.22	\$16.05	\$65.66	\$90.47	\$115.27	(\$16.59)	(\$17.89)	(\$19.19)	(\$2.60)	(\$3.90)	(\$5.20)	(\$13.99)	(\$13.99)	(\$13.99)	\$152.92	\$180.73	\$208.54	5.00%	\$ 49.61		
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$52.09	\$78.14	\$104.18	\$16.05	\$68.14	\$94.19	\$120.23	(\$14.11)	(\$14.17)	(\$14.23)	(\$0.12)	(\$0.18)	(\$0.24)	(\$13.99)	(\$13.99)	(\$13.99)	\$152.92	\$179.11	\$205.29	5.00%	\$ 52.09		
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$54.69	\$82.04	\$109.38	\$16.05	\$70.74	\$98.09	\$125.43	(\$11.51)	(\$10.27)	(\$9.03)	\$0.00	\$0.00	\$0.00	(\$11.51)	(\$10.27)	(\$9.03)	\$152.92	\$177.40	\$201.88	5.00%	\$ 54.69		
(non-Exempt)			7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$57.42	\$86.13	\$114.84	\$16.05	\$73.47	\$102.18	\$130.89	(\$8.78)	(\$6.18)	(\$3.57)	\$0.00	\$0.00	\$0.00	(\$8.78)	(\$6.18)	(\$3.57)	\$152.92	\$175.61	\$198.31	5.00%	\$ 57.42	

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT ZT Consulting Group, Inc. PRIME SUB X
PROJECT NO. CONTRACT NO. RFP 22-1002663 DATE 10/29/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Requesting Combined SH Rate						
Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %	
NORMAL		0.00%	+	110.00%	+	0.00% = 110.00%
OVERTIME		0.00%	+	110.00%	+	0.00% = 110.00%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %	
NORMAL		0.00%	+	110.00%	+	0.00% = 110.00%
OVERTIME		0.00%	+	110.00%	+	0.00% = 110.00%
					Fee	= 10.00%
					Applicable Multiplier Delta Base (Field)	= 2.31

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary				Total = Base + Fringe					Rate (Employee - DIR)			Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
David Ramirez, ACI I, PCI II Source Inspector	FIELD	9/2/2021	6/30/2022																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

CONSULTANT ZT Consulting Group, Inc. PRIME SUB X
PROJECT NO. CONTRACT NO. RFP 22-1002663 DATE 10/29/2021

Requesting Combined SH Rate

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00% +	110.00% +	0.00%	= 110.00%
OVERTIME	0.00% +	110.00% +	0.00%	= 110.00%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00% +	110.00% +	0.00%	= 110.00%
OVERTIME	0.00% +	110.00% +	0.00%	= 110.00%
			Fee	= 10.00%

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Hourly Rate and/or Average Hourly Rate	Hourly Range for Class			
					Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Fringe		Total - Base + Fringe		Employee Total - DIR Total			Employee - DIR			Straight	OT (1.5x)	OT (2x)										
			From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Estimate Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)				OT (2x)		
Reid Gerritsen, CWI Inspector	Source	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$47.50	\$71.25	\$95.00	\$11.49	\$58.99	\$82.74	\$106.49	(\$23.26)	(\$25.62)	(\$27.97)	(\$4.71)	(\$7.07)	(\$9.42)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$192.65	\$221.84	5.00%	\$ 47.50	N/A	
			7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$49.88	\$74.82	\$99.76	\$11.49	\$61.37	\$86.31	\$111.25	(\$20.88)	(\$22.05)	(\$23.21)	(\$2.33)	(\$3.49)	(\$4.66)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$191.09	\$218.72	5.00%	\$ 49.88		
			7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$52.37	\$78.56	\$104.74	\$11.49	\$63.86	\$90.05	\$116.23	(\$18.39)	(\$18.31)	(\$18.23)	\$0.00	\$0.00	\$0.00	(\$18.39)	(\$18.31)	(\$18.23)	\$163.46	\$189.46	\$215.46	5.00%	\$ 52.37		
			7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$54.99	\$82.49	\$109.98	\$11.49	\$66.48	\$93.98	\$121.47	(\$15.77)	(\$14.38)	(\$12.99)	\$0.00	\$0.00	\$0.00	(\$15.77)	(\$14.38)	(\$12.99)	\$163.46	\$187.74	\$212.02	5.00%	\$ 54.99		
			7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$57.74	\$86.61	\$115.48	\$11.49	\$69.23	\$98.10	\$126.97	(\$13.02)	(\$10.26)	(\$7.49)	\$0.00	\$0.00	\$0.00	(\$13.02)	(\$10.26)	(\$7.49)	\$163.46	\$185.94	\$208.42	5.00%	\$ 57.74		
(non-Exempt)			7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$60.63	\$90.95	\$121.26	\$11.49	\$72.12	\$102.44	\$132.75	(\$10.13)	(\$5.92)	(\$1.71)	\$0.00	\$0.00	\$0.00	(\$10.13)	(\$5.92)	(\$1.71)	\$163.46	\$184.05	\$204.64	5.00%	\$ 60.63		
Reid Gerritsen, CWI Inspector	Source	FIELD	9/2/2021	6/30/2022																								\$109.73	\$133.48	\$157.23	5.00%	\$ 47.50	N/A	
			7/1/2022	6/30/2023																N/A	N/A	N/A	N/A	N/A	N/A				\$115.22	\$140.16	\$165.10	5.00%		\$ 49.88
			7/1/2023	6/30/2024																								\$120.97	\$147.16	\$173.34	5.00%	\$ 52.37		
			7/1/2024	6/30/2025																								\$127.03	\$154.52	\$182.02	5.00%	\$ 54.99		
			7/1/2025	6/30/2026																								\$133.38	\$162.25	\$191.12	5.00%	\$ 57.74		
(non-Exempt)			7/1/2026	12/31/2026																							\$140.06	\$170.37	\$200.69	5.00%	\$ 60.63			
Richard Corona Inspector	Source	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$45.00	\$67.50	\$90.00	\$11.49	\$56.49	\$78.99	\$101.49	(\$25.76)	(\$29.37)	(\$32.97)	(\$7.21)	(\$10.82)	(\$14.42)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$194.28	\$225.11	5.00%	\$ 45.00	N/A	
			7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$47.25	\$70.88	\$94.50	\$11.49	\$58.74	\$82.37	\$105.99	(\$23.51)	(\$25.99)	(\$28.47)	(\$4.96)	(\$7.44)	(\$9.92)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$192.81	\$222.16	5.00%	\$ 47.25		
			7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$49.51	\$74.42	\$99.22	\$11.49	\$61.10	\$85.91	\$110.71	(\$21.15)	(\$22.45)	(\$23.75)	(\$2.60)	(\$3.90)	(\$5.20)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$191.26	\$219.07	5.00%	\$ 49.51		
			7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$52.09	\$78.14	\$104.18	\$11.49	\$63.58	\$89.63	\$115.67	(\$18.67)	(\$18.73)	(\$18.79)	(\$0.12)	(\$0.18)	(\$0.24)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$189.64	\$215.82	5.00%	\$ 52.09		
			7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$54.69	\$82.04	\$109.38	\$11.49	\$66.18	\$93.53	\$120.87	(\$16.07)	(\$14.83)	(\$13.59)	\$0.00	\$0.00	\$0.00	(\$16.07)	(\$14.83)	(\$13.59)	\$163.46	\$187.94	\$212.42	5.00%	\$ 54.69		
(non-Exempt)			7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$57.42	\$86.13	\$114.84	\$11.49	\$68.91	\$97.62	\$126.33	(\$13.34)	(\$10.74)	(\$8.13)	\$0.00	\$0.00	\$0.00	(\$13.34)	(\$10.74)	(\$8.13)	\$163.46	\$186.15	\$208.84	5.00%	\$ 57.42		
Richard Corona Inspector	Source	FIELD	9/2/2021	6/30/2022																								\$103.95	\$126.45	\$148.95	5.00%	\$ 45.00	N/A	
			7/1/2022	6/30/2023																N/A	N/A	N/A	N/A	N/A	N/A				\$109.15	\$132.77	\$156.40	5.00%		\$ 47.25
			7/1/2023	6/30/2024																								\$114.60	\$139.40	\$164.21	5.00%	\$ 49.51		
			7/1/2024	6/30/2025																								\$120.33	\$146.37	\$172.42	5.00%	\$ 52.09		
			7/1/2025	6/30/2026																								\$126.33	\$153.68	\$181.02	5.00%	\$ 54.69		
(non-Exempt)			7/1/2026	12/31/2026																							\$132.64	\$161.35	\$190.06	5.00%	\$ 57.42			
Derick Hobbs Engineer	Construction Office	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$38.50	\$57.75	\$77.00	\$11.49	\$49.99	\$69.24	\$88.49	(\$32.26)	(\$39.12)	(\$45.97)	(\$13.71)	(\$20.57)	(\$27.42)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$198.54	\$233.63	5.00%	\$ 38.50	N/A	
			7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$40.43	\$60.65	\$80.86	\$11.49	\$51.92	\$72.14	\$92.35	(\$30.33)	(\$36.22)	(\$42.11)	(\$11.78)	(\$17.67)	(\$23.56)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$197.28	\$231.10	5.00%	\$ 40.43		
			7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$42.45	\$63.68	\$84.90	\$11.49	\$53.94	\$75.17	\$96.39	(\$28.31)	(\$33.19)	(\$38.07)	(\$9.76)	(\$14.64)	(\$19.52)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$195.95	\$228.45	5.00%	\$ 42.45		
			7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$44.57	\$66.86	\$89.14	\$11.49	\$56.06	\$78.35	\$100.63	(\$26.19)	(\$30.01)	(\$33.83)	(\$7.64)	(\$11.46)	(\$15.28)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$194.56	\$225.67	5.00%	\$ 44.57		
			7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$46.80	\$70.20	\$93.60	\$11.49	\$58.29	\$81.69	\$105.09	(\$23.96)	(\$26.67)	(\$29.37)	(\$5.41)	(\$8.12)	(\$10.82)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$193.10	\$222.75	5.00%	\$ 46.80		
(non-Exempt)			7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$49.14	\$73.71	\$98.28	\$11.49	\$60.63	\$85.20	\$109.77	(\$21.62)	(\$23.16)	(\$24.69)	(\$3.07)	(\$4.60)	(\$6.14)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$191.57	\$219.69	5.00%	\$ 49.14		

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT ZT Consulting Group, Inc.

PRIME SUB X

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO.

CONTRACT NO. RFP 22-1002663

DATE 10/29/2021

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

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

Requesting Combined SH Rate					
Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %	
NORMAL	0.00%	+	110.00%	+	0.00%
OVERTIME	0.00%	+	110.00%	+	0.00%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %	
NORMAL	0.00%	+	110.00%	+	0.00%
OVERTIME	0.00%	+	110.00%	+	0.00%
Fee					10.00%

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Applicable Multiplier Delta Base (Field)			Applicable Multiplier Delta Fringe (Field)			Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
					Base Salary			Fringe Benefits			Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe			Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Applicable Multiplier Delta Base (Field)			Applicable Multiplier Delta Fringe (Field)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
			From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Applicable Multiplier Delta Base (Field)			Applicable Multiplier Delta Fringe (Field)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
			From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Applicable Multiplier Delta Base (Field)			Applicable Multiplier Delta Fringe (Field)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
Derick Hobbs Construction Office Engineer	FIELD	9/2/2021	6/30/2022																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					

NOTE: Prevailing wage rates are being provided for regular shifts based on determination SC-23-63-2-2021-1D. Rates for Special and Multi Shifts will be calculated upon request and will include the additional base payments due to employee.

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- Travel Time Charges:
 - For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
 - For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows:
Billing rate for travel time = Loaded Rate Formula "C" above.
 - For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follows:

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 2

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

Consultant or Subconsultant: Guida Surveying, Inc. ☐ Prime Consultant ☒ Subconsultant ☐ 2nd Tier Subconsultant

Project No. SBCTA On-Call CM Services Contract No. TBD Participation Amount: \$ - Date: October 29, 2021

	Fringe Benefit%		Overhead%		G&A %		Combined %
Regular	98.48%	+	115.47%	+	0.00%	=	213.95%
Overtime	98.48%	+	115.47%	+	0.00%	=	213.95%
					FEE %	=	10.0%

BILLING INFORMATION

CALCULATION INFORMATION

Name / Job Title / Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg Hourly Rate ⁴	% or \$ Increase	Hourly Range for Classifications Only
	Straight ³	OT (1.5x)	OT (2.0x)	From	To			
Bernie McInally, PLS Survey Principal	362.61	N/C	N/C	9/2/2021	6/30/2022	105.00	0%	\$90-\$135
	380.74	N/C	N/C	7/1/2022	6/30/2023	110.25	5.00%	\$90-\$135
	399.77	N/C	N/C	7/1/2023	6/30/2024	115.76	5.00%	\$90-\$135
	419.77	N/C	N/C	7/1/2024	6/30/2025	121.55	5.00%	\$90-\$135
	440.76	N/C	N/C	7/1/2025	6/30/2026	127.63	5.00%	\$90-\$135
Exempt	462.80	N/C	N/C	7/1/2026	6/30/2027	134.01	5.00%	\$90-\$135
Lisa Spivak, PLS Sr. Project Manager	328.08	N/C	N/C	9/2/2021	6/30/2022	95.00	0%	\$80-\$125
	344.48	N/C	N/C	7/1/2022	6/30/2023	99.75	5.00%	\$80-\$125
	361.71	N/C	N/C	7/1/2023	6/30/2024	104.74	5.00%	\$80-\$125
	379.81	N/C	N/C	7/1/2024	6/30/2025	109.98	5.00%	\$80-\$125
	398.80	N/C	N/C	7/1/2025	6/30/2026	115.48	5.00%	\$80-\$125
Exempt	418.73	N/C	N/C	7/1/2026	6/30/2027	121.25	5.00%	\$80-\$125
Tim Fettig, PLS Sr. Project Manager	290.09	N/C	N/C	9/2/2021	6/30/2022	84.00	0%	\$80-\$125
	304.59	N/C	N/C	7/1/2022	6/30/2023	88.20	5.00%	\$80-\$125
	319.82	N/C	N/C	7/1/2023	6/30/2024	92.61	5.00%	\$80-\$125
	335.81	N/C	N/C	7/1/2024	6/30/2025	97.24	5.00%	\$80-\$125
	352.60	N/C	N/C	7/1/2025	6/30/2026	102.10	5.00%	\$80-\$125
Exempt	370.24	N/C	N/C	7/1/2026	6/30/2027	107.21	5.00%	\$80-\$125
Justin Height, PLS Professional Land Surveyor	248.65	N/C	N/C	9/2/2021	6/30/2022	72.00	0%	\$70-\$95
	261.08	N/C	N/C	7/1/2022	6/30/2023	75.60	5.00%	\$70-\$95
	274.13	N/C	N/C	7/1/2023	6/30/2024	79.38	5.00%	\$70-\$95
	287.85	N/C	N/C	7/1/2024	6/30/2025	83.35	5.00%	\$70-\$95
	302.25	N/C	N/C	7/1/2025	6/30/2026	87.52	5.00%	\$70-\$95
Exempt	317.37	N/C	N/C	7/1/2026	6/30/2027	91.90	5.00%	\$70-\$95
Mark MacFarlane, PLS Professional Land Surveyor	249.06	N/C	N/C	9/2/2021	6/30/2022	72.12	0%	\$70-\$95
	261.53	N/C	N/C	7/1/2022	6/30/2023	75.73	5.00%	\$70-\$95
	274.62	N/C	N/C	7/1/2023	6/30/2024	79.52	5.00%	\$70-\$95
	288.36	N/C	N/C	7/1/2024	6/30/2025	83.50	5.00%	\$70-\$95
	302.80	N/C	N/C	7/1/2025	6/30/2026	87.68	5.00%	\$70-\$95
Exempt	317.92	N/C	N/C	7/1/2026	6/30/2027	92.06	5.00%	\$70-\$95
Richard Allen, LSIT Field Supervisor	241.74	276.74	311.74	9/2/2021	6/30/2022	70.00	0%	\$65-\$90
	253.83	290.58	327.33	7/1/2022	6/30/2023	73.50	5.00%	\$65-\$90
	266.54	305.13	343.72	7/1/2023	6/30/2024	77.18	5.00%	\$65-\$90
	279.87	320.39	360.91	7/1/2024	6/30/2025	81.04	5.00%	\$65-\$90
	293.85	336.40	378.94	7/1/2025	6/30/2026	85.09	5.00%	\$65-\$90
Non-Exempt	308.53	353.20	397.87	7/1/2026	6/30/2027	89.34	5.00%	\$65-\$90
Anthony Andrade, PLS Field Supervisor	224.47	256.97	289.47	9/2/2021	6/30/2022	65.00	0%	\$65-\$90
	235.70	269.82	303.95	7/1/2022	6/30/2023	68.25	5.00%	\$65-\$90
	247.47	283.30	319.13	7/1/2023	6/30/2024	71.66	5.00%	\$65-\$90
	259.84	297.46	335.08	7/1/2024	6/30/2025	75.24	5.00%	\$65-\$90
	272.82	312.32	351.82	7/1/2025	6/30/2026	79.00	5.00%	\$65-\$90
Non-Exempt	286.46	327.94	369.41	7/1/2026	6/30/2027	82.95	5.00%	\$65-\$90
Maria Hall, PLS Sr. Project Surveyor	224.47	256.97	289.47	9/2/2021	6/30/2022	65.00	0%	\$60-\$80
	235.70	269.82	303.95	7/1/2022	6/30/2023	68.25	5.00%	\$60-\$80
	247.47	283.30	319.13	7/1/2023	6/30/2024	71.66	5.00%	\$60-\$80
	259.84	297.46	335.08	7/1/2024	6/30/2025	75.24	5.00%	\$60-\$80
	272.82	312.32	351.82	7/1/2025	6/30/2026	79.00	5.00%	\$60-\$80
Non-Exempt	286.46	327.94	369.41	7/1/2026	6/30/2027	82.95	5.00%	\$60-\$80

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 2

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

Consultant or Subconsultant: Guida Surveying, Inc. ☐ Prime Consultant ☒ Subconsultant ☐ 2nd Tier Subconsultant

Project No. SBCTA On-Call CM Services Contract No. TBD Participation Amount: \$ - Date: October 29, 2021

	Fringe Benefit%		Overhead%		G&A %		Combined %
Regular	98.48%	+	115.47%	+	0.00%	=	213.95%
Overtime	98.48%	+	115.47%	+	0.00%	=	213.95%
					FEE %	=	10.0%

BILLING INFORMATION

CALCULATION INFORMATION

Name / Job Title / Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg Hourly Rate ⁴	% or \$ Increase	Hourly Range for Classifications Only
	Straight ³	OT (1.5x)	OT (2.0x)	From	To			
Dean Bouldin, PLS Sr. Project Surveyor Non-Exempt	217.57	249.07	280.57	9/2/2021	6/30/2022	63.00	0%	\$60-\$80
	228.45	261.52	294.60	7/1/2022	6/30/2023	66.15	5.00%	\$60-\$80
	239.88	274.61	309.34	7/1/2023	6/30/2024	69.46	5.00%	\$60-\$80
	251.86	288.33	324.79	7/1/2024	6/30/2025	72.93	5.00%	\$60-\$80
	264.47	302.76	341.05	7/1/2025	6/30/2026	76.58	5.00%	\$60-\$80
	277.69	317.90	358.10	7/1/2026	6/30/2027	80.41	5.00%	\$60-\$80
Guillermo Arrendondo Sr. Survey Analyst Non-Exempt	184.76	211.51	238.26	9/2/2021	6/30/2022	53.50	0%	\$45-\$65
	194.01	222.10	250.19	7/1/2022	6/30/2023	56.18	5.00%	\$45-\$65
	203.72	233.21	262.71	7/1/2023	6/30/2024	58.99	5.00%	\$45-\$65
	213.91	244.88	275.85	7/1/2024	6/30/2025	61.94	5.00%	\$45-\$65
	224.61	257.13	289.65	7/1/2025	6/30/2026	65.04	5.00%	\$45-\$65
	235.84	269.98	304.13	7/1/2026	6/30/2027	68.29	5.00%	\$45-\$65
Lori Sullivan Sr. Survey Analyst Non-Exempt	162.31	185.81	209.31	9/2/2021	6/30/2022	47.00	0%	\$45-\$65
	170.43	195.10	219.78	7/1/2022	6/30/2023	49.35	5.00%	\$45-\$65
	178.96	204.87	230.78	7/1/2023	6/30/2024	51.82	5.00%	\$45-\$65
	187.90	215.11	242.31	7/1/2024	6/30/2025	54.41	5.00%	\$45-\$65
	197.30	225.86	254.43	7/1/2025	6/30/2026	57.13	5.00%	\$45-\$65
	207.17	237.17	267.16	7/1/2026	6/30/2027	59.99	5.00%	\$45-\$65
Joseph Peralta Survey Analyst Non-Exempt	151.95	173.95	195.95	9/2/2021	6/30/2022	44.00	0%	\$40-\$60
	159.55	182.65	205.75	7/1/2022	6/30/2023	46.20	5.00%	\$40-\$60
	167.53	191.78	216.04	7/1/2023	6/30/2024	48.51	5.00%	\$40-\$60
	175.92	201.39	226.86	7/1/2024	6/30/2025	50.94	5.00%	\$40-\$60
	184.73	211.47	238.22	7/1/2025	6/30/2026	53.49	5.00%	\$40-\$60
	193.95	222.03	250.11	7/1/2026	6/30/2027	56.16	5.00%	\$40-\$60
Jose Gonazalez Survey Analyst Non-Exempt	145.04	166.04	187.04	9/2/2021	6/30/2022	42.00	0%	\$40-\$60
	152.30	174.35	196.40	7/1/2022	6/30/2023	44.10	5.00%	\$40-\$60
	159.93	183.08	206.24	7/1/2023	6/30/2024	46.31	5.00%	\$40-\$60
	167.94	192.26	216.57	7/1/2024	6/30/2025	48.63	5.00%	\$40-\$60
	176.33	201.86	227.39	7/1/2025	6/30/2026	51.06	5.00%	\$40-\$60
	185.14	211.94	238.75	7/1/2026	6/30/2027	53.61	5.00%	\$40-\$60
Samira Heidari Survey Analyst Non-Exempt	120.87	138.37	155.87	9/2/2021	6/30/2022	35.00	0%	\$25-\$45
	126.91	145.29	163.66	7/1/2022	6/30/2023	36.75	5.00%	\$25-\$45
	133.27	152.56	171.86	7/1/2023	6/30/2024	38.59	5.00%	\$25-\$45
	139.93	160.19	180.45	7/1/2024	6/30/2025	40.52	5.00%	\$25-\$45
	146.94	168.22	189.49	7/1/2025	6/30/2026	42.55	5.00%	\$25-\$45
	154.30	176.64	198.98	7/1/2026	6/30/2027	44.68	5.00%	\$25-\$45
Aaron Pratt Survey Technician Non-Exempt	86.34	98.84	111.34	9/2/2021	6/30/2022	25.00	0%	\$25-\$45
	90.65	103.78	116.90	7/1/2022	6/30/2023	26.25	5.00%	\$25-\$45
	95.18	108.96	122.74	7/1/2023	6/30/2024	27.56	5.00%	\$25-\$45
	99.94	114.41	128.88	7/1/2024	6/30/2025	28.94	5.00%	\$25-\$45
	104.95	120.15	135.34	7/1/2025	6/30/2026	30.39	5.00%	\$25-\$45
	110.20	126.15	142.11	7/1/2026	6/30/2027	31.91	5.00%	\$25-\$45
Bridgette Slovik Survey Clerical/Admin Non-Exempt	124.32	142.32	160.32	9/2/2021	6/30/2022	36.00	0%	\$30-\$45
	130.54	149.44	168.34	7/1/2022	6/30/2023	37.80	5.00%	\$30-\$45
	137.07	156.91	176.76	7/1/2023	6/30/2024	39.69	5.00%	\$30-\$45
	143.91	164.74	185.58	7/1/2024	6/30/2025	41.67	5.00%	\$30-\$45
	151.09	172.96	194.84	7/1/2025	6/30/2026	43.75	5.00%	\$30-\$45
	158.65	181.62	204.59	7/1/2026	6/30/2027	45.94	5.00%	\$30-\$45

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 2

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

Consultant or Subconsultant: Guida Surveying, Inc. ☐ Prime Consultant ☒ Subconsultant ☐ 2nd Tier Subconsultant

Project No. SBCTA On-Call CM Services Contract No. TBD Participation Amount: \$ - Date: October 29, 2021

	Fringe Benefit%		Overhead%		G&A %		Combined %
Regular	98.48%	+	115.47%	+	0.00%	=	213.95%
Overtime	98.48%	+	115.47%	+	0.00%	=	213.95%
					FEE %	=	10.0%

BILLING INFORMATION

CALCULATION INFORMATION

Name / Job Title / Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg Hourly Rate ⁴	% or \$ Increase	Hourly Range for Classifications Only
	Straight ³	OT (1.5x)	OT (2.0x)	From	To			
Kaitlyn Lawrence Survey Clerical/Admin Non-Exempt	103.60	118.60	133.60	9/2/2021	6/30/2022	30.00	0%	\$30-\$45
	108.78	124.53	140.28	7/1/2022	6/30/2023	31.50	5.00%	\$30-\$45
	114.24	130.78	147.32	7/1/2023	6/30/2024	33.08	5.00%	\$30-\$45
	119.94	137.30	154.67	7/1/2024	6/30/2025	34.73	5.00%	\$30-\$45
	125.95	144.18	162.42	7/1/2025	6/30/2026	36.47	5.00%	\$30-\$45
	132.23	151.38	170.52	7/1/2026	6/30/2027	38.29	5.00%	\$30-\$45

Notes:

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

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

CONSULTANT <u>Guida Surveying, Inc.</u>				PRIME	SUB	X	CONTRACT TYPE _____		(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)														
PROJECT NO. _____		CONTRACT NO. <u>RFP 22-1002663</u>		DATE <u>10/29/21</u>		Prime Consultant's Participation Amount \$ _____																	
Loaded Rate Calculation																							
Non-Exempt Employee Loaded Billing Rates																							
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																							
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + .5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																							
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																							
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																							
Name/Classification		Home Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR										Applicable Multiplier Delta Base (Field)		Applicable Multiplier Fringe (Field)		Applicable Multiplier Delta Base (Field)		Applicable Multiplier Fringe (Field)	
						(fringe benefits vary year over year)										= 0.00		= 0.00		= 0.00		= 0.00	
						Employee Actual Rate										Delta (TOTAL) + Delta Base + Delta Fringe		Delta Rate - Employee Base Rate		Delta (TOTAL) - Delta Base - Delta Fringe		Delta Rate - Employee Base Rate	
						Delta (TOTAL) - Delta Base - Delta Fringe										Delta Rate - Employee Base Rate		Delta (TOTAL) - Delta Base - Delta Fringe		Delta Rate - Employee Base Rate		Delta (TOTAL) - Delta Base - Delta Fringe	
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ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE _____ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Prime Consultant's Participation Amount \$

____ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	98.48% +	115.47% +	0.00%	213.95%
OVERTIME	98.48% +	115.47% +	0.00%	213.95%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	98.48% +	115.47% +	0.00%	213.95%
OVERTIME	98.48% +	115.47% +	0.00%	213.95%
			Fee	10.00%

Applicable Multiplier Delta Base (Field)	=	0.00
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Page 2 of 3

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

CONTRACT TYPE _____ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Prime Consultant's Participation Amount \$_____

Detailed Rate Calculation															Home Office Personnel:										Field Office Personnel:																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
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A) Straight Time - Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * [Applicable Multiplier Delta Base] + Delta Fringe * [Applicable Multiplier Delta Fringe]															Normal										Normal																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
B) 1.5X or 2.0X Overtime - (Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee)) + .5X or 1.0X (Actual Hourly Rate) + Delta Base * [Applicable Multiplier Delta Base] + Delta Fringe * [Applicable Multiplier Delta Fringe]															OVERTIME										OVERTIME																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
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C) Straight Time - 1.5X or 2.0X Overtime - Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * [Applicable Multiplier Delta Base] + Delta Fringe * [Applicable Multiplier Delta Fringe]															OVERTIME										OVERTIME																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
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Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Data established by State DIR (only applicable for prevailing wage work)										Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA TOTAL = Delma Total -DIR -Total		Applicable DELTA Base - Employees Base Rate		Applicable DELTA FRINGE = DELTA Total - DELTA Base (Employees - DIR)		Loaded Hourly Billing Rates				% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
						Base Salary					Fringe					Total Base Salary + Fringe Benefits					Straight		1.5 OT		2.0 OT		Estimate		Total = Base + Fringe		Straight				1.5 OT		2.0 OT		Straight		1.5 OT		2.0 OT		Straight		OT (1 Lx)		OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
Christian Maurier Apprentice D	FIELD	9/7/2021	6/30/2022	\$32.31	\$48.47	\$64.62	\$29.90	\$62.21	\$78.37	\$94.52	\$32.31	\$48.47	\$64.62	\$29.90	\$62.21	\$78.37	\$94.52	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost
5. Travel Time Charges:
- For Managers:** On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above
- For Exempt staff:** During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows:
- For Non-Exempt Employees:** During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow

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

Note: Mark-ups are Not Allowed

Prime Consultant

SafeworkCM

Contract No. 22-1002663

Date 10/29/2021

ADDRESS 20750 Ventura Blvd. Ste. 330, Woodland Hills, CA 91364

Phone and email (818) 716-0384 gregm@safeworkinc.com

Fringe Benefit %
 (= 0% if Included in OH)

+
 incl

Overhead %
 (= 0% if Included in OH)

+ General Administration %
 incl

=

Combined Indirect Cost Rate (ICR) %

121.12%

FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Thomas Anderson Project Manager	\$169.56	\$169.56	\$169.56	9/2/2021	6/30/2022	\$69.71		
	\$178.03	\$178.03	\$178.03	7/1/2022	6/30/2023	\$73.20	5.00%	
	\$186.94	\$186.94	\$186.94	7/1/2023	6/30/2024	\$76.86	5.00%	
	\$196.28	\$196.28	\$196.28	7/1/2024	6/30/2025	\$80.70	5.00%	
	\$206.10	\$206.10	\$206.10	7/1/2025	6/30/2026	\$84.73	5.00%	
Exempt	\$216.40	\$216.40	\$216.40	7/1/2026	12/31/2026	\$88.97	5.00%	
Kathy Keating Sr. Labor Compliance Specialist	\$160.73	\$160.73	\$160.73	9/2/2021	6/30/2022	\$66.08		
	\$168.76	\$168.76	\$168.76	7/1/2022	6/30/2023	\$69.38	5.00%	
	\$177.20	\$177.20	\$177.20	7/1/2023	6/30/2024	\$72.85	5.00%	
	\$186.06	\$186.06	\$186.06	7/1/2024	6/30/2025	\$76.50	5.00%	
	\$195.37	\$195.37	\$195.37	7/1/2025	6/30/2026	\$80.32	5.00%	
Exempt	\$205.13	\$205.13	\$205.13	7/1/2026	12/31/2026	\$84.34	5.00%	
Terry Larson Safety Manager	\$179.80	\$179.80	\$179.80	9/2/2021	6/30/2022	\$73.92		
	\$188.79	\$188.79	\$188.79	7/1/2022	6/30/2023	\$77.62	5.00%	
	\$198.23	\$198.23	\$198.23	7/1/2023	6/30/2024	\$81.50	5.00%	
	\$208.14	\$208.14	\$208.14	7/1/2024	6/30/2025	\$85.57	5.00%	
	\$218.54	\$218.54	\$218.54	7/1/2025	6/30/2026	\$89.85	5.00%	
Exempt	\$229.47	\$229.47	\$229.47	7/1/2026	12/31/2026	\$94.34	5.00%	
Sam Lassiter Project Manager	\$192.96	\$192.96	\$192.96	9/2/2021	6/30/2022	\$79.33		
	\$202.60	\$202.60	\$202.60	7/1/2022	6/30/2023	\$83.30	5.00%	
	\$212.73	\$212.73	\$212.73	7/1/2023	6/30/2024	\$87.46	5.00%	
	\$223.37	\$223.37	\$223.37	7/1/2024	6/30/2025	\$91.83	5.00%	
	\$234.54	\$234.54	\$234.54	7/1/2025	6/30/2026	\$96.43	5.00%	
Exempt	\$246.27	\$246.27	\$246.27	7/1/2026	12/31/2026	\$101.25	5.00%	

Dustin Padua	\$134.48	\$134.48	\$134.48	9/2/2021	6/30/2022	\$55.29		
Assistant RE	\$141.21	\$141.21	\$141.21	7/1/2022	6/30/2023	\$58.05	5.00%	
	\$148.27	\$148.27	\$148.27	7/1/2023	6/30/2024	\$60.96	5.00%	
	\$155.68	\$155.68	\$155.68	7/1/2024	6/30/2025	\$64.01	5.00%	
	\$163.46	\$163.46	\$163.46	7/1/2025	6/30/2026	\$67.21	5.00%	
Exempt	\$171.64	\$171.64	\$171.64	7/1/2026	12/31/2026	\$70.57	5.00%	

- 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:

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT SafeworkCM PRIME _____ SUB X
PROJECT NO. _____ CONTRACT NO. RFP 22-1002863 DATE 10/29/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class	
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe															
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight		1.5 OT	2.0 OT	Straight	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight				OT (1.5x)
Anthony Durney/ Electrical Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.00	\$105.00	\$140.00	\$28.00	\$98.00	\$133.00	\$168.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$170.26	\$205.26	\$240.26	5.00%	\$ 70.00	N/A
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.50	\$110.25	\$147.00	\$28.00	\$101.50	\$138.25	\$175.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$178.78	\$215.53	\$252.28	5.00%	\$ 73.50	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.18	\$115.77	\$154.36	\$28.00	\$105.18	\$143.77	\$182.36	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$187.73	\$226.32	\$264.91	5.00%	\$ 77.18	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.04	\$121.56	\$162.08	\$28.00	\$109.04	\$149.56	\$190.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$197.12	\$237.64	\$278.16	5.00%	\$ 81.04	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.09	\$127.64	\$170.18	\$28.00	\$113.09	\$155.64	\$198.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$206.97	\$249.51	\$292.06	5.00%	\$ 85.09	
		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.34	\$134.01	\$178.68	\$28.00	\$117.34	\$162.01	\$206.68	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$217.30	\$261.97	\$306.64	5.00%	\$ 89.34	
(Non-Exempt)																														
Johnny Hays/ Welding Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.00	\$105.00	\$140.00	\$28.00	\$98.00	\$133.00	\$168.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$170.26	\$205.26	\$240.26	5.00%	\$ 70.00	N/A
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.50	\$110.25	\$147.00	\$28.00	\$101.50	\$138.25	\$175.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$178.78	\$215.53	\$252.28	5.00%	\$ 73.50	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.18	\$115.77	\$154.36	\$28.00	\$105.18	\$143.77	\$182.36	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$187.73	\$226.32	\$264.91	5.00%	\$ 77.18	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.04	\$121.56	\$162.08	\$28.00	\$109.04	\$149.56	\$190.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$197.12	\$237.64	\$278.16	5.00%	\$ 81.04	
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.09	\$127.64	\$170.18	\$28.00	\$113.09	\$155.64	\$198.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$206.97	\$249.51	\$292.06	5.00%	\$ 85.09	
		7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.34	\$134.01	\$178.68	\$28.00	\$117.34	\$162.01	\$206.68	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$217.30	\$261.97	\$306.64	5.00%	\$ 89.34	
(Non-Exempt)																														

NOTE: Prevailing wage rates are being provided for regular shifts based on determination SC-23-63-2-2021-1D. Rates for Special and Multi Shifts will be calculated upon request and will include the additional base payments due to employee.

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Note: Mark-ups are Not Allowed

Prime Consultant

Aragon Geotechnical, Inc.

Contract No. 22-1002663

Date 10/29/2021

ADDRESS 16801 Van Buren Blvd. Building B, Riverside, CA 92504

Phone and email 951-776-0345, Fernando@aragongeo.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		0.00% (= 0% if Included in OH)		0.00%		124.22%
					FEE % =	10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Fernando Aragon Geotechnical Engineer	\$177.85	\$266.78	\$355.71	9/2/2021	6/30/2022	\$72.11		
	\$186.75	\$280.12	\$373.49	7/1/2022	6/30/2023	\$75.72	5.00%	
	\$196.08	\$294.13	\$392.17	7/1/2023	6/30/2024	\$79.50	5.00%	
	\$205.89	\$308.83	\$411.78	7/1/2024	6/30/2025	\$83.48	5.00%	
	\$216.18	\$324.27	\$432.36	7/1/2025	6/30/2026	\$87.65	5.00%	
Exempt	\$226.99	\$340.49	\$453.98	7/1/2026	12/31/2026	\$92.03	5.00%	
Luis Arguello Project Manager	\$106.72	\$106.72	\$106.72	9/2/2021	6/30/2022	\$43.27		
	\$112.06	\$112.06	\$112.06	7/1/2022	6/30/2023	\$45.43	5.00%	
	\$117.66	\$117.66	\$117.66	7/1/2023	6/30/2024	\$47.71	5.00%	
	\$123.54	\$123.54	\$123.54	7/1/2024	6/30/2025	\$50.09	5.00%	
	\$129.72	\$129.72	\$129.72	7/1/2025	6/30/2026	\$52.59	5.00%	
Exempt	\$136.21	\$136.21	\$136.21	7/1/2026	12/31/2026	\$55.22	5.00%	
Mark Doerschlag Geologist	\$152.92	\$152.92	\$152.92	9/2/2021	6/30/2022	\$62.00		
	\$160.56	\$160.56	\$160.56	7/1/2022	6/30/2023	\$65.10	5.00%	
	\$168.59	\$168.59	\$168.59	7/1/2023	6/30/2024	\$68.36	5.00%	
	\$177.02	\$177.02	\$177.02	7/1/2024	6/30/2025	\$71.77	5.00%	
	\$185.87	\$185.87	\$185.87	7/1/2025	6/30/2026	\$75.36	5.00%	
Exempt	\$195.17	\$195.17	\$195.17	7/1/2026	12/31/2026	\$79.13	5.00%	

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

NOTES:

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Aragon Geotechnical, Inc. PRIME SUB X
PROJECT NO. _____ CONTRACT NO. RFP 22-1002663 DATE 10/29/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

TBD

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

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR	Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total + Base + Fringe			Straight	1.5 OT	2.0 OT										
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT				Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	
Daniel Flores, Materials Technician	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$50.43	\$75.65	\$100.86	\$29.75	\$80.18	\$105.40	\$130.61	(\$0.29)	\$0.00	\$0.00	\$0.00	(\$0.29)	(\$0.29)	(\$0.29)	\$125.10	\$150.31	\$175.53		\$ 50.43	N/A
7/1/2022		6/30/2023	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$52.95	\$79.43	\$105.90	\$29.75	\$82.70	\$109.18	\$135.65	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$130.60	\$157.07	\$183.55	5.00%	\$ 52.95		
7/1/2023		6/30/2024	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$55.60	\$83.40	\$111.20	\$29.75	\$85.35	\$113.15	\$140.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$137.13	\$164.93	\$192.73	5.00%	\$ 55.60		
7/1/2024		6/30/2025	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$58.38	\$87.57	\$116.76	\$29.75	\$88.13	\$117.32	\$146.51	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$143.99	\$173.18	\$202.37	5.00%	\$ 58.38		
7/1/2025		6/30/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$61.30	\$91.95	\$122.60	\$29.75	\$91.05	\$121.70	\$152.35	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$151.19	\$181.84	\$212.49	5.00%	\$ 61.30		
(non-Exempt)		7/1/2026	12/31/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$64.37	\$96.56	\$128.74	\$29.75	\$94.12	\$126.31	\$158.49	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$158.76	\$190.95	\$223.13	5.00%	\$ 64.37	
Justin Long, Materials Technician	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$50.43	\$75.65	\$100.86	\$29.75	\$80.18	\$105.40	\$130.61	(\$0.29)	\$0.00	\$0.00	\$0.00	(\$0.29)	(\$0.29)	(\$0.29)	\$125.10	\$150.31	\$175.53		\$ 50.43	N/A
7/1/2022		6/30/2023	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$52.95	\$79.43	\$105.90	\$29.75	\$82.70	\$109.18	\$135.65	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$130.60	\$157.07	\$183.55	5.00%	\$ 52.95		
7/1/2023		6/30/2024	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$55.60	\$83.40	\$111.20	\$29.75	\$85.35	\$113.15	\$140.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$137.13	\$164.93	\$192.73	5.00%	\$ 55.60		
7/1/2024		6/30/2025	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$58.38	\$87.57	\$116.76	\$29.75	\$88.13	\$117.32	\$146.51	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$143.99	\$173.18	\$202.37	5.00%	\$ 58.38		
7/1/2025		6/30/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$61.30	\$91.95	\$122.60	\$29.75	\$91.05	\$121.70	\$152.35	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$151.19	\$181.84	\$212.49	5.00%	\$ 61.30		
(non-Exempt)		7/1/2026	12/31/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$64.37	\$96.56	\$128.74	\$29.75	\$94.12	\$126.31	\$158.49	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$158.76	\$190.95	\$223.13	5.00%	\$ 64.37	
Omar Lorriabaquio, Materials Technician	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$50.43	\$75.65	\$100.86	\$29.75	\$80.18	\$105.40	\$130.61	(\$0.29)	\$0.00	\$0.00	\$0.00	(\$0.29)	(\$0.29)	(\$0.29)	\$125.10	\$150.31	\$175.53		\$ 50.43	N/A
7/1/2022		6/30/2023	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$52.95	\$79.43	\$105.90	\$29.75	\$82.70	\$109.18	\$135.65	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$130.60	\$157.07	\$183.55	5.00%	\$ 52.95		
7/1/2023		6/30/2024	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$55.60	\$83.40	\$111.20	\$29.75	\$85.35	\$113.15	\$140.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$137.13	\$164.93	\$192.73	5.00%	\$ 55.60		
7/1/2024		6/30/2025	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$58.38	\$87.57	\$116.76	\$29.75	\$88.13	\$117.32	\$146.51	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$143.99	\$173.18	\$202.37	5.00%	\$ 58.38		
7/1/2025		6/30/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$61.30	\$91.95	\$122.60	\$29.75	\$91.05	\$121.70	\$152.35	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$151.19	\$181.84	\$212.49	5.00%	\$ 61.30		
(non-Exempt)		7/1/2026	12/31/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$64.37	\$96.56	\$128.74	\$29.75	\$94.12	\$126.31	\$158.49	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$158.76	\$190.95	\$223.13	5.00%	\$ 64.37	

NOTE: Prevailing wage rates are being provided for regular shifts based on determination SC-23-63-2-2021-ID. Rates for Special and Multi Shifts will be calculated upon request and will include the additional base payments due to employee.

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow

Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Note: Mark-ups are Not Allowed

Prime Consultant

Dynamic Engineering Services, Inc.

Contract No. 22-1002663

Date 10/29/2021

ADDRESS 11762 De Palma Road, Suite 1C88, Corona, CA 92883

Phone and email 951-471-8890/951-892-1420, ccwang@dynamicsesi.com

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

124.49%

FEE % = **10.00%**

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Chia-Chi Wang, PE, PMP, QSD Resident Engineer/LC Officer	\$185.20	\$185.20	\$185.20	9/2/2021	6/30/2022	\$75.00		
	\$194.46	\$194.46	\$194.46	7/1/2022	6/30/2023	\$78.75	5.00%	
	\$204.19	\$204.19	\$204.19	7/1/2023	6/30/2024	\$82.69	5.00%	
	\$214.40	\$214.40	\$214.40	7/1/2024	6/30/2025	\$86.82	5.00%	
	\$225.12	\$225.12	\$225.12	7/1/2025	6/30/2026	\$91.16	5.00%	
Exempt	\$236.37	\$236.37	\$236.37	7/1/2026	12/31/2026	\$95.72	5.00%	

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

NOTES:

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Dynamic Engineering Services, Inc. PRIME SUB X
PROJECT NO. _____ CONTRACT NO. RFP22-1002663 DATE 10/29/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	34.61% +	89.88% +	0.00% =	124.49%
OVERTIME	34.61% +	89.88% +	0.00% =	124.49%
Field Office Personnel	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	34.61% +	89.88% +	0.00% =	124.49%
OVERTIME	34.61% +	89.88% +	0.00% =	124.49%
		Fee		10.00%

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total	Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)				Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
					Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total + Base + Fringe							Straight	OT (1.5x)	OT (2x)						
					Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT				Straight	1.5 OT	2.0 OT			
Nate Battle Construction Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.00	\$94.50	\$126.00	\$21.62	\$84.62	\$116.12	\$147.62	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$155.57	\$187.07	\$218.57		\$ 63.00			
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$66.15	\$99.23	\$132.30	\$21.62	\$87.77	\$120.85	\$153.92	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$163.35	\$196.43	\$229.50	5.00%	\$ 66.15			
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.46	\$104.19	\$136.92	\$21.62	\$91.08	\$125.81	\$160.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.52	\$206.25	\$240.98	5.00%	\$ 69.46			
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.93	\$109.40	\$145.86	\$21.62	\$94.55	\$131.02	\$167.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$180.09	\$216.56	\$253.02	5.00%	\$ 72.93			
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$76.58	\$114.87	\$153.16	\$21.62	\$98.20	\$136.49	\$174.78	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$189.11	\$227.40	\$265.69	5.00%	\$ 76.58			
	(non-Exempt)	7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.41	\$120.62	\$160.82	\$21.62	\$102.03	\$142.24	\$182.44	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$198.56	\$238.77	\$278.97	5.00%	\$ 80.41			
Steven Brown Electrical Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$62.50	\$93.75	\$125.00	\$20.13	\$82.63	\$113.88	\$145.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$154.34	\$185.59	\$216.84		\$ 62.50			
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$65.63	\$98.45	\$131.26	\$20.13	\$85.76	\$118.58	\$151.39	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$162.07	\$194.88	\$227.70	5.00%	\$ 65.63			
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.91	\$103.37	\$137.82	\$20.13	\$89.04	\$123.50	\$157.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$170.17	\$204.62	\$239.08	5.00%	\$ 68.91			
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.36	\$108.54	\$144.72	\$20.13	\$92.49	\$128.67	\$164.85	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$178.69	\$214.87	\$251.05	5.00%	\$ 72.36			
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.98	\$113.97	\$151.96	\$20.13	\$96.11	\$134.10	\$172.09	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$187.62	\$225.61	\$263.60	5.00%	\$ 75.98			
	(non-Exempt)	7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.78	\$113.97	\$159.56	\$20.13	\$99.91	\$139.80	\$179.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$197.01	\$236.90	\$276.79	5.00%	\$ 79.78			
Steve Carbajal Senior Electrical Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$65.00	\$97.50	\$130.00	\$21.76	\$86.76	\$119.26	\$151.76	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160.51	\$193.01	\$225.51		\$ 65.00			
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.25	\$102.38	\$136.50	\$21.76	\$90.01	\$124.14	\$158.26	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$168.54	\$202.66	\$236.79	5.00%	\$ 68.25			
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.66	\$107.49	\$143.32	\$21.76	\$93.42	\$129.25	\$165.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.96	\$212.79	\$248.62	5.00%	\$ 71.66			
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.24	\$112.86	\$150.48	\$21.76	\$97.00	\$134.62	\$172.24	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.80	\$223.42	\$261.04	5.00%	\$ 75.24			
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.00	\$118.50	\$158.00	\$21.76	\$100.76	\$140.26	\$179.76	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$195.08	\$234.58	\$274.08	5.00%	\$ 79.00			
	(non-Exempt)	7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.95	\$124.43	\$165.90	\$21.76	\$104.71	\$146.19	\$187.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$204.84	\$246.31	\$287.79	5.00%	\$ 82.95			
R. John Kannor Senior Electrical Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$65.00	\$97.50	\$130.00	\$21.76	\$86.76	\$119.26	\$151.76	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160.51	\$193.01	\$225.51		\$ 65.00			
Prevailing Wage Work		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.25	\$102.38	\$136.50	\$21.76	\$90.01	\$124.14	\$158.26	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$168.54	\$202.66	\$236.79	5.00%	\$ 68.25			
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.66	\$107.49	\$143.32	\$21.76	\$93.42	\$129.25	\$165.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.96	\$212.79	\$248.62	5.00%	\$ 71.66			
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.24	\$112.86	\$150.48	\$21.76	\$97.00	\$134.62	\$172.24	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.80	\$223.42	\$261.04	5.00%	\$ 75.24			
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.00	\$118.50	\$158.00	\$21.76	\$100.76	\$140.26	\$179.76	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$195.08	\$234.58	\$274.08	5.00%	\$ 79.00			
	(non-Exempt)	7/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.95	\$124.43	\$165.90	\$21.76	\$104.71	\$146.19	\$187.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$204.84	\$246.31	\$287.79	5.00%	\$ 82.95			

NOTE: Prevailing wage rates are being provided for regular shifts based on determination SC-23-63-2-2021-1D. Rates for Special and Multi Shifts will be calculated upon request and will include the additional base payments due to employee.

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21.
- Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follo

Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fr

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) ODC											
SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)											
(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)											
Consultant or Subconsultant				Kleinfelder Construction Services, Inc.				Contract No. RFP22-100266		Date 10/29/2021	
SCHEDULE OF OTHER DIRECT COST ITEMS											
Kleinfelder Construction Services				Kleinfelder, Inc.				WSP			
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.				C.			
Travel				Travel				Travel			
A. Personal Vehicle Miles	Mile	IRS Rate		A. Personal Vehicle Miles	Mile	IRS Rate		A. Per Diem		PER DIR	
B. Field Vehicle (Audited)	Month	\$1,377						B. Company Vehicles		\$11.00/HR	
				Lab Fees Per Attached Rat Sheet				C. Personal Vehicles (Mileage)	mile	IRS Rate	
								Other			
								A. FCCM *	% Labor	Per 10K	
TRC				ANSER				SYRUSA			
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				None			
A.				A.							
B.				B.							
C.				C.							
Travel				Travel							
A. Per diem per Caltrans guidelines		Note 2		A. Per Diem	ea	Note 2					
B. Company Vehicles	Mo	\$709.69		B. Company Vehicles		Note 3					
C. Personal Vehicles (Mileage)	mile	IRS Rate		C. Personal Vehicles (Mileage)	mile	IRS Rate					
Other				D. Vehicles		Note 3					
A. FCCM *	% Labor	0.24%									
AIX				MNS				PPM			
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.			

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

Consultant or Subconsultant

Kleinfelder Construction Services, Inc.Contract No. RFP22-100266Date 10/29/2021**SCHEDULE OF OTHER DIRECT COST ITEMS**

C.				C.				C.			
Travel				Travel				Travel			
A. Personal Vehicle Miles	Mile	IRS Rate		A. Per Diem Travel	Note 2	Actual		A. Per diem per Caltrans guidelines	Note 2		
B. Field Vehicle (Audited)	Month							B. Mileage		Per IRS	
								C. Vehicle	1	\$7/Hr	
FOUNTAINHEAD				ANALYZER				REDDY			
DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL	DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL	DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL
None				None				Vehicle Expense	Mile	IRS Rate	
								Printing & Reproduction	EA	Actual Cost	
								Computer & Software	EA	Actual Cost	
								Delivery Services	EA	Actual Cost	
								Travel Expenses	EA	Actual Cost	
								Misc.	EA	Actual Cost	
ZT CONSULTING				GUIDA				SAFEWORK			
DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL	DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL	DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL
Special Tooling				Mileage Costs	Mile	IRS Rate					
A. PT Anchorage	1	\$ 125.00		Facilities Capital Cost of Money (FCCM = 0.90%)	Hr	\$0.0090					
B. Fastner Testing Per set	1	\$ 350.00		Agency Fees/Permit Fees	At Costs						
C. Bearing Pads	1	\$ 575.00		Outside Reproductions/Printing	At Costs						
D. Welded Hoops	1	\$ 150.00		Shipping/Deliveries	Each	\$25					
E. Strands	1	\$ 180.00									
F. Couplers/Per	1	\$ 150.00									
Travel											
A. Per Caltrans travel guide	1	TBD									

<div>EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) ODC</div> <div>SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)</div> <div>(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)</div>											
Consultant or Subconsultant		<u>Kleinfelder Construction Services, Inc.</u>						Contract No. <u>RFP22-100266</u>		Date <u>10/29/2021</u>	
SCHEDULE OF OTHER DIRECT COST ITEMS											
B. Mileage Federal Rate/Mi	1	TBD									

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2) ODC SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS) (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)											
Consultant or Subconsultant Kleinfelder Construction Services, Inc.				Contract No. <u>RFP22-100266</u>				Date <u>10/29/2021</u>			
SCHEDULE OF OTHER DIRECT COST ITEMS											
ARAGON				DESI							
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							
A.				A.							
B.				B.							
C.				C.							
Travel				Travel							
A. Personal Vehicle Miles	mile	IRS Rate		A. Personal Vehicle Miles	N/A	Per IRS					
B. Field Vehicle (Audited)				B. Field Vehicle (Audited)							

Important Notes:

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

Contract Summary Sheet

General Contract Information

Contract No: 22-1002706 Amendment No.: _____
 Contract Class: Payable Department: Project Delivery
 Vendor No.: 03736 Vendor Name: SYRUSA Engineering, Inc.
 Description: Construction Management On-Call Services

List Any Related Contract Nos.: _____

Dollar Amount							
Original Contract		\$	5,000,000.00	Original Contingency		\$	-
Prior Amendments		\$	-	Prior Amendments		\$	-
Current Amendment		\$	-	Current Amendment		\$	-
Total/Revised Contract Value		\$	5,000,000.00	Total Contingency Value		\$	-
	Total Dollar Authority (Contract Value and Contingency)					\$	5,000,000.00

Contract Authorization

Board of Directors Date: 12/1/2021 Board Item # 8138

Contract Management (Internal Purposes Only)

Other Contracts Sole Source? No No Budget Adjustment
 Federal/State/Local Construction Management Monthly

Accounts Payable

Estimated Start Date: 12/1/2021 Expiration Date: 11/30/2026 Revised Expiration Date: _____

NHS: Yes QMP/QAP: N/A Prevailing Wage: Yes

Total Contract Funding: 5,000,000.00 Total Contingency: -

Fund	Prog	Task	Sub-Task	Object	Revenue	PA Level	Revenue Code Name	\$		\$
GL								5,000,000.00		-
GL								-		-
GL								-		-
GL								-		-
GL								-		-
GL								-		-
GL								-		-
GL								-		-
GL								-		-
GL								-		-

Khalid Bazmi

Henry Stultz

Project Manager (Print Name)

Task Manager (Print Name)

Additional Notes: Umbrella \$5,000,000 contract expenditure authority shared between contracts 22-1002663, 22-1002705, 22-1002706, 22-1002707, and 22-1002708. Funding strings are TBD and will be determined for each CTO based on project funding.

CONTRACT No. 22-1002706

BY AND BETWEEN

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

AND

SYRUSA ENGINEERING, INC.

FOR

CONSTRUCTION MANAGEMENT SERVICES ON-CALL SERVICES

This contract (referred to as “Contract” or “Agreement”), is made and entered into by and between the San Bernardino County Transportation Authority (“SBCTA” or “LOCAL AGENCY”) whose address is 1170 W. 3rd Street, 2nd Floor, San Bernardino, California 92410-1715; and SYRUSA Engineering, Inc. (“CONSULTANT”) whose address is: 3281 East Guasti Road Suite 700-#7000, Ontario, CA 91761. SBCTA and CONSULTANT are each a “Party” and collectively the “Parties”.

RECITALS:

WHEREAS, SBCTA requires work as described in Exhibit A of this Contract; and

WHEREAS, CONSULTANT has confirmed that CONSULTANT has the requisite professional qualifications, personnel and experience and is fully capable and qualified to perform the work identified herein; and

WHEREAS, CONSULTANT desires to perform all work identified herein and to do so for the compensation and in accordance with the terms and conditions set forth herein.

NOW, THEREFORE, the Parties agree as follows:

ARTICLE I. INTRODUCTION

- A. The work to be performed under this Contract is set forth in Exhibit A “Scope of Work” and Exhibit B “CONSULTANT’s Approved Cost Proposal” (“Cost Proposal”) dated 10/28/21 (collectively the “Work” or “Services”).
- B. CONSULTANT and the agents and employees of CONSULTANT, in the performance of this Contract, shall act in an independent capacity and not as officers or employees or agents of SBCTA.
- C. Without the written consent of SBCTA, this Contract is not assignable by CONSULTANT either in whole or in part. SBCTA may assign its rights and obligations under this Contract in whole or in part to any related or successor agency.

- D. No alteration or variations of the terms of this Contract shall be valid, unless made in writing and signed by the Parties; and no oral understanding or agreement not incorporated herein shall be binding on any of the Parties.
- E. The consideration to be paid to CONSULTANT as provided in this Contract shall be in compensation for all of CONSULTANT's expenses incurred in the performance hereof, including travel and per diem, unless otherwise expressly so provided.
- F. SBCTA's Project Manager or Contract Administrator for this Contract is Khalid Bazmi. Contract Administrator delegates authority to issue the Notice to Proceed to SBCTA's Procurement Manager.

ARTICLE II. PROJECT DESCRIPTION/SCOPE OF WORK

CONSULTANT agrees to perform the Work in accordance with all applicable professional architectural, engineering, construction management, land surveying and/or materials testing standards which are generally accepted in the State of California, in accordance with the terms and conditions expressed herein and in the sequence, time, and manner defined herein. The word "Work", as used herein, includes without limitation, the performance, fulfillment and discharge by CONSULTANT of all obligations, duties, tasks, and Work imposed upon or assumed by CONSULTANT hereunder. The Work performed under this Contract shall be completed to the satisfaction of SBCTA, with its satisfaction being based on prevailing applicable professional standards. Scope of Work is sometimes referred to as Statement of Work in this Contract. The Scope of Work is more fully described in Exhibit A.

ARTICLE III. CONSULTANT'S REPORTS OR MEETINGS

- A. CONSULTANT shall submit progress reports to SBCTA at least once a month. The report should be sufficiently detailed for Contract Administrator to determine if CONSULTANT is performing to expectations and is on schedule, to provide communication of interim findings, and to sufficiently address any difficulties or special problems encountered so remedies can be developed.
- B. CONSULTANT's project manager shall meet with SBCTA's Contract Administrator, as needed, to discuss progress on the Contract.

ARTICLE IV. PERFORMANCE PERIOD

- A. This Contract shall go into effect on (12/01/2021), contingent upon approval by LOCAL AGENCY, and CONSULTANT shall commence work after notification to proceed by LOCAL AGENCY'S Contract Administrator. The Contract shall end on November 30, 2026, unless extended by contract amendment.
- B. CONSULTANT is advised that any recommendation for contract award is not binding on LOCAL AGENCY until the Contract is fully executed and approved by LOCAL AGENCY.

- C. The period of performance for each specific project shall be in accordance with the Task Order for that project. If work on a Task Order is in progress on the expiration date of this Contract, the terms of the Contract shall be extended by appropriate amendment.

ARTICLE V. ALLOWABLE COSTS AND PAYMENTS

- A. CONSULTANT will be reimbursed for hours worked at the hourly rates specified in CONSULTANT's Cost Proposal (Exhibit B). The specified hourly rates shall include direct salary costs, employee benefits, overhead, and fee. These rates are not adjustable for the performance period set forth in this Contract.
- B. In addition, CONSULTANT will be reimbursed for incurred (actual) direct costs other than salary costs that are in the Cost Proposal and identified in the Cost Proposal and in the executed Task Order.
- C. Specific projects will be assigned to CONSULTANT through issuance of Task Orders.
- D. After a project to be performed under this Contract is identified by LOCAL AGENCY, LOCAL AGENCY will prepare a draft Task Order; less the cost estimate. A draft Task Order will identify the scope of services, expected results, project deliverables, period of performance, project schedule and will designate a LOCAL AGENCY Project Coordinator. The draft Task Order will be delivered to CONSULTANT for review. CONSULTANT shall return the draft Task Order within ten (10) calendar days along with a Cost Estimate, including a written estimate of the number of hours and hourly rates per staff person, any anticipated reimbursable expense, overhead, fee if any, and total dollar amount. After agreement has been reached on the negotiable items and total cost; the finalized Task Order shall be signed by both LOCAL AGENCY and CONSULTANT.
- E. Task Orders may be negotiated for a lump sum (Firm Fixed Price) or for specific rates of compensation, both of which must be based on the labor and other rates set forth in CONSULTANT's Cost Proposal.
- F. Reimbursement for transportation and subsistence costs shall not exceed the rates as specified in the approved Cost Proposal.
- G. When milestone cost estimates are included in the approved Cost Proposal, CONSULTANT shall obtain prior written approval for a revised milestone cost estimate from the Contract Administrator before exceeding such estimate.
- H. Progress payments for each Task Order will be made monthly in arrears based on services provided and actual costs incurred.
- I. CONSULTANT shall not commence performance of work or services until this Contract has been approved by LOCAL AGENCY, and notification to proceed has been issued by LOCAL AGENCY'S Contract Administrator. No payment will be made prior to approval or for any Work performed prior to approval of this Contract.

- J. A Task Order is of no force or effect until returned to LOCAL AGENCY and signed by an authorized representative of LOCAL AGENCY. No expenditures are authorized on a project and Work shall not commence until a Task Order for that project has been executed by LOCAL AGENCY.
- K. CONSULTANT will be reimbursed, as promptly as fiscal procedures will permit upon receipt by LOCAL AGENCY'S Contract Administrator of itemized invoices in triplicate. Separate invoices itemizing all costs are required for all Work performed under each Task Order. Invoices shall be submitted no later than 45 calendar days after the performance of Work for which CONSULTANT is billing, or upon completion of the Task Order. Invoices shall detail the Work performed on each milestone, on each project as applicable. Invoices shall follow the format stipulated for the approved Cost Proposal and shall reference this Contract number, project title and Task Order number. Credits due LOCAL AGENCY that include any equipment purchased under the provisions of Article XI Equipment Purchase of this Contract, must be reimbursed by CONSULTANT prior to the expiration or termination of this Contract. Invoices shall be emailed to LOCAL AGENCY's Contract Administrator and to ap@gosbcta.com.
- L. The total amount payable by LOCAL AGENCY for an individual Task Order shall not exceed the amount agreed to in the Task Order, unless authorized by appropriate amendment.
- M. If the Consultant fails to satisfactorily complete a deliverable according to the schedule set forth in a Task Order, no payment will be made until the deliverable has been satisfactorily completed.
- N. Task Orders may not be used to amend this Agreement and may not exceed the scope of work under this Agreement.
- O. The total amount payable to LOCAL AGENCY for all Task Orders resulting from this Contract shall not exceed \$5,000,000. It is understood and agreed that there is no guarantee, either expressed or implied that this dollar amount will be authorized under this Contract through Task Orders.

ARTICLE VI. TERMINATION

- A. LOCAL AGENCY reserves the right to terminate this Contract upon thirty (30) calendar days written notice to CONSULTANT with the reasons for termination stated in the notice.
- B. LOCAL AGENCY may terminate this Contract with CONSULTANT should CONSULTANT fail to perform the covenants herein contained at the time and in the manner herein provided. In the event of such termination, LOCAL AGENCY may proceed with the Work in manner deemed proper by LOCAL AGENCY. If LOCAL AGENCY terminates this Contract with CONSULTANT, LOCAL AGENCY shall pay CONSULTANT the sum due to CONSULTANT under this Contract prior to termination, unless the cost of completion to LOCAL AGENCY exceeds the funds remaining in the

Contract. In which case the overage shall be deducted from any sum due CONSULTANT under this Contract and the balance, if any, shall be paid to CONSULTANT upon demand.

ARTICLE VII. COST PRINCIPLES AND ADMINISTRATIVE REQUIREMENTS

- A. CONSULTANT agrees that the Contract Cost Principles and Procedures, 48 CFR, Federal Acquisition Regulations System, Chapter 1, Part 31.000 et seq., shall be used to determine the cost allowability of individual items.
- B. CONSULTANT also agrees to comply with federal procedures in accordance with 49 CFR, Part 18, Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments.
- C. Any costs for which payment has been made to CONSULTANT that are determined by subsequent audit to be unallowable under 49 CFR, Part 18 and 48 CFR, Federal Acquisition Regulations System, Chapter 1, Part 31.000 et seq., are subject to repayment by CONSULTANT to LOCAL AGENCY.

ARTICLE VIII. RETENTION OF RECORDS/AUDIT

- A. For the purpose of determining compliance with Public Contract Code 10115, et seq. and Title 21, California Code of Regulations, Chapter 21, Section 2500 et seq., when applicable and other matters connected with the performance of the Contract pursuant to Government Code 8546.7; CONSULTANT, subconsultants, and LOCAL AGENCY shall maintain and make available for inspection all books, documents papers, accounting records, and other evidence pertaining to the performance of the Contract, including but not limited to, the costs, of administering the Contract. All parties shall make such materials available at their respective offices at all reasonable times during the contract period and for three years from the date of final payment under the Contract. The state, State Auditor, LOCAL AGENCY, FHWA, or any duly authorized representative of the Federal Government shall have access to any books, records, and documents of CONSULTANT and its certified public accountants' (CPA) work papers that are pertinent to the Contract and indirect cost rates (ICR) for audit, examinations, excerpts, and transactions, and copies thereof shall be furnished if requested.
- B. **Per 2 CFR Ch. II § 200.333 Retention requirements for records.** Financial records, supporting documents, statistical records, and all other non-Federal entity records pertinent to a Federal award must be retained for a period of three years from the date of submission of the final expenditure report or, for Federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the Federal awarding agency or passthrough entity in the case of a subrecipient. Federal awarding agencies and pass-through entities must not impose any other record retention requirements upon non-Federal entities.

ARTICLE IX. AUDIT REVIEW PROCEDURES

- A. Any dispute concerning a question of fact arising under an interim or post audit of this Contract that is not disposed of by agreement, shall be reviewed by LOCAL AGENCY'S Chief Financial Officer.
- B. Not later than 30 days after issuance of the final audit report, CONSULTANT may request a review by LOCAL AGENCY'S Chief Financial Officer of unresolved audit issues. The request for review will be submitted in writing.
- C. Neither the pendency of a dispute nor its consideration by LOCAL AGENCY will excuse CONSULTANT from full and timely performance, in accordance with the terms of this Contract.
- D. CONSULTANT and subconsultant contracts, including cost proposals and ICR, are subject to audits or reviews such as, but not limited to, a contract audit, an incurred cost audit, an ICR Audit, or a CPA ICR audit work paper review. If selected for audit or review, the Contract, Cost Proposal and ICR and related work papers, if applicable, will be reviewed to verify compliance with 48 CFR, Part 31 and other related laws and regulations. In the instances of a CPA ICR audit work paper review it is CONSULTANT's responsibility to ensure federal, state, or local government officials are allowed full access to the CPA's work papers including making copies as necessary. The Contract, Cost Proposal, and ICR shall be adjusted by CONSULTANT and approved by LOCAL AGENCY contract manager to conform to the audit or review recommendations. CONSULTANT agrees that individual terms of costs identified in the audit report shall be incorporated into the Contract by this reference if directed by LOCAL AGENCY at its sole discretion. Refusal by CONSULTANT to incorporate audit or review recommendations, or to ensure that the federal, state or local governments have access to CPA work papers, will be considered a breach of contract terms and cause for termination of the Contract and disallowance of prior reimbursed costs.

ARTICLE X. SUBCONTRACTING

- A. Nothing contained in this Contract or otherwise, shall create any contractual relation between LOCAL AGENCY and any subconsultant(s), and no subcontract shall relieve CONSULTANT of its responsibilities and obligations hereunder. CONSULTANT agrees to be as fully responsible to LOCAL AGENCY for the acts and omissions of its subconsultant(s) and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by CONSULTANT. CONSULTANT's obligation to pay its subconsultant(s) is an independent obligation from LOCAL AGENCY'S obligation to make payments to the CONSULTANT.
- B. CONSULTANT shall perform the Work contemplated with resources available within its own organization and no portion of the Work pertinent to this Contract shall be subcontracted without written authorization by LOCAL AGENCY's Contract Administrator, except that, which is expressly identified in the approval Cost Proposal.

- C. CONSULTANT shall pay its subconsultants within ten (10) calendar days from receipt of each payment made to CONSULTANT by LOCAL AGENCY.
- D. All subcontracts entered into as a result of this Contract shall contain all the provisions stipulated in this Contract to be applicable to subconsultants.
- E. Any substitution of subconsultant(s) must be approved in writing by LOCAL AGENCY's Contract Administrator prior to the start of work by the subconsultant(s).

ARTICLE XI. EQUIPMENT PURCHASE

- A. Prior authorization in writing by LOCAL AGENCY's Contract Administrator shall be required before CONSULTANT enters into any unbudgeted purchase order, or subcontract exceeding \$5,000 for supplies, equipment, or CONSULTANT services. CONSULTANT shall provide an evaluation of the necessity or desirability of incurring such costs.
- B. For purchase of any item, service or consulting work not covered in CONSULTANT's Cost Proposal and exceeding \$5,000 prior authorization by LOCAL AGENCY's Contract Administrator; three competitive quotations must be submitted with the request, or the absence of bidding must be adequately justified.
- C. Any equipment purchased as a result of this Contract is subject to the following: "CONSULTANT shall maintain an inventory of all nonexpendable property. Nonexpendable property is defined as having a useful life of at least two years and an acquisition cost of \$5,000 or more. If the purchased equipment needs replacement and is sold or traded in, LOCAL AGENCY shall receive a proper refund or credit at the conclusion of the Contract, or if the Contract is terminated, CONSULTANT may either keep the equipment and credit LOCAL AGENCY in an amount equal to its fair market value, or sell such equipment at the best price obtainable at a public or private sale, in accordance with established LOCAL AGENCY procedures; and credit LOCAL AGENCY in an amount equal to the sales price. If CONSULTANT elects to keep the equipment, fair market value shall be determined at CONSULTANT's expense, on the basis of a competent independent appraisal of such equipment. Appraisals shall be obtained from an appraiser mutually agreeable to by LOCAL AGENCY and CONSULTANT, if it is determined to sell the equipment, the terms and conditions of such sale must be approved in advance by LOCAL AGENCY." 49 CFR, Part 18 requires a credit to Federal funds when participating equipment with a fair market value greater than \$5,000 is credited to the project.

ARTICLE XII. STATE PREVAILING WAGE RATES

- A. CONSULTANT shall comply with the State of California's General Prevailing Wage Rate requirements in accordance with California Labor Code, Section 1770, and all Federal, State, and local laws and ordinances applicable to the Work.
- B. Any subcontract entered into as a result of this Contract, if for more than \$25,000 for public works construction or more than \$15,000 for the alteration, demolition, repair, or maintenance of public works, shall contain all of the provisions of this Article, unless the

awarding agency has an approved labor compliance program by the Director of Industrial Relations.

- C. When prevailing wages apply to the services described in the scope of work, transportation and subsistence costs shall be reimbursed at the minimum rates set by the Department of Industrial Relations (DIR) as outlined in the applicable Prevailing Wage Determination. See <http://www.dir.ca.gov>.

ARTICLE XIII. CONFLICT OF INTEREST

- A. CONSULTANT shall disclose any financial, business, or other relationship with LOCAL AGENCY that may have an impact upon the outcome of this Contract, or any ensuing LOCAL AGENCY construction project. CONSULTANT shall also list current clients who may have a financial interest in the outcome of this Contract, or any ensuing LOCAL AGENCY construction project, which will follow.
- B. CONSULTANT hereby certifies that it does not now have, nor shall it acquire any financial or business interest that would conflict with the performance of services under this Contract.
- C. CONSULTANT hereby certifies that neither CONSULTANT, its employees, nor any firm affiliated with CONSULTANT providing services on this project prepared the Plans, Specifications, and Estimate for any construction project included within this Contract. An affiliated firm is one, which is subject to the control of the same persons through joint-ownership, or otherwise.
- D. CONSULTANT further certifies that neither CONSULTANT, nor any firm affiliated with CONSULTANT, will bid on any construction subcontracts included within the construction contract. Additionally, CONSULTANT certifies that no person working under this Contract is also employed by the construction contractor for any project included within this Contract.
- E. Except for subconsultants whose services are limited to materials testing, no subconsultant who is providing service on this Contract shall have provided services on the design of any project included within this contract.

ARTICLE XIV. REBATES, KICKBACKS OR OTHER UNLAWFUL CONSIDERATION

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

ARTICLE XV. PROHIBITION OF EXPENDING LOCAL AGENCY STATE OR FEDERAL FUNDS FOR LOBBYING

A. CONSULTANT certifies to the best of his or her knowledge and belief that:

1. No state, federal or local agency appropriated funds have been paid, or will be paid by-or-on behalf of CONSULTANT to any person for influencing or attempting to influence an officer or employee of any state or federal agency; a Member of the State Legislature or United States Congress; an officer or employee of the Legislature or Congress; or any employee of a Member of the Legislature or Congress, in connection with the awarding of any state or federal contract; the making of any state or federal grant; the making of any state or federal loan; the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any state or federal contract, grant, loan, or cooperative agreement.
2. If any funds other than federal appropriated funds have been paid, or will be paid to any person for influencing or attempting to influence an officer or employee of any federal agency; a Member of Congress; an officer or employee of Congress, or an employee of a Member of Congress; in connection with this federal contract, grant, loan, or cooperative agreement; CONSULTANT shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.

B. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

C. CONSULTANT also agrees by signing this document that he or she shall require that the language of this certification be included in all lower-tier subcontracts, which exceed \$100,000 and that all such sub-recipients shall certify and disclose accordingly.

ARTICLE XVI. STATEMENT OF COMPLIANCE

A. CONSULTANT's signature affixed herein, and dated, shall constitute a certification under penalty of perjury under the laws of the State of California that CONSULTANT has, unless exempt, complied with, the nondiscrimination program requirements of Government Code Section 12990 and Title 2, California Code of Regulations Section 11102.

B. During the performance of this Contract, Consultant and its subconsultants shall not unlawfully discriminate, harass, or allow harassment against any employee or applicant for employment because of sex, race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (e.g., cancer), age (over 40), marital status, and denial of family care leave. Consultant and subconsultants shall insure that the evaluation and treatment of their employees and applicants for employment are free from such discrimination and harassment. Consultant and subconsultants shall comply with the provisions of the Fair Employment and Housing Act (Gov. Code §12990 (a-f) et seq.) and the applicable regulations promulgated thereunder (California Code of Regulations, Title 2, Section 11005 et seq.). The applicable regulations of the Fair Employment and Housing Commission implementing Government Code Section 12990 (a-f), set forth in Chapter 5 of Division 4.1 of Title 2 of the California

Code of Regulations (2 CCR Sec. 11099 et seq.), are incorporated into this Contract by reference and made a part hereof as if set forth in full. Consultant and its subconsultants shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other Agreement.

- C. The Consultant shall comply with regulations relative to Title VI (nondiscrimination in federally-assisted programs of the Department of Transportation – Title 49 Code of Federal Regulations, Part 21 - Effectuation of Title VI of the 1964 Civil Rights Act). Title VI provides that the recipients of federal assistance will implement and maintain a policy of nondiscrimination in which no person in the state of California shall, on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, gender, sex, marital status, gender identity, gender expression, sexual orientation, age, or military and veteran status, be excluded from participation in, denied the benefits of or subject to discrimination under any program or activity by the recipients of federal assistance or their assignees and successors in interest.
- D. The Consultant, with regard to the work performed by it during the Agreement shall act in accordance with Title VI. Specifically, the Consultant shall not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in the selection and retention of Subconsultants, including procurement of materials and leases of equipment. The Consultant shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the U.S. DOT's Regulations, including employment practices when the Agreement covers a program whose goal is employment.

ARTICLE XVII. DEBARMENT AND SUSPENSION CERTIFICATION

- A. CONSULTANT's signature affixed herein, shall constitute a certification under penalty of perjury under the laws of the State of California, that CONSULTANT has complied with Title 2 CFR, Part 180, "OMB Guidelines to Agencies on Government-wide Debarment and Suspension (nonprocurement)", which certifies that he/she or any person associated therewith in the capacity of owner, partner, director, officer, or manager, is not currently under suspension, debarment, voluntary exclusion, or determination of ineligibility by any federal agency; has not been suspended, debarred, voluntarily excluded, or determined ineligible by any federal agency within the past three (3) years; does not have a proposed debarment pending; and has not been indicted, convicted, or had a civil judgment rendered against it by a court of competent jurisdiction in any matter involving fraud or official misconduct within the past three (3) years. Any exceptions to this certification must be disclosed to LOCAL AGENCY.
- B. Exceptions will not necessarily result in denial of recommendation for award, but will be considered in determining CONSULTANT responsibility. Disclosures must indicate to whom exceptions apply, initiating agency, and dates of action.
- C. Exceptions to the Federal Government Excluded Parties List System maintained by the General Services Administration are to be determined by the Federal Highway Administration.

ARTICLE XVIII. FUNDING REQUIREMENTS

- A. It is mutually understood between the Parties that this Contract may have been written before ascertaining the availability of funds or appropriation of funds, for the mutual benefit of both Parties, in order to avoid program or fiscal delays that would occur if the Contract were executed after that determination was made.
- B. This Contract is valid and enforceable only, if sufficient funds are made available to SBCTA for the purpose of this Contract. In addition, this Contract is subject to any additional restrictions, limitations, conditions, or any statute enacted by Congress, State Legislature, or SBCTA governing board that may affect the provisions, terms, or funding of this Contract in any manner.
- C. It is mutually agreed that if sufficient funds are not appropriated, this Contract may be amended to reflect any reduction in funds.
- D. SBCTA has the option to terminate the Contract under the 30-day cancellation clause or by mutual agreement, or to amend the Contract to reflect any reduction of funds.

ARTICLE XIX. CHANGE IN TERMS

- A. This Contract may be amended or modified only by mutual written agreement of the Parties.
- B. CONSULTANT shall only commence Work covered by an amendment after the amendment is executed and the NTP has been provided by SBCTA's Procurement Analyst.
- C. There shall be no change in CONSULTANT's Project Manager or members of the project team, as listed in the CONSULTANT's Approved Cost Proposal, without prior written approval of SBCTA.

ARTICLE XX. DISADVANTAGED BUSINESS ENTERPRISES (DBE) PARTICIPATION

- A. CONSULTANTS must give consideration to DBE firms as specified in 23 CFR §172.5(b), 49 CFR, Part 26. If the Contract has a DBE goal, CONSULTANT must meet the DBE goal by using DBEs as subconsultants or documenting a good faith effort to have met the goal. If a DBE subconsultant is unable to perform, CONSULTANT must make a good faith effort to replace the subconsultant with another DBE subconsultant if the goal is not otherwise met. A DBE may be terminated only with written approval by SBCTA and only for the reasons specified in 49 CFR 26.53(f). Prior to requesting SBCTA's consent for the proposed termination, CONSULTANT must meet the procedural requirements specified in 49 CFR 26.53(f).

- B. SBCTA, as a recipient of federal financial assistance, is required to implement a Disadvantaged Business Program in accordance with federal regulations at 49 CFR Part 26 issued by the U.S. Department of Transportation (DOT). The contract goal range for this project pursuant to the CONSULTANT's Approved Cost Proposal is 6%. CONSULTANT must furnish all documentation satisfactory to SBCTA that the work committed to DBEs was actually performed by DBEs. Requests for progress payments must include a summary of payments (Form 315Caltrans Form Exhibit 9-F) actually made to DBEs during the invoice period, which includes a total of all payments made to all subconsultants under this Contract. DBE participation shall be credited toward the overall DBE goal only when payments are actually made to the DBE firms. CONSULTANT shall submit on the 15th of every month to SBCTA's Procurement Analyst, Form 315Exhibit 9-F form per the Caltrans Exhibit 9-F Instructions. Upon completion of the Contract, CONSULTANT shall submit "Final Report-Utilization of Disadvantaged Business Enterprises--First Tier Subconsultants" Form 17-F with the final invoice. Failure to submit the required reports shall result in SBCTA imposing a penalty of \$100 per day, per report.
- C. CONSULTANT shall carry out all applicable requirements of 49 CFR Part 26 in the award and administration of this DOT-assisted Contract. Failure by CONSULTANT to carry out these requirements is a material breach of this Contract, which may result in SBCTA exercising the right to impose administrative remedies, which shall include, but shall not be limited to the following: withholding of payment due to CONSULTANT equivalent to the difference between the actual DBE attainment and the Contract DBE goal; suspension of payment to CONSULTANT of any other monies held by SBCTA; and termination of the Contract, in whole or in part. The administrative remedies shall not apply if the CONSULTANT is able to demonstrate, to the satisfaction of SBCTA, that it exercised Good Faith Efforts in an attempt to meet the Contract DBE goal.
- D. SBCTA will bring to the attention of the DOT Operating Administration, in writing, any false, fraudulent, or dishonest conduct in connection with SBCTA's administration of Caltrans' DBE program, to enable the DOT Operating Administration to take the necessary and appropriate steps (e.g. referral to the Department of Justice for criminal prosecution, referral to the DOT Inspector General, or action under suspension and debarment or Program Fraud and Civil Penalties rules) as provided in Title 49 CFR, Part 26, Section 26.109. SBCTA also will consider similar action under its own legal authorities, including, but not limited to, responsibility determinations in future contracts.

ARTICLE XXI. CONTINGENT FEE

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

ARTICLE XXII. DISPUTES

- A. Any dispute, other than audit, concerning a question of fact arising under this Contract that is not disposed of by agreement shall be decided by a committee consisting of SBCTA's Procurement Analyst and SBCTA's Program Manager who may consider written or verbal information submitted by CONSULTANT.
- B. Not later than 30 days after completion of all Work under the Contract, CONSULTANT may request review by SBCTA's Executive Director of unresolved claims or disputes, other than audit. The request for review will be submitted in writing.
- C. Neither the pendency of a dispute nor its consideration by SBCTA's Executive Director excuses CONSULTANT from full and timely performance in accordance with the terms of this Contract.

ARTICLE XXIII. INSPECTION OF WORK

CONSULTANT and any subconsultant shall permit SBCTA, the state, and the FHWA if federal participating funds are used in this Contract, to review and inspect the project activities and files at all reasonable times during the performance period of this Contract, including review and inspection on a daily basis.

ARTICLE XXIV. SAFETY

- A. CONSULTANT shall comply with OSHA regulations applicable to CONSULTANT regarding necessary safety equipment or procedures. CONSULTANT shall comply with safety instructions issued by SBCTA and SBCTA representatives. CONSULTANT personnel shall wear hard hats and safety vests at all times while at the construction project site.
- B. Pursuant to the authority contained in Section 591 of the Vehicle Code, SBCTA has determined that such areas are within the limits of the Project and are open to public traffic. CONSULTANT shall comply with all of the requirements set forth in Divisions 11, 12, 13, 14, and 15 of the Vehicle Code. CONSULTANT shall take all reasonably necessary precautions for safe operation of its vehicles and the protection of the traveling public from injury and damage from such vehicles.
- C. Any subcontract entered into as a result of this Contract, shall contain all of the provisions of this Article.
- D. CONSULTANT must have a Division of Occupational Safety and Health (CAL-OSHA) permit(s), as outlined in California Labor Code Sections 6500 and 6705, prior to the initiation of any practices, work, method, operation, or process related to the construction or excavation of trenches which are five feet or deeper.

ARTICLE XXV. INSURANCE

- A. Prior to commencing the Work, subject to the provisions of Article XXV.B "General Provisions", and at all times during the performance of the Work and for such additional

periods as required herein, CONSULTANT and all sub-consultants of every tier performing any Work under this contract shall, at CONSULTANT's and sub-consultant's sole expense, procure and maintain broad form insurance coverage at least as broad as the following minimum requirements specified below:

1.1. Professional Liability. The policies must include the following:

- A limit of liability not less than \$2,000,000 per claim
- An annual aggregate limit of not less than \$4,000,000
- Coverage shall be appropriate for the CONSULTANT'S profession and provided services to include coverage for errors and omissions arising out of the CONSULTANT'S professional services, or services of any person employed by the CONSULTANT, or any person for whose acts, errors, mistakes or omissions the CONSULTANT may be legally liable.
- If Coverage is on a claims made basis:
 - Policy shall contain a retroactive date for coverage of prior acts, which date will be prior to the date the CONSULTANT begins to perform Work under this Contract.
 - CONSULTANT shall secure and maintain "tail" coverage for a minimum of three (3) years after Contract completion.

1.2. Worker's Compensation/Employer's Liability. The policies must include the following:

- Coverage A. Statutory Benefits
- Coverage B. Employer's Liability
- Bodily Injury by accident - \$1,000,000 per accident
- Bodily Injury by disease - \$1,000,000 policy limit/\$1,000,000 each employee

Such policies shall contain a waiver of subrogation in favor of the parties named as Indemnitees below. Such insurance shall be in strict accordance with the applicable workers' compensation laws in effect during performance of the Work by CONSULTANT or any subconsultant of any tier. All subconsultants of any tier performing any portion of the Work for CONSULTANT shall also obtain and maintain the same insurance coverage as specified in this subparagraph, with a waiver of subrogation in favor of CONSULTANT and all parties named as Indemnitees below. Where coverage is provided through the California State Compensation Insurance Fund, the requirement for a minimum A.M. Best rating does not apply.

1.3. Commercial General Liability. The policy must include the following:

- Consultant shall maintain commercial general liability (CGL) insurance (Insurance Services Office (ISO) Form CG 00 01), and if necessary excess/umbrella

commercial liability insurance, with a combined limit of liability of not less than **\$3,000,000 each occurrence**. If the contract value is equal to or in excess of \$25,000,000, then the combined limit of liability shall be no less than **\$25,000,000 each occurrence**.

- The policy shall, at a minimum, include coverage for any and all of the following: bodily injury, property damage, personal injury, broad form contractual liability (including coverage to the maximum extent possible for the indemnifications in this Contract), premises-operations (including explosion, collapse and underground coverage), duty to defend in addition to (without reducing) the limits of the policy(ies), and products and completed operations.
 - \$2,000,000 per occurrence limit for property damage or bodily injury
 - \$1,000,000 per occurrence limit for personal injury and advertising injury
 - \$2,000,000 per occurrence limits for products/completed operations coverage (ISO Form 20 37 10 01) if SBCTA's Risk Manager determines it is in SBCTA's best interests to require such coverage,
- If a general aggregate applies, it shall apply separately to this project/location. The project name must be indicated under "Description of Operations/Locations" (ISO Form CG 25 03 or CG 2504).
- Coverage is to be on an "occurrence" form. "Claims made" and "modified occurrence" forms are not acceptable.
- A copy of the declaration page or endorsement page listing all policy endorsements for the CGL policy must be included.

All subconsultants of any tier performing any portion of the Work for CONSULTANT shall also obtain and maintain the CGL insurance coverage with limits not less than:

- Each occurrence limit: \$1,000,000
- General aggregate limit: \$2,000,000
- Personal injury and advertising limit \$1,000,000
- Products-completed operations aggregate limit \$2,000,000

All subconsultants' and sub-subconsultants' deductibles or self-insured retentions must be acceptable to SBCTA's Risk Manager.

1.4. Umbrella/Excess CGL. The policy must include the following:

- If the CONSULTANT elects to include an umbrella or excess policy to cover any of the total limits required beyond the primary commercial general liability policy limits and/or the primary commercial automobile liability policy limits, then the policy must include the following:
 - The umbrella or excess policy shall follow form over the CONSULTANT's primary general liability coverage and shall provide a separate aggregate limit for products and completed operations coverage.

- The umbrella or excess policy shall not contain any restrictions or exclusions beyond what is contained in the primary policy.
- The umbrella or excess policy shall contain a clause stating that it takes effect (drops down) in the event the primary limits are impaired or exhausted.
- The umbrella or excess policy must also extend coverage over the automobile policy if it is to be used in combination with the primary automobile policy to meet the total insurance requirement limits.

There shall be no statement limiting the coverage provided to the parties listed as additionally insureds or as indemnitees below.

1.5. Commercial Auto. The policy must include the following:

- A total limit of liability of not less than **\$3,000,000** each accident. This total limits of liability may be met by combining the limits of the primary auto policy with an umbrella or excess policy in accordance with subparagraph 4 (Umbrella/Excess CGL) of Section A of this Article.
- Such insurance shall cover liability arising out of any vehicle, including owned, hired, leased, borrowed and non-owned vehicles assigned to or used in performance of the CONSULTANT services.
- Combined Bodily Injury and Property Damage Liability insurance
The commercial automobile liability insurance shall be written on the most recent edition of ISO Form CA 00 01 or equivalent acceptable to SBCTA.

1.6. Pollution Liability. Purposely omitted

1.7. Railroad Protective Liability. The policy must include the following:

- Should the CONSULTANT need to perform activities in a railroad right-of-way, SBCTA's Risk Manager and/or a railroad operator may require CONSULTANT to provide Railroad Protective Liability.
- In such a case, the policy shall be in amounts and coverages and from issuers, acceptable to SBCTA's Risk Manager in his/her sole discretion.
- Depending on facts and circumstances, and the terms and conditions of the policy involved, SBCTA's Risk Manager may choose to find that the CONSULTANT satisfactorily meets this requirement by obtaining one of the following: a) an acceptable Railroad Protective Liability specific policy; b) a waiver of any railroad liability exclusion from the CONSULTANT's existing general liability policy; or c) acceptable general liability insurance without a railroad exclusion.

B. General Provisions

1.1 Qualifications of Insurance Carriers. If policies are written by insurer carrier authorized and admitted to do business in the state of California, then the insurer carriers must have a current A.M. Best rating of A-VIII or better and if policies are written by insurance carriers that are non- admitted but authorized to conduct

business in the state of California, then they must meet the current A.M. Best rating of A-:X or better, unless otherwise approved in writing by SBCTA's Risk Manager.

- 1.2 Additional Insurance Coverage. All policies, except those for Workers' Compensation and Professional Liability insurance, shall be endorsed by ISO Form CG 20 10 11 85, or if not available, then ISO Form CG 20 38, to name San Bernardino County Transportation Authority and its officers, directors, members, employees, agents and volunteers, as additional insureds ("Additional Insureds"). With respect to general liability arising out of or connected with work or operations performed by or on behalf of the CONSULTANT under this Contract, coverage for such Additional Insureds shall not extend to liability to the extent prohibited by section 11580.04 of the Insurance Code. The additional insured endorsements shall not limit the scope of coverage for SBCTA to vicarious liability but shall allow coverage for SBCTA to the full extent provided by the policy.
- 1.3 Proof of Coverage. Evidence of insurance in a form acceptable to SBCTA's Risk Manager, including declarations pages of each policy, certificates of insurance and the required additional insured endorsements, shall be provided to SBCTA's Procurement Analyst prior to issuance of the NTP or prior to commencing any Work, as SBCTA specifies. Certificate(s) of insurance, as evidence of the required insurance shall: be executed by a duly authorized representative of each insurer; show compliance with the insurance requirements set forth in this Article; set forth deductible amounts applicable to each policy; list all exclusions which are added by endorsement to each policy; and also include the Contract Number and the SBCTA Project Manager's name on the face of the certificate. If requested in writing by SBCTA, CONSULTANT shall submit complete copies of all required insurance policies within ten (10) business days of a written request by SBCTA.
- 1.4 Deductibles and Self-Insured Retention. Regardless of the allowance of exclusions or deductibles by SBCTA, CONTRACTOR shall be responsible for any deductible or self-insured retention (SIR) amount and shall warrant that the coverage provided to SBCTA is consistent with the requirements of this Article. CONTRACTOR will pay, and shall require its sub-CONTRACTORS to pay, all deductibles, co-pay obligations, premiums and any other sums due under the insurance required in this Article. Any deductibles or self-insured retentions must be declared to and approved in writing by SBCTA's Risk Manager. At the option of SBCTA, if the deductible or SIR is greater than \$ 50,000 or five (5) percent of the amount of coverage required under this Contract, whichever is less, the CONTRACTOR shall guarantee that either: (1) the insurer shall reduce or eliminate such deductibles or self-insured retentions as respects to SBCTA, its directors, officials, officers, employees and agents; or, (2) the CONTRACTOR shall procure a bond guaranteeing the amount of the deductible or self-insured retention. SBCTA will have the right, but not the obligation, to pay any deductible or SIR due under any insurance policy. If SBCTA pays any sums due under any insurance required above, SBCTA may withhold said sums from any amounts due to CONTRACTOR.

- The Contractor's policies will neither obligate nor prohibit SBCTA or any other Additional Insured, from paying any portion of any Contractor's deductible or SIR.
- 1.5 CONSULTANT's and Subconsultants' Insurance will be Primary. All policies required to be maintained by the CONSULTANT or any subconsultant with the exception of Professional Liability and Worker's Compensation shall be endorsed, with a form at least as broad as ISO Form CG 20 01 04 13), to be primary coverage, and any coverage carried by any of the Additional Insureds shall be excess and non-contributory. Further, none of CONSULTANT's or subconsultants' pollution, automobile, general liability or other liability policies (primary or excess) will contain any cross-liability exclusion barring coverage for claims by an additional insured against a named insured.
- 1.6 Waiver of Subrogation Rights. To the fullest extent permitted by law, CONSULTANT hereby waives all rights of recovery under subrogation against the Additional Insureds named herein, and any other consultant, subconsultant or sub-subconsultant performing work or rendering services on behalf of SBCTA, in connection with the planning, development and construction of the Project. To the fullest extent permitted by law, CONSULTANT shall require similar written express waivers and insurance clauses from each of its subconsultants of every tier. CONSULTANT shall require all of the policies and coverages required in this Article to waive all rights of subrogation against the Additional Insureds (ISO Form CG 24 04 05 09). Such insurance and coverages provided shall not prohibit CONSULTANT from waiving the right of subrogation prior to a loss or claim.
- 1.7 Cancellation. If any insurance company elects to cancel or non-renew coverage for any reason, CONSULTANT will provide SBCTA thirty (30) days prior written notice of such cancellation or nonrenewal. If the policy is cancelled for nonpayment of premium, CONSULTANT will provide SBCTA ten (10) days prior written notice. In any event, CONSULTANT will provide SBCTA with a copy of any notice of termination or notice of any other change to any insurance coverage required herein which CONSULTANT receives within one business day after CONSULTANT receives it by submitting it to SBCTA at procurement@gosbcta.com to the attention of SBCTA's Procurement Analyst, and by depositing a copy of the notice in the U.S. Mail in accordance with the notice provisions of this Contract.
- 1.8 Enforcement. SBCTA may take any steps as are necessary to assure CONSULTANT's compliance with its insurance obligations as identified within this Article. Failure to continuously maintain insurance coverage as provided herein is a material breach of contract. In the event the CONSULTANT fails to obtain or maintain any insurance coverage required, SBCTA may, but is not required to, maintain this coverage and charge the expense to the CONSULTANT or withhold such expense from amounts owed CONSULTANT, or terminate this Contract. The insurance required or provided shall in no way limit or relieve CONSULTANT of its duties and responsibility under the Contract, including but

not limited to obligation to indemnify, defend and hold harmless the Indemnitees named below. Insurance coverage in the minimum amounts set forth herein shall not be construed to relieve CONSULTANT for liability in excess of such coverage, nor shall it preclude SBCTA from taking other actions as available to it under any other provision of the Contract or law. Nothing contained herein shall relieve CONSULTANT, or any subconsultant of any tier of their obligations to exercise due care in the performance of their duties in connection with the Work, and to complete the Work in strict compliance with the Contract.

- 1.9 No Waiver. Failure of SBCTA to enforce in a timely manner any of the provisions of this Article shall not act as a waiver to enforcement of any of these provisions at a later date.
- 1.10 Subconsultant Insurance. Insurance required of the CONSULTANT shall be also provided by subconsultants or by CONSULTANT on behalf of all subconsultants to cover their services performed under this Contract. CONSULTANT may reduce types and the amounts of insurance limits provided by subconsultants to be proportionate to the amount of the subconsultant's contract and the level of liability exposure for the specific type of work performed by the subconsultant. CONSULTANT shall be held responsible for all modifications, deviations, or omissions in these insurance requirements as they apply to subconsultant.
- 1.11 Higher limits. If CONSULTANT maintains higher limits than the minimums shown above, SBCTA shall be entitled to coverage for the higher limits maintained by CONSULTANT. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to SBCTA.
- 1.12 Special Risks or Circumstances. SBCTA, acting through its Executive Director, reserves the right to modify any or all of the above insurance requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

ARTICLE XXVI. INDEMNITY

- A. To the extent, but only to the extent, that CONSULTANT's Work falls within the scope of Civil Code Section 2782.8, the following indemnification is applicable:

CONSULTANT shall indemnify and defend (with legal counsel reasonably approved by SBCTA) San Bernardino County Transportation Authority and its directors, officers, employees, agents and volunteers, from any and all losses, damages, liability, actions, and/or costs for claims that arise out of, pertain to or are related to the negligence, recklessness, or willful misconduct of the design professional to the maximum extent permitted by Civil Code Section 2782.8.

- B. For all other Work and obligations under this Contract, CONSULTANT agrees to indemnify, defend (with legal counsel reasonably approved by SBCTA) and hold harmless SBCTA and its directors, officers, employees, agents and volunteers ("Indemnitees"), from any and all claims, actions, losses, damages and/or liability ("Claims") arising out of or related to any act or omission of CONSULTANT or any of its officers, employees,

agents, subconsultants or volunteers, and for any costs or expenses incurred by Indemnitees on account of any such Claims except where such indemnification is prohibited by law. This indemnification provision shall apply regardless of the existence or degree of fault of Indemnitees. CONSULTANT's indemnification obligation applies to an Indemnitee's "active" as well as "passive" negligence but does not apply to an Indemnitee's "sole negligence" or "willful misconduct" within the meaning of Civil Code Section 2782.

ARTICLE XXVII. OWNERSHIP OF DATA

- A. Upon completion of all Work under this Contract, ownership and title to all reports, documents, plans, specifications, and estimates produced as part of this Contract will automatically be vested in SBCTA, and no further agreement will be necessary to transfer ownership to SBCTA. CONSULTANT shall furnish SBCTA all necessary copies as needed to complete the review and approval process.
- B. It is understood and agreed that all calculations, drawings and specifications, whether in hard copy or machine-readable form, are intended for one-time use in the construction of the Project for which this Contract has been entered into.
- C. CONSULTANT is not liable for claims, liabilities, or losses arising out of or connected with the modification or misuse by SBCTA of the machine-readable information and data provided by CONSULTANT under this Contract; further, CONSULTANT is not liable for claims, liabilities, or losses arising out of or connected with any use by SBCTA of the project documentation on other projects or additions to this project, or for the completion of this project by others, except only such use as may be authorized in writing by CONSULTANT.
- D. Applicable patent rights provisions regarding rights to inventions shall be included in the Contract as appropriate (48 CFR 27, Subpart 27.3, Patent Rights under Government Contracts for federal-aid contracts).
- E. SBCTA may permit copyrighting reports or other agreement products. If copyrights are permitted, the agreement shall provide that the FHWA shall have the royalty-free nonexclusive and irrevocable right to reproduce, publish, or otherwise use, and to authorize others to use, the work for government purposes.
- F. Any subcontract in excess of \$25,000 entered into as a result of this Contract, shall contain all of the provisions of this Article.

ARTICLE XXVIII. CLAIMS FILED BY SBCTA's CONSTRUCTION CONTRACTOR

- A. If claims are filed by SBCTA's construction contractor relating to Work performed by CONSULTANT's personnel and additional information or assistance from CONSULTANT's personnel is required in order to evaluate or defend against such claims, CONSULTANT agrees to make its personnel available for consultation with SBCTA and legal staff, and for testimony, if necessary, at depositions, administrative proceedings, trial or arbitration proceedings.

- B. CONSULTANT's personnel that SBCTA considers essential to assist in defending against construction contractor claims will be made available on reasonable notice from SBCTA. Consultation or testimony will be reimbursed at the same rates, including travel costs that are being paid for the CONSULTANT's personnel services under this Contract.
- C. Services of CONSULTANT's personnel in connection with SBCTA's construction contractor claims will be performed pursuant to a written contract amendment, if necessary, extending the termination date of this Contract in order to resolve the construction claims.
- D. Any subcontract in excess of \$25,000 entered into as a result of this Contract, shall contain all of the provisions of this Article.

ARTICLE XXIX. CONFIDENTIALITY OF DATA

- A. All financial, statistical, personal, technical, or other data and information relative to SBCTA's operations which are designated confidential by SBCTA and made available to CONSULTANT in order to carry out this Contract shall be protected by CONSULTANT from unauthorized use and disclosure.
- B. Permission to disclose information on one occasion or at a public hearing held by SBCTA relating to the Contract shall not authorize CONSULTANT to further disclose such information or disseminate the same on any other occasion.
- C. CONSULTANT shall not comment publicly to the press or any other media, including social media, regarding the Contract or SBCTA's actions on the same, except to SBCTA's staff, CONSULTANT's own personnel involved in the performance of this Contract, at public hearings or in response to questions from a SBCTA Board Committee or other public meeting approved by SBCTA.
- D. CONSULTANT shall not issue any news release or public relations item of any nature whatsoever regarding Work performed or to be performed under this Contract without prior review of the contents thereof by SBCTA and receipt of SBCTA's written permission.
- E. Any SBCTA communications or materials to which CONSULTANT or its subconsultants or agents have access, or materials prepared by CONSULTANT under the terms of this Contract, shall be held in confidence by CONSULTANT, who shall exercise reasonable precautions to prevent the disclosure of confidential information to anyone except as expressly authorized by SBCTA. Any communications with or work product of SBCTA's legal counsel to which CONSULTANT or its subconsultants or agents have access in performing Work under this Contract shall be subject to attorney-client privilege and attorney work product doctrine and shall be confidential. CONSULTANT shall not release any reports, information or promotional material or allow for the use of any photos related to this Contract for any purpose without prior written approval of SBCTA.
- F. Any subcontract entered into as a result of this Contract shall contain all of the provisions of this Article.

- G. CONSULTANT agrees to inform itself and make its employees, agents and subconsultants aware of the requirements of SBCTA's privacy confidentiality policies, and to abide by the same. CONSULTANT further agrees to require all employees, agents, and subconsultants assigned to any SBCTA project or task to sign and adhere to a SBCTA Confidentiality Agreement as directed by SBCTA personnel. CONSULTANT acknowledges and agrees that its duties and obligations under this provision specifically pertain to, but is not to, all of its employees, agents, and subconsultants who may have access to Personally Identifiable Information ("PII") and/or Sensitive Security Information ("SSI") within the custody or control of SBCTA.

ARTICLE XXX. NATIONAL LABOR RELATIONS BOARD CERTIFICATION

In accordance with Public Contract Code Section 10296, CONSULTANT hereby states under penalty of perjury that no more than one final unappealable finding of contempt of court by a federal court has been issued against CONSULTANT within the immediately preceding two-year period, because of CONSULTANT's failure to comply with an order of a federal court that ordered CONSULTANT to comply with an order of the National Labor Relations Board.

ARTICLE XXXI. EVALUATION OF CONSULTANT

CONSULTANT's performance may be evaluated by SBCTA. A copy of the evaluation will be sent to CONSULTANT for comments. The evaluation together with the comments shall be retained as part of the Contract file. This information may be used when evaluating the firm on future proposal submittals.

ARTICLE XXXII. RETENTION OF FUNDS

- A. Any subcontract entered into as a result of this Contract shall contain all of the provisions of this Article.
- B. Retention.
1. As partial security against CONSULTANT's failure to perform under this CONTRACT, SBCTA shall withhold a retention of five percent (5%) of the total amount of each invoice from CONSULTANT up to \$250,000. All retained funds shall be released by SBCTA within sixty (60) calendar days after the last to occur of:
 - a. SBCTA's payment of the final invoice, unless SBCTA elects to audit CONSULTANT's records in accordance with this Contract. If SBCTA elects to audit, then retain funds shall be paid to CONSULTANT with thirty (30) calendar days of completion of the audit in an amount reflecting any adjustments required by the audit; or
 - b. final resolution of all Stop Notices, claims for payment and/or other claims arising out of the Work performed under the Contract.
 2. CONSULTANT, or subconsultant, shall return all monies withheld in retention from a subconsultant within thirty (30) days after receiving payment for Work satisfactorily completed and accepted including incremental acceptances of portions of the Work by SBCTA. Federal law (49 CFR 26.29) requires that any delay or postponement of payment

over thirty (30) days may take place only for good cause and with SBCTA's prior written approval. Any violation of this provision shall subject the violating CONSULTANT or subconsultant to the penalties, sanctions and other remedies specified in Section 7108.5 of the Business and Professions Code. These requirements shall not be construed to limit or impair any contractual, administrative, or judicial remedies otherwise available to CONSULTANT or subconsultant in the event of a dispute involving late payment or non-payment by CONSULTANT, deficient subconsultant performance, or noncompliance by a subconsultant. This provision applies to both DBE and non-DBE consultants and subconsultants.

ARTICLE XXXIII. RESPONSIBILITY OF CONSULTANT

- A. CONSULTANT shall be responsible for the professional quality, technical accuracy, and the assurance of compliance with all applicable federal, state, and local laws and regulations, and other Work furnished by CONSULTANT under the Contract. The Contract includes reference to the appropriate standards for design or other standards for Work performance stipulated in the Contract.
- B. In addition to any other requirements of this Contract or duties and obligations imposed on CONSULTANT by law, CONSULTANT shall, as an integral part of its Work, employ quality control procedures that identify potential risks and uncertainties related to scope, schedule, cost, quality and safety of the Project and the Work performed by CONSULTANT within the areas of CONSULTANT's expertise. Risks that may be encountered include, but are not limited to, soil conditions, constructability, factors of safety, impact on adjacent properties, public safety, and environmental considerations. At any time during performance of the Scope of Work, should CONSULTANT observe, encounter, or identify any unusual circumstances or uncertainties which could pose potential risk to SANBAG or the Project, CONSULTANT shall immediately document such matters and notify SBCTA in writing. CONSULTANT shall also similarly notify SBCTA in regard to the possibility of any natural catastrophe, potential failure, or any situation that exceeds environmental, design, and/or construction assumptions and could precipitate a failure of any structure or other part of the Project. Notifications under this paragraph shall be specific, clear and timely, and in a form which will enable SBCTA to understand and evaluate the magnitude and effect of the risk and/or uncertainties involved.
- C. When a modification to a construction contract is required because of an error or deficiency in the design Work provided under this Contract, CONSULTANT shall be responsible for any and all additional costs associated with the construction contract or the construction of the Project.
- D. SBCTA shall advise CONSULTANT of CONSULTANT's responsibility for additional costs as described above and shall collect the amount due, including but not limited to withholding of payments if the recoverable cost will exceed the administrative cost involved or is otherwise in SBCTA's best interest. SBCTA shall include in the Contract Audit File a written statement of the reasons for the decision to recover or not recover the costs from CONSULTANT.

- E. CONSULTANT shall document the results of the Work to the satisfaction of SBCTA, and if applicable, Caltrans and FHWA. This may include preparation of progress and final reports, plans, specifications and estimates, or similar evidence of attainment of SBCTA's objectives.
- F. As applicable, the responsible consultant/engineer shall sign all plans, specifications, estimates (PS&E) and engineering data furnished by him/her, certify as-built drawings, and where appropriate, indicate his/her California registration or license number.

ARTICLE XXXIV. TECHNICAL DIRECTION

- A. Performance of Work under this Contract shall be subject to the technical direction of SBCTA's Project Manager. The term "Technical Direction" is defined to include, without limitation:
 - 1. Directions to CONSULTANT which redirect the Contract effort, shift work emphasis between work areas or tasks, require pursuit of certain lines of inquiry, fill in details or otherwise serve to accomplish the contractual Scope of Work.
 - 2. Provision of written information to CONSULTANT which assists in the interpretation of drawings, reports, or technical portions of the Scope of Work described herein.
 - 3. Review and, where required by the Contract, approval of technical reports, drawings, specifications and technical information to be delivered by CONSULTANT to SBCTA under the Contract.
 - 4. SBCTA may modify this Contract for certain administrative modifications without issuing a written amendment. Administrative modifications as defined herein are limited to: substitutions of personnel identified in this Contract, including Key Personnel and project personnel and subconsultants; modifications to hourly rates, classifications, and names of personnel in Exhibit B; and modifications of the address of the CONSULTANT. All administrative modifications shall be documented in writing between the Parties.
- B. Technical Direction must be within the Scope of Work under this Contract. SBCTA does not have the authority to, and may not, issue any Technical Direction which:
 - 1. Increases or decreases the Scope of Work;
 - 2. Directs CONSULTANT to perform Work outside the original intent of the Scope of Work;
 - 3. In any manner causes an increase or decrease in the Contract price as identified in this Contract, or the time required for Contract performance;
 - 4. Changes any of the expressed terms, conditions or specifications of the Contract; unless identified herein;

5. Interferes with the CONSULTANT's right to perform the terms and conditions of the Contract; or
 6. Approves any demand or claim for additional payment.
- C. Failure of CONSULTANT and SBCTA's Project Manager to agree that the Technical Direction is within the scope of the Contract, or a failure to agree upon the Contract action to be taken, shall be subject to the provisions of the "DISPUTES" Article herein.
- D. All Technical Direction shall be issued in writing by SBCTA's Project Manager.
- E. CONSULTANT shall proceed promptly with the performance of Technical Direction, in the manner prescribed by this Article and within their authority under the provisions of this Article. If, in the opinion of CONSULTANT, any instruction or direction by SBCTA falls within one of the categories defined in B.1. through B.6. of this Article, CONSULTANT shall not proceed but shall notify SBCTA in writing within five (5) working days after receipt of any such instruction or direction and shall request SBCTA to modify the Contract accordingly. Upon receiving the notification from the CONSULTANT, SBCTA's Project Manager shall:
1. Advise CONSULTANT in writing within thirty (30) calendar days after receipt of the CONSULTANT's letter that the Technical Direction is or is not within the scope of this Contract.
 2. Advise CONSULTANT within a reasonable time whether SBCTA will or will not issue a written amendment.
- F. There shall be no changes in CONSULTANT's Key Personnel as identified herein, without prior written approval by SBCTA's Project Manager.

ARTICLE XXXV. KEY PERSONNEL

The personnel specified below are considered to be essential to the Work being performed under this Contract. Prior to diverting any of the specified individuals to other projects, or reallocating any tasks or hours of Work that are the responsibility of key personnel to other personnel, CONSULTANT shall notify SBCTA in writing and shall submit justifications (including proposed substitutions, resumes and payroll information to support any changes to the labor rate) in sufficient detail to permit evaluation of the impact on the Project. Diversion or reallocation of key personnel shall not be made without prior written consent of SBCTA's Project Manager. CONSULTANT shall not substitute any key personnel without the prior written consent of SBCTA's Project Manager. In the event that the Parties cannot agree as to the substitution of key personnel, SBCTA may terminate the Contract.

Key Personnel are:

Name	Job Classification/Function
Jose Corona, PE	Project Manager/Resident Engineer
Faisal Zalout, PE, QSD	Structure Representative
Abdel (Abbot) Alahmad, PE	Quality Manager
Peter Bassford, PSP	Scheduler

ARTICLE XXXVI. REPRESENTATIONS

All Work supplied by CONSULTANT under this Contract shall be supplied by personnel who are qualified, careful, skilled, experienced and competent in their respective trades or professions. CONSULTANT agrees that they are supplying professional services, findings, and/or recommendations in the performance of this Contract and agrees with SBCTA that the same shall conform to professional and engineering and environmental principles and standards that are generally accepted in the profession in the State of California.

ARTICLE XXXVII. ADDITIONAL TERMINATION PROVISIONS

- A. In addition to the terms of Article VI, the following provisions apply to termination of the Contract.
- B. Termination for Convenience – SBCTA's Executive Director shall have the right at any time, with or without cause, to terminate further performance of Work by giving thirty (30) calendar days written notice to CONSULTANT specifying the date of termination. On the date of termination stated in said notice, CONSULTANT shall promptly discontinue performance of Work and shall preserve Work in progress and completed Work, pending SBCTA's instruction, and shall turn over such Work in accordance with SBCTA's instructions.
 - 1. CONSULTANT shall deliver to SBCTA all deliverables prepared by CONSULTANT or its subconsultants or furnished to CONSULTANT by SBCTA. Upon such delivery, CONSULTANT may then invoice SBCTA for payment in accordance with the terms of this Contract.
 - 2. If CONSULTANT has fully and completely performed all obligations under this Contract up to the date of termination, CONSULTANT shall be entitled to receive from SBCTA as complete and full settlement for such termination a pro rata share of the Contract cost based upon the percentage of all contracted Work satisfactorily executed to the date of termination.
 - 3. CONSULTANT shall be entitled to receive the actual costs incurred by CONSULTANT to return CONSULTANT's tools and equipment, if any, to it or its suppliers' premises, or to turn over Work in progress in accordance with SBCTA's instructions plus the actual cost necessarily incurred in effecting the termination.

- C. Termination for Cause – In the event CONSULTANT shall file a petition in bankruptcy court, or shall make a general assignment for the benefit of its creditors, or if a petition in bankruptcy shall be filed against CONSULTANT or a receiver shall be appointed on account of its insolvency, or if CONSULTANT shall default in the performance of any express obligation to be performed by it under this Contract and shall fail to immediately correct (or if immediate correction is not possible, shall fail to commence and diligently continue action to correct) such default within ten (10) calendar days following written notice, SBCTA may, without prejudice to any other rights or remedies SBCTA may have, and in compliance with applicable Bankruptcy Laws: (a) hold in abeyance further payments to CONSULTANT; (b) stop any Work of CONSULTANT or its subconsultants related to such failure until such failure is remedied; and/or (c) terminate this Contract by written notice to CONSULTANT specifying the date of termination. In the event of such termination by SBCTA, SBCTA may take possession of the products and finished Work by whatever method SBCTA may deem expedient.
1. A waiver by SBCTA of one default of CONSULTANT shall not be considered to be a waiver of any subsequent default of CONSULTANT of the same or any other provision, nor be deemed to waive, amend, or modify this Contract.
 2. CONSULTANT shall deliver to SBCTA all finished and unfinished deliverables under this Contract prepared by CONSULTANT or its subconsultants or furnished to CONSULTANT by SBCTA within ten (10) working days of said notice.
- D. All claims for compensation or reimbursement of costs under any of the foregoing provisions shall be supported by documentation submitted to SBCTA, satisfactory in form and content to SBCTA and verified by SBCTA. In no event shall CONSULTANT be entitled to any payment for prospective profits or any damages because of such termination.

ARTICLE XXXVIII. OPTION TERMS

SBCTA at its sole discretion may extend the original term of the Contract by exercising up to (1) one year option term. The maximum term of this Contract, including the option term if exercised, will not exceed December 30, 2027.

ARTICLE XXXIX. ADDITIONAL PAYMENT TERMS.

A. STATEMENT WITH INVOICES.

CONSULTANT shall include a statement and release with each invoice, satisfactory to SBCTA, that CONSULTANT has fully performed the Work invoiced pursuant to this Contract for the period covered, that all information included with the invoice is true and correct, and that all payments to and claims of CONSULTANT and its subconsultants for Work during the period will be satisfied upon the making of such payment. SBCTA shall not be obligated to make payments to CONSULTANT until CONSULTANT furnishes such statement and release.

B. JUNE INVOICES.

The invoice for Work performed in the month of June shall be submitted by July 10th.

ARTICLE XL. TAXES, DUTIES AND FEES

Except to the extent expressly provided elsewhere in this Contract, CONSULTANT shall pay when due, and the compensation set forth herein shall be inclusive of all: a) local, municipal, state, and federal sales and use taxes; b) excise taxes; c) taxes on personal property owned by CONSULTANT; and d) other governmental fees and taxes or charges of whatever nature applicable to CONSULTANT to enable it to conduct business.

ARTICLE XLI. PERMITS AND LICENSES

CONSULTANT shall, without additional compensation, keep current all governmental permits, certificates and licenses (including professional licenses) and required registrations necessary for CONSULTANT to perform Work identified herein.

ARTICLE XLII. CONFLICT OF INTEREST CODE

CONSULTANT is obligated to fully disclose to SBCTA, in writing, any conflict of interest issues as soon as they are known to CONSULTANT. CONSULTANT agrees that CONSULTANT's staff designated by SBCTA's Executive Director as "Consultants" under the Political Reform Act and SBCTA's Conflict of Interest Code shall timely file Statements of Economic Interest with the SBCTA Clerk of the Board as required for the term of the Contract.

ARTICLE XLIII. NOTIFICATION

All notices hereunder and communications regarding the interpretation of the terms of this Contract and changes thereto, shall be effected by the mailing thereof by registered or certified mail, return receipt requested, postage prepaid, and addressed as follows:

To CONSULTANT	To SBCTA
3281 East Guasti Road Suite 700- #700	1170 W. 3rd Street, 2nd Floor
Ontario, CA 91761	San Bernardino, CA 92410-1715
Attn: Joe Corona PE	Attn: Henry Stultz
	cc: Procurement Manager
Phone: (562) 833-4622	Phone: (909) 884-8276

ARTICLE XLIV. STOP WORK ORDER

Upon failure of CONSULTANT or its subconsultants to comply with any of the requirements of this Contract, SBCTA shall have the right to stop any or all Work affected by such failure until such failure is remedied or to terminate this Contract in accordance with the "TERMINATION" provisions in Articles VI and XXXVII.

ARTICLE XLV. CLAIMS

SBCTA shall not be bound to any adjustments in the Contract amount or schedule unless expressly agreed to by SBCTA in writing. SBCTA shall not be liable to CONSULTANT for any claim asserted by CONSULTANT after final payment has been made under this Contract.

ARTICLE XLVI. ERRORS AND OMISSIONS

CONSULTANT shall be responsible for the professional quality, technical accuracy, and coordination of all Work required under this Contract. CONSULTANT shall be liable for SBCTA costs resulting from errors or deficiencies in Work furnished under this Contract, including but not limited to any fines, penalties, damages, and costs associated with a modification to a construction contract required because of an error or deficiency in the Work provided by CONSULTANT under this Contract.

ARTICLE XLVII. WARRANTY

CONSULTANT warrants that all Work performed shall be in accordance with the Contract and all applicable professional standards. In the event of a breach of this provision, CONSULTANT shall take the necessary actions to correct the breach at CONSULTANT's sole expense. If CONSULTANT does not take the necessary action to correct the breach, SBCTA, without waiving any other rights or remedies it may have, may take the necessary steps to correct the breach, and CONSULTANT shall promptly reimburse SBCTA for all expenses and costs incurred.

ARTICLE XLVIII. INDEPENDENT CONTRACTOR

CONSULTANT is and shall be at all times an independent contractor. Accordingly, all Work provided by CONSULTANT shall be done and performed by CONSULTANT under the sole supervision, direction and control of CONSULTANT. SBCTA shall rely on CONSULTANT for results only, and shall have no right at any time to direct or supervise CONSULTANT or CONSULTANT's employees in the performance of Work or as to the manner, means and methods by which Work is performed. All personnel furnished by CONSULTANT under this Contract and all representatives of CONSULTANT shall be and remain the employees or agents of CONSULTANT or of CONSULTANT's subconsultant(s) at all times, and shall not at any time or for any purpose whatsoever be considered employees or agents of SBCTA.

ARTICLE XLIX. ATTORNEYS' FEES

If any legal action is instituted to enforce or declare any Party's rights under the Contract, each Party, including the prevailing Party, must bear its own costs and attorneys' fees. This Article shall not apply to those costs and attorneys' fees directly arising from any third party legal action against a Party hereto and payable under the "Indemnity" provision of the Contract.

ARTICLE L. GOVERNING LAW AND VENUE

This Contract shall be subject to the law and jurisdiction of the State of California. The Parties acknowledge and agree that this Contract was entered into and intended to be performed in whole or substantial part in San Bernardino County, California. The Parties agree that the venue for any action or claim brought by any Party to this Contract will be the Superior Court of California, San Bernardino County. Each Party hereby waives any law or rule of court which would allow them to request or demand a change of venue. If any action or claim concerning this Contract is brought by any third party, the Parties hereto agree to use their best efforts to obtain a change of venue to the Superior Court of California, San Bernardino County.

ARTICLE LI. FEDERAL, STATE AND LOCAL LAWS

CONSULTANT warrants that in the performance of this Contract, it shall comply with all applicable federal, state and local laws, ordinances, rules and regulations.

ARTICLE LII. PRECEDENCE

- A. The Contract consists of the Contract Articles, Exhibit A “Scope of Work,” Exhibit B “CONSULTANT’s Approved Cost Proposal,” SBCTA’s Request For Proposals and CONSULTANT’s Proposal, all of which are incorporated into this Contract by this reference.
- B. The following order of precedence shall apply: first, the Contract Articles, second, Exhibits A and B; third, SBCTA’s Request For Proposals; and last, CONSULTANT’s Proposal.
- C. In the event of an express conflict between the documents listed in this Article, or between any other documents which are a part of the Contract, CONSULTANT shall notify SBCTA in writing within three (3) business days of its discovery of the conflict and shall comply with SBCTA's resolution of the conflict.

ARTICLE LIII. GRATUITIES

CONSULTANT, its employees, agents, or representatives shall not offer or give to any officer, official, agent or employee of SBCTA any gift, entertainment, payment, loan, or other gratuity.

ARTICLE LIV. REVIEW AND ACCEPTANCE

All Work performed by CONSULTANT shall be subject to periodic review and approval by SBCTA at any and all places where such performance may be carried on. Failure of SBCTA to make such review or to discover defective work shall not prejudice the rights of SBCTA at the time of final acceptance. All Work performed by CONSULTANT shall be subject to periodic and final review and acceptance by SBCTA upon completion of all Work.

ARTICLE LV. DRUG FREE WORKPLACE

CONSULTANT agrees to comply with the Drug-Free Workplace Act of 1990 (Government Code Section 8350 et seq.).

ARTICLE LVI. FORCE MAJEURE

CONSULTANT shall not be in default under this Contract in the event that the Work performed by CONSULTANT is temporarily interrupted or discontinued for any of the following reasons: riots, wars, sabotage, acts of terrorism, civil disturbances, insurrection, explosion, pandemics, quarantines, acts of God, acts of government or governmental restraint, and natural disasters such as floods, earthquakes, landslides, and fires, or other catastrophic events which are beyond the reasonable control of CONSULTANT and which CONSULTANT could not reasonably be expected to have prevented or controlled. “Other catastrophic events” does not include the financial inability of CONSULTANT to perform or failure of CONSULTANT to obtain either any necessary permits or licenses from other governmental agencies or the right to use the facilities of any public utility where such failure is due solely to the acts or omissions of CONSULTANT.

ARTICLE LVII. COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT

CONSULTANT shall comply with all applicable provisions of the Americans With Disabilities Act (42 U.S.C. § 12101 et seq.) in performing Work under this Contract.

ARTICLE LVIII. CLEAN AIR

CONSULTANT shall comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. §§ 7401 et seq. and the Federal Water Pollution Control Act (33 U.S.C. 1251-1387) as amended. CONSULTANT shall report each violation to SBCTA, who will in turn report each violation as required to assure notification to the Federal Awarding Agency and the appropriate EPA Regional Office. CONSULTANT agrees to include this requirement in all of its subcontracts which exceed \$100,000.

ARTICLE LIX. ENTIRE DOCUMENT

- A. This Contract constitutes the sole and only agreement governing the Work and supersedes any prior understandings, written or oral, between the Parties respecting the Project. All previous proposals, offers and other communications, written or oral, relative to this Contract, are superseded except to the extent that they have been expressly incorporated into this Contract.
- B. No agent, official, employee or representative of SBCTA has any authority to bind SBCTA to any affirmation, representation or warranty outside of, or in conflict with, the stated terms of this Contract, and CONSULTANT hereby stipulates that it has not relied, and will not rely, on same.
- C. Both Parties have been represented or had the full opportunity to be represented by legal counsel of their own choosing in the negotiation and preparation of this Contract. Therefore, the language in all parts of this Contract will be construed, in all cases, according to its fair meaning, and not for or against either Party.

ARTICLE LX. CONTRACT

The two Parties to this Contract, who are the CONSULTANT and SBCTA, hereby agree that this Contract constitutes the entire agreement which is made and concluded in duplicate between the two Parties. Both of these Parties for and in consideration of the payments to be made, conditions mentioned, and Work to be performed, each agree to diligently perform in accordance with the terms and conditions of this Contract as evidenced by the signatures below.

-----SIGNATURES ARE ON THE FOLLOWING PAGE-----

IN WITNESS WHEREOF, the Parties hereto have executed this Contract on the day and year written below.

SYRUSA ENGINEERING, INC.

By: _____
Jose Corona
President

Date: _____

By: _____
Mary Zahlout
Secretary

Date: _____

**SAN BERNARDINO COUNTY
TRANSPORTATION AUTHORITY**

By: _____
Curt Hagman
President, Board of Directors

Date: _____

APPROVED AS TO FORM

By: _____
Juanda Daniel
Assistant General Counsel

Date: _____

CONCURRENCE

By: _____
Jeffery Hill
Procurement Manager

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT SYRUSA Engineering, Inc.

PRIME X SUB _____

CONTRACT TYPE ACTUAL COST PLUS FIXED FEE

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. _____ DATE 28-Oct-21

Prime Consultant's Participation Amount \$ _____

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

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

Name/Classification	Home Office Personnel/ Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable DELTA (TOTAL)	DELTA (BASE) = Employee Base - DIR Base		Applicable DELTA Base = DIR Rate - Employee Base Rate		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class						
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total + Base + Fringe			Straight		Straight		Straight	Straight		Straight	Straight		Straight	OT (1.5x)				OT (2x)					
		From	To	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	1.5 OT			2.0 OT	1.5 OT		2.0 OT	1.5 OT		2.0 OT	1.5 OT							2.0 OT				
Arian Angha, Roadway Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.00	\$108.00	\$144.00	\$10.28	\$82.28	\$118.28	\$154.28	\$0.03	\$9.93	\$19.82	\$0.00	\$29.69	\$39.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.29	\$207.29	\$243.29	5.00%	\$ 72.00	N/A	
Prevailing Wage Work (non-Exempt)		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.60	\$113.40	\$151.20	\$10.28	\$85.88	\$123.68	\$161.48	\$3.63	\$15.33	\$27.02	\$0.00	\$35.09	\$46.78	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.85	\$217.65	\$255.45	5.00%	\$ 75.60		
		7/1/2023	6/29/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.38	\$119.07	\$158.76	\$10.28	\$89.66	\$129.35	\$169.04	\$7.41	\$21.00	\$34.58	\$0.00	\$40.76	\$54.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$188.84	\$228.53	\$268.22	5.00%	\$ 79.38		
		6/30/2024	6/29/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$83.35	\$125.03	\$166.70	\$10.28	\$93.63	\$135.31	\$176.98	\$11.38	\$26.95	\$42.52	\$0.00	\$46.71	\$62.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$198.29	\$239.96	\$281.64	5.00%	\$ 83.35		
Arian Angha, Roadway Inspector	FIELD	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$171.29	\$207.29	\$243.29	5.00%	\$ 72.00	N/A	
Non-Prevailing Wage Work (non-Exempt)		7/1/2022	6/30/2023															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$179.85	\$217.65	\$255.45	5.00%	\$ 75.60		
		7/1/2023	6/29/2024																\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$188.84	\$228.53	\$268.22	5.00%	\$ 79.38		
		6/30/2024	6/29/2025																\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$198.29	\$239.96	\$281.64	5.00%	\$ 83.35		
Jose Del Rio, Roadway Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.00	\$115.50	\$154.00	\$13.83	\$90.83	\$129.33	\$167.83	\$8.58	\$20.98	\$33.37	\$0.00	\$37.19	\$49.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.18	\$221.68	\$260.18	5.00%	\$ 77.00	N/A
Prevailing Wage Work (non-Exempt)		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.85	\$121.28	\$161.70	\$13.83	\$94.68	\$135.11	\$175.53	\$12.43	\$26.75	\$41.07	\$0.00	\$42.96	\$57.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$192.34	\$232.76	\$273.19	5.00%	\$ 80.85	
		7/1/2023	6/29/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$84.89	\$127.34	\$169.78	\$13.83	\$98.72	\$141.17	\$183.61	\$16.47	\$32.81	\$49.15	\$0.00	\$49.02	\$65.36	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$201.95	\$244.40	\$286.84	5.00%	\$ 84.89	
		6/30/2024	6/29/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.13	\$133.70	\$178.26	\$13.83	\$102.96	\$147.53	\$192.09	\$20.71	\$39.17	\$57.63	\$0.00	\$55.38	\$73.84	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$212.04	\$256.60	\$301.17	5.00%	\$ 89.13	
Jose Del Rio, Roadway Inspector	FIELD	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$183.18	\$221.68	\$260.18	5.00%	\$ 77.00	N/A	
Non-Prevailing Wage Work (non-Exempt)		7/1/2022	6/30/2023															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$192.34	\$232.76	\$273.19	5.00%	\$ 80.85		
		7/1/2023	6/29/2024																\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$201.95	\$244.40	\$286.84	5.00%	\$ 84.89		
		6/30/2024	6/29/2025																\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$212.04	\$256.60	\$301.17	5.00%	\$ 89.13		
Ryan Vantine, EIT Roadway Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.00	\$120.00	\$160.00	\$11.15	\$91.15	\$131.15	\$171.15	\$8.90	\$22.80	\$36.69	\$0.00	\$41.69	\$55.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.32	\$230.32	\$270.32	5.00%	\$ 80.00	N/A
Prevailing Wage Work (non-Exempt)		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$84.00	\$126.00	\$168.00	\$11.15	\$95.15	\$137.15	\$179.15	\$12.90	\$28.80	\$44.69	\$0.00	\$47.69	\$63.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$199.83	\$241.83	\$283.83	5.00%	\$ 84.00	
		7/1/2023	6/29/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$88.20	\$132.30	\$176.40	\$11.15	\$99.35	\$143.45	\$187.55	\$17.10	\$35.10	\$53.09	\$0.00	\$53.99	\$71.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$209.83	\$253.93	\$298.03	5.00%	\$ 88.20	
		6/30/2024	6/29/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$92.61	\$138.92	\$185.22	\$11.15	\$103.76	\$150.07	\$196.37	\$21.51	\$41.71	\$61.91	\$0.00	\$60.60	\$80.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$220.32	\$266.62	\$312.93	5.00%	\$ 92.61	
Ryan Vantine, EIT Roadway Inspector	FIELD	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$190.32	\$230.32	\$270.32	5.00%	\$ 80.00	N/A	
Non-Prevailing Wage Work (non-Exempt)		7/1/2022	6/30/2023															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$199.83	\$241.83	\$283.83	5.00%	\$ 84.00		
		7/1/2023	6/29/2024																\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$209.83	\$253.93	\$298.03	5.00%	\$ 88.20		
		6/30/2024	6/29/2025																\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$220.32	\$266.62	\$312.93	5.00%	\$ 92.61		
Ali Khorasani, EIT Roadway Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.00	\$120.00	\$160.00	\$12.27	\$92.27	\$132.27	\$172.27	\$10.02	\$23.92	\$37.81	\$0.00	\$41.69	\$55.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.32	\$230.32	\$270.32	5.00%	\$ 80.00	N/A
Prevailing Wage Work (non-Exempt)		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$84.00	\$126.00	\$168.00	\$12.27	\$96.27	\$138.27	\$180.27	\$12.27	\$26.27	\$40.19	\$0.00	\$47.69	\$61.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$199.83	\$241.83	\$283.83	5.00%	\$ 84.00	
		7/1/2023	6/29/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$88.20	\$132.30	\$176.40	\$12.27	\$100.47	\$144.57	\$188.67	\$18.22	\$36.22	\$54.21	\$0.00	\$53.99	\$71.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$209.83	\$253.93	\$298.03	5.00%	\$ 88.20	
		6/30/2024	6/29/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$92.61	\$138.92	\$185.22	\$12.27	\$104.88	\$151.19	\$197.49	\$22.63	\$42.83	\$63.03	\$0.00	\$60.60	\$80.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$220.32	\$266.62	\$312.93	5.00%	\$ 92.61	

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

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

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

4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

5. Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rates as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

CONTRACT TYPE _____ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ _____

Detailed Calculation																				Home Office Personnel:				Fringe Benefit %		Overhead %		General Administration %		Combined %																
Non Exempt Employee Loaded Billing Rates																				NORMAL		55.00%		+ 115.40%		+ 0.00%		= 170.40%																		
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																				OVERTIME		55.00%		+ 115.40%		+ 0.00%		= 170.40%																		
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																				Field Office Personnel:		55.00%		+ 115.40%		+ 0.00%		= 170.40%																		
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																				OVERTIME		55.00%		+ 115.40%		+ 0.00%		= 170.40%																		
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																																														
Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (Fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate				Applicable Delta (TOTAL)		DELTA (BASE) = Employee Base - DIR Base		Applicable Delta Base = DIR Rate - Employee Base Rate				Applicable Delta Delta Fringe = DELTA TOTAL - DELTA BASE (Employee v. DIR)				Loaded Hourly Billing Rates		% Escalation Increase		Hourly Rate and/or Average Hourly Rate		Hourly Range for Class						
						Base Salary		Fringe Benefits		Total Base Salary + Fringe Benefits		Base Salary		Fringe Benefits		Total + Base + Fringe		Straight		1.5 OT		2.0 OT		Straight		1.5 OT		2.0 OT		Straight		1.5 OT		2.0 OT		Straight		OT (1.5x)		OT (2x)						
Jerry Woodrow, PLS Project Supervisor/Party Chief *		FIELD	9/2/2021	6/30/2022	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$58.73	\$88.10	\$117.46	\$30.07	\$88.80	\$147.53	\$147.53	\$6.17	\$37.12	\$10.34	\$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	\$174.69	\$204.05	\$233.42	3.00%	\$ 58.73		N/A				
			7/1/2022	6/30/2023	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$60.49	\$89.74	\$119.98	\$30.07	\$90.56	\$120.81	\$151.26	\$8.93	\$10.40	\$13.86	\$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	\$179.82	\$210.17	\$240.41	3.00%	\$ 60.49						
			7/1/2023	6/30/2024	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$62.30	\$93.45	\$124.60	\$30.07	\$92.37	\$123.92	\$154.07	\$9.74	\$13.11	\$17.48	\$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	\$185.31	\$216.46	\$247.61	3.00%	\$ 62.30					
Prevailing Wage Work Non Exempt			7/1/2024	6/30/2025	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$64.17	\$96.26	\$128.34	\$30.07	\$94.24	\$126.33	\$158.41	\$10.61	\$15.92	\$21.22	\$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	\$190.87	\$222.95	\$255.04	3.00%	\$ 64.17					
Chris Dominguez Certified Party Chief *		FIELD	9/2/2021	6/30/2022	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$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	\$159.31	\$186.09	\$212.87	3.00%	\$ 53.56		N/A				
			7/1/2022	6/30/2023	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$55.17	\$82.76	\$110.34	\$30.07	\$85.24	\$112.83	\$140.41	\$1.61	\$2.41	\$3.22	\$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	\$164.10	\$191.68	\$219.27	3.00%	\$ 55.17				
			7/1/2023	6/30/2024	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$56.83	\$85.25	\$113.66	\$30.07	\$86.90	\$115.32	\$143.73	\$3.27	\$4.91	\$6.54	\$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	\$169.04	\$197.45	\$225.87	3.00%	\$ 56.83				
Prevailing Wage Work Non Exempt			7/1/2024	6/30/2025	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$58.53	\$87.80	\$117.06	\$30.07	\$88.60	\$117.87	\$147.13	\$4.97	\$7.46	\$9.94	\$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	\$174.09	\$203.36	\$232.62	3.00%	\$ 58.53				
Jeffrey Bolton, LSIT Certified Party Chief *		FIELD	9/2/2021	6/30/2022	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$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	\$159.31	\$186.09	\$212.87	3.00%	\$ 53.56		N/A			
			7/1/2022	6/30/2023	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$55.17	\$82.76	\$110.34	\$30.07	\$85.24	\$112.83	\$140.41	\$1.61	\$2.41	\$3.22	\$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	\$164.10	\$191.68	\$219.27	3.00%	\$ 55.17				
			7/1/2023	6/30/2024	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$56.83	\$85.25	\$113.66	\$30.07	\$86.90	\$115.32	\$143.73	\$3.27	\$4.91	\$6.54	\$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	\$169.04	\$197.45	\$225.87	3.00%	\$ 56.83				
Prevailing Wage Work Non Exempt			7/1/2024	6/30/2025	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$58.53	\$87.80	\$117.06	\$30.07	\$88.60	\$117.87	\$147.13	\$4.97	\$7.46	\$9.94	\$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	\$174.09	\$203.36	\$232.62	3.00%	\$ 58.53				
Jeffrey Bolton, LSIT Instrumentman*		FIELD	9/2/2021	6/30/2022	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$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	\$150.09	\$175.32	\$200.55	3.00%	\$ 50.46		N/A				
			7/1/2022	6/30/2023	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$51.97	\$77.96	\$103.94	\$29.90	\$81.87	\$107.86	\$133.84	\$1.51	\$2.26	\$3.02	\$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	\$154.58	\$180.56	\$206.55	3.00%	\$ 51.97				
			7/1/2023	6/30/2024	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$53.53	\$80.30	\$107.06	\$29.90	\$83.43	\$110.20	\$136.96	\$3.07	\$4.61	\$6.14	\$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	\$159.22	\$185.88	\$212.75	3.00%	\$ 53.53				
Prevailing Wage Work Non Exempt			7/1/2024	6/30/2025	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$55.14	\$82.71	\$110.28	\$29.90	\$85.04	\$112.61	\$140.18	\$4.68	\$7.02	\$9.36	\$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	\$164.01	\$191.58	\$219.15	3.00%	\$ 55.14				
Robert Muro Party Chief *		FIELD	9/2/2021	6/30/2022	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$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	\$159.31	\$186.09	\$212.87	3.00%	\$ 53.56		N/A			
			7/1/2022	6/30/2023	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$55.17	\$82.76	\$110.34	\$30.07	\$85.24	\$112.83	\$140.41	\$1.61	\$2.41	\$3.22	\$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	\$164.10	\$191.68	\$219.27	3.00%	\$ 55.17				
			7/1/2023	6/30/2024	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$56.83	\$85.25	\$113.66	\$30.07	\$86.90	\$115.32	\$143.73	\$3.27	\$4.91	\$6.54	\$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	\$169.04	\$197.45	\$225.87	3.00%	\$ 56.83				
Prevailing Wage Work Non Exempt			7/1/2024	6/30/2025	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$58.53	\$87.80	\$117.06	\$30.07	\$88.60	\$117.87	\$147.13	\$4.97	\$7.46	\$9.94	\$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	\$174.09	\$203.36	\$232.62	3.00%	\$ 58.53				
Lou Henry Party Chief *		FIELD	9/2/2021	6/30/2022	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$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	\$159.31	\$186.09	\$212.87	3.00%	\$ 53.56		N/A			
			7/1/2022	6/30/2023	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$55.17	\$82.76	\$110.34	\$30.07	\$85.24	\$112.83	\$140.41	\$1.61	\$2.41	\$3.22	\$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	\$164.10	\$191.68	\$219.27	3.00%	\$ 55.17				
			7/1/2023	6/30/2024	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$56.83	\$85.25	\$113.66	\$30.07	\$86.90	\$115.32	\$143.73	\$3.27	\$4.91	\$6.54	\$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	\$169.04	\$197.45	\$225.87	3.00%	\$ 56.83		
Prevailing Wage Work Non Exempt			7/1/2024	6/30/2025	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$58.53	\$87.80	\$117.06	\$30.07	\$88.60	\$117.87	\$147.13	\$4.97	\$7.46	\$9.94	\$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	\$174.09	\$203.36	\$232.62	3.00%	\$ 58.53				
Lou Henry Instrumentman*		FIELD	9/2/2021	6/30/2022	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$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	\$150.09	\$175.32	\$200.55	3.00%	\$ 50.46		N/A				
			7/1/2022	6/30/2023	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$51.97	\$77.96	\$103.94	\$29.90	\$81.87	\$107.86	\$133.84	\$1.51	\$2.26	\$3.02	\$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	\$154.58	\$180.56	\$206.55	3.00%	\$ 51.97				
			7/1/2023	6/30/2024	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$53.53	\$80.30	\$107.06	\$29.90	\$83.43	\$110.20	\$136.96	\$3.07	\$4.61	\$6.14	\$0.00	\$0.00	\$0.00	\$																					

5. **Prevailing Wages** specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

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

7. The billing rates for PWD staff entitled to fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.

8. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 10/01/21. Calltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 10/01/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

9. **Travel Time Charges:**

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:

Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Freight)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e., without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Prime Consultant's Participation Amount \$_____

Page 1 of 2

John Kannor Senior Electrical Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$65.00	\$97.50	#####	\$21.76	\$86.76	\$119.26	\$151.76	\$4.51	\$10.91	\$17.30	\$0.00	\$19.19	\$25.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160.51	\$193.01	\$225.51		\$ 65.00	
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.25	#####	#####	\$21.76	\$90.01	\$124.14	\$158.26	\$7.76	\$15.78	\$23.80	\$0.00	\$24.06	\$32.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$168.54	\$202.66	\$236.79	5.00%	\$ 68.25	N/A
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.66	#####	#####	\$21.76	\$93.42	\$129.25	\$165.08	\$11.17	\$20.90	\$30.62	\$0.00	\$29.18	\$38.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.96	\$212.79	\$248.62	5.00%	\$ 71.66	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.24	#####	#####	\$21.76	\$97.00	\$134.62	\$172.24	\$14.75	\$26.27	\$37.78	\$0.00	\$34.55	\$46.06	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.80	\$223.42	\$261.04	5.00%	\$ 75.24	
		Prevailing Wage Work (non-Exempt)																																		

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on xx/xx/xx. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on xx/xx/xx. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

PROJECT NO. _____ CONTRACT NO. 22-1002663 DATE 10/26/2021

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	37.88%	+	80.45%	+	0.00%
OVERTIME	37.88%	+	80.45%	+	0.00%
					= 118.33%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	37.88%	+	80.45%	+	0.00%
OVERTIME	37.88%	+	80.45%	+	0.00%
					= 118.33%
				Fee	= 10.00%

Page 1 of 6

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT_HDR Construction Control Corporation PRIME SUB _X_ PROJECT NO. CONTRACT NO. 22-1002663 DATE 10/26/2021

CONTRACT TYPE_Specific Rates of Compensation (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES) Sub Consultant's Participation Amount \$

Loaded Rate Calculation										Home Office Personnel:										Field Office Personnel:										Fee																			
Non-Exempt Employee Loaded Billing Rates										Fringe Benefit %										Overhead %										General Administration %										Combined %									
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base + (Applicable Multiplier Delta Base) + Delta Fringe + (Applicable Multiplier Delta Fringe)										37.88% + 80.45% + 0.00% = 118.33%										37.88% + 80.45% + 0.00% = 118.33%										37.88% + 80.45% + 0.00% = 118.33%																			
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base + (Applicable Multiplier Delta Base) + Delta Fringe + (Applicable Multiplier Delta Fringe)										37.88% + 80.45% + 0.00% = 118.33%										37.88% + 80.45% + 0.00% = 118.33%										37.88% + 80.45% + 0.00% = 118.33%																			
Exempt Employee Loaded Billing Rates										Fringe Benefit %										Overhead %										General Administration %										Combined %									
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base + (Applicable Multiplier Delta Base) + Delta Fringe + (Applicable Multiplier Delta Fringe)										37.88% + 80.45% + 0.00% = 118.33%										37.88% + 80.45% + 0.00% = 118.33%										37.88% + 80.45% + 0.00% = 118.33%																			
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.										Applicable Multiplier Delta Base (Field) = 2.4511										Applicable Multiplier Delta Base (Field) = 2.4511										Applicable Multiplier Delta Base (Field) = 2.4511																			
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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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT_HDR Construction Control Corporation PRIME SUB _X_

CONTRACT TYPE_Specific Rates of Compensation (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT_NO. CONTRACT_NO. 22-1002863 DATE 10/26/2021

Sub Consultant's Participation Amount \$

Loaded Rate Calculation table with formulas for Non Exempt Employee Loaded Billing Rates, Exempt Employee Loaded Billing Rates, and PW differentials.

Home Office Personnel: Fringe Benefit %, Overhead %, General Administration %, Combined % table.

Main table with columns: Name/Classification, Effective Date of Hourly Rate, Prevailing Wage Rate established by State DIR, Employee Actual Rate, DELTA (TOTAL - Employee Total Rate - DIR), DELTA (BASE) - Employee Base - DIR, Applicable DELTA Base, Applicable DELTA TOTAL - DELTA, Loaded Hourly Billing Rates, % Escalation Increase, Actual Hourly Rate and/or Average, Hourly Range for Class.

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

CONSULTANT_HDR Construction Control Corporation PRIME SUB _X_

CONTRACT TYPE_Specific Rates of Compensation (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. CONTRACT NO. 22-1002863 DATE 10/26/2021

Sub Consultant's Participation Amount \$

Loaded Rate Calculation table with formulas for Non-Exempt Employee Loaded Billing Rates, Straight Time, and Overtime calculations.

Summary table showing percentages for Home Office Personnel, Field Office Personnel, and Normal/Overtime rates for Fringe Benefit, Overhead, General Administration, and Combined %.

Main table with columns: Name/Classification, Effective Date of Hourly Rate, Prevailing Wage Rate established by State DIR, Employees Actual Rate, DELTA (TOTAL - Employee Total Rate - DIR), DELTA (BASE) - Employee Base, and various billing rates. Includes rows for Sam Khalil, Phil Lattuca, Jonathan Lopez, and others.

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT_HDR Construction Control Corporation PRIME SUB _X_

CONTRACT TYPE_Specific Rates of Compensation (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT_NO CONTRACT_NO_22-1002863 DATE_10/26/2021

Sub Consultant's Participation Amount \$

Loaded Rate Calculation																	Home Office Personnel:		Fringe Benefit %		Overhead %		General Administration %		Combined %	
Non Exempt Employee Loaded Billing Rates																	0.00%		37.88%		80.45%		0.00%		118.33%	
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																										
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																										
Exempt Employee Loaded Billing Rates																	0.00%		37.88%		80.45%		0.00%		118.33%	
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																										
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																									Fee = 2.4611	
																									Applicable Multiplier Delta Base (Field) = 0.00	

Please Note: Consultant completes all items in yellow highlight

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_HDR Construction Control Corporation PRIME SUB _X_
PROJECT NO. CONTRACT NO. 22-1002663 DATE 10/26/2021

CONTRACT TYPE_Specific Rates of Compensation (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)
Sub Consultant's Participation Amount \$

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	37.88%	+ 80.45%	+ 0.00%	= 118.33%
OVERTIME	37.88%	+ 80.45%	+ 0.00%	= 118.33%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	37.88%	+ 80.45%	+ 0.00%	= 118.33%
OVERTIME	37.88%	+ 80.45%	+ 0.00%	= 118.33%

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)										Employee Actual Rate (fringe benefits vary year over year)										DELTA (TOTAL) = Employee Total Rate - DIR				Applicable DELTA (BASE) = Employee Base - DIR Base				Applicable DELTA Base = DELTA Base - Employee Base				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE				Applicable Monthly Fringe (% Escalation Increase)				Hourly Rate Actual and/or Average	Hourly Range for Class
				Base Salary					Fringe Benefits					Base Salary					Fringe					Straight		Rate		Straight		Rate		Straight		Rate		Straight		Rate							
				From	To	1.5 OT	2.0 OT	Benefits	Total	1.5 OT	2.0 OT	1.5 OT	2.0 OT	Estimate	Total	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT												
				From	To	1.5 OT	2.0 OT	Benefits	Total	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT										
Clay Walker, PE, QSD	FIELD	9/2/2021	6/30/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$87.85	\$131.78	\$175.70	\$19.09	\$106.94	\$150.87	\$194.79	\$24.19	\$41.76	\$59.33	\$0.00	\$52.71	\$70.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$210.98	\$254.91	\$298.83	5.00%	\$ 87.85									
Building/Construction Inspector, Grp 2		7/1/2022	6/30/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$92.24	\$138.36	\$184.48	\$19.09	\$111.33	\$157.45	\$203.57	\$28.58	\$48.35	\$68.11	\$0.00	\$59.30	\$79.06	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$221.53	\$267.65	\$313.77	5.00%	\$ 92.24									
Resident Engineer		7/1/2023	6/30/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$96.85	\$145.28	\$193.70	\$19.09	\$115.94	\$164.37	\$212.79	\$33.19	\$55.26	\$77.33	\$0.00	\$66.21	\$88.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$232.60	\$281.02	\$329.45	5.00%	\$ 96.85	N/A								
Prevailing Wage Work		7/1/2024	6/30/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$101.69	\$152.54	\$203.38	\$19.09	\$120.78	\$171.63	\$222.47	\$38.03	\$62.52	\$87.01	\$0.00	\$73.47	\$97.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$244.22	\$295.07	\$345.91	5.00%	\$ 101.69									
(Exempt) - PW work paid as Non-Exempt	Special Shift	7/1/2025	6/30/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$106.77	\$160.16	\$213.54	\$19.09	\$125.86	\$179.25	\$232.63	\$48.45	\$78.15	\$107.85	\$0.00	\$81.09	\$108.12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$256.42	\$309.81	\$363.19	5.00%	\$ 106.77									
Clay Walker, PE, QSD	FIELD	9/2/2021	6/30/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$87.85	\$131.78	\$175.70	\$19.09	\$106.94	\$150.87	\$194.79	\$23.69	\$41.01	\$58.33	\$0.00	\$51.96	\$69.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$210.98	\$254.91	\$298.83	5.00%	\$ 87.85									
Building/Construction Inspector, Grp 2		7/1/2022	6/30/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$92.24	\$138.36	\$184.48	\$19.09	\$111.33	\$157.45	\$203.57	\$28.08	\$47.60	\$67.11	\$0.00	\$58.55	\$78.06	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$221.53	\$267.65	\$313.77	5.00%	\$ 92.24									
Resident Engineer		7/1/2023	6/30/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$96.85	\$145.28	\$193.70	\$19.09	\$115.94	\$164.37	\$212.79	\$32.69	\$54.51	\$76.33	\$0.00	\$65.46	\$87.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$232.60	\$281.02	\$329.45	5.00%	\$ 96.85	N/A								
Prevailing Wage Work		7/1/2024	6/30/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$101.69	\$152.54	\$203.38	\$19.09	\$120.78	\$171.63	\$222.47	\$37.53	\$61.77	\$86.01	\$0.00	\$72.72	\$96.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$244.22	\$295.07	\$345.91	5.00%	\$ 101.69									
(Exempt) - PW work paid as Non-Exempt	Multi Shift	7/1/2025	6/30/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$106.77	\$160.16	\$213.54	\$19.09	\$125.86	\$179.25	\$232.63	\$42.61	\$69.39	\$96.17	\$0.00	\$80.34	\$107.12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$256.42	\$309.81	\$363.19	5.00%	\$ 106.77									
Clay Walker, PE, QSD	FIELD	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00											\$210.98	\$210.98	\$210.98		\$ 87.85										
Building/Construction Inspector, Grp 2		7/1/2022	6/30/2023															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		\$221.53	\$221.53	\$221.53	5.00%	\$ 92.24									
Resident Engineer		7/1/2023	6/30/2024															\$0.00	\$0.00	\$0.00											\$232.60	\$232.60	\$232.60	5.00%	\$ 96.85										
Non-Prevailing Wage Work		7/1/2024	6/30/2025															\$0.00	\$0.00	\$0.00											\$244.22	\$244.22	\$244.22	5.00%	\$ 101.69	N/A									
(Exempt)		7/1/2025	6/30/2026															\$0.00	\$0.00	\$0.00											\$256.42	\$256.42	\$256.42	5.00%	\$ 106.77										
		7/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00											\$269.25	\$269.25	\$269.25	5.00%	\$ 112.11										

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT: **Hernández Kroone & Associates, Inc.** PRIME ☐ SUB ☒ X
PROJECT NO. _____ CONTRACT NO. **22-1002653** DATE **10/22/2021**

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	163.00%	0.00%	163.00%
OVERTIME	0.00%	163.00%	0.00%	163.00%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	0.00%	163.00%	0.00%	163.00%
OVERTIME	0.00%	163.00%	0.00%	163.00%

Name/Classification		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable DELTA (TOTAL) = Employee Base - DIR Base			Applicable DELTA (BASE) = DIR Rate - Employee Base			Applicable DELTA - FRINGE = DELTA TOTAL - DELTA BASE			Loaded Hourly Billing Rates			% Escalation Increase	Hourly Rate and/or Average Hourly Rate	Hourly Range for Class									
				Base Salary		Fringe Benefits		Total Base Salary + Fringe Benefits		Base Salary		Estimate		Total - Base + Fringe		Straight		1.5 OT		2.0 OT		Straight		1.5 OT		2.0 OT		Straight		1.5 OT				2.0 OT		Straight		OT (1.5x)		OT (2x)		
				From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Fringe		Straight	1.5 OT	2.0 OT				Straight	1.5 OT	2.0 OT				Straight	1.5 OT	2.0 OT													
Richard "Todd" Gleason, CISEC, QSP		FIELD	Home Personnel	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$28.00	\$42.00	\$56.00	\$8.19	\$36.19	\$50.19	\$64.19	(\$46.06)	(\$58.17)	(\$70.27)	(\$46.06)	(\$36.32)	(\$48.42)	(\$24.21)	(\$36.32)	(\$48.42)	(\$21.85)	(\$21.85)	(\$21.85)	\$202.14	\$247.98	\$293.81		\$ 28.00	N/A					
Landscape Inspector/ SWPPP Inspector				7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$29.40	\$44.10	\$58.80	\$8.19	\$37.59	\$52.29	\$66.99	(\$44.66)	(\$56.07)	(\$67.47)	(\$44.66)	(\$34.22)	(\$45.62)	(\$22.81)	(\$34.22)	(\$45.62)	(\$21.85)	(\$21.85)	(\$21.85)	\$202.51	\$247.21	\$291.90	5.00%	\$ 29.40	N/A					
Prevailing Wage Work				7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$30.87	\$46.31	\$61.74	\$8.19	\$39.06	\$54.50	\$69.93	(\$43.19)	(\$53.86)	(\$64.53)	(\$43.19)	(\$32.01)	(\$42.68)	(\$21.34)	(\$32.01)	(\$42.68)	(\$21.85)	(\$21.85)	(\$21.85)	\$202.90	\$246.39	\$289.89	5.00%	\$ 30.87	N/A					
(non-Exempt)				7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$32.41	\$48.62	\$64.82	\$8.19	\$40.80	\$56.81	\$73.01	(\$41.65)	(\$51.55)	(\$61.45)	(\$41.65)	(\$29.70)	(\$39.60)	(\$19.80)	(\$29.70)	(\$39.60)	(\$21.85)	(\$21.85)	(\$21.85)	\$203.30	\$244.54	\$287.79	5.00%	\$ 32.41	N/A					
				7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$34.03	\$51.05	\$68.06	\$8.19	\$42.22	\$59.24	\$76.25	(\$40.03)	(\$49.12)	(\$59.21)	(\$40.03)	(\$27.27)	(\$36.36)	(\$18.18)	(\$27.27)	(\$36.36)	(\$21.85)	(\$21.85)	(\$21.85)	\$203.73	\$244.65	\$285.57	5.00%	\$ 34.03	N/A					
John Hernandez, PE, PLS		FIELD	Home Personnel	9/2/2021	9/30/2021	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$75.00	\$112.50	\$150.00	\$11.11	\$86.11	\$123.61	\$161.11	\$2.48	\$13.20	\$23.92	\$0.00	\$32.16	\$42.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$216.98	\$254.48	\$291.98		\$ 75.00	N/A			
Field Surveyor: Chief of Party				10/1/2021	6/30/2022	\$55.26	\$82.89	\$110.52	\$31.12	\$86.38	\$114.01	\$141.64	\$75.00	\$112.50	\$150.00	\$11.11	\$86.11	\$123.61	\$161.11	(\$0.27)	\$9.60	\$19.47	(\$0.27)	\$29.61	\$39.48	\$0.00	\$0.00	\$0.00	(\$0.27)	\$0.00	\$0.00	\$217.69	\$254.48	\$291.98	0.00%	\$ 75.00	N/A					
Prevailing Wage Work				7/1/2022	6/30/2023	\$55.26	\$82.89	\$110.52	\$31.12	\$86.38	\$114.01	\$141.64	\$78.75	\$118.13	\$157.50	\$11.11	\$89.86	\$129.24	\$168.61	\$3.48	\$15.23	\$26.97	\$0.00	\$35.24	\$46.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$227.82	\$267.20	\$306.57	5.00%	\$ 78.75	N/A					
(non-Exempt)				7/1/2023	6/30/2024	\$55.26	\$82.89	\$110.52	\$31.12	\$86.38	\$114.01	\$141.64	\$82.69	\$124.04	\$165.38	\$11.11	\$93.80	\$135.15	\$176.49	\$7.42	\$21.14	\$34.85	\$0.00	\$41.15	\$54.86	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$239.22	\$280.57	\$321.91	5.00%	\$ 82.69	N/A					
				7/1/2024	6/30/2025	\$55.26	\$82.89	\$110.52	\$31.12	\$86.38	\$114.01	\$141.64	\$86.82	\$130.23	\$173.64	\$11.11	\$97.93	\$141.34	\$184.75	\$11.55	\$27.33	\$43.11	\$0.00	\$47.34	\$63.12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$251.17	\$294.58	\$337.99	5.00%	\$ 86.82	N/A					
				7/1/2025	6/30/2026	\$55.26	\$82.89	\$110.52	\$31.12	\$86.38	\$114.01	\$141.64	\$91.16	\$136.74	\$182.32	\$11.11	\$102.27	\$147.85	\$193.43	\$15.89	\$33.84	\$51.79	\$0.00	\$53.85	\$71.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$263.73	\$309.31	\$354.89	5.00%	\$ 91.16	N/A					
Richard "Todd" Gleason, CISEC, QSP		FIELD	Home Personnel	9/2/2021	9/30/2021	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$28.00	\$42.00	\$56.00	\$8.41	\$36.41	\$50.41	\$64.41	(\$47.22)	(\$60.00)	(\$72.78)	(\$47.22)	(\$38.34)	(\$51.12)	(\$25.56)	(\$38.34)	(\$51.12)	(\$21.66)	(\$21.66)	(\$21.66)	\$205.19	\$252.80	\$300.42		\$ 28.00	N/A					
Field Surveyor: Chief of Party				10/1/2021	6/30/2022	\$55.26	\$82.89	\$110.52	\$31.12	\$86.38	\$114.01	\$141.64	\$28.00	\$42.00	\$56.00	\$8.41	\$36.41	\$50.41	\$64.41	(\$49.57)	(\$63.60)	(\$77.23)	(\$49.57)	(\$40.89)	(\$54.52)	(\$27.26)	(\$40.89)	(\$54.52)	(\$22.71)	(\$22.71)	(\$22.71)	\$212.43	\$262.27	\$312.12	0.00%	\$ 28.00	N/A					
Prevailing Wage Work				7/1/2022	6/30/2023	\$55.26	\$82.89	\$110.52	\$31.12	\$86.38	\$114.01	\$141.64	\$29.40	\$44.10	\$58.80	\$8.41	\$37.81	\$52.51	\$67.21	(\$48.57)	(\$61.50)	(\$74.43)	(\$48.57)	(\$38.79)	(\$51.72)	(\$25.86)	(\$38.79)	(\$51.72)	(\$22.71)	(\$22.71)	(\$22.71)	\$212.79	\$261.50	\$310.21	5.00%	\$ 29.40	N/A					
(non-Exempt)				7/1/2023	6/30/2024	\$55.26	\$82.89	\$110.52	\$31.12	\$86.38	\$114.01	\$141.64	\$30.87	\$46.31	\$61.74	\$8.41	\$39.28	\$54.72	\$70.15	(\$47.10)	(\$59.30)	(\$71.49)	(\$47.10)	(\$36.59)	(\$48.78)	(\$24.39)	(\$36.59)	(\$48.78)	(\$22.71)	(\$22.71)	(\$22.71)	\$213.18	\$260.69	\$308.20	5.00%	\$ 30.87	N/A					
				7/1/2024	6/30/2025	\$55.26	\$82.89	\$110.52	\$31.12	\$86.38	\$114.01	\$141.64	\$32.41	\$48.62	\$64.82	\$8.41	\$40.82	\$57.03	\$73.23	(\$45.56)	(\$56.99)	(\$68.41)	(\$45.56)	(\$34.28)	(\$45.70)	(\$22.85)	(\$34.28)	(\$45.70)	(\$22.71)	(\$22.71)	(\$22.71)	\$213.58	\$259.84	\$306.09	5.00%	\$ 32.41	N/A					
				7/1/2025	6/30/2026	\$55.26	\$82.89	\$110.52	\$31.12	\$86.38	\$114.01	\$141.64	\$34.03	\$51.05	\$68.06	\$8.41	\$42.44	\$59.46	\$76.47	(\$43.94)	(\$54.56)	(\$65.17)	(\$43.94)	(\$31.85)	(\$42.46)	(\$21.23)	(\$31.85)	(\$42.46)	(\$22.71)	(\$22.71)	(\$22.71)	\$214.01	\$258.94	\$303.88	5.00%	\$ 34.03	N/A					
Yudi "Keith" Chen, EIT, LSIT		FIELD	Home Personnel	9/2/2021	9/30/2021	\$49.88	\$74.82	\$99.76	\$29.85	\$79.73	\$104.67	\$129.61	\$38.62	\$57.93	\$77.24	\$8.55	\$47.17	\$66.48	\$85.79	(\$32.56)	(\$38.19)	(\$43.82)	(\$32.56)	(\$16.89)	(\$22.52)	(\$11.28)	(\$16.89)	(\$22.52)	(\$21.30)	(\$21.30)	(\$21.30)	\$197.36	\$231.48	\$265.59		\$ 38.62	N/A					
Field Surveyor: Chairman				10/1/2021	6/30/2022	\$51.28	\$76.92	\$102.56	\$30.90	\$82.18	\$107.82	\$133.46	\$38.62	\$57.93	\$77.24	\$8.55	\$47.17	\$66.48	\$85.79	(\$35.01)	(\$41.34)	(\$47.67)	(\$35.01)	(\$16.90)	(\$23.32)	(\$12.66)	(\$16.90)	(\$23.32)	(\$22.35)	(\$22.35)	(\$22.35)	\$203.80	\$239.76	\$273.08	0.00%	\$ 38.62	N/A					
Prevailing Wage Work				7/1/2022	6/30/2023	\$51.28	\$76.92	\$102.56	\$30.90	\$82.18	\$107.82	\$133.46	\$40.55	\$60.83	\$81.10	\$8.55	\$49.10	\$69.38	\$89.65	(\$33.08)	(\$38.45)	(\$43.81)	(\$33.08)	(\$16.10)	(\$21.46)	(\$10.73)	(\$16.10)	(\$21.46)	(\$22.35)	(\$22.35)	(\$22.35)	\$204.31	\$238.70	\$273.08	5.00%	\$ 40.55	N/A					
(non-Exempt)				7/1/2023	6/30/2024	\$51.28	\$76.92	\$102.56	\$30.90	\$82.18	\$107.82	\$133.46	\$42.58	\$63.87	\$85.16	\$8.55	\$51.13	\$72.42	\$93.71	(\$31.05)	(\$35.40)	(\$39.75)	(\$31.05)	(\$13.05)	(\$17.40)	(\$8.70)	(\$13.05)	(\$17.40)	(\$22.35)	(\$22.35)	(\$22.35)	\$204.85	\$237.58	\$270.31	5.00%	\$ 42.58	N/A					
				7/1/2024	6/30/2025	\$51.28	\$76.92	\$102.56	\$30.90	\$82.18	\$107.82	\$133.46	\$44.71	\$67.07	\$89.42	\$8.55	\$53.26	\$75.62	\$97.97	(\$28.92)	(\$32.21)	(\$35.49)	(\$28.92)	(\$9.86)	(\$13.14)	(\$6.57)	(\$9.86)	(\$13.14)	(\$22.35)	(\$22.35)	(\$22.35)	\$205.41	\$236.40	\$267.39	5.00%	\$ 44.71	N/A					
				7/1/2025	6/30/2026	\$51.28	\$76.92	\$102.56	\$30.90	\$82.18	\$107.82	\$133.46	\$46.95	\$70.43	\$93.90	\$8.55	\$55.50	\$78.98	\$102.45	(\$26.68)	(\$28.85)	(\$31.01)	(\$26.68)	(\$6.49)	(\$8.66)	(\$4.33)	(\$6.49)	(\$8.66)	(\$22.35)	(\$22.35)	(\$22.35)	\$205.99	\$235.16	\$264.33	5.00%	\$ 46.95	N/A					
Jonathan Hernandez, EIT, LSIT		FIELD	Home Personnel	9/2/2021	9/30/2021	\$49.88	\$74.82	\$99.76	\$29.85	\$79.73	\$104.67	\$129.61	\$33.73	\$50.60	\$67.46	\$7.90	\$41.63	\$58.50	\$75.36	(\$38.10)	(\$46.18)	(\$54.25)	(\$38.10)	(\$24.23)	(\$32.30)	(\$16.15)	(\$24.23)	(\$32.30)	(\$21.95)	(\$21.95)	(\$21.95)	\$197.78	\$235.89	\$273.99		\$ 33.73	N/A					
Field Surveyor: Chairman				10/1/2021	6/30/2022	\$51.28	\$76.92	\$102.56	\$30.90	\$82.18	\$107.82	\$133.46	\$33.73	\$50.60	\$67.46	\$7.90	\$41.63	\$58.50	\$75.36	(\$40.55)	(\$46.33)	(\$50.10)	(\$40.55)	(\$26.33)	(\$33.10)	(\$17.55)	(\$26.33)	(\$33.10)	(\$23.00)	(\$23.00)	(\$23.00)	\$204.23	\$244.17	\$284.11	0.00%	\$ 33.73	N/A					
Prevailing Wage Work				7/1/2022	6/30/2023	\$51.28	\$76.92	\$102.56	\$30.90	\$82.18	\$107.82	\$133.46	\$35.42	\$53.13	\$70.84	\$7.90	\$43.52	\$61.03	\$78.74	(\$38.68)	(\$46.79)	(\$54.72)	(\$38.68)	(\$23.79)	(\$31.72)	(\$15.86)	(\$23.79)	(\$31.72)	(\$23.00)	(\$23.00)	(\$23.00)	\$204.67	\$243.24	\$284.80	5.00%	\$ 35.42	N/A					
(non-Exempt)				7/1/2023	6/30/2024	\$51.28	\$76.92	\$102.56	\$30.90	\$82.18	\$107.82	\$133.46	\$37.19	\$55.70	\$74.38	\$7.90	\$45.94	\$63.69	\$82.28	(\$44.14)	(\$51.18)	(\$57.09)	(\$44.14)	(\$27.08)	(\$32.14)	(\$16.08)	(\$27.08)	(\$32.14)	(\$23.00)	(\$23.00)	(\$23.00)	\$205.14	\$242.26	\$279.38	5.00%	\$ 37.19	N/A					
				7/1/2024	6/30/2025	\$51.28	\$76.92	\$102.56	\$30.90	\$82.18	\$107.82	\$133.46	\$39.58	\$58.58	\$78.10	\$7.90	\$46.95	\$64.86	\$86.00	(\$36.23)	(\$41.35)	(\$47.46)	(\$36.23)	(\$18.35)	(\$24.46)	(\$10.23)	(\$18.35)	(\$24.46)	(\$23.00)	(\$23.00)	(\$23.00)	\$205.63	\$241.23	\$276.84	5.00%	\$ 39.05	N/A					
				7/1/2025	6/30/2026	\$51.28	\$76.92	\$102.56	\$30.90	\$82.18	\$107.82	\$133.46	\$41.00	\$61.50	\$82.00	\$7.90	\$48.98	\$69.40	\$89.90	(\$33.28)	(\$38.42)	(\$43.56)	(\$33.28)	(\$15.42)	(\$20.56)	(\$12.28)	(\$15.42)	(\$20.56)	(\$23.00)	(\$23.00)	(\$23.00)	\$206.14	\$240.16	\$274.18	5.00%	\$ 41.00	N/A					

Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

3. **NGC** denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.

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

4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

5. **Travel Time Charges:**

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:

Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of regular work day, will be billed without the application of overhead rates as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT _____ Kleinfelder Construction Services, Inc.

PRIME _____ SUB _____

CONTRACT TYPE _____
(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. _____ CONTRACT NO. _____ RFP22-1002663 DATE _____ 10/28/2021

Prime Consultant's Participation Amount \$ _____

Loaded Rate Calculation

Non Exempt Employee Loaded Billing Rates

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + .5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

Exempt Employee Loaded Billing Rates

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

Home Office Personnel:

NORMAL

Field Office Personnel:

NORMAL

Overtime

Fringe Benefit %

42.66%

42.66%

42.66%

Overhead %

+

0.00%

+

0.00%

General Administration %

65.16%

65.16%

65.16%

Combined %

=

107.82%

107.82%

107.82%

Fee

=

10.00%

Applicable Multiplier Delta Base (Field)

=

2.8860

Applicable Multiplier Fringe (Field)

=

2.8860

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)								Employee Actual Rate (fringe benefits vary year over year)				DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable DELTA (TOTAL)	DELTA (BASE) = Employee Base - DIR Base		Applicable DELTA Base + DIR Rate - Employee Base Rate		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class				
			Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Estimate	Total + Base + Fringe		Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)							
			From	To		Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT																				Straight	1.5 OT	2.0 OT	
Joe Blanda, PE, QSD Civil Inspector	FIELD	9/2/2021 7/1/2022 6/30/2023	6/30/2022 6/30/2023 6/30/2024	\$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46	\$70.52 \$74.05 \$77.75	\$70.52 \$74.05 \$77.75	\$16.85 \$16.85 \$16.85	\$87.37 \$90.90 \$94.60	\$87.37 \$90.90 \$94.60	\$5.12 \$8.65 \$12.36	(\$20.99) (\$17.46) (\$15.76)	(\$47.09) (\$43.56) (\$39.86)	\$0.00 \$0.00 \$0.00	(\$7.80) (\$4.27) (\$0.56)	(\$33.90) (\$30.37) (\$26.67)	\$0.00 \$0.00 \$0.00	(\$7.80) (\$4.27) (\$0.56)	(\$33.90) (\$30.37) (\$26.67)	\$0.00 \$0.00 \$0.00	(\$13.19) (\$13.19) (\$13.19)	\$161.21 \$169.28 \$177.34	\$209.18 \$209.18 \$209.18	\$268.86 \$268.86 \$268.86	5.00% 5.00% 5.00%	\$70.52 \$74.05 \$77.75	N/A			
Prevailing Wage Work (Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.64	\$81.64	\$16.85	\$98.49	\$98.49	\$16.24	(\$9.86)	(\$35.97)	\$0.00	\$3.33	(\$22.78)	\$0.00	\$0.00	(\$22.78)	\$0.00	(\$9.86)	(\$13.19)	\$186.63	\$209.18	\$268.86	5.00%	\$81.64			
Leila Cabrera, PE, QSD Civil Inspector	FIELD	9/2/2021 7/1/2022 6/30/2023	6/30/2022 6/30/2023 6/30/2024	\$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46	\$64.69 \$67.92 \$71.32	\$64.69 \$67.92 \$71.32	\$15.10 \$15.10 \$15.10	\$79.79 \$83.02 \$86.42	\$79.79 \$83.02 \$86.42	(\$2.46) \$0.77 \$4.17	(\$28.57) (\$25.34) (\$21.94)	(\$54.67) (\$51.44) (\$48.04)	(\$2.46) \$0.00 \$0.00	(\$13.63) (\$10.40) (\$7.00)	(\$39.73) (\$36.50) (\$33.10)	\$0.00 \$0.00 \$0.00	(\$13.63) (\$10.40) (\$7.00)	(\$39.73) (\$36.50) (\$33.10)	(\$2.46) \$0.00 \$0.00	(\$14.94) (\$14.94) (\$14.94)	\$153.51 \$155.27 \$163.04	\$213.18 \$213.18 \$213.18	\$272.86 \$272.86 \$272.86	5.00% 5.00% 5.00%	\$64.69 \$7.92 \$71.32	N/A			
Prevailing Wage Work (Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.89	\$74.89	\$15.10	\$86.42	\$86.42	\$9.99	(\$15.37)	(\$44.47)	\$0.00	(\$3.43)	(\$29.53)	\$0.00	\$0.00	(\$29.53)	\$0.00	(\$14.94)	(\$14.94)	\$171.20	\$213.18	\$272.86	5.00%	\$74.89			
Scott Maloney, CCM Civil Inspector	FIELD	9/2/2021 7/1/2022 6/30/2023	6/30/2022 6/30/2023 6/30/2024	\$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46	\$81.14 \$85.20 \$89.46	\$81.14 \$85.20 \$89.46	\$15.05 \$15.05 \$15.05	\$96.19 \$100.25 \$104.51	\$96.19 \$100.25 \$104.51	\$13.94 \$18.00 \$22.26	(\$12.17) (\$8.11) (\$3.85)	(\$38.27) (\$34.21) (\$29.95)	\$0.00 \$0.00 \$0.00	\$2.83 \$6.89 \$11.15	(\$23.28) (\$19.22) (\$14.96)	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	(\$23.28) (\$19.22) (\$14.96)	(\$12.17) (\$8.11) (\$3.85)	(\$14.99) (\$14.99) (\$14.99)	\$185.49 \$194.77 \$204.51	\$213.30 \$213.30 \$213.30	\$272.97 \$272.97 \$272.97	5.00% 5.00% 5.00%	\$81.14 \$8.20 \$89.46	N/A			
Prevailing Wage Work (Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$93.93	\$93.93	\$15.05	\$108.98	\$108.98	\$26.73	(\$3.63)	(\$25.48)	\$0.00	\$11.62	(\$10.49)	\$0.00	\$0.00	(\$10.49)	\$0.00	\$0.00	\$0.00	\$214.73	\$272.97	5.00%	\$93.93				
Greg McClendon, QSP Civil Inspector	FIELD	9/2/2021 7/1/2022 6/30/2023	6/30/2022 6/30/2023 6/30/2024	\$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46	\$67.98 \$71.38 \$74.95	\$101.97 \$107.07 \$118.05	\$135.96 \$142.76 \$157.40	\$10.37 \$10.37 \$10.37	\$78.35 \$81.75 \$85.32	\$112.34 \$117.44 \$128.42	\$146.33 \$153.13 \$167.77	(\$3.90) (\$0.50) \$0.00	\$3.99 \$9.08 \$20.07	\$11.87 \$18.67 \$33.31	(\$3.90) (\$0.50) \$0.00	\$23.66 \$28.76 \$34.11	\$31.54 \$38.34 \$45.48	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	(\$3.90) (\$0.50) \$0.00	\$0.00 \$0.00 \$0.00	\$164.32 \$164.32 \$171.34	\$189.39 \$196.87 \$206.81	\$223.38 \$234.56 \$246.29	5.00% 5.00% 5.00%	\$67.98 \$7.38 \$74.95	N/A		
Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.70	\$78.70	\$10.37	\$80.07	\$80.07	\$6.82	\$20.07	\$33.31	\$0.00	\$39.74	\$52.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.91	\$219.26	\$258.61	5.00%	\$78.70		
Cliff Clermont, PE, QSD Civil Inspector	FIELD	9/2/2021 7/1/2022 6/30/2023	6/30/2022 6/30/2023 6/30/2024	\$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46	\$68.43 \$71.85 \$75.44	\$68.43 \$71.85 \$75.44	\$2.64 \$2.64 \$2.64	\$71.07 \$74.49 \$78.08	\$71.07 \$74.49 \$78.08	\$71.07 \$74.49 \$78.08	(\$11.18) (\$7.76) (\$4.17)	(\$37.29) (\$33.87) (\$29.46)	(\$63.39) (\$59.97) (\$56.38)	(\$11.18) (\$7.76) (\$4.17)	(\$9.88) (\$6.47) (\$2.88)	(\$35.99) (\$32.57) (\$29.98)	\$0.00 \$0.00 \$0.00	(\$9.88) (\$6.47) (\$2.88)	(\$35.99) (\$32.57) (\$29.98)	(\$11.18) (\$7.76) (\$4.17)	(\$27.40) (\$27.40) (\$27.40)	\$181.99 \$181.99 \$181.99	\$241.67 \$241.67 \$241.67	\$301.34 \$301.34 \$301.34	5.00% 5.00% 5.00%	\$68.43 \$71.85 \$75.44	N/A		
Prevailing Wage Work (Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.21	\$79.21	\$2.64	\$81.85	\$81.85	\$81.85	(\$0.40)	(\$26.51)	(\$52.61)	\$0.00	\$0.89	(\$25.21)	\$0.00	\$0.00	(\$25.21)	(\$0.40)	(\$26.51)	(\$27.40)	\$181.99	\$241.67	\$301.34	5.00%	\$79.21		
Dennis McCollum Civil Inspector	FIELD	9/2/2021 7/1/2022 6/30/2023	6/30/2022 6/30/2023 6/30/2024	\$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46	\$75.71 \$79.50 \$83.48	\$113.57 \$125.22 \$125.22	\$151.42 \$166.96 \$166.96	\$12.61 \$12.61 \$12.61	\$85.32 \$90.18 \$90.18	\$126.18 \$137.83 \$137.83	\$164.03 \$179.57 \$179.57	\$6.07 \$13.84 \$13.84	\$17.82 \$22.51 \$45.11	\$29.57 \$34.11 \$45.11	\$29.57 \$34.11 \$45.11	\$0.00 \$0.00 \$0.00	\$35.25 \$46.91 \$62.54	\$47.00 \$54.58 \$62.54	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$173.07 \$181.74 \$190.84	\$210.93 \$221.49 \$232.58	\$248.78 \$261.24 \$274.32	5.00% 5.00% 5.00%	\$75.71 \$79.50 \$83.48	N/A	
Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$87.65	\$131.48	\$175.30	\$12.61	\$100.26	\$144.09	\$187.91	\$18.01	\$35.73	\$53.45	\$0.00	\$53.16	\$70.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.37	\$244.19	\$288.02	5.00%	\$87.65	
Derick London Civil Inspector	FIELD	9/2/2021 7/1/2022 6/30/2023	6/30/2022 6/30/2023 6/30/2024	\$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46	\$64.38 \$67.60 \$70.98	\$96.57 \$101.40 \$106.47	\$128.76 \$135.20 \$141.96	\$15.65 \$15.65 \$15.65	\$80.03 \$83.25 \$86.63	\$112.22 \$117.05 \$122.12	\$144.41 \$150.85 \$157.61	(\$2.22) \$1.00 \$4.38	\$3.86 \$8.69 \$13.77	\$9.95 \$16.39 \$23.15	(\$2.22) \$0.00 \$0.00	\$18.26 \$23.09 \$28.16	\$24.34 \$30.78 \$37.54	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	(\$2.22) \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$152.25 \$154.53 \$162.26	\$179.36 \$188.33 \$197.75	\$211.55 \$222.13 \$233.24	5.00% 5.00% 5.00%	\$64.38 \$7.60 \$70.98	N/A		
Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.53	\$110.87	\$149.06	\$15.65	\$90.18	\$127.45	\$164.71	\$7.93	\$13.09	\$30.25	\$0.00	\$33.48	\$44.64	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$170.38	\$207.64	\$244.91	5.00%	\$74.53	
Joe Axtell Civil Inspector	FIELD	9/2/2021 7/1/2022 6/30/2023	6/30/2022 6/30/2023 6/30/2024	\$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46	\$61.80 \$64.89 \$68.13	\$92.70 \$97.34 \$102.20	\$123.60 \$129.78 \$136.26	\$16.89 \$16.89 \$16.89	\$78.69 \$81.78 \$85.02	\$109.59 \$114.23 \$119.09	\$140.49 \$146.67 \$153.15	(\$3.56) (\$0.47) \$2.77	\$1.23 \$5.87 \$10.73	\$6.03 \$12.21 \$18.69	(\$3.56) (\$0.47) \$2.77	\$14.39 \$19.02 \$23.86	\$19.18 \$25.36 \$31.84	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	(\$3.56) (\$0.47) \$2.77	\$0.00 \$0.00 \$0.00	\$149.41 \$160.49 \$165.54	\$172.18 \$180.78 \$189.81	\$203.08 \$213.23 \$223.88	5.00% 5.00% 5.00%	\$61.80 \$64.89 \$68.13	N/A		
Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.54	\$107.31	\$143.08	\$16.89	\$88.43	\$124.20	\$159.97	\$6.18	\$15.85	\$25.51	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$163.54	\$199.31	\$235.08	5.00%	\$71.54	
Frank Sostrom Civil Inspector	FIELD	9/2/2021 7/1/2022 6/30/2023	6/30/2022 6/30/2023 6/30/2024	\$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46	\$68.20 \$71.61 \$75.19	\$102.30 \$107.42 \$112.79	\$136.40 \$143.22 \$150.38	\$11.68 \$11.68 \$11.68	\$79.88 \$83.29 \$86.87	\$113.98 \$119.10 \$124.47	\$148.08 \$154.90 \$162.06	(\$2.37) \$1.04 \$4.62	\$5.63 \$10.74 \$16.12	\$13.62 \$20.44 \$27.60	(\$2.37) \$0.00 \$0.00	\$23.99 \$29.10 \$34.47	\$31.98 \$38.80 \$45.96	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	(\$2.37) \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$161.32 \$163.70 \$171.89	\$190.01 \$199.51 \$209.48	\$224.11 \$235.31 \$247.08	5.00% 5.00% 5.00%	\$68.20 \$71.61 \$75.19	N/A		
Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.95	\$118.43	\$157.90	\$11.68	\$90.63	\$130.11	\$169.58	\$8.38	\$21.75	\$															

Aaron Aguinaldo, PE	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$57.20	\$57.20	\$57.20	\$10.28	\$67.48	\$67.48	\$67.48	\$67.48	(\$14.77)	(\$40.88)	(\$66.98)	(\$14.77)	(\$21.12)	(\$47.22)	\$0.00	(\$21.12)	(\$47.22)	(\$14.77)	(\$19.76)	(\$19.76)	\$164.52	\$224.20	\$283.88			\$57.20	
Civil Inspector		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$60.06	\$60.06	\$60.06	\$10.28	\$70.34	\$70.34	\$70.34	\$70.34	(\$11.91)	(\$38.02)	(\$64.12)	(\$11.91)	(\$18.26)	(\$44.36)	\$0.00	(\$18.26)	(\$44.36)	(\$11.91)	(\$19.76)	(\$19.76)	\$164.52	\$224.20	\$283.88	5.00%	\$	60.06	N/A
Prevailing Wage Work		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.06	\$63.06	\$63.06	\$10.28	\$73.34	\$73.34	\$73.34	\$73.34	(\$8.91)	(\$35.02)	(\$61.12)	(\$8.91)	(\$15.26)	(\$41.36)	\$0.00	(\$15.26)	(\$41.36)	(\$8.91)	(\$19.76)	(\$19.76)	\$164.52	\$224.20	\$283.88	5.00%	\$	63.06	
(Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$66.21	\$66.21	\$66.21	\$10.28	\$76.49	\$76.49	\$76.49	\$76.49	(\$5.76)	(\$31.87)	(\$57.97)	(\$5.76)	(\$12.11)	(\$38.21)	\$0.00	(\$12.11)	(\$38.21)	(\$5.76)	(\$19.76)	(\$19.76)	\$164.52	\$224.20	\$283.88	5.00%	\$	66.21	

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on xx/xx/xx. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on xx/xx/xx. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT: Leighton Consulting, Inc.

PRIME

SUB

PROJECT NO. NA CONTRACT NO. SPECTA On-call DATE Monday, November 22, 2021

CONTRACT TYPE: ACTUAL COST PLUS FIXED-FEE

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$

Loaded Rate Calculation																		Home Office Personnel:										General Administration %				Combined %			
Non Exempt Employee Loaded Billing Rates																		Fringe Benefit %		Overhead %		General Administration %		Combined %		Fringe Benefit %		Overhead %		General Administration %		Combined %			
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																		48.40%		0.00%		100.00%		=		48.40%		0.00%		100.00%		=			
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																		48.40%		0.00%		100.00%		=		48.40%		0.00%		100.00%		=			
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																		48.40%		0.00%		100.00%		=		48.40%		0.00%		100.00%		=			
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																																			
Name/Classification	Home Office Personnel	Effective Date of Hourly Rate	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate			DELTA (BASE) = Employee Base - DIR Base			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class				
			Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight			Straight			Straight			Straight									
			Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT				Straight	OT (1.5x)	OT (2x)	
Brandon Thomas Sr. Technician	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$35.60	\$53.40	\$71.20	\$4.53	\$40.13	\$57.93	\$75.73	(\$40.34)	(\$47.76)	(\$55.17)	(\$40.34)	(\$22.25)	(\$29.66)	(\$14.83)	(\$22.25)	(\$29.66)	(\$25.51)	(\$25.51)	(\$25.51)	\$142.72	\$181.48	\$220.25	5.00%	\$ 35.60	N/A
Prevailing Wage Work (non-Exempt)		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$37.38	\$56.07	\$74.76	\$4.53	\$41.91	\$60.60	\$79.29	(\$40.34)	(\$47.76)	(\$55.17)	(\$40.34)	(\$22.25)	(\$29.66)	(\$14.83)	(\$22.25)	(\$29.66)	(\$25.51)	(\$25.51)	(\$25.51)	\$147.76	\$187.41	\$227.07	5.00%	\$ 37.38	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$39.25	\$58.88	\$78.50	\$4.53	\$43.78	\$66.31	\$83.03	(\$38.47)	(\$44.95)	(\$51.43)	(\$38.47)	(\$19.44)	(\$25.92)	(\$10.44)	(\$25.92)	(\$25.51)	(\$25.51)	(\$25.51)	\$147.77	\$185.71	\$232.66	5.00%	\$ 39.25		
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$41.21	\$61.82	\$82.42	\$4.53	\$45.74	\$66.35	\$86.95	(\$36.51)	(\$42.01)	(\$47.51)	(\$36.51)	(\$16.50)	(\$22.00)	(\$11.00)	(\$16.50)	(\$22.00)	(\$25.51)	(\$25.51)	(\$25.51)	\$147.78	\$183.93	\$220.09	5.00%	\$ 41.21	
Brandon Thomas Sr. Technician	FIELD	9/2/2021	6/30/2022													\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$100.80	\$118.60	\$136.40	5.00%	\$ 35.60	N/A
Non-PW Work (non-Exempt)		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00											\$105.84	\$124.53	\$143.22	5.00%	\$ 37.38	N/A	
		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00											\$111.13	\$130.76	\$150.38	5.00%	\$ 39.25		
		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00											\$116.68	\$137.29	\$157.89	5.00%	\$ 41.21		
Adam Cockrill Sr. Technician	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$28.39	\$42.59	\$56.78	\$7.57	\$35.96	\$50.16	\$64.35	(\$44.51)	(\$55.53)	(\$66.55)	(\$44.51)	(\$33.06)	(\$44.08)	(\$22.04)	(\$33.06)	(\$44.08)	(\$22.47)	(\$22.47)	(\$22.47)	\$142.69	\$188.04	\$233.39	5.00%	\$ 28.39	N/A
Prevailing Wage Work (non-Exempt)		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$29.81	\$44.72	\$59.62	\$7.57	\$37.38	\$52.29	\$67.19	(\$44.87)	(\$56.07)	(\$67.27)	(\$44.87)	(\$33.06)	(\$44.80)	(\$22.40)	(\$33.06)	(\$44.80)	(\$22.47)	(\$22.47)	(\$22.47)	\$147.73	\$194.30	\$240.86	5.00%	\$ 29.81	N/A
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$31.30	\$46.95	\$62.60	\$7.57	\$38.87	\$54.52	\$70.17	(\$43.38)	(\$53.84)	(\$64.29)	(\$43.38)	(\$31.37)	(\$41.82)	(\$20.91)	(\$31.37)	(\$41.82)	(\$22.47)	(\$22.47)	(\$22.47)	\$147.74	\$192.94	\$238.15	5.00%	\$ 31.30	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$32.87	\$49.31	\$65.74	\$7.57	\$40.44	\$56.88	\$73.31	(\$41.81)	(\$51.48)	(\$61.15)	(\$41.81)	(\$29.01)	(\$38.68)	(\$19.34)	(\$29.01)	(\$38.68)	(\$22.47)	(\$22.47)	(\$22.47)	\$147.74	\$191.51	\$235.29	5.00%	\$ 32.87	
Adam Cockrill Sr. Technician	FIELD	9/2/2021	6/30/2022													\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$80.38	\$94.58	\$108.77	5.00%	\$ 28.39	N/A
Non-PW Work (non-Exempt)		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00											\$84.40	\$99.31	\$114.21	5.00%	\$ 29.81	N/A	
		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00											\$88.62	\$104.27	\$119.92	5.00%	\$ 31.30		
		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00											\$93.07	\$109.50	\$125.94	5.00%	\$ 32.87		
Jose Lopez Sr. Technician	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$34.65	\$51.98	\$69.30	\$3.48	\$38.13	\$55.46	\$72.78	(\$42.34)	(\$50.23)	(\$58.12)	(\$42.34)	(\$23.67)	(\$31.56)	(\$15.78)	(\$23.67)	(\$31.56)	(\$26.56)	(\$26.56)	(\$26.56)	\$142.72	\$182.35	\$221.98	5.00%	\$ 34.65	N/A
Prevailing Wage Work (non-Exempt)		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$36.38	\$54.57	\$72.76	\$3.48	\$39.86	\$58.05	\$76.24	(\$42.39)	(\$50.31)	(\$58.22)	(\$42.39)	(\$23.75)	(\$31.66)	(\$15.83)	(\$23.75)	(\$31.66)	(\$26.56)	(\$26.56)	(\$26.56)	\$147.76	\$188.32	\$228.89	5.00%	\$ 36.38	N/A
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$38.20	\$57.30	\$76.40	\$3.48	\$41.68	\$60.78	\$79.88	(\$40.57)	(\$47.58)	(\$54.58)	(\$40.57)	(\$21.02)	(\$28.02)	(\$14.01)	(\$21.02)	(\$28.02)	(\$26.56)	(\$26.56)	(\$26.56)	\$147.77	\$186.67	\$225.57	5.00%	\$ 38.20	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$40.11	\$60.17	\$80.22	\$3.48	\$43.59	\$63.65	\$83.70	(\$38.66)	(\$44.71)	(\$50.76)	(\$38.66)	(\$18.15)	(\$24.20)	(\$12.10)	(\$18.15)	(\$24.20)	(\$26.56)	(\$26.56)	(\$26.56)	\$147.77	\$184.93	\$222.09	5.00%	\$ 40.11	
Jose Lopez Sr. Technician	FIELD	9/2/2021	6/30/2022													\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$98.11	\$115.43	\$132.76	5.00%	\$ 34.65	N/A
Non-PW Work (non-Exempt)		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00											\$103.01	\$121.20	\$139.39	5.00%	\$ 36.38	N/A	
		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00											\$108.16	\$127.26	\$146.36	5.00%	\$ 38.20		
		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00											\$113.57	\$133.62	\$153.68	5.00%	\$ 40.11		
Jason Bulskov Technician II	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$24.30	\$36.45	\$48.60	\$2.77	\$27.07	\$39.22	\$51.37	(\$53.40)	(\$66.47)	(\$79.53)	(\$53.40)	(\$39.20)	(\$52.26)	(\$26.13)	(\$39.20)	(\$52.26)	(\$27.27)	(\$27.27)	(\$27.27)	\$142.67	\$191.76	\$240.84	5.00%	\$ 24.30	N/A
Prevailing Wage Work (non-Exempt)		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$25.52	\$38.28	\$51.04	\$2.77	\$28.29	\$41.05	\$53.81	(\$53.96)	(\$67.31)	(\$80.65)	(\$53.96)	(\$40.04)	(\$53.38)	(\$26.69)	(\$40.04)	(\$53.38)	(\$27.27)	(\$27.27)	(\$27.27)	\$147.71	\$198.20	\$248.68	5.00%	\$ 25.52	N/A
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$26.80	\$40.20	\$53.60	\$2.77	\$29.57	\$42.97	\$56.37	(\$52.68)	(\$65.04)	(\$78.09)	(\$52.68)	(\$38.12)	(\$50.82)	(\$25.41)	(\$38.12)	(\$50.82)	(\$27.27)	(\$27.27)	(\$27.27)	\$147.72	\$197.03	\$246.35	5.00%	\$ 26.80	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$27.02	\$40.53	\$54.04	\$2.79	\$29.81	\$43.32	\$56.83	(\$52.44)	(\$66.04)	(\$77.63)	(\$52.44)	(\$37.79)	(\$50.38)	(\$25.10)	(\$37.79)	(\$50.38)	(\$27.25)	(\$27.25)	(\$27.25)	\$147.72	\$196.83	\$245.95	5.00%	\$ 27.02	
Jason Bulskov Technician II	FIELD	9/2/2021	6/30/2022													\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$68.80	\$80.95	\$93.10	5.00%	\$ 24.30	N/A
Non-PW Work (non-Exempt)		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00											\$72.26	\$85.02	\$97.78	5.00%	\$ 25.52	N/A	
		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00											\$75.88	\$89.28	\$102.68	5.00%	\$ 26.80		
		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00											\$79.68	\$93.75	\$107.82	5.00%	\$ 28.14		
Scott Watson Sr. Technician	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$30.00	\$45.00	\$60.00	\$11.51	\$41.51	\$56.51	\$71.51	(\$39.66)	(\$49.18)	(\$59.39)	(\$39.66)	(\$30.65)	(\$40.86)	(\$20.43)	(\$30.65)	(\$40.86)	(\$18.53)	(\$18.53)	(\$18.53)	\$142.70	\$196.58	\$230.45	5.00%	\$ 30.00	N/A
Prevailing Wage Work (non-Exempt)		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$31.50	\$47.25	\$63.00	\$11.51	\$43.01	\$58.76	\$74.51	(\$39.24)	(\$49.60)	(\$59.95)	(\$39.24)	(\$31.07)	(\$41.42)	(\$20.71)	(\$31.07)	(\$41.42)	(\$18.53)	(\$18.53)	(\$18.53)	\$147.72	\$196.78	\$237.78	5.00%	\$ 31.50	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$33.08	\$49.62	\$66.16	\$11.51	\$44.59	\$61.13	\$77.67	(\$37.66)	(\$47.23)	(\$56.79)	(\$37.66)	(\$28.70)	(\$38.26)	(\$19.13)	(\$28.70)	(\$38.26)	(\$18.53)	(\$18.53)	(\$18.53)	\$147.74	\$191.32	\$234.90	5.00%	\$ 33.08	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$34.73	\$52.10	\$69.46	\$11.51	\$46.24	\$63.61	\$80.97	(\$36.01)	(\$44.75)	(\$53.49)	(\$36.01)	(\$26.22)	(\$34.96)	(\$17.48)	(\$26.22)	(\$34.96)	(\$18.53)	(\$18.53)	(\$18.53)	\$147.75	\$189.82	\$231.90	5.00%	\$ 34.73	
Scott Watson Sr. Technician	FIELD	9/2/2021	6/30/2022																																

Prevailing Wage Work (non-Exempt)		7/1/2022 7/1/2023 7/1/2024	6/30/2023 6/30/2024 6/30/2025	\$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46	\$30.87 \$32.41 \$34.03	\$46.31 \$48.62 \$51.05	\$61.74 \$64.82 \$68.06	\$7.66 \$7.66 \$7.66	\$38.53 \$40.07 \$41.69	\$53.97 \$56.28 \$58.71	\$69.40 \$72.48 \$75.72	(\$43.72) (\$42.18) (\$40.56)	(\$54.39) (\$52.08) (\$49.65)	(\$65.06) (\$61.98) (\$58.74)	(\$43.72) (\$42.18) (\$40.56)	(\$32.01) (\$29.70) (\$27.27)	(\$42.68) (\$39.60) (\$36.36)	(\$21.34) (\$19.80) (\$18.18)	(\$32.01) (\$29.70) (\$27.27)	(\$42.68) (\$39.60) (\$36.36)	(\$22.38) (\$22.38) (\$22.38)	(\$22.38) (\$22.38) (\$22.38)	(\$22.38) (\$22.38) (\$22.38)	\$147.73 \$147.74 \$147.75	\$193.33 \$191.93 \$190.46	\$238.93 \$236.12 \$233.17	5.00% 5.00% 5.00%	\$ 30.87 \$ 32.41 \$ 34.03	N/A																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
Mario Aparicio Sr. Technician	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025															\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	\$83.24 \$87.41 \$91.77 \$96.35	\$97.94 \$102.84 \$107.97 \$113.37	\$112.64 \$118.28 \$124.18 \$130.38	5.00% 5.00% 5.00% 5.00%	\$ 29.40 \$ 30.87 \$ 32.41 \$ 34.03	N/A																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
Non-PIW Work (non-Exempt)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													</

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

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

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

4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:

Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Mott MacDonald Group, Inc. PRIME SUB X
PROJECT NO. RFP 22-1002863 CONTRACT NO. DATE 10/26/21

CONTRACT TYPE Specified Rates of Compensation (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)
Sub Consultant's Participation Amount \$ _TBA_

Loaded Rate Calculation																							Home Office Personnel:											
Non Exempt Employee Loaded Billing Rates																							Fringe Benefit %	Overhead %	General Administration %		Combined %							
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																							NORMAL	162.36%	+	+	0.00%	=	162.36%					
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																							OVERTIME	162.36%	+	+	0.00%	=	162.36%					
Exempt Employee Loaded Billing Rates																							Fringe Benefit %	Overhead %	General Administration %		Combined %							
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																							NORMAL	139.41%	+	0.00%	+	0.00%	=	139.41%				
																							OVERTIME	139.41%	+	0.00%	+	0.00%	=	139.41%				
																							Fee				10.00%							
																							Applicable Multiplier Delta Base (Field)				1.00							
																							Applicable Multiplier Fringe (Field)				0.00							
Name/Classification	Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate		Applicable in DELTA (TOTAL)	DELTA (BASE) = Employee Base - DIR Base		Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
				Base Salary		Fringe Benefits		Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe		Total = Base + Fringe		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)				
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)						
Mike Tran, Construction Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.00	\$112.50	\$150.00	\$7.25	\$82.25	\$119.75	\$157.25	\$0.00	\$11.40	\$22.79	\$0.00	\$34.19	\$45.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$197.51	\$235.01	\$272.51		\$ 75.00	N/A
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.75	\$118.13	\$157.50	\$7.61	\$86.36	\$125.74	\$165.11	\$4.11	\$17.38	\$30.65	\$0.00	\$39.81	\$53.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$207.39	\$246.76	\$286.14	5.00%	\$ 78.75	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.69	\$124.04	\$165.38	\$7.99	\$90.68	\$132.03	\$173.37	\$8.43	\$23.67	\$38.91	\$0.00	\$45.72	\$60.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$217.76	\$259.11	\$300.45	5.00%	\$ 82.69	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$86.82	\$130.23	\$173.64	\$8.39	\$95.21	\$138.62	\$182.03	\$12.96	\$30.27	\$47.57	\$0.00	\$51.92	\$69.22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$228.64	\$272.05	\$315.46	5.00%	\$ 86.82	
Mike Tran, Construction Inspector	FIELD	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00								\$111.06	\$132.14	\$153.23		\$ 42.17	N/A	
		7/1/2022	6/30/2023															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A						\$114.40	\$136.12	\$157.84	3.00%		\$ 43.44
		7/1/2023	6/30/2024															\$0.00	\$0.00	\$0.00								\$117.82	\$140.19	\$162.56	3.00%	\$ 44.74		
		7/1/2024	6/30/2025															\$0.00	\$0.00	\$0.00								\$121.35	\$144.39	\$167.43	3.00%	\$ 46.08		
Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00														
		7/1/2022	6/30/2023		\$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	\$0.00	\$0.00	3.00%	\$ -	
		7/1/2023	6/30/2024		\$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	\$0.00	\$0.00	3.00%	\$ -	
		7/1/2024	6/30/2025		\$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	\$0.00	\$0.00	3.00%	\$ -	

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:

Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

COST PROPOSAL
ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING
 ADM 2033 (Rev. 10/23/18)

Page 1 of 2

COST PROPOSAL
ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING
 ADM 2033 (Rev. 10/23/18)

Consultant/Subconsultant Name: RT Engineering & Associates, Inc., Inc.
 Agreement Number: 07A5194
 Attachment 2
 Tax ID No.: 45-2110804
 Date Prepared: 10/25/2021

(SHR Utilized)										
Home Office Personnel:										
NORMAL	Fringe Benefit %	30.00%	+	Overhead %	50.00%	+	General Administration %	30.00%	=	Combined %
OVERTIME	30.00%			50.00%			30.00%			110.00%
Field Office Personnel:										
NORMAL	Fringe Benefit %	30.00%	+	Overhead %	50.00%	+	General Administration %	30.00%	=	Combined %
OVERTIME	30.00%			50.00%			30.00%			110.00%
Project Specific										
NORMAL	Fringe Benefit %	0.00%	+	Overhead %	0.00%	+	General Administration %	0.00%	=	Combined %
OVERTIME	0.00%			0.00%			0.00%			0.00%
Fee									=	10.50%

Notes for Consultants:

1. Note employees/classifications that are subject to prevailing wage requirements with one asterisk (*) or two (**). Prevailing Wage specified is based on DIR determination, including known Predetermined increase(s), as of date of RFQ/RFP advertisement.
2. The employees' actual hourly rates shown in this cost proposal are the rates that were effective as of the RFQ/RFP advertisement date. Caltrans Contract Manager's pre-approval is required to add staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates as of the RFQ/RFP advertisement date (04/16/2021). Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience, and requires prior-approval from the Caltrans Contract Manager.
5. **Travel Time:** California minimum wage laws require an employer to count employee travel time as hours worked whenever it requires employees to travel, no matter when the travel occurs. This includes any new time employees are required to travel.
If an employee's travel time to a transportation center (airport, bus station, train station, etc.) is about the same as the travel time to the employee's usual workplace, the employer may begin counting the employee's travel time as hours worked once he or she arrives at the transportation center. **CA Division of Labor Standards Enforcement (DLSE) 46.3.2**
Employers must also count as hours worked time spent by employees traveling from a central reporting location to their actual work location. **CA DLSE 46.2**
Employees are permitted to pay employees a lower wage rate for waiting or standby time than they do for time when employees are performing actual job duties. The employer must notify employees they will be paid the lower wage rate before the travel begins. **CA DLSE 46.3.2**

Managers/Supervisors: Up to a maximum of 8 hours will be charged for work time or any combination of travel and work time (On Weekdays). **Billing rate for travel time = Loaded Rate Formula "C" above.**
Exempt staff: During travel time that exceeds 8 hours on any one day or one way travel will be billed as follows: **Billing rate for travel time = Loaded Rate Formula "C" above**, if working on a public works project.
When performing **Non-Prevailing Wage** duties on this project during the regular work day, the **Billing rate for travel time = Loaded Rate Formula "E" above**.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follows: **Billing Rate = (Actual Hourly Rate) (1 + Fee) + (Delta Base + Delta Fringe) * (1 + Fee)**
Non-Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at the Straight Time rate (i.e., without the application of the 1.5x or 2.0x multiplier for Overtime), as follows: **Billing rate for travel time = Loaded Rate Formula "A" above.**

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT_Southstar Engineering & Consulting, Inc.				PRIME	SUB	X	CONTRACT TYPE Construction Management Services On-Call				(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)																		
PROJECT NO_RFP 22-1002863				CONTRACT NO.			DATE			10/26/21										Sub Consultant's Participation Amount \$									
Loaded Rate Calculation																													
Non Exempt Employee Loaded Billing Rates																													
(A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																													
(B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																													
Exempt Employee Loaded Billing Rates																													
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																													
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																													
Home Office Personnel: Fringe Benefit % Overhead % General Administration % Combined %																													
NORMAL 44.21% + 31.88% + 36.56% = 112.65%																													
OVERTIME 44.21% + 31.88% + 36.56% = 112.65%																													
Field Office Personnel: Fringe Benefit % Overhead % General Administration % Combined %																													
NORMAL 44.21% + 31.88% + 36.56% = 112.65%																													
OVERTIME 44.21% + 31.88% + 36.56% = 112.65%																													
Free 6.00%																													
Applicable Multiplier Delta Base (Field) = 1.00																													
Applicable Multiplier Fringe (Field) = 0.00																													
Home Office Personnel: Effective Date of Hourly Rate Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) Employee Actual Rate (fringe benefits vary year over year) DELTA (TOTAL) = Employee Total Rate - DIR Rate Applicable DELTA (BASE) = Employee Base - DIR Base Applicable DELTA Base = DIR Rate - Employee Base Rate Applicable DELTA TOTAL - DELTA BASE (Employee - DIR) Loaded Hourly Billing Rates % Escalation Increase Actual Hourly Rate and/or Average Hourly Rate Hourly Range for Class																													
From To Straight 1.5 OT 2.0 OT Fringe Benefits Straight 1.5 OT 2.0 OT Straight 1.5 OT 2.0 OT Estimate Fringe Straight 1.5 OT 2.0 OT Straight																													

3. Prevailing Rates specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

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

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

6. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

7. **Travel Time Charges:**

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:

Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT TRC Engineers, Inc. PRIME SUB X

CONTRACT TYPE Construction Management Services On-Call

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. RFP 22-1002663 CONTRACT NO. DATE 10/25/2021

Prime Consultant's Participation Amount \$

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	51.44% +	102.82% +	0.00%	= 154.26%
OVERTIME	51.44% +	102.82% +	0.00%	= 154.26%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	51.44% +	77.01% +	0.00%	= 128.45%
OVERTIME	51.44% +	77.01% +	0.00%	= 128.45%

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable DELTA (BASE) = Employee Base - DIR Base			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class			
				Base Salary		Fringe Benefits		Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe		Total + Base + Fringe		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)						
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)								
Michael Adams Office Engineer	FIELD	9/2/2021	6/30/2022													\$0.00	\$0.00	\$0.00																		
		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A								
		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00																		
		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00																		
		7/1/2025	12/31/2026													\$0.00	\$0.00	\$0.00																		
Mazen Aljazzar Civil/SWPPP Inspector	FIELD	9/2/2021	6/30/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$68.34	\$102.51	\$136.68	\$9.85	\$78.19	\$112.36	\$146.53	(\$4.56)	\$3.26	\$11.07	(\$4.56)	\$23.45	\$31.26	\$0.00	\$0.00	\$0.00	(\$4.56)	\$0.00	\$0.00	\$182.15	\$205.91	\$240.08	5.00%	\$ 68.34		
		7/1/2022	6/30/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$71.76	\$107.64	\$143.52	\$9.85	\$81.61	\$117.49	\$153.37	(\$1.14)	\$8.39	\$17.91	(\$1.14)	\$28.58	\$38.10	\$0.00	\$0.00	\$0.00	(\$1.14)	\$0.00	\$0.00	\$182.93	\$216.21	\$252.09	5.00%	\$ 71.76		
Construction Group 2		7/1/2023	6/30/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$75.35	\$113.03	\$150.70	\$9.85	\$85.20	\$122.88	\$160.55	\$2.45	\$13.77	\$25.09	\$0.00	\$33.96	\$45.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$189.35	\$227.03	\$264.70	5.00%	\$ 75.35	
		7/1/2024	6/30/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$79.12	\$116.68	\$158.24	\$9.85	\$88.97	\$128.53	\$168.09	\$6.22	\$19.43	\$32.63	\$0.00	\$39.62	\$52.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$198.82	\$238.38	\$277.94	5.00%	\$ 79.12
		7/1/2025	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$83.08	\$124.62	\$166.16	\$9.85	\$92.93	\$134.47	\$176.01	\$10.18	\$25.37	\$40.55	\$0.00	\$45.56	\$60.74	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$208.78	\$250.92	\$291.86	5.00%	\$ 83.08
Mazen Aljazzar Civil/SWPPP Inspector	FIELD	9/2/2021	6/30/2022													\$0.00	\$0.00	\$0.00																		
		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A								
Construction Group 2		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00																		
		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00																		
		7/1/2025	12/31/2026													\$0.00	\$0.00	\$0.00																		
Kenneth Cameron Roadway Inspector	FIELD	9/2/2021	6/30/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$68.71	\$103.07	\$137.42	\$13.54	\$82.25	\$116.61	\$150.96	(\$0.50)	\$7.50	\$15.50	(\$0.50)	\$24.00	\$32.00	\$0.00	\$0.00	\$0.00	(\$0.50)	\$0.00	\$0.00	\$173.81	\$207.02	\$241.37	5.00%	\$ 68.71		
		7/1/2022	6/30/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$72.15	\$108.23	\$144.30	\$13.54	\$85.69	\$121.77	\$157.84	\$2.94	\$12.66	\$22.38	\$0.00	\$29.16	\$38.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$181.31	\$217.38	\$253.46	5.00%	\$ 72.15
Construction Group 2		7/1/2023	6/30/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$75.76	\$113.64	\$151.52	\$13.54	\$89.30	\$127.18	\$165.06	\$6.55	\$18.08	\$29.60	\$0.00	\$34.58	\$46.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.38	\$228.26	\$266.14	5.00%	\$ 75.76
		7/1/2024	6/30/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$79.55	\$119.33	\$159.10	\$13.54	\$93.09	\$132.87	\$172.64	\$10.34	\$23.73	\$37.18	\$0.00	\$40.26	\$53.68	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$199.91	\$239.68	\$279.44	5.00%	\$ 79.55
		7/1/2025	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$83.53	\$125.30	\$167.06	\$13.54	\$97.07	\$138.84	\$180.60	\$14.32	\$29.73	\$45.14	\$0.00	\$46.23	\$61.64	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$209.91	\$251.67	\$293.44	5.00%	\$ 83.53
Kenneth Cameron Roadway Inspector	FIELD	9/2/2021	6/30/2022													\$0.00	\$0.00	\$0.00																		
		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A								
Construction Group 2		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00																		
		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00																		
		7/1/2025	12/31/2026													\$0.00	\$0.00	\$0.00																		
Armando Castaneda Landscape Architect	FIELD	9/2/2021	6/30/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$58.43	\$87.65	\$116.86	\$9.27	\$67.70	\$96.92	\$126.13	(\$15.05)	(\$12.19)	(\$9.33)	(\$15.05)	\$8.58	\$11.44	\$0.00	\$0.00	\$0.00	(\$15.05)	(\$12.19)	(\$9.33)	\$181.21	\$203.67	\$226.58	5.00%	\$ 58.43		
		7/1/2022	6/30/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$61.35	\$92.03	\$122.70	\$9.27	\$70.62	\$101.30	\$131.97	(\$12.13)	(\$7.81)	(\$3.49)	(\$12.13)	\$12.96	\$17.28	\$0.00	\$0.00	\$0.00	(\$12.13)	(\$7.81)	(\$3.49)	\$181.88	\$202.69	\$223.49	5.00%	\$ 61.35		
Construction Group 2		7/1/2023	6/30/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$64.42	\$96.63	\$128.84	\$9.27	\$73.69	\$105.90	\$138.11	(\$9.06)	(\$3.21)	\$2.65	(\$9.06)	\$17.57	\$23.42	\$0.00	\$0.00	\$0.00	(\$9.06)	(\$3.21)	\$0.00	\$182.58	\$201.42	\$226.30	5.00%	\$ 64.42		
		7/1/2024	6/30/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$67.64	\$101.46	\$135.28	\$9.27	\$76.91	\$110.73	\$144.55	(\$5.84)	\$1.63	\$9.09	(\$5.84)	\$22.40	\$29.86	\$0.00	\$0.00	\$0.00	(\$5.84)	\$0.00	\$0.00	\$183.32	\$203.80	\$237.62	5.00%	\$ 67.64		
		7/1/2025	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$71.02	\$106.53	\$142.04	\$9.27	\$80.29	\$115.80	\$151.31	(\$2.46)	\$6.70	\$15.85	(\$2.46)	\$27.47	\$36.62	\$0.00	\$0.00	\$0.00	(\$2.46)	\$0.00	\$0.00	\$184.09	\$213.98	\$249.49	5.00%	\$ 71.02		
Armando Castaneda Landscape Architect	FIELD	9/2/2021	6/30/2022													\$0.00	\$0.00	\$0.00																		
		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A								
Construction Group 2		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00																		
		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00																		
		7/1/2025	12/31/2026													\$0.00	\$0.00	\$0.00																		
Guadalupe (Lupita) Castaneda Office Engineer	FIELD	9/2/2021	6/30/2022													\$0.00	\$0.00	\$0.00																		
		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A								
Construction Group 2		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00																		
		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00																		
		7/1/2025	12/31/2026													\$0.00	\$0.00	\$0.00																		
Hossein Feghhi Assistant Resident Engineer/Project Manager	FIELD	9/2/2021	6/30/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$67.05	\$77.05	\$77.05	\$13.32	\$90.37	\$90.37	\$94.37	\$7.62	(\$18.74)	(\$45.09)	\$0.00	(\$2.02)	(\$28.37)	\$0.00	(\$2.02)	(\$28.37)	\$0.00	(\$16.72)	(\$16.72)	\$193.62	\$236.30	\$296.63	5.00%	\$ 77.05		
		7/1/2022	6/30/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$80.90	\$80.90	\$80.90	\$13.32	\$94.22	\$94.22	\$94.22	\$11.47	(\$14.89)	(\$41.24)	\$0.00	\$1.84	(\$24.52)	\$0.00	(\$24.52)	(\$24.52)	\$0.00	(\$14.89)	(\$16.72)	\$203.30	\$237.30	\$297.51	5.00%	\$ 80.90		
Construction Group 2		7/1/2023	6/30/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$84.95	\$84.95	\$84.95	\$13.32	\$98.27	\$98.27	\$98.27	\$12.45	(\$10.92)	(\$30.47)	\$0.00	\$5.89	(\$20.47)	\$0.00	\$0.00	(\$20.47)	\$0.00	(\$10.84)	(\$16.72)	\$216.72	\$234.68	\$297.34	5.00%	\$ 84.95		
		7/1/2024	6/30/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$89.20	\$89.20	\$89.20	\$13.32	\$102.52	\$102.52	\$102.52	\$19.77	(\$6.58)	(\$32.94)	\$0.00	\$10.14	(\$16.22)	\$0.00	\$0.00	(\$16.22)	\$0.00	(\$6.58)	(\$16.72)	\$224.16	\$239.20	\$299.41	5.00%	\$ 89.20		
		7/1/2025	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$93.66	\$89.26	\$93.66	\$13.32	\$106.98	\$106.98	\$106.98																			

22-1002706 (1 of 2)

22-1002706 (1 of 2)

Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

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

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

The employees’ actual hourly rates shown in this cost proposal are the rates that were effective on 9/2/2021. Calltrans Contract Manager’s pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on xxx/xx/xx. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula “C” above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:

Billing rate for travel time = Loaded Rate Formula “C” above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow; Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e., without the application of the 1.5x or 2.0x multiplier for overtime as follow:

Please Note: Consultant completes all items in yellow highlight

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

WSP USA INC.

CONSULTANT WSP USA, Inc. PRIME SUB X

PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. TBO DATE 10/25/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		33.31% +	97.20% +	0.00% =	130.51%
OVERTIME		33.31% +	97.20% +	0.00% =	130.51%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		33.73% +	59.49% +	0.00% =	93.22%
OVERTIME		33.73% +	59.49% +	0.00% =	93.22%
Fee =					10.00%
Applicable Multiplier Delta Base (Field) =					2.13
Applicable Multiplier Fringe (Field) =					2.13

Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class			
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight				OT (1.5x)	OT (2x)	
				Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT																
Name/Classification		From	To	Straight	1.5 OT	2.0 OT	Fringe Benefits	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)					
Richard Bagay Construction Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$64.87	\$97.31	\$129.74	\$18.83	\$83.70	\$116.14	\$148.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$137.88	\$170.31	\$202.75	3.50%	\$ 64.87	N/A	
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$67.14	\$100.71	\$134.28	\$18.83	\$85.97	\$119.54	\$153.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$142.70	\$176.27	\$209.84	3.50%		\$ 67.14
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.49	\$104.24	\$138.98	\$18.83	\$88.32	\$123.07	\$157.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$147.70	\$182.44	\$217.19	3.50%		\$ 69.49
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.92	\$107.88	\$143.84	\$18.83	\$90.75	\$126.71	\$162.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.86	\$188.82	\$224.78	3.50%		\$ 71.92
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.44	\$111.66	\$148.88	\$18.83	\$93.27	\$130.49	\$167.71	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$158.22	\$195.44	\$232.66	3.50%		\$ 74.44
(non-Exempt)		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.05	\$115.58	\$154.10	\$18.83	\$95.88	\$134.41	\$172.93	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$163.76	\$202.29	\$240.81	3.50%		\$ 77.05
Richard Bagay Construction Inspector	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$64.87	\$97.31	\$129.74	\$18.83	\$83.70	\$116.14	\$148.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$137.88	\$170.31	\$202.75	3.50%	\$ 64.87	N/A
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$67.14	\$100.71	\$134.28	\$18.83	\$85.97	\$119.54	\$153.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$142.70	\$176.27	\$209.84	3.50%	\$ 67.14	
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$69.49	\$104.24	\$138.98	\$18.83	\$88.32	\$123.07	\$157.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$147.70	\$182.44	\$217.19	3.50%	\$ 69.49	
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$71.92	\$107.88	\$143.84	\$18.83	\$90.75	\$126.71	\$162.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.86	\$188.82	\$224.78	3.50%	\$ 71.92	
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$74.44	\$111.66	\$148.88	\$18.83	\$93.27	\$130.49	\$167.71	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$158.22	\$195.44	\$232.66	3.50%	\$ 74.44	
(non-Exempt)		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$77.05	\$115.58	\$154.10	\$18.83	\$95.88	\$134.41	\$172.93	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$163.76	\$202.29	\$240.81	3.50%	\$ 77.05	
Richard Bagay Construction Inspector	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$64.87	\$97.31	\$129.74	\$18.83	\$83.70	\$116.14	\$148.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$137.88	\$170.31	\$202.75	3.50%	\$ 64.87	N/A
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$67.14	\$100.71	\$134.28	\$18.83	\$85.97	\$119.54	\$153.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$142.70	\$176.27	\$209.84	3.50%	\$ 67.14	
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$69.49	\$104.24	\$138.98	\$18.83	\$88.32	\$123.07	\$157.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$147.70	\$182.44	\$217.19	3.50%	\$ 69.49	
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$71.92	\$107.88	\$143.84	\$18.83	\$90.75	\$126.71	\$162.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.86	\$188.82	\$224.78	3.50%	\$ 71.92	
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$74.44	\$111.66	\$143.84	\$18.83	\$93.27	\$130.49	\$162.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$158.22	\$195.44	\$232.66	3.50%	\$ 74.44	
(non-Exempt)		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$77.05	\$115.58	\$143.84	\$18.83	\$95.88	\$134.41	\$162.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$163.76	\$202.29	\$240.81	3.50%	\$ 77.05	
Richard Bagay Construction Inspector	FIELD	9/2/2021	12/31/2021																									\$137.88	\$170.31	\$202.75	3.50%	\$ 64.87	N/A
Non-Prevailing Wage Work		1/1/2022	12/31/2022																									\$142.70	\$176.27	\$209.84	3.50%	\$ 67.14	
		1/1/2023	12/31/2023																									\$147.70	\$182.44	\$217.19	3.50%	\$ 69.49	
		1/1/2024	12/31/2024																									\$152.86	\$188.82	\$224.78	3.50%	\$ 71.92	
		1/1/2025	12/31/2025																									\$158.22	\$195.44	\$232.66	3.50%	\$ 74.44	
(non-Exempt)		1/1/2026	12/31/2026																									\$163.76	\$202.29	\$240.81	3.50%	\$ 77.05	
Kevin Joyce Resident Engineer	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.22	\$112.83	\$150.44	\$11.25	\$86.47	\$124.08	\$161.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.87	\$197.48	\$235.09	3.50%	\$ 75.22	N/A	
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.85	\$116.78	\$155.70	\$11.25	\$89.10	\$128.03	\$166.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$165.46	\$204.39	\$243.31	3.50%		\$ 77.85
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.57	\$120.86	\$161.14	\$11.25	\$91.82	\$132.11	\$172.39	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.25	\$211.53	\$251.82	3.50%		\$ 80.57
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$83.39	\$125.09	\$166.78	\$11.25	\$94.64	\$136.34	\$178.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$177.24	\$218.93	\$260.63	3.50%		\$ 83.39
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$86.31	\$129.47	\$172.62	\$11.25	\$97.56	\$140.72	\$183.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.45	\$226.60	\$269.76	3.50%		\$ 86.31
(non-Exempt)		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.33	\$134.00	\$178.66	\$11.25	\$100.58	\$145.25	\$189.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$189.86	\$234.53	\$279.19	3.50%		\$ 89.33
Kevin Joyce Resident Engineer	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$75.22	\$112.83	\$150.44	\$11.25	\$86.47	\$124.08	\$161.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.87	\$197.48	\$235.09	3.50%	\$ 75.22	N/A
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$77.85	\$116.78	\$155.70	\$11.25	\$89.10	\$128.03	\$166.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$165.46	\$204.39	\$243.31	3.50%	\$ 77.85	
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$80.57	\$120.86	\$161.14	\$11.25	\$91.82	\$132.11	\$172.39	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.25	\$211.53	\$251.82	3.50%	\$ 80.57	
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$83.39	\$125.09	\$166.78	\$11.25	\$94.64	\$136.34	\$178.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$177.24	\$218.93	\$260.63	3.50%	\$ 83.39	
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$86.31	\$129.47	\$172.62	\$11.25	\$97.56	\$140.72	\$183.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.45	\$226.60	\$269.76	3.50%	\$ 86.31	
(non-Exempt)		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$89.33	\$134.00	\$178.66	\$11.25	\$100.58	\$145.25	\$189.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$189.86	\$234.53	\$279.19	3.50%	\$ 89.33	

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT WSP USA, Inc. PRIME SUB X
PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. TBO DATE 10/25/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31% +	97.20% +	0.00% =	130.51%
OVERTIME	33.31% +	97.20% +	0.00% =	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73% +	59.49% +	0.00% =	93.22%
OVERTIME	33.73% +	59.49% +	0.00% =	93.22%

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

Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
						Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe																	
						Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight																1.5 OT	2.0 OT
				From	To	Straight	1.5 OT	2.0 OT	Fringe Benefits	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Estimate Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)			
Kevin Joyce Resident Engineer Group 2 Prevailing Wage Work (non-Exempt)	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$75.22	\$112.83	\$129.74	\$11.25	\$86.47	\$116.13	\$148.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.87	\$197.48	\$235.09	3.50%	\$ 75.22	N/A		
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$77.85	\$116.78	\$134.28	\$11.25	\$89.10	\$119.53	\$153.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$165.46	\$204.39	\$243.31	3.50%	\$ 77.85			
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$80.57	\$120.86	\$138.98	\$11.25	\$91.82	\$123.07	\$157.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.25	\$211.53	\$251.82	3.50%	\$ 80.57			
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$83.39	\$125.09	\$143.84	\$11.25	\$94.64	\$126.71	\$162.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$177.24	\$218.93	\$260.63	3.50%	\$ 83.39			
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$86.31	\$129.47	\$143.84	\$11.25	\$97.56	\$126.71	\$162.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.45	\$226.60	\$269.76	3.50%	\$ 86.31			
1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$89.33	\$134.00	\$143.84	\$11.25	\$100.58	\$126.71	\$162.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$189.86	\$234.53	\$279.19	3.50%	\$ 89.33					
Kevin Joyce Resident Engineer Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	12/31/2021																								\$159.87	\$197.48	\$235.09	3.50%	\$ 75.22	N/A		
		1/1/2022	12/31/2022																								\$165.46	\$204.39	\$243.31	3.50%	\$ 77.85			
		1/1/2023	12/31/2023																								\$171.25	\$211.53	\$251.82	3.50%	\$ 80.57			
		1/1/2024	12/31/2024																								\$177.24	\$218.93	\$260.63	3.50%	\$ 83.39			
		1/1/2025	12/31/2025																								\$183.45	\$226.60	\$269.76	3.50%	\$ 86.31			
1/1/2026	12/31/2026																									\$189.86	\$234.53	\$279.19	3.50%	\$ 89.33				
Joe Herrera Office Engineer Non - Prevailing Wage Work (Exempt)	FIELD	9/2/2021	12/31/2021																								\$79.70	\$79.70	\$79.70	3.50%	\$ 37.50	N/A		
		1/1/2022	12/31/2022																								\$82.49	\$82.49	\$82.49	3.50%	\$ 38.81			
		1/1/2023	12/31/2023																								\$85.38	\$85.38	\$85.38	3.50%	\$ 40.17			
		1/1/2024	12/31/2024																								\$88.37	\$88.37	\$88.37	3.50%	\$ 41.58			
		1/1/2025	12/31/2025																								\$91.48	\$91.48	\$91.48	3.50%	\$ 43.04			
1/1/2026	12/31/2026																									\$94.69	\$94.69	\$94.69	3.50%	\$ 44.55				
David Knorr Roadway Inspector Group 2 Prevailing Wage Work (Exempt)	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$67.61	\$101.42	\$101.42	\$11.57	\$79.18	\$112.99	\$112.99	(\$3.07)	\$0.00	(\$21.48)	\$0.00	\$0.00	(\$3.01)	(\$3.07)	\$0.00	(\$18.47)	\$150.22	\$185.56	\$220.90	3.50%	\$ 67.61	N/A		
		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.98	\$69.98	\$69.98	\$11.57	\$81.55	\$81.55	\$81.55	(\$0.70)	(\$26.81)	(\$52.91)	\$0.00	(\$8.33)	(\$34.44)	(\$0.70)	(\$18.47)	(\$18.47)	\$150.22	\$185.56	\$220.90	3.50%	\$ 69.98			
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.43	\$72.43	\$72.43	\$11.57	\$84.00	\$84.00	\$84.00	\$0.00	(\$24.36)	(\$50.46)	\$0.00	(\$5.88)	(\$31.99)	\$0.00	(\$18.47)	(\$18.47)	\$153.94	\$190.16	\$226.37	3.50%	\$ 72.43			
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.97	\$74.97	\$74.97	\$11.57	\$86.54	\$86.54	\$86.54	\$0.00	(\$21.82)	(\$47.92)	\$0.00	(\$3.35)	(\$29.45)	\$0.00	(\$18.47)	(\$18.47)	\$159.34	\$196.83	\$234.31	3.50%	\$ 74.97			
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.59	\$77.59	\$77.59	\$11.57	\$89.16	\$89.16	\$89.16	\$0.00	(\$19.20)	(\$45.30)	\$0.00	(\$0.72)	(\$26.83)	\$0.00	(\$18.47)	(\$18.47)	\$164.91	\$203.71	\$242.50	3.50%	\$ 77.59			
1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.31	\$80.31	\$80.31	\$11.57	\$91.88	\$91.88	\$91.88	\$0.00	(\$16.48)	(\$42.58)	\$0.00	\$0.00	(\$24.11)	\$0.00	(\$16.48)	(\$18.47)	\$170.69	\$210.85	\$251.00	3.50%	\$ 80.31					
David Knorr Roadway Inspector Group 2 Prevailing Wage Work (Exempt)	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$67.61	\$67.61	\$135.22	\$11.57	\$79.18	\$79.18	\$146.79	(\$3.57)	(\$29.93)	\$0.00	\$0.00	(\$11.46)	\$0.00	(\$3.57)	(\$18.47)	\$0.00	\$151.29	\$186.88	\$222.47	3.50%	\$ 67.61	N/A		
		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$69.98	\$104.97	\$139.96	\$11.57	\$81.55	\$116.54	\$151.53	(\$1.20)	\$0.00	\$0.00	\$0.00	\$0.00	(\$1.20)	\$0.00	\$0.00	\$0.00	\$151.29	\$186.88	\$222.47	3.50%	\$ 69.98			
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$72.43	\$108.65	\$144.86	\$11.57	\$84.00	\$120.22	\$156.43	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$153.94	\$190.16	\$226.37	3.50%	\$ 72.43			
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$74.97	\$112.46	\$149.94	\$11.57	\$86.54	\$124.03	\$161.51	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.34	\$196.83	\$234.31	3.50%	\$ 74.97			
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$77.59	\$116.39	\$155.18	\$11.57	\$89.16	\$127.96	\$166.75	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$164.91	\$203.71	\$242.50	3.50%	\$ 77.59			
1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$80.31	\$120.47	\$160.62	\$11.57	\$91.88	\$132.04	\$172.19	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$170.69	\$210.85	\$251.00	3.50%	\$ 80.31				
David Knorr Roadway Inspector Group 2 Prevailing Wage Work (Exempt)	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$67.61	\$101.42	\$135.22	\$11.57	\$79.18	\$112.99	\$146.79	(\$4.07)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$4.07)	\$0.00	\$0.00	\$152.35	\$188.19	\$224.03	3.50%	\$ 67.61	N/A		
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$69.98	\$104.97	\$139.96	\$11.57	\$81.55	\$116.54	\$151.53	(\$1.70)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$1.70)	\$0.00	\$0.00	\$153.94	\$190.16	\$226.37	3.50%	\$ 72.43			
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$72.43	\$108.65	\$144.86	\$11.57	\$84.00	\$120.22	\$156.43	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.34	\$196.83	\$234.31	3.50%	\$ 74.97			
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$74.97	\$112.46	\$149.94	\$11.57	\$86.54	\$127.96	\$166.75	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$164.91	\$203.71	\$242.50	3.50%	\$ 77.59			
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$77.59	\$116.39	\$155.18	\$11.57	\$89.16	\$127.96	\$166.75	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$164.91	\$203.71	\$242.50	3.50%	\$ 77.59			
1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$80.31	\$120.47	\$160.62	\$11.57	\$91.88	\$132.04	\$172.19	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$170.69	\$210.85	\$251.00	3.50%	\$ 80.31				

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

WSP USA INC

CONSULTANT _____	WSP USA, Inc.	PRIME _____	SUB _____	X _____
PROJECT NO. SBCTA ON CALL RFP 22-1002663	CONTRACT NO. _____	TBD	DATE	10/25/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES:

Loaded Rate Calculation <i>Non Exempt Employee Loaded Billing Rates</i> A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) B) SX or 2x Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + SX or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) Exempt Employee Loaded Billing Rates C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)	
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Home Office Personnel:		Fringe Benefit %	Overhead %		General Administration %	=	Combined %
NORMAL	33.31%	+	97.20%	+	0.00%	=	130.51%
OVERTIME	33.31%	+	97.20%	+	0.00%	=	130.51%
Field Office Personnel:		Fringe Benefit %	Overhead %		General Administration %	=	Combined %
NORMAL	33.73%	+	59.49%	+	0.00%	=	93.22%
OVERTIME	33.73%	+	59.49%	+	0.00%	=	93.22%

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

Applicable Multiplier Fringe (Field) = 2.13																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)									Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total				Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)				Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
				From	To			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
David Knorr Roadway Inspector		FIELD	9/2/2021	12/31/2021																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				

SC-23-63-2-2021-1D

Issue Date: August 22, 2021
Expiration Date: June 30, 2022

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT WSP USA, Inc. PRIME SUB X
PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. TBO DATE 10/25/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		33.31% +	97.20% +	0.00% =	130.51%
OVERTIME		33.31% +	97.20% +	0.00% =	130.51%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		33.73% +	59.49% +	0.00% =	93.22%
OVERTIME		33.73% +	59.49% +	0.00% =	93.22%
Fee =					10.00%
Applicable Multiplier Delta Base (Field) =					2.13
Applicable Multiplier Fringe (Field) =					2.13

Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
				From	To	Straight	1.5 OT	2.0 OT	Fringe Benefits	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Estimate Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight			OT (1.5x)	OT (2x)	
David Nguyen, PE,QSD Structures Representative		Group 2 Prevailing Wage Work	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$103.50	\$103.50	\$103.50	\$7.05	\$110.55	\$110.55	\$110.55	\$0.00	\$0.00	(\$24.91)	\$0.00	\$0.00	(\$1.92)	\$0.00	\$0.00	(\$22.99)	\$219.98	\$219.98	\$272.93	3.50%	\$ 103.50	N/A
1/1/2022	12/31/2022			\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$107.12	\$107.12	\$107.12	\$7.05	\$114.17	\$114.17	\$114.17	\$0.00	\$0.00	(\$21.29)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$21.29)	\$227.67	\$227.67	\$272.93	3.50%	\$ 107.12			
1/1/2023	12/31/2023			\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$110.87	\$110.87	\$110.87	\$7.05	\$117.92	\$117.92	\$117.92	\$0.00	\$0.00	(\$17.54)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$17.54)	\$235.65	\$235.65	\$272.93	3.50%	\$ 110.87			
1/1/2024	12/31/2024			\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$114.75	\$114.75	\$114.75	\$7.05	\$121.80	\$121.80	\$121.80	\$0.00	\$0.00	(\$13.66)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$13.66)	\$243.89	\$243.89	\$272.93	3.50%	\$ 114.75			
1/1/2025	12/31/2025			\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$118.77	\$118.77	\$118.77	\$7.05	\$125.82	\$125.82	\$125.82	\$0.00	\$0.00	(\$9.64)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$9.64)	\$252.44	\$252.44	\$272.93	3.50%	\$ 118.77			
(Exempt)				1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$122.93	\$122.93	\$122.93	\$7.05	\$129.98	\$129.98	\$129.98	\$0.00	\$0.00	(\$5.48)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$5.48)	\$261.28	\$261.28	\$272.93	3.50%	\$ 122.93	
David Nguyen, PE,QSD Structures Representative		Group 2 Prevailing Wage Work	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$103.50	\$103.50	\$103.50	\$7.05	\$110.55	\$110.55	\$110.55	\$0.00	\$0.00	(\$25.91)	\$0.00	\$0.00	(\$2.92)	\$0.00	\$0.00	(\$22.99)	\$219.98	\$219.98	\$275.05	3.50%	\$ 103.50	N/A
1/1/2022	12/31/2022			\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$107.12	\$107.12	\$107.12	\$7.05	\$114.17	\$114.17	\$114.17	\$0.00	\$0.00	(\$22.29)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$22.29)	\$227.67	\$227.67	\$275.05	3.50%	\$ 107.12			
1/1/2023	12/31/2023			\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$110.87	\$110.87	\$110.87	\$7.05	\$117.92	\$117.92	\$117.92	\$0.00	\$0.00	(\$18.54)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$18.54)	\$235.65	\$235.65	\$275.05	3.50%	\$ 110.87			
1/1/2024	12/31/2024			\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$114.75	\$114.75	\$114.75	\$7.05	\$121.80	\$121.80	\$121.80	\$0.00	\$0.00	(\$14.66)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$14.66)	\$243.89	\$243.89	\$275.05	3.50%	\$ 114.75			
1/1/2025	12/31/2025			\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$118.77	\$118.77	\$118.77	\$7.05	\$125.82	\$125.82	\$125.82	\$0.00	\$0.00	(\$10.64)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$10.64)	\$252.44	\$252.44	\$275.05	3.50%	\$ 118.77			
(Exempt)				1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$122.93	\$122.93	\$122.93	\$7.05	\$129.98	\$129.98	\$129.98	\$0.00	\$0.00	(\$6.48)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$6.48)	\$261.28	\$261.28	\$275.05	3.50%	\$ 122.93	
David Nguyen, PE,QSD Structures Representative Non-Prevailing Wage Work		(Exempt)	FIELD	9/2/2021	12/31/2021																						\$219.98	\$219.98	\$219.98	3.50%	\$ 103.50	N/A		
1/1/2022	12/31/2022																											\$227.67	\$227.67	\$227.67	3.50%		\$ 107.12	
1/1/2023	12/31/2023																											\$235.65	\$235.65	\$235.65	3.50%		\$ 110.87	
1/1/2024	12/31/2024																											\$243.89	\$243.89	\$243.89	3.50%		\$ 114.75	
1/1/2025	12/31/2025																											\$252.44	\$252.44	\$252.44	3.50%		\$ 118.77	
(Exempt)				1/1/2026	12/31/2026																						\$261.28	\$261.28	\$261.28	3.50%	\$ 122.93			
April Penara, PE Project Manager		Non - Prevailing Wage Work	FIELD	9/2/2021	12/31/2021																						\$198.41	\$198.41	\$198.41	3.50%	\$ 93.35	N/A		
1/1/2022	12/31/2022																											\$205.36	\$205.36	\$205.36	3.50%		\$ 96.62	
1/1/2023	12/31/2023																											\$212.54	\$212.54	\$212.54	3.50%		\$ 100.00	
1/1/2024	12/31/2024																											\$219.98	\$219.98	\$219.98	3.50%		\$ 103.50	
1/1/2025	12/31/2025																											\$227.67	\$227.67	\$227.67	3.50%		\$ 107.12	
(Exempt)				1/1/2026	12/31/2026																						\$235.65	\$235.65	\$235.65	3.50%	\$ 110.87			
Behrooz Pirzadeh, PE, QSD Resident Engineer		Non - Prevailing Wage Work	FIELD	9/2/2021	12/31/2021																						\$229.31	\$229.31	\$229.31	3.50%	\$ 107.89	N/A		
1/1/2022	12/31/2022																											\$237.35	\$237.35	\$237.35	3.50%		\$ 111.67	
1/1/2023	12/31/2023																											\$245.66	\$245.66	\$245.66	3.50%		\$ 115.58	
1/1/2024	12/31/2024																											\$254.26	\$254.26	\$254.26	3.50%		\$ 119.63	
1/1/2025	12/31/2025																											\$263.17	\$263.17	\$263.17	3.50%		\$ 123.82	
(Exempt)				1/1/2026	12/31/2026																						\$272.37	\$272.37	\$272.37	3.50%	\$ 128.15			
Veronica Seyde, QSD,ToR SWPPP Inspector		Group 2 Prevailing Wage Work	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.89	\$91.89	\$91.89	\$9.57	\$101.46	\$101.46	\$101.46	\$0.00	(\$6.89)	(\$33.00)	\$0.00	\$0.00	(\$12.53)	\$0.00	(\$6.89)	(\$20.47)	\$195.30	\$209.96	\$265.44	3.50%	\$ 91.89	N/A
1/1/2022	12/31/2022			\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$95.11	\$95.11	\$95.11	\$9.57	\$104.68	\$104.68	\$104.68	\$0.00	(\$3.67)	(\$29.78)	\$0.00	\$0.00	(\$9.31)	\$0.00	(\$3.67)	(\$20.47)	\$202.15	\$209.96	\$265.44	3.50%	\$ 95.11			
1/1/2023	12/31/2023			\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$98.44	\$98.44	\$98.44	\$9.57	\$108.01	\$108.01	\$108.01	\$0.00	(\$1.10)	(\$27.45)	\$0.00	\$0.00	(\$6.98)	\$0.00	(\$1.10)	(\$20.47)	\$209.23	\$209.96	\$265.44	3.50%	\$ 98.44			
1/1/2024	12/31/2024			\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$101.89	\$101.89	\$101.89	\$9.57	\$111.46	\$111.46	\$111.46	\$0.00	\$0.00	(\$23.00)	\$0.00	\$0.00	(\$2.53)	\$0.00	\$0.00	(\$20.47)	\$216.56	\$216.56	\$265.44	3.50%	\$ 101.89			
1/1/2025	12/31/2025			\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$105.46	\$105.46	\$105.46	\$9.57	\$115.03	\$115.03	\$115.03	\$0.00	\$0.00	(\$26.43)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$19.43)	\$224.15	\$224.15	\$265.44	3.50%	\$ 105.46			
(Exempt)				1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$109.15	\$109.15	\$109.15	\$9.57	\$118.72	\$118.72	\$118.72	\$0.00	\$0.00	(\$15.74)	\$0.00	\$0.00	\$0.00	\$0.00	(\$15.74)	\$231.99	\$231.99	\$265.44	3.50%	\$ 109.15		
Veronica Seyde, QSD,ToR SWPPP Inspector		Group 2 Prevailing Wage Work	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$91.89	\$91.89	\$91.89	\$9.57	\$101.46	\$101.46	\$101.46	\$0.00	(\$7.64)	(\$34.00)	\$0.00	\$0.00	(\$13.53)	\$0.00	(\$7.64)	(\$20.47)	\$195.30	\$211.55	\$267.57	3.50%	\$ 91.89	N/A
1/1/2022	12/31/2022			\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$95.11	\$95.11	\$95.11	\$9.57	\$104.68	\$104.68	\$104.68	\$0.00	(\$4.42)	(\$30.78)	\$0.00	\$0.00	(\$10.31)	\$0.00	(\$4.42)	(\$20.47)	\$202.15	\$211.55	\$267.57	3.50%	\$ 95.11			
1/1/2023	12/31/2023			\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$98.44	\$98.44	\$98.44	\$9.57	\$108.01	\$108.01	\$108.01	\$0.00	\$0.00	(\$27.45)	\$0.00	\$0.00	(\$6.98)	\$0.00	(\$1.10)	(\$20.47)	\$209.23	\$211.55	\$267.57	3.50%	\$ 98.44			
1/1/2024	12/31/2024			\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$101.89	\$101.89	\$101.89	\$9.57	\$111.46	\$111.46	\$111.46	\$0.00	\$0.00	(\$24.00)	\$0.00	\$0.00	(\$3.53)	\$0.00	\$0.00	(\$20.47)	\$216.56	\$216.56	\$267.57	3.50%	\$ 101.89			
1/1/2025	12/31/2025			\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$105.46	\$105.46	\$105.46	\$9.57	\$115.03	\$115.03	\$115.03	\$0.00	\$0.00	(\$20.43)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$20.43)	\$224.15	\$224.15	\$267.57	3.50%	\$ 105.46			
(Exempt)				1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$109.15	\$109.15	\$109.15	\$9.57	\$118.72	\$118.72	\$118.72	\$0.00	\$0.00	(\$16.74)	\$0.00	\$0.00	\$0.00	\$0.00	(\$16.74)	\$231.99	\$231.99	\$267.57	3.50%	\$ 109.15		
Veronica Seyde, QSD,ToR SWPPP Inspector		Group 2 Prevailing Wage Work	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$91.89	\$91.89	\$91.89	\$9.57	\$83.69	\$101.46	\$101.46	\$0.00	(\$8.39)	(\$35.00)	\$0.00	\$0.00	(\$14.53)	\$0.00	(\$8.39)	(\$20.47)	\$195.30	\$213.15	\$269.69	3.50%	\$ 91.89	N/A
1/1/2022	12/31/2022			\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$95.11	\$95.11	\$95.1																					

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT WSP USA, Inc. PRIME SUB X
PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. TBO DATE 10/25/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31% +	97.20% +	0.00% =	130.51%
OVERTIME	33.31% +	97.20% +	0.00% =	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73% +	59.49% +	0.00% =	93.22%
OVERTIME	33.73% +	59.49% +	0.00% =	93.22%
Fee				= 10.00%
Applicable Multiplier Delta Base (Field)				= 2.13
Applicable Multiplier Fringe (Field)				= 2.13

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight				OT (1.5x)	OT (2x)
		From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Estimate Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)				OT (2x)	
		From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Estimate Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)				OT (2x)	
(Exempt)		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$109.15	\$109.15	\$109.15	\$9.57	\$90.75	\$118.72	\$118.72	\$0.00	\$0.00	(\$17.74)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$231.99	\$231.99	\$269.69	3.50%	\$ 109.15		
Veronica Seyde, QSD,Tor SWPPP Inspector		9/2/2021	12/31/2021																													
Non-Prevailing Wage Work	FIELD	1/1/2022	12/31/2022																							\$195.30	\$195.30	\$195.30	3.50%	\$ 91.89		
		1/1/2023	12/31/2023																							\$202.15	\$202.15	\$202.15	3.50%	\$ 95.11		
		1/1/2024	12/31/2024																							\$209.23	\$209.23	\$209.23	3.50%	\$ 98.44		
		1/1/2025	12/31/2025																							\$216.56	\$216.56	\$216.56	3.50%	\$ 101.89		
(Exempt)		1/1/2026	12/31/2026																							\$224.15	\$224.15	\$224.15	3.50%	\$ 105.46		
		1/1/2026	12/31/2026																							\$231.99	\$231.99	\$231.99	3.50%	\$ 109.15		
David Brady Roadway Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.60	\$69.60	\$69.60	\$13.83	\$83.43	\$83.43	\$83.43	\$0.00	(\$24.93)	(\$51.03)	\$0.00	(\$8.72)	(\$34.82)	\$0.00	(\$16.21)	(\$16.21)	\$147.93	\$200.91	\$256.39	3.50%	\$ 69.60	
1/1/2022		12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.04	\$72.04	\$72.04	\$13.83	\$85.87	\$85.87	\$85.87	\$0.00	(\$22.49)	(\$48.59)	\$0.00	(\$6.27)	(\$32.38)	\$0.00	(\$16.21)	(\$16.21)	\$153.12	\$200.91	\$256.39	3.50%	\$ 72.04		
1/1/2023		12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.56	\$74.56	\$74.56	\$13.83	\$88.39	\$88.39	\$88.39	\$0.00	(\$19.97)	(\$46.07)	\$0.00	(\$3.76)	(\$29.86)	\$0.00	(\$16.21)	(\$16.21)	\$158.47	\$200.91	\$256.39	3.50%	\$ 74.56		
1/1/2024		12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.17	\$77.17	\$77.17	\$13.83	\$91.00	\$91.00	\$91.00	\$0.00	(\$17.36)	(\$43.46)	\$0.00	(\$1.15)	(\$27.25)	\$0.00	(\$16.21)	(\$16.21)	\$164.02	\$200.91	\$256.39	3.50%	\$ 77.17		
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.87	\$79.87	\$79.87	\$13.83	\$93.70	\$93.70	\$93.70	\$0.00	(\$14.66)	(\$40.76)	\$0.00	\$0.00	(\$24.55)	\$0.00	(\$14.66)	(\$16.21)	\$169.76	\$200.91	\$256.39	3.50%	\$ 79.87	
		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.67	\$82.67	\$82.67	\$13.83	\$96.50	\$96.50	\$96.50	\$0.00	(\$11.86)	(\$37.96)	\$0.00	\$0.00	(\$21.75)	\$0.00	(\$11.86)	(\$16.21)	\$175.71	\$200.91	\$256.39	3.50%	\$ 82.67	
(Exempt)		9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$69.60	\$69.60	\$69.60	\$13.83	\$83.43	\$83.43	\$83.43	\$0.00	(\$25.68)	(\$52.03)	\$0.00	(\$9.47)	(\$35.82)	\$0.00	(\$16.21)	(\$16.21)	\$147.93	\$202.50	\$258.51	3.50%	\$ 69.60	
David Brady Roadway Inspector	FIELD PW WORK SPECIAL SHIFT	1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$72.04	\$72.04	\$72.04	\$13.83	\$85.87	\$85.87	\$85.87	\$0.00	(\$23.24)	(\$49.59)	\$0.00	(\$7.02)	(\$33.38)	\$0.00	(\$16.21)	(\$16.21)	\$153.12	\$202.50	\$258.51	3.50%	\$ 72.04	
1/1/2023		12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$74.56	\$74.56	\$74.56	\$13.83	\$88.39	\$88.39	\$88.39	\$0.00	(\$20.72)	(\$47.07)	\$0.00	(\$4.51)	(\$30.86)	\$0.00	(\$16.21)	(\$16.21)	\$158.47	\$202.50	\$258.51	3.50%	\$ 74.56		
1/1/2024		12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$77.17	\$77.17	\$77.17	\$13.83	\$91.00	\$91.00	\$91.00	\$0.00	(\$18.11)	(\$44.46)	\$0.00	(\$1.90)	(\$28.25)	\$0.00	(\$16.21)	(\$16.21)	\$164.02	\$202.50	\$258.51	3.50%	\$ 77.17		
1/1/2025		12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$79.87	\$79.87	\$79.87	\$13.83	\$93.70	\$93.70	\$93.70	\$0.00	(\$15.41)	(\$41.76)	\$0.00	\$0.00	(\$25.55)	\$0.00	(\$15.41)	(\$16.21)	\$169.76	\$202.50	\$258.51	3.50%	\$ 79.87		
		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$82.67	\$82.67	\$82.67	\$13.83	\$96.50	\$96.50	\$96.50	\$0.00	(\$12.61)	(\$38.96)	\$0.00	\$0.00	(\$22.75)	\$0.00	(\$12.61)	(\$16.21)	\$175.71	\$202.50	\$258.51	3.50%	\$ 82.67	
(Exempt)		9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$69.60	\$69.60	\$69.60	\$13.83	\$83.43	\$83.43	\$83.43	\$0.00	(\$26.43)	(\$53.03)	\$0.00	(\$10.22)	(\$36.82)	\$0.00	(\$16.21)	(\$16.21)	\$147.93	\$204.09	\$260.64	3.50%	\$ 69.60	
David Brady Roadway Inspector	FIELD PW WORK MULTI SHIFT	1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$72.04	\$72.04	\$72.04	\$13.83	\$85.87	\$85.87	\$85.87	\$0.00	(\$23.99)	(\$50.59)	\$0.00	(\$7.77)	(\$34.38)	\$0.00	(\$16.21)	(\$16.21)	\$153.12	\$204.09	\$260.64	3.50%	\$ 72.04	
1/1/2023		12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$74.56	\$74.56	\$74.56	\$13.83	\$88.39	\$88.39	\$88.39	\$0.00	(\$21.47)	(\$48.07)	\$0.00	(\$5.26)	(\$31.86)	\$0.00	(\$16.21)	(\$16.21)	\$158.47	\$204.09	\$260.64	3.50%	\$ 74.56		
1/1/2024		12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$77.17	\$77.17	\$77.17	\$13.83	\$91.00	\$91.00	\$91.00	\$0.00	(\$18.86)	(\$45.46)	\$0.00	(\$2.65)	(\$29.25)	\$0.00	(\$16.21)	(\$16.21)	\$164.02	\$204.09	\$260.64	3.50%	\$ 77.17		
1/1/2025		12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$79.87	\$79.87	\$79.87	\$13.83	\$93.70	\$93.70	\$93.70	\$0.00	(\$16.16)	(\$42.76)	\$0.00	\$0.00	(\$26.55)	\$0.00	(\$16.16)	(\$16.21)	\$169.76	\$204.09	\$260.64	3.50%	\$ 79.87		
		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$82.67	\$82.67	\$82.67	\$13.83	\$96.50	\$96.50	\$96.50	\$0.00	(\$13.36)	(\$39.96)	\$0.00	\$0.00	(\$23.75)	\$0.00	(\$13.36)	(\$16.21)	\$175.71	\$204.09	\$260.64	3.50%	\$ 82.67	

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

WSP USA INC

Please Note: Consultant completes all items in yellow highlight

CONSULTANT	WSP USA, Inc.	PRIME	SUB	X
PROJECT NO.	SBCTA ON CALL RFP 22-1002663	CONTRACT NO.	TBD	DATE 10/25/2021

(1) LIST ONE OF THE ABOVE LISTED CONTRACT TYPES

Loaded Rate Calculation	
Non Exempt Employee Loaded Billing Rates	
A)	Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)
B)	5X or 2x Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)
Exempt Employee Loaded Billing Rates	
C)	Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31% +	97.20% +	0.00% =	130.51%
OVERTIME	33.31% +	97.20% +	0.00% =	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73% +	59.49% +	0.00% =	93.22%
OVERTIME	33.73% +	59.49% +	0.00% =	93.22%
			Fee =	10.00%

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

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)						Loaded Hourly Billing Rates		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
			From	To	Straight	1.5 OT	2.0 OT	Fringe Benefits	Total Base Salary + Fringe Benefits	Straight	1.5 OT	2.0 OT	Base Salary	1.5 OT	2.0 OT	Estimate Fringe	Total = Base + Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight				OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
David Brady Roadway Inspector	FIELD	9/2/2021	12/31/2021																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																

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

ADM 2033 (Rev. 10/23/18)

Page 1 of 5

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL
ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING
ADM 2033 (Rev. 10/23/18)

SOUTHERN CALIFORNIA
SC-23-63-2-2021-1D
Issued: August 22, 2021
Effective: August 22, 2021
Expires: June 30, 2022*

Consultant/Subconsultant Name: ZT Consulting Group, Inc.
Agreement Number: 07A5194
Attachment 2
Tax ID No.: 46-4365564
Date Prepared:

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 determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy									
Exempt Employee Loaded Billing Rates - Not Compensated for OT (Uncompensated OT):									
E) ST Loaded Billing Rate = Actual Hourly Rate * [(1 + Home OH) * (1 + Fee)]									
F) No Overtime. (Columns are shaded out.)									
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)									

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	50.00%	+	90.00%	+	= 110.00%
OVERTIME	50.00%	+	90.00%	+	= 110.00%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	50.00%	+	80.00%	+	= 110.00%
OVERTIME	50.00%	+	80.00%	+	= 110.00%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	50.00%	+	60.00%	+	= 110.00%
OVERTIME	50.00%	+	60.00%	+	= 110.00%
Fee					= 10.00%

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)										Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class
		Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary		Actual Fringe	Total + Base + Fringe			Base Salary		Actual Fringe	Total + Base + Fringe			Straight	OT (1.5x)	OT (2x)	From	To										
		Straight	1.5 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight							1.5 OT	2.0 OT							
		2.0 OT	2.0 OT	2.0 OT	2.0 OT	2.0 OT	2.0 OT	2.0 OT	2.0 OT	2.0 OT	2.0 OT	2.0 OT	2.0 OT	2.0 OT	2.0 OT	2.0 OT	2.0 OT	2.0 OT	2.0 OT							2.0 OT	2.0 OT	2.0 OT	2.0 OT	2.0 OT	2.0 OT			
SC-23-63-2-2021-1D		\$52.71	\$79.07	\$106.42	\$30.04	\$82.75	\$ 109.11	\$136.46	\$51.41	\$77.12	\$102.82	\$16.05	\$67.46	\$93.17	\$118.87	(\$15.20)	(\$15.94)	(\$16.59)	(\$1.30)	(\$1.95)	(\$2.60)	(\$13.99)	(\$13.99)	(\$13.99)	\$154.08	\$214.98	\$275.84	1/1/2026	12/31/2025	3.00%	\$ 51.41			
David Ramirez, AC11, PCI II	FIELD	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$45.00	\$67.50	\$90.00	\$16.05	\$61.05	\$83.55	\$106.05	(\$22.20)	(\$26.31)	(\$30.41)	(\$8.21)	(\$12.32)	(\$16.42)	(\$13.99)	(\$13.99)	(\$13.99)	\$155.23	\$216.69	\$278.15	9/2/2021	12/31/2021	0.00%	\$ 45.00			
Source Inspector		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$45.68	\$68.52	\$91.36	\$16.05	\$61.73	\$84.57	\$107.41	(\$21.52)	(\$25.29)	(\$29.05)	(\$7.53)	(\$11.30)	(\$15.06)	(\$13.99)	(\$13.99)	(\$13.99)	\$155.23	\$216.69	\$278.15	1/1/2022	12/31/2021	1.50%	\$ 45.68			
Construction Inspector, Grp 2	PW Work	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$47.05	\$70.58	\$94.10	\$16.05	\$63.10	\$86.63	\$110.15	(\$20.15)	(\$23.23)	(\$26.31)	(\$6.16)	(\$9.24)	(\$12.32)	(\$13.99)	(\$13.99)	(\$13.99)	\$155.23	\$216.69	\$278.15	1/1/2023	12/31/2022	3.00%	\$ 47.05			
Exempt (OT @ OT Rate on PW)	MULTI	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$48.46	\$72.69	\$96.92	\$16.05	\$64.51	\$88.74	\$112.97	(\$18.74)	(\$21.12)	(\$23.49)	(\$4.75)	(\$7.13)	(\$9.50)	(\$13.99)	(\$13.99)	(\$13.99)	\$155.23	\$216.69	\$278.15	1/1/2024	12/31/2023	3.00%	\$ 48.46	N/A		
Full Time	SHIFT	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$49.91	\$74.87	\$99.82	\$16.05	\$65.96	\$90.92	\$115.87	(\$17.29)	(\$18.94)	(\$20.59)	(\$3.30)	(\$4.95)	(\$6.60)	(\$13.99)	(\$13.99)	(\$13.99)	\$155.23	\$216.69	\$278.15	1/1/2025	12/31/2024	3.00%	\$ 49.91			
SC-23-63-2-2021-1D		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$51.41	\$77.12	\$102.82	\$16.05	\$67.46	\$93.17	\$118.87	(\$15.79)	(\$16.69)	(\$17.59)	(\$1.80)	(\$2.70)	(\$3.60)	(\$13.99)	(\$13.99)	(\$13.99)	\$155.23	\$216.69	\$278.15	1/1/2026	12/31/2025	3.00%	\$ 51.41			

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL
ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING
ADM 2033 (Rev. 10/23/18)

SOUTHERN CALIFORNIA
SC-23-63-2-2021-1D
Issued: August 22, 2021
Effective: August 22, 2021
Expires: June 30, 2022*

Consultant/Subconsultant Name: ZT Consulting Group, Inc.
Agreement Number: 07A5194
Attachment 2
Tax ID No.: 46-4365564
Date Prepared:

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 determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy									
Exempt Employee Loaded Billing Rates - Not Compensated for OT (Uncompensated OT):									
E) ST Loaded Billing Rate = Actual Hourly Rate * [(1 + Home OH) * (1 + Fee)]									
F) No Overtime. (Columns are shaded out.)									
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)									

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	50.00%	+	90.00%	+	= 110.00%
OVERTIME	50.00%	+	90.00%	+	= 110.00%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	50.00%	+	80.00%	+	= 110.00%
OVERTIME	50.00%	+	80.00%	+	= 110.00%
Project Specific	Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL	50.00%	+	60.00%	+	= 110.00%
OVERTIME	50.00%	+	60.00%	+	= 110.00%
Fee					= 10.00%

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class			
		Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Actual Fringe	Total = Base + Fringe											From		To										
		Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)												
Exempt (OT @ OT Rate on PW)																																	
Full Time																																	

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

COST PROPOSAL

ON-CALL CONTRACT - OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING

ADM 2033 (Rev. 10/23/18)

SOUTHERN CALIFORNIA
SC-23-63-2-2021-1D

Issued: August 22, 2021

Effective: August 22, 2021

Expires: June 30, 2022*

Consultant/Subconsultant Name: ZT Consulting Group, Inc.

Agreement Number: 07A5194

Attachment 2

Tax ID No.: 46-4365564

Date Prepared:

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 determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy.

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

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

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

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)

Home Office Personnel:						
	Fringe Benefit %	Overhead %	General Administration %			Combined %
NORMAL	50.00%	+	90.00%	+		= 110.00%
OVERTIME	50.00%	+	90.00%	+		= 110.00%
Field Office Personnel:						
	Fringe Benefit %	Overhead %	General Administration %			Combined %
NORMAL	50.00%	+	80.00%	+		= 110.00%
OVERTIME	50.00%	+	80.00%	+		= 110.00%
Project Specific						
	Fringe Benefit %	Overhead %	General Administration %			Combined %
NORMAL	50.00%	+	60.00%	+		= 110.00%
OVERTIME	50.00%	+	60.00%	+		= 110.00%

Fee	=	10.00%
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FCM

Applicable Multiplier Delta Base (Field) = 2.3100

Applicable Multiplier Fringe (Field) = 2.3100

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate [RFQ date: 9/2/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class				
		Base Salary		Fringe Benefits		Total Base Salary + Fringe Benefits		Base Salary		Actual Fringe		Total = Base + Fringe		Straight		15 OT		2.0 OT		Straight		15 OT		2.0 OT		Straight					OT (1.5x)		OT (2x)	
		Straight	15 OT	2.0 OT	Straight	15 OT	2.0 OT	Straight	15 OT	2.0 OT	Straight	15 OT	2.0 OT	Straight	15 OT	2.0 OT	Straight	15 OT	2.0 OT	Straight	15 OT	2.0 OT	Straight	15 OT	2.0 OT	Straight	OT (1.5x)				OT (2x)	From	To	
		Straight	15 OT	2.0 OT	Straight	15 OT	2.0 OT	Straight	15 OT	2.0 OT	Straight	15 OT	2.0 OT	Straight	15 OT	2.0 OT	Straight	15 OT	2.0 OT	Straight	15 OT	2.0 OT	Straight	15 OT	2.0 OT	Straight	15 OT				2.0 OT	Straight	OT (1.5x)	OT (2x)
Richard Corona	FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$45.00	\$67.50	\$90.00	\$11.49	\$56.49	\$78.99	\$101.49	(\$23.76)	(\$29.37)	(\$32.97)	(\$7.21)	(\$10.82)	(\$14.42)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$223.76	\$284.06	9/2/2021	12/31/2021	0.00%	\$ 45.00	N/A		
Source Inspector		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$45.68	\$68.52	\$91.36	\$11.49	\$57.17	\$80.01	\$102.85	(\$25.08)	(\$28.35)	(\$31.61)	(\$6.53)	(\$9.80)	(\$13.06)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$223.76	\$284.06	1/1/2022	12/31/2021	1.50%	\$ 45.68			
Construction Inspector, Grp 2	PW Work	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$47.05	\$70.58	\$94.10	\$11.49	\$58.54	\$82.07	\$105.59	(\$23.71)	(\$26.29)	(\$28.87)	(\$5.16)	(\$7.74)	(\$10.32)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$223.76	\$284.06	1/1/2023	12/31/2022	3.00%	\$ 47.05			
Exempt (OT @ OT Rate on PW)	REGULAR	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$48.46	\$72.69	\$96.92	\$11.49	\$59.95	\$84.18	\$108.41	(\$22.30)	(\$24.18)	(\$26.05)	(\$3.75)	(\$5.63)	(\$7.50)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$223.76	\$284.06	1/1/2024	12/31/2023	3.00%	\$ 48.46			
Full Time	SHIFT	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$49.91	\$74.87	\$99.82	\$11.49	\$61.40	\$86.36	\$111.31	(\$20.85)	(\$22.00)	(\$23.15)	(\$2.30)	(\$3.45)	(\$4.60)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$223.76	\$284.06	1/1/2025	12/31/2024	3.00%	\$ 49.91			
SC-23-63-2-2021-1D		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$ 108.36	\$134.46	\$51.41	\$77.12	\$102.82	\$11.49	\$62.90	\$88.61	\$114.31	(\$19.35)	(\$19.75)	(\$20.15)	(\$0.80)	(\$1.20)	(\$1.60)	(\$18.55)	(\$18.55)	(\$18.55)	\$163.46	\$223.76	\$284.06	1/1/2026	12/31/2025	3.00%	\$ 51.41			
Richard Corona	FIELD	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$45.00	\$67.50	\$90.00	\$11.49	\$56.49	\$78.99	\$101.49	(\$26.26)	(\$30.12)	(\$33.97)	(\$7.71)	(\$11.57)	(\$15.42)	(\$18.55)	(\$18.55)	(\$18.55)	\$164.61	\$225.49	\$286.37	9/2/2021	12/31/2021	0.00%	\$ 45.00			
Source Inspector		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$45.68	\$68.52	\$91.36	\$11.49	\$57.17	\$80.01	\$102.85	(\$26.58)	(\$30.10)	(\$32.61)	(\$7.03)	(\$10.55)	(\$14.06)	(\$18.55)	(\$18.55)	(\$18.55)	\$164.61	\$225.49	\$286.37	1/1/2022	12/31/2021	1.50%	\$ 45.68			
Construction Inspector, Grp 2	PW Work	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$47.05	\$70.58	\$94.10	\$11.49	\$58.54	\$82.07	\$105.59	(\$24.21)	(\$27.04)	(\$29.87)	(\$5.66)	(\$8.49)	(\$11.32)	(\$18.55)	(\$18.55)	(\$18.55)	\$164.61	\$225.49	\$286.37	1/1/2023	12/31/2022	3.00%	\$ 47.05			
Exempt (OT @ OT Rate on PW)	SPECIAL	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$48.46	\$72.69	\$96.92	\$11.49	\$59.95	\$84.18	\$108.41	(\$22.80)	(\$24.93)	(\$27.05)	(\$4.25)	(\$6.38)	(\$8.50)	(\$18.55)	(\$18.55)	(\$18.55)	\$164.61	\$225.49	\$286.37	1/1/2024	12/31/2023	3.00%	\$ 48.46			
Full Time	SHIFT	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$49.91	\$74.87	\$99.82	\$11.49	\$61.40	\$86.36	\$111.31	(\$21.35)	(\$22.75)	(\$24.15)	(\$2.80)	(\$4.20)	(\$5.60)	(\$18.55)	(\$18.55)	(\$18.55)	\$164.61	\$225.49	\$286.37	1/1/2025	12/31/2024	3.00%	\$ 49.91			
SC-23-63-2-2021-1D		\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$ 109.11	\$135.46	\$51.41	\$77.12	\$102.82	\$11.49	\$62.90	\$88.61	\$114.31	(\$19.85)	(\$20.50)	(\$21.15)	(\$1.30)	(\$1.95)	(\$2.60)	(\$18.55)	(\$18.55)	(\$18.55)	\$164.61	\$225.49	\$286.37	1/1/2026	12/31/2025	3.00%	\$ 51.41			
Richard Corona	FIELD	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$45.00	\$67.50	\$90.00	\$11.49	\$56.49	\$78.99	\$101.49	(\$26.76)	(\$30.87)	(\$34.97)	(\$8.21)	(\$12.32)	(\$16.42)	(\$18.55)	(\$18.55)	(\$18.55)	\$165.77	\$227.22	\$288.68	9/2/2021	12/31/2021	0.00%	\$ 45.00			
Source Inspector		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$45.68	\$68.52	\$91.36	\$11.49	\$57.17	\$80.01	\$102.85	(\$26.06)	(\$29.85)	(\$33.61)	(\$7.53)	(\$11.30)	(\$15.06)	(\$18.55)	(\$18.55)	(\$18.55)	\$165.77	\$227.22	\$288.68	1/1/2022	12/31/2021	1.50%	\$ 45.68			
Construction Inspector, Grp 2	PW Work	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$47.05	\$70.58	\$94.10	\$11.49	\$58.54	\$82.07	\$105.59	(\$24.71)	(\$27.79)	(\$30.87)	(\$8.16)	(\$9.24)	(\$12.32)	(\$18.55)	(\$18.55)	(\$18.55)	\$165.77	\$227.22	\$288.68	1/1/2023	12/31/2022	3.00%	\$ 47.05			
Exempt (OT @ OT Rate on PW)	MULTI	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$48.46	\$72.69	\$96.92	\$11.49	\$59.95	\$84.18	\$108.41	(\$23.30)	(\$25.66)	(\$28.05)	(\$4.75)	(\$7.13)	(\$9.50)	(\$18.55)	(\$18.55)	(\$18.55)	\$165.77	\$227.22	\$288.68	1/1/2024	12/31/2023	3.00%	\$ 48.46			
Full Time	SHIFT	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$49.91	\$74.87	\$99.82	\$11.49	\$61.40	\$86.36	\$111.31	(\$21.85)	(\$23.50)	(\$25.15)	(\$3.30)	(\$4.95)	(\$6.60)	(\$18.55)	(\$18.55)	(\$18.55)	\$165.77	\$227.22	\$288.68	1/1/2025	12/31/2024	3.00%	\$ 49.91			
SC-23-63-2-2021-1D		\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$ 109.86	\$136.46	\$51.41	\$77.12	\$102.82	\$11.49	\$62.90	\$88.61	\$114.31	(\$20.35)	(\$21.25)	(\$22.15)	(\$1.80)	(\$2.70)	(\$3.60)	(\$18.55)	(\$18.55)	(\$18.55)	\$165.77	\$227.22	\$288.68	1/1/2026	12/31/2025	3.00%	\$ 51.41			
Richard Corona	FIELD	\$103.95	\$103.95	\$103.95																												N/A		
Source Inspector		\$105.52	\$105.52	\$105.52																														
Construction Inspector, Grp 2	Non-PW	\$108.69	\$108.69	\$108.69																														
Exempt (OT @ OT Rate on PW)		\$111.94	\$111.94	\$111.94																														
Full Time		\$115.29	\$115.29	\$115.29																														
Darick Hobbs	FIELD	\$118.76	\$118.76	\$118.76																													N/A	
Construction Office Engineer		\$125.75	\$125.75	\$125.75																														
Non-Exempt	Non-PW	\$127.67	\$127.67	\$127.67																														
Full Time		\$131.51	\$131.51	\$131.51																														
		\$135.45	\$135.45	\$135.45																														
		\$139.52	\$139.52	\$139.52																														
		\$143.69	\$143.69	\$143.69																														

Contract Specific Footnotes (by Consultants):

1
2
3
4

CONSULTANT SYRUSA Engineering PRIME X SUB

PROJECT NO. CONTRACT NO. DATE 10/28/2021

[illegible]

ZT									
Special Tooling									
A. PT Anchorage	1	\$	125.00						
B. Fastner Testing Per set	1	\$	350.00						
C. Bearing Pads	1	\$	575.00						
D. Welded Hoops	1	\$	150.00						
E. Strands	1	\$	180.00						
F. Couplers/Per	1	\$	150.00						
Travel									
A. Per Caltrans travel guidelines	1		TBD						
B. Mileage Federal Rate/Mile	1		TBD						

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

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

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

SYRUSA Engineering, Inc.Contract No. **22-1002663**Date **10/26/2021**ADDRESS **3281 E. Guasti Road, Suite 700#7000, Ontario, CA 91761**Phone and email **714-478-6700 mzahlout@syrusaengineering.com**

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH)

0.00% (= 0% if Included in OH)**0.00%**FEE % = **116.27%****10.00%****BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Noura Alayyan	\$130.84	\$196.27	\$261.69	9/2/2021	6/30/2022	\$55.00		
OFFICE ENGINEER	\$137.39	\$206.08	\$274.77	7/1/2022	6/30/2023	\$57.75	5.00%	
	\$144.25	\$216.38	\$288.51	7/1/2023	6/29/2024	\$60.64	5.00%	
	\$151.47	\$227.20	\$302.94	6/30/2024	6/29/2025	\$63.67	5.00%	
	\$159.04	\$238.56	\$318.08	6/30/2025	6/29/2026	\$66.85	5.00%	
Non-Exempt	\$166.99	\$250.49	\$333.99	6/30/2026	6/29/2027	\$70.20	5.00%	
Faisal Zahlout, PE	\$309.27	\$309.27	\$309.27	9/2/2021	6/30/2022	\$130.00		
Structures Rep	\$324.73	\$324.73	\$324.73	7/1/2022	6/30/2023	\$136.50	5.00%	
	\$340.97	\$340.97	\$340.97	7/1/2023	6/29/2024	\$143.33	5.00%	
	\$358.01	\$358.01	\$358.01	6/30/2024	6/29/2025	\$150.49	5.00%	
	\$375.91	\$375.91	\$375.91	6/30/2025	6/29/2026	\$158.02	5.00%	
Exempt	\$394.71	\$394.71	\$394.71	6/30/2026	6/29/2027	\$165.92	5.00%	
Jose Corona, PE	\$309.27	\$309.27	\$309.27	9/2/2021	6/30/2022	\$130.00		
PROPOSED CLASSIFICATION	\$324.73	\$324.73	\$324.73	7/1/2022	6/30/2023	\$136.50	5.00%	
	\$340.97	\$340.97	\$340.97	7/1/2023	6/29/2024	\$143.33	5.00%	
	\$358.01	\$358.01	\$358.01	6/30/2024	6/29/2025	\$150.49	5.00%	
	\$375.91	\$375.91	\$375.91	6/30/2025	6/29/2026	\$158.02	5.00%	
Exempt	\$394.71	\$394.71	\$394.71	6/30/2026	6/29/2027	\$165.92	5.00%	

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

NOTES:

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

SYRUSA Engineering, Inc.
3281 E. Guasti Road, Suite 700#7000, Ontario, CA 91761
714-478-6700 mzahout@syrusaengineering.com

Contract No. 22-1002663

Date 10/26/2021

Fringe Benefit %
(= 0% if Included in OH)

+
0.00% (= 0% if Included in OH)

Overhead %

+
0.00%

General Administration %

=

Combined Indirect Cost Rate (ICR) %
116.27%

FEE % =

10.00%

BILLING INFORMATION				CALCULATION INFORMATION				
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg.	% or \$ increase	Hourly range - for
	Straight	OT(1.5x)	OT(2x)	From	To	hourly rate ³		classifications only

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

David Evans and Associates, Inc.Contract No. **22-1002663**Date **10/26/2021**ADDRESS **4141 E. Inland Empire Blvd, Ontario, CA 91764**Phone and email **909-912-7368 rdv@deainc.com**

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH)

0.00% (= 0% if Included in OH)**0.00%**FEE % = **170.40%****10.00%****BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Robert D. Vasquez, PLS	\$233.49	\$350.24	\$466.98	9/2/2021	6/30/2022	\$78.50		
Consultant Task Manager	\$245.16	\$367.75	\$490.33	7/1/2022	6/30/2023	\$82.43	5.00%	
	\$257.42	\$386.13	\$514.85	7/1/2023	6/29/2024	\$86.55	5.00%	
	\$270.29	\$405.44	\$540.59	6/30/2024	6/29/2025	\$90.87	5.00%	
	\$283.81	\$425.71	\$567.62	6/30/2025	6/29/2026	\$95.42	5.00%	
Non-Exempt	\$298.00	\$447.00	\$596.00	6/30/2026	6/29/2027	\$100.19	5.00%	
Brian Gilooly, PLS	\$193.34	\$193.34	\$193.34	9/2/2021	6/30/2022	\$65.00		
Project Surveyor	\$203.00	\$203.00	\$203.00	7/1/2022	6/30/2023	\$68.25	5.00%	
	\$213.15	\$213.15	\$213.15	7/1/2023	6/29/2024	\$71.66	5.00%	
	\$223.81	\$223.81	\$223.81	6/30/2024	6/29/2025	\$75.25	5.00%	
	\$235.00	\$235.00	\$235.00	6/30/2025	6/29/2026	\$79.01	5.00%	
Exempt	\$246.75	\$246.75	\$246.75	6/30/2026	6/29/2027	\$82.96	5.00%	
Joseph Wideman, PLS	\$194.82	\$194.82	\$194.82	9/2/2021	6/30/2022	\$65.50		
Project Surveyor	\$204.56	\$204.56	\$204.56	7/1/2022	6/30/2023	\$68.78	5.00%	
	\$214.79	\$214.79	\$214.79	7/1/2023	6/29/2024	\$72.21	5.00%	
	\$225.53	\$225.53	\$225.53	6/30/2024	6/29/2025	\$75.82	5.00%	
	\$236.81	\$236.81	\$236.81	6/30/2025	6/29/2026	\$79.62	5.00%	
Exempt	\$248.65	\$248.65	\$248.65	6/30/2026	6/29/2027	\$83.60	5.00%	
Anthony Rios, PLS	\$181.44	\$272.16	\$362.88	9/2/2021	6/30/2022	\$61.00		
Project Surveyor	\$190.51	\$285.77	\$381.02	7/1/2022	6/30/2023	\$64.05	5.00%	
	\$200.04	\$300.05	\$400.07	7/1/2023	6/29/2024	\$67.25	5.00%	
	\$210.04	\$315.06	\$420.08	6/30/2024	6/29/2025	\$70.62	5.00%	
	\$220.54	\$330.81	\$441.08	6/30/2025	6/29/2026	\$74.15	5.00%	
Non-Exempt	\$231.57	\$347.35	\$463.13	6/30/2026	6/29/2027	\$77.85	5.00%	
Jeremy Schiff, LSIT	\$104.10	\$104.10	\$104.10	9/2/2021	6/30/2022	\$35.00		
Task Lead	\$109.31	\$109.31	\$109.31	7/1/2022	6/30/2023	\$36.75	5.00%	
	\$114.77	\$114.77	\$114.77	7/1/2023	6/29/2024	\$38.59	5.00%	
	\$120.51	\$120.51	\$120.51	6/30/2024	6/29/2025	\$40.52	5.00%	
	\$126.54	\$126.54	\$126.54	6/30/2025	6/29/2026	\$42.54	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

David Evans and Associates, Inc.
ADDRESS 4141 E. Inland Empire Blvd, Ontario, CA 91764
Phone and email 909-912-7368 rdv@deainc.com

Contract No. 22-1002663

Date 10/26/2021

Fringe Benefit %
(= 0% if Included in OH)

+
0.00% (= 0% if Included in OH)

Overhead %
+
0.00%

General Administration %
=

Combined Indirect Cost Rate (ICR) %
170.40%

FEE % =

10.00%

BILLING INFORMATION				CALCULATION INFORMATION				
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Exempt	\$132.87	\$132.87	\$132.87	6/30/2026	6/29/2027	\$44.67	5.00%	
Karen Rios	\$74.36	\$74.36	\$74.36	9/2/2021	6/30/2022	\$25.00		
Survey CADD	\$78.08	\$78.08	\$78.08	7/1/2022	6/30/2023	\$26.25	5.00%	
	\$81.98	\$81.98	\$81.98	7/1/2023	6/29/2024	\$27.56	5.00%	
	\$86.08	\$86.08	\$86.08	6/30/2024	6/29/2025	\$28.94	5.00%	
	\$90.39	\$90.39	\$90.39	6/30/2025	6/29/2026	\$30.39	5.00%	
Exempt	\$94.90	\$94.90	\$94.90	6/30/2026	6/29/2027	\$31.91	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

David Evans and Associates, Inc.
4141 E. Inland Empire Blvd, Ontario, CA 91764
909-912-7368 rdv@deainc.com

Contract No. 22-1002663

Date 10/26/2021

Fringe Benefit %
(= 0% if Included in OH)

+

0.00%

(= 0% if Included in OH)

+

General Administration %

0.00%

=

Combined Indirect Cost Rate (ICR) %

170.40%

FEE % =

10.00%

BILLING INFORMATION				CALCULATION INFORMATION				
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Felicia Mantz	\$107.97	\$107.97	\$107.97	9/2/2021	6/30/2022	\$36.30		
Project Coordinator	\$113.37	\$113.37	\$113.37	7/1/2022	6/30/2023	\$38.12	5.00%	
	\$119.04	\$119.04	\$119.04	7/1/2023	6/29/2024	\$40.02	5.00%	
	\$124.99	\$124.99	\$124.99	6/30/2024	6/29/2025	\$42.02	5.00%	
	\$131.24	\$131.24	\$131.24	6/30/2025	6/29/2026	\$44.12	5.00%	
	\$137.80	\$137.80	\$137.80	6/30/2026	6/29/2027	\$46.33	5.00%	
Exempt								

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:

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

Dynamic Engineering Services, Inc.Contract No. **22-1002663**Date **10/24/2021**ADDRESS **11762 De Palma Road, Suite 1C88, Corona, CA 92883**Phone and email **951-471-8890/951-892-1420, ccwang@dynamicsi.com**

Fringe Benefit %

(= 0% if Included in OH)

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

34.49% (= 0% if Included in OH)**89.88%****124.37%**FEE % = **10.00%****BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Carny HO, PE	\$160.42	\$240.64	\$320.85	9/2/2021	6/30/2022	\$65.00		
Assistant RE/Office Engineer	\$168.45	\$252.67	\$336.89	7/1/2022	6/30/2023	\$68.25	5.00%	
	\$176.87	\$265.30	\$353.74	7/1/2023	6/29/2024	\$71.66	5.00%	
	\$185.71	\$278.57	\$371.42	6/30/2024	6/29/2025	\$75.25	5.00%	
	\$195.00	\$292.50	\$389.99	6/30/2025	6/29/2026	\$79.01	5.00%	
Non-Exempt	\$204.75	\$307.12	\$409.49	6/30/2026	6/29/2027	\$82.96	5.00%	
Chia-Chi Wang, PE, PMP, QSD	\$185.11	\$185.11	\$185.11	9/2/2021	6/30/2022	\$75.00		
Resident Engineer/LC Officer	\$194.36	\$194.36	\$194.36	7/1/2022	6/30/2023	\$78.75	5.00%	
	\$204.08	\$204.08	\$204.08	7/1/2023	6/29/2024	\$82.69	5.00%	
	\$214.28	\$214.28	\$214.28	6/30/2024	6/29/2025	\$86.82	5.00%	
	\$225.00	\$225.00	\$225.00	6/30/2025	6/29/2026	\$91.16	5.00%	
Exempt	\$236.25	\$236.25	\$236.25	6/30/2026	6/29/2027	\$95.72	5.00%	

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

NOTES:

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

ECORP Consulting, Inc.Contract No. **SBCTA 22-1002663**Date **9/2/2021**ADDRESS **2525 Warren Drive, Rocklin CA 95677**Phone and email **916-782-9100 mbornyasz@ecorpconsulting.com**

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

39.11%**69.34%****85.61%****194.06%**

FEE % =

10.00%**BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Margaret Bornyasz	\$189.03	\$283.55	\$378.07	9/2/2021	6/30/2022	\$58.44		
Environmental Compliance Lead	\$198.49	\$297.73	\$396.97	7/1/2022	6/30/2023	\$61.36	5.00%	
Exempt (Uncompensated OT)	\$208.41	\$312.61	\$416.82	7/1/2023	6/29/2024	\$64.43	5.00%	
	\$218.83	\$328.24	\$437.66	6/30/2024	6/29/2025	\$67.65	5.00%	
	\$229.77	\$344.66	\$459.54	6/30/2025	6/29/2026	\$71.03	5.00%	
Full Time	\$241.26	\$361.89	\$482.52	6/30/2026	6/29/2027	\$74.59	5.00%	
Todd Chapman	\$157.69	\$157.69	\$157.69	9/2/2021	6/30/2022	\$48.75		
Senior Biologist	\$165.57	\$165.57	\$165.57	7/1/2022	6/30/2023	\$51.19	5.00%	
Exempt (Uncompensated OT)	\$173.85	\$173.85	\$173.85	7/1/2023	6/29/2024	\$53.75	5.00%	
	\$182.55	\$182.55	\$182.55	6/30/2024	6/29/2025	\$56.43	5.00%	
	\$191.67	\$191.67	\$191.67	6/30/2025	6/29/2026	\$59.26	5.00%	
Full Time	\$201.26	\$201.26	\$201.26	6/30/2026	6/29/2027	\$62.22	5.00%	
Wendy Turner	\$116.64	\$174.96	\$233.28	9/2/2021	6/30/2022	\$36.06		
Senior Biologist	\$122.47	\$183.71	\$244.95	7/1/2022	6/30/2023	\$37.86	5.00%	
Non-Exempt (OT @ ST Rate)	\$128.60	\$192.90	\$257.20	7/1/2023	6/29/2024	\$39.76	5.00%	
	\$135.03	\$202.54	\$270.06	6/30/2024	6/29/2025	\$41.74	5.00%	
	\$141.78	\$212.67	\$283.56	6/30/2025	6/29/2026	\$43.83	5.00%	
Full Time	\$148.87	\$223.30	\$297.74	6/30/2026	6/29/2027	\$46.02	5.00%	
Phillip Wasz	\$118.58	\$118.58	\$118.58	9/2/2021	6/30/2022	\$36.66		
Senior Biologist	\$124.51	\$124.51	\$124.51	7/1/2022	6/30/2023	\$38.49	5.00%	
Non-Exempt (OT @ ST Rate)	\$130.74	\$130.74	\$130.74	7/1/2023	6/29/2024	\$40.42	5.00%	
	\$137.27	\$137.27	\$137.27	6/30/2024	6/29/2025	\$42.44	5.00%	
	\$144.14	\$144.14	\$144.14	6/30/2025	6/29/2026	\$44.56	5.00%	
Full Time	\$151.34	\$151.34	\$151.34	6/30/2026	6/29/2027	\$46.79	5.00%	
Christine Tischer	\$143.46	\$215.19	\$286.91	9/2/2021	6/30/2022	\$44.35		
Senior Biologist	\$150.63	\$225.95	\$301.26	7/1/2022	6/30/2023	\$46.57	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant ECORP Consulting, Inc. Contract No. SBCTA 22-1002663 Date 9/2/2021
ADDRESS 2525 Warren Drive, Rocklin CA 95677
Phone and email 916-782-9100 mbornyasz@ecorpconsulting.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
39.11%		69.34%		85.61%		194.06%
					FEE % =	10.00%

BILLING INFORMATION				CALCULATION INFORMATION				
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt (OT @ ST Rate)	\$158.16	\$237.24	\$316.32	7/1/2023	6/29/2024	\$48.90	5.00%	
	\$166.07	\$249.10	\$332.14	6/30/2024	6/29/2025	\$51.34	5.00%	
	\$174.37	\$261.56	\$348.75	6/30/2025	6/29/2026	\$53.91	5.00%	
Full Time	\$183.09	\$274.64	\$366.18	6/30/2026	6/29/2027	\$56.60	5.00%	
Michael Tuma	\$194.08	\$194.08	\$194.08	9/2/2021	6/30/2022	\$60.00		
Senior Biologist	\$203.78	\$203.78	\$203.78	7/1/2022	6/30/2023	\$63.00	5.00%	
Non-Exempt (OT @ ST Rate)	\$213.97	\$213.97	\$213.97	7/1/2023	6/29/2024	\$66.15	5.00%	
	\$224.67	\$224.67	\$224.67	6/30/2024	6/29/2025	\$69.46	5.00%	
	\$235.90	\$235.90	\$235.90	6/30/2025	6/29/2026	\$72.93	5.00%	
Full Time	\$247.70	\$247.70	\$247.70	6/30/2026	6/29/2027	\$76.58	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

ECORP Consulting, Inc.Contract No. **SBCTA 22-1002663**Date **9/2/2021**ADDRESS **2525 Warren Drive, Rocklin CA 95677**Phone and email **916-782-9100 mbornyasz@ecorpconsulting.com**

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

39.11%**69.34%****85.61%****194.06%**

FEE % =

10.00%**BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Kristen Mobraaten Wasz Senior Biologist	\$148.79	\$223.19	\$297.59	9/2/2021	6/30/2022	\$46.00		
	\$156.23	\$234.35	\$312.47	7/1/2022	6/30/2023	\$48.30	5.00%	
	\$164.05	\$246.07	\$328.09	7/1/2023	6/29/2024	\$50.72	5.00%	
Exempt (Uncompensated OT)	\$172.25	\$258.37	\$344.50	6/30/2024	6/29/2025	\$53.25	5.00%	
	\$180.86	\$271.29	\$361.72	6/30/2025	6/29/2026	\$55.91	5.00%	
Full Time	\$189.90	\$284.86	\$379.81	6/30/2026	6/29/2027	\$58.71	5.00%	
Stacie Tennant Senior Biologist	\$171.08	\$171.08	\$171.08	9/2/2021	6/30/2022	\$52.89		
	\$179.64	\$179.64	\$179.64	7/1/2022	6/30/2023	\$55.53	5.00%	
	\$188.62	\$188.62	\$188.62	7/1/2023	6/29/2024	\$58.31	5.00%	
Exempt (Uncompensated OT)	\$198.05	\$198.05	\$198.05	6/30/2024	6/29/2025	\$61.23	5.00%	
	\$207.95	\$207.95	\$207.95	6/30/2025	6/29/2026	\$64.29	5.00%	
Full Time	\$218.35	\$218.35	\$218.35	6/30/2026	6/29/2027	\$67.50	5.00%	
Shannan Shaffer Senior Biologist	\$140.38	\$210.58	\$280.77	9/2/2021	6/30/2022	\$43.40		
	\$147.40	\$221.11	\$294.81	7/1/2022	6/30/2023	\$45.57	5.00%	
	\$154.77	\$232.16	\$309.55	7/1/2023	6/29/2024	\$47.85	5.00%	
Exempt (Uncompensated OT)	\$162.51	\$243.77	\$325.02	6/30/2024	6/29/2025	\$50.24	5.00%	
	\$170.64	\$255.96	\$341.28	6/30/2025	6/29/2026	\$52.75	5.00%	
Full Time	\$179.17	\$268.75	\$358.34	6/30/2026	6/29/2027	\$55.39	5.00%	
Christina Clark Senior Biologist	\$143.07	\$143.07	\$143.07	9/2/2021	6/30/2022	\$44.23		
	\$150.22	\$150.22	\$150.22	7/1/2022	6/30/2023	\$46.44	5.00%	
	\$157.73	\$157.73	\$157.73	7/1/2023	6/29/2024	\$48.76	5.00%	
Non-Exempt (OT @ ST Rate)	\$165.62	\$165.62	\$165.62	6/30/2024	6/29/2025	\$51.20	5.00%	
	\$173.90	\$173.90	\$173.90	6/30/2025	6/29/2026	\$53.76	5.00%	
Full Time	\$182.60	\$182.60	\$182.60	6/30/2026	6/29/2027	\$56.45	5.00%	
Brian Zitt Senior Biologist	\$136.50	\$204.75	\$273.01	9/2/2021	6/30/2022	\$42.20		
	\$143.33	\$214.99	\$286.66	7/1/2022	6/30/2023	\$44.31	5.00%	

10-H2 Cost Proposal

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2)**SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)**

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Prime Consultant

ECORP Consulting, Inc.Contract No. **SBCTA 22-1002663**Date **9/2/2021**ADDRESS **2525 Warren Drive, Rocklin CA 95677**Phone and email **916-782-9100 mbornyasz@ecorpconsulting.com**

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

39.11%**69.34%****85.61%****194.06%**

FEE % =

10.00%**BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt (OT @ ST Rate)	\$150.49	\$225.74	\$300.99	7/1/2023	6/29/2024	\$46.53	5.00%	
	\$158.02	\$237.03	\$316.04	6/30/2024	6/29/2025	\$48.85	5.00%	
	\$165.92	\$248.88	\$331.84	6/30/2025	6/29/2026	\$51.29	5.00%	
Full Time	\$174.22	\$261.32	\$348.43	6/30/2026	6/29/2027	\$53.86	5.00%	
Taylor Dee	\$78.28	\$78.28	\$78.28	9/2/2021	6/30/2022	\$24.20		
Staff Biologist	\$82.19	\$82.19	\$82.19	7/1/2022	6/30/2023	\$25.41	5.00%	
Non-Exempt (OT @ ST Rate)	\$86.30	\$86.30	\$86.30	7/1/2023	6/29/2024	\$26.68	5.00%	
	\$90.62	\$90.62	\$90.62	6/30/2024	6/29/2025	\$28.01	5.00%	
	\$95.15	\$95.15	\$95.15	6/30/2025	6/29/2026	\$29.42	5.00%	
Full Time	\$99.91	\$99.91	\$99.91	6/30/2026	6/29/2027	\$30.89	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

ECORP Consulting, Inc.Contract No. **SBCTA 22-1002663**Date **9/2/2021**ADDRESS **2525 Warren Drive, Rocklin CA 95677**Phone and email **916-782-9100 mbornyasz@ecorpconsulting.com**

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

39.11%**69.34%****85.61%****194.06%**

FEE % =

10.00%**BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Lauren Simpson Staff Biologist	\$97.20	\$145.80	\$194.40	9/2/2021	6/30/2022	\$30.05		
	\$102.06	\$153.09	\$204.12	7/1/2022	6/30/2023	\$31.55	5.00%	
	\$107.16	\$160.75	\$214.33	7/1/2023	6/29/2024	\$33.13	5.00%	
Non-Exempt (OT @ ST Rate)	\$112.52	\$168.78	\$225.05	6/30/2024	6/29/2025	\$34.79	5.00%	
	\$118.15	\$177.22	\$236.30	6/30/2025	6/29/2026	\$36.53	5.00%	
Full Time	\$124.06	\$186.08	\$248.11	6/30/2026	6/29/2027	\$38.35	5.00%	
Carly Lancaster Staff Biologist	\$97.23	\$97.23	\$97.23	9/2/2021	6/30/2022	\$30.06		
	\$102.10	\$102.10	\$102.10	7/1/2022	6/30/2023	\$31.56	5.00%	
	\$107.20	\$107.20	\$107.20	7/1/2023	6/29/2024	\$33.14	5.00%	
Non-Exempt (OT @ ST Rate)	\$112.56	\$112.56	\$112.56	6/30/2024	6/29/2025	\$34.80	5.00%	
	\$118.19	\$118.19	\$118.19	6/30/2025	6/29/2026	\$36.54	5.00%	
Full Time	\$124.10	\$124.10	\$124.10	6/30/2026	6/29/2027	\$38.37	5.00%	
Bryce "Adam" Schroeder Staff Biologist	\$109.07	\$163.61	\$218.15	9/2/2021	6/30/2022	\$33.72		
	\$114.53	\$171.79	\$229.05	7/1/2022	6/30/2023	\$35.41	5.00%	
	\$120.25	\$180.38	\$240.51	7/1/2023	6/29/2024	\$37.18	5.00%	
Non-Exempt (OT @ ST Rate)	\$126.27	\$189.40	\$252.53	6/30/2024	6/29/2025	\$39.04	5.00%	
	\$132.58	\$198.87	\$265.16	6/30/2025	6/29/2026	\$40.99	5.00%	
Full Time	\$139.21	\$208.81	\$278.42	6/30/2026	6/29/2027	\$43.04	5.00%	
Greg Hampton Staff Biologist	\$96.26	\$96.26	\$96.26	9/2/2021	6/30/2022	\$29.76		
	\$101.08	\$101.08	\$101.08	7/1/2022	6/30/2023	\$31.25	5.00%	
	\$106.13	\$106.13	\$106.13	7/1/2023	6/29/2024	\$32.81	5.00%	
Non-Exempt (OT @ ST Rate)	\$111.44	\$111.44	\$111.44	6/30/2024	6/29/2025	\$34.45	5.00%	
	\$117.01	\$117.01	\$117.01	6/30/2025	6/29/2026	\$36.17	5.00%	
Full Time	\$122.86	\$122.86	\$122.86	6/30/2026	6/29/2027	\$37.98	5.00%	
Verity Richardson Associate Biologist	\$64.69	\$97.04	\$129.39	9/2/2021	6/30/2022	\$20.00		
	\$67.93	\$101.89	\$135.86	7/1/2022	6/30/2023	\$21.00	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

ECORP Consulting, Inc.

Contract No. SBCTA 22-1002663

Date 9/2/2021

ADDRESS 2525 Warren Drive, Rocklin CA 95677

Phone and email 916-782-9100 mbornyasz@ecorpconsulting.com

Fringe Benefit %

39.11%

+

Overhead %

69.34%

+

General Administration %

85.61%

=

Combined Indirect Cost Rate (ICR) %

194.06%

FEE % =

10.00%

BILLING INFORMATION				CALCULATION INFORMATION				
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt (OT @ ST Rate)	\$71.32	\$106.99	\$142.65	7/1/2023	6/29/2024	\$22.05	5.00%	
	\$74.89	\$112.34	\$149.78	6/30/2024	6/29/2025	\$23.15	5.00%	
	\$78.63	\$117.95	\$157.27	6/30/2025	6/29/2026	\$24.31	5.00%	
Full Time	\$82.57	\$123.85	\$165.13	6/30/2026	6/29/2027	\$25.53	5.00%	
Christina Torres	\$80.87	\$80.87	\$80.87	9/2/2021	6/30/2022	\$25.00		
Associate Biologist	\$84.91	\$84.91	\$84.91	7/1/2022	6/30/2023	\$26.25	5.00%	
Non-Exempt (OT @ ST Rate)	\$89.16	\$89.16	\$89.16	7/1/2023	6/29/2024	\$27.56	5.00%	
	\$93.61	\$93.61	\$93.61	6/30/2024	6/29/2025	\$28.94	5.00%	
	\$98.29	\$98.29	\$98.29	6/30/2025	6/29/2026	\$30.39	5.00%	
Full Time	\$103.21	\$103.21	\$103.21	6/30/2026	6/29/2027	\$31.91	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

ECORP Consulting, Inc.Contract No. **SBCTA 22-1002663**Date **9/2/2021**ADDRESS **2525 Warren Drive, Rocklin CA 95677**Phone and email **916-782-9100 mbornyasz@ecorpconsulting.com**

Fringe Benefit %

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Overhead %

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General Administration %

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Combined Indirect Cost Rate (ICR) %

39.11%**69.34%****85.61%****194.06%**

FEE % =

10.00%**BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Max Murray	\$83.62	\$125.42	\$167.23	9/2/2021	6/30/2022	\$25.85		
Associate Biologist	\$87.80	\$131.70	\$175.59	7/1/2022	6/30/2023	\$27.14	5.00%	
	\$92.19	\$138.28	\$184.37	7/1/2023	6/29/2024	\$28.50	5.00%	
Non-Exempt (OT @ ST Rate)	\$96.80	\$145.19	\$193.59	6/30/2024	6/29/2025	\$29.92	5.00%	
	\$101.64	\$152.45	\$203.27	6/30/2025	6/29/2026	\$31.42	5.00%	
Full Time	\$106.72	\$160.08	\$213.44	6/30/2026	6/29/2027	\$32.99	5.00%	
Chelsie Brown	\$90.57	\$90.57	\$90.57	9/2/2021	6/30/2022	\$28.00		
Associate Biologist	\$95.10	\$95.10	\$95.10	7/1/2022	6/30/2023	\$29.40	5.00%	
	\$99.85	\$99.85	\$99.85	7/1/2023	6/29/2024	\$30.87	5.00%	
Non-Exempt (OT @ ST Rate)	\$104.85	\$104.85	\$104.85	6/30/2024	6/29/2025	\$32.41	5.00%	
	\$110.09	\$110.09	\$110.09	6/30/2025	6/29/2026	\$34.03	5.00%	
Full Time	\$115.59	\$115.59	\$115.59	6/30/2026	6/29/2027	\$35.74	5.00%	
Caroline Garcia	\$85.72	\$128.58	\$171.44	9/2/2021	6/30/2022	\$26.50		
Assistant Biologist	\$90.00	\$135.01	\$180.01	7/1/2022	6/30/2023	\$27.83	5.00%	
	\$94.50	\$141.76	\$189.01	7/1/2023	6/29/2024	\$29.22	5.00%	
Non-Exempt (OT @ ST Rate)	\$99.23	\$148.84	\$198.46	6/30/2024	6/29/2025	\$30.68	5.00%	
	\$104.19	\$156.29	\$208.38	6/30/2025	6/29/2026	\$32.21	5.00%	
Full Time	\$109.40	\$164.10	\$218.80	6/30/2026	6/29/2027	\$33.82	5.00%	
Alden Lovaas	\$67.02	\$67.02	\$67.02	9/2/2021	6/30/2022	\$20.72		
Assistant Biologist	\$70.37	\$70.37	\$70.37	7/1/2022	6/30/2023	\$21.76	5.00%	
	\$73.89	\$73.89	\$73.89	7/1/2023	6/29/2024	\$22.84	5.00%	
Non-Exempt (OT @ ST Rate)	\$77.59	\$77.59	\$77.59	6/30/2024	6/29/2025	\$23.99	5.00%	
	\$81.47	\$81.47	\$81.47	6/30/2025	6/29/2026	\$25.19	5.00%	
Full Time	\$85.54	\$85.54	\$85.54	6/30/2026	6/29/2027	\$26.44	5.00%	
Carter Warwick	\$69.55	\$104.32	\$139.09	9/2/2021	6/30/2022	\$21.50		
Assistant Biologist	\$73.02	\$109.53	\$146.04	7/1/2022	6/30/2023	\$22.58	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

ECORP Consulting, Inc.Contract No. **SBCTA 22-1002663**Date **9/2/2021**ADDRESS **2525 Warren Drive, Rocklin CA 95677**Phone and email **916-782-9100 mbornyasz@ecorpconsulting.com**

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

39.11%**69.34%****85.61%****194.06%**

FEE % =

10.00%**BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt (OT @ ST Rate)	\$76.67	\$115.01	\$153.35	7/1/2023	6/29/2024	\$23.70	5.00%	
	\$80.51	\$120.76	\$161.01	6/30/2024	6/29/2025	\$24.89	5.00%	
	\$84.53	\$126.80	\$169.07	6/30/2025	6/29/2026	\$26.13	5.00%	
Full Time	\$88.76	\$133.14	\$177.52	6/30/2026	6/29/2027	\$27.44	5.00%	
Alexandra "Lexie" Dorough	\$59.84	\$59.84	\$59.84	9/2/2021	6/30/2022	\$18.50		
Assistant Biologist	\$62.83	\$62.83	\$62.83	7/1/2022	6/30/2023	\$19.43	5.00%	
Non-Exempt (OT @ ST Rate)	\$65.97	\$65.97	\$65.97	7/1/2023	6/29/2024	\$20.40	5.00%	
	\$69.27	\$69.27	\$69.27	6/30/2024	6/29/2025	\$21.42	5.00%	
	\$72.74	\$72.74	\$72.74	6/30/2025	6/29/2026	\$22.49	5.00%	
Full Time	\$76.37	\$76.37	\$76.37	6/30/2026	6/29/2027	\$23.61	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

ECORP Consulting, Inc.Contract No. **SBCTA 22-1002663**Date **9/2/2021**ADDRESS **2525 Warren Drive, Rocklin CA 95677**Phone and email **916-782-9100 mbornyasz@ecorpconsulting.com**

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

39.11%**69.34%****85.61%****194.06%**

FEE % =

10.00%**BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Joshua Harris	\$59.84	\$89.76	\$119.68	9/2/2021	6/30/2022	\$18.50		
Assistant Biologist	\$62.83	\$94.25	\$125.67	7/1/2022	6/30/2023	\$19.43	5.00%	
Non-Exempt (OT @ ST Rate)	\$65.97	\$98.96	\$131.95	7/1/2023	6/29/2024	\$20.40	5.00%	
	\$69.27	\$103.91	\$138.55	6/30/2024	6/29/2025	\$21.42	5.00%	
	\$72.74	\$109.11	\$145.47	6/30/2025	6/29/2026	\$22.49	5.00%	
Full Time	\$76.37	\$114.56	\$152.75	6/30/2026	6/29/2027	\$23.61	5.00%	
Corrina Tapia	\$76.01	\$76.01	\$76.01	9/2/2021	6/30/2022	\$23.50		
Assistant Biologist	\$79.82	\$79.82	\$79.82	7/1/2022	6/30/2023	\$24.68	5.00%	
Non-Exempt (OT @ ST Rate)	\$83.81	\$83.81	\$83.81	7/1/2023	6/29/2024	\$25.91	5.00%	
	\$88.00	\$88.00	\$88.00	6/30/2024	6/29/2025	\$27.20	5.00%	
	\$92.40	\$92.40	\$92.40	6/30/2025	6/29/2026	\$28.56	5.00%	
Full Time	\$97.02	\$97.02	\$97.02	6/30/2026	6/29/2027	\$29.99	5.00%	

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

NOTES:

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

HDR Construction Control Corporation
 ADDRESS 3230 El Camino Real, Suite 200, Irvine, CA 92602
 Phone and email

Contract No. 22-1002663

Date 10/26/2021

Fringe Benefit % (= 0% if Included in OH)	+	Overhead % 37.88% (= 0% if Included in OH)	+	General Administration % 80.45%	=	Combined Indirect Cost Rate (ICR) % 118.33%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Sarah Barrera Biologist	\$133.84	\$133.84	\$133.84	9/2/2021	6/30/2022	\$55.73		
	\$140.53	\$140.53	\$140.53	7/1/2022	6/30/2023	\$58.52	5.00%	
	\$147.56	\$147.56	\$147.56	7/1/2023	6/30/2024	\$61.44	5.00%	
	\$154.94	\$154.94	\$154.94	7/1/2024	6/30/2025	\$64.51	5.00%	
	\$162.69	\$162.69	\$162.69	7/1/2025	6/30/2026	\$67.74	5.00%	
Exempt	\$170.82	\$170.82	\$170.82	7/1/2026	12/31/2026	\$71.13	5.00%	
April Cottini, RLA, CPD, LEED AP Landscape Architect	\$144.34	\$144.34	\$144.34	9/2/2021	6/30/2022	\$60.10		
	\$151.55	\$151.55	\$151.55	7/1/2022	6/30/2023	\$63.11	5.00%	
	\$159.13	\$159.13	\$159.13	7/1/2023	6/30/2024	\$66.26	5.00%	
	\$167.09	\$167.09	\$167.09	7/1/2024	6/30/2025	\$69.57	5.00%	
	\$175.44	\$175.44	\$175.44	7/1/2025	6/30/2026	\$73.05	5.00%	
Exempt	\$184.22	\$184.22	\$184.22	7/1/2026	12/31/2026	\$76.70	5.00%	
Mike DiGregorio, PE Estimator	\$221.96	\$221.96	\$221.96	9/2/2021	6/30/2022	\$92.42		
	\$233.06	\$233.06	\$233.06	7/1/2022	6/30/2023	\$97.04	5.00%	
	\$244.71	\$244.71	\$244.71	7/1/2023	6/30/2024	\$101.89	5.00%	
	\$256.94	\$256.94	\$256.94	7/1/2024	6/30/2025	\$106.99	5.00%	
	\$269.79	\$269.79	\$269.79	7/1/2025	6/30/2026	\$112.34	5.00%	
Exempt	\$283.28	\$283.28	\$283.28	7/1/2026	12/31/2026	\$117.95	5.00%	
Guillermo (Bill) Flores, PE, ENV SP, QSD SWPPP	\$189.22	\$189.22	\$189.22	9/2/2021	6/30/2022	\$78.79		
	\$198.69	\$198.69	\$198.69	7/1/2022	6/30/2023	\$82.73	5.00%	
	\$208.62	\$208.62	\$208.62	7/1/2023	6/30/2024	\$86.87	5.00%	
	\$219.05	\$219.05	\$219.05	7/1/2024	6/30/2025	\$91.21	5.00%	
	\$230.00	\$230.00	\$230.00	7/1/2025	6/30/2026	\$95.77	5.00%	
Exempt	\$241.50	\$241.50	\$241.50	7/1/2026	12/31/2026	\$100.56	5.00%	

- 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.

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

ADDRESS HDR Construction Control Corporation
3230 El Camino Real, Suite 200, Irvine, CA 92602
Phone and email

Contract No. 22-1002663

Date 10/26/2021

Fringe Benefit %
(= 0% if Included in OH)

+

37.88% (= 0% if Included in OH)

+

80.45%

=

118.33%

Combined Indirect Cost Rate (ICR) %

FEE % =

10.00%

BILLING INFORMATION			CALCULATION INFORMATION			
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³
	Straight	OT(1.5x)	OT(2x)	From	To	

3. For named employees enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

NOTES:

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

Hernandez, Kroone & Associates, Inc.Contract No. **CONTRACT/RFP**Date **10/22/2021**ADDRESS **234 E Drake Drive, San Bernardino, CA 92408**Phone and email **909-884-3222 ; richardh@hkagroup.com**

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH)

0.00% (= 0% if Included in OH)**163.00%**FEE % = **10.00%****163.00%****BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Anne Hernandez, PE	\$333.20	\$333.20	\$333.20	9/2/2021	6/30/2022	\$115.17		
Construction Manager / Civil Inspector	\$349.86	\$349.86	\$349.86	7/1/2022	6/30/2023	\$120.93	5.00%	
	\$367.35	\$367.35	\$367.35	7/1/2023	6/30/2024	\$126.98	5.00%	
	\$385.72	\$385.72	\$385.72	7/1/2024	6/30/2025	\$133.33	5.00%	
	\$405.00	\$405.00	\$405.00	7/1/2025	6/30/2026	\$139.99	5.00%	
Exempt	\$425.25	\$425.25	\$425.25	7/1/2026	6/30/2027	\$146.99	5.00%	
Richard Hernandez, PE, PLS	\$329.45	\$329.45	\$329.45	9/2/2021	6/30/2022	\$113.88		
Survey Manager	\$345.93	\$345.93	\$345.93	7/1/2022	6/30/2023	\$119.57	5.00%	
	\$363.22	\$363.22	\$363.22	7/1/2023	6/30/2024	\$125.55	5.00%	
	\$381.39	\$381.39	\$381.39	7/1/2024	6/30/2025	\$131.83	5.00%	
	\$400.45	\$400.45	\$400.45	7/1/2025	6/30/2026	\$138.42	5.00%	
Exempt	\$420.48	\$420.48	\$420.48	7/1/2026	6/30/2027	\$145.34	5.00%	
John Hernandez, PE, PLS	\$216.98	\$325.46	\$433.95	9/2/2021	6/30/2022	\$75.00		
Senior Project Engineer	\$227.82	\$341.74	\$455.65	7/1/2022	6/30/2023	\$78.75	5.00%	
	\$239.21	\$358.82	\$478.43	7/1/2023	6/30/2024	\$82.69	5.00%	
	\$251.18	\$376.76	\$502.35	7/1/2024	6/30/2025	\$86.82	5.00%	
	\$263.73	\$395.60	\$527.47	7/1/2025	6/30/2026	\$91.16	5.00%	
Non-Exempt	\$276.92	\$415.38	\$553.84	7/1/2026	6/30/2027	\$95.72	5.00%	
Michael Babich, RLA	\$225.65	\$338.48	\$451.31	9/2/2021	6/30/2022	\$78.00		
Landscape Architect	\$236.94	\$355.41	\$473.87	7/1/2022	6/30/2023	\$81.90	5.00%	
	\$248.78	\$373.18	\$497.57	7/1/2023	6/30/2024	\$86.00	5.00%	
	\$261.22	\$391.83	\$522.45	7/1/2024	6/30/2025	\$90.29	5.00%	
	\$274.28	\$411.43	\$548.57	7/1/2025	6/30/2026	\$94.81	5.00%	
Non-Exempt	\$288.00	\$432.00	\$576.00	7/1/2026	6/30/2027	\$99.55	5.00%	
YuQi "Keith" Chen, EIT, LSIT	\$111.73	\$167.59	\$223.46	9/2/2021	6/30/2022	\$38.62		
Office Engineer	\$117.31	\$175.97	\$234.63	7/1/2022	6/30/2023	\$40.55	5.00%	
	\$123.18	\$184.77	\$246.36	7/1/2023	6/30/2024	\$42.58	5.00%	
	\$129.34	\$194.01	\$258.68	7/1/2024	6/30/2025	\$44.71	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

Hernandez, Kroone & Associates, Inc.Contract No. **CONTRACT/RFP**Date **10/22/2021**ADDRESS **234 E Drake Drive, San Bernardino, CA 92408**Phone and email **909-884-3222 ; richardh@hkagroup.com**

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH)

0.00% (= 0% if Included in OH)**163.00%**FEE % = **10.00%****163.00%****BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt	\$135.81	\$203.71	\$271.61	7/1/2025	6/30/2026	\$46.94	5.00%	
	\$142.60	\$213.89	\$285.19	7/1/2026	6/30/2027	\$49.29	5.00%	
Jonathan Hernandez, EIT, LSIT	\$97.58	\$146.37	\$195.16	9/2/2021	6/30/2022	\$33.73		
Office Engineer	\$102.46	\$153.69	\$204.92	7/1/2022	6/30/2023	\$35.42	5.00%	
	\$107.58	\$161.37	\$215.17	7/1/2023	6/30/2024	\$37.19	5.00%	
	\$112.96	\$169.44	\$225.92	7/1/2024	6/30/2025	\$39.05	5.00%	
	\$118.61	\$177.92	\$237.22	7/1/2025	6/30/2026	\$41.00	5.00%	
Non-Exempt	\$124.54	\$186.81	\$249.08	7/1/2026	6/30/2027	\$43.05	5.00%	
Aaron Angel, EIT	\$100.13	\$150.19	\$200.25	9/2/2021	6/30/2022	\$34.61		
Office Engineer	\$105.13	\$157.70	\$210.27	7/1/2022	6/30/2023	\$36.34	5.00%	
	\$110.39	\$165.58	\$220.78	7/1/2023	6/30/2024	\$38.16	5.00%	
	\$115.91	\$173.86	\$231.82	7/1/2024	6/30/2025	\$40.07	5.00%	
	\$121.70	\$182.56	\$243.41	7/1/2025	6/30/2026	\$42.07	5.00%	
Non-Exempt	\$127.79	\$191.68	\$255.58	7/1/2026	6/30/2027	\$44.17	5.00%	
Richard "Todd" Gleason QSP, CISEC	\$81.00	\$121.51	\$162.01	9/2/2021	6/30/2022	\$28.00		
Technician	\$85.05	\$127.58	\$170.11	7/1/2022	6/30/2023	\$29.40	5.00%	
	\$89.31	\$133.96	\$178.61	7/1/2023	6/30/2024	\$30.87	5.00%	
	\$93.77	\$140.66	\$187.54	7/1/2024	6/30/2025	\$32.41	5.00%	
	\$98.46	\$147.69	\$196.92	7/1/2025	6/30/2026	\$34.03	5.00%	
Non-Exempt	\$103.38	\$155.08	\$206.77	7/1/2026	6/30/2027	\$35.74	5.00%	

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

NOTES:

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

	Hernandez, Kroone & Associates, Inc.	Contract No.	CONTRACT/RFP	Date	10/22/2021
ADDRESS	234 E Drake Drive, San Bernardino, CA 92408				
Phone and email	909-884-3222 ; richardh@hkagroup.com				

Fringe Benefit % (= 0% if Included in OH)	+	Overhead % 0.00% (= 0% if Included in OH)	+	General Administration % 163.00%	=	Combined Indirect Cost Rate (ICR) % 163.00%
						FEE % = 10.00%

BILLING INFORMATION			CALCULATION INFORMATION			
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³
	Straight	OT(1.5x)	OT(2x)			% or \$ increase
				From	To	Hourly range - for classifications only

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

HNTB CorporationContract No. **CONTRACT/RFP**Date **10/26/2021**ADDRESS **3633 Inland Empire Blvd. Suite 750, Ontario, CA 91767**Phone and email **909-727-5600 wiallen@hntb.com**

Fringe Benefit %

(= 0% if Included in OH)

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

45.37% (= 0% if Included in OH)**92.63%****138.00%**FEE % = **10.00%****BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
William Allen Program Manager	\$252.11	\$378.17	\$504.23	9/2/2021	6/30/2022	\$96.30		
	\$264.72	\$397.08	\$529.44	7/1/2022	6/30/2023	\$101.12	5.00%	
	\$277.96	\$416.93	\$555.91	7/1/2023	6/29/2024	\$106.17	5.00%	
	\$291.85	\$437.78	\$583.71	6/30/2024	6/29/2025	\$111.48	5.00%	
	\$306.45	\$459.67	\$612.89	6/30/2025	6/29/2026	\$117.05	5.00%	
Exempt	\$321.77	\$482.65	\$643.54	6/30/2026	6/29/2027	\$122.91	5.00%	
De Mai Toll Technology Sr. Consultant	\$238.13	\$238.13	\$238.13	9/2/2021	6/30/2022	\$90.96		
	\$250.04	\$250.04	\$250.04	7/1/2022	6/30/2023	\$95.51	5.00%	
	\$262.54	\$262.54	\$262.54	7/1/2023	6/29/2024	\$100.28	5.00%	
	\$275.67	\$275.67	\$275.67	6/30/2024	6/29/2025	\$105.30	5.00%	
	\$289.45	\$289.45	\$289.45	6/30/2025	6/29/2026	\$110.56	5.00%	
Exempt	\$303.93	\$303.93	\$303.93	6/30/2026	6/29/2027	\$116.09	5.00%	

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

NOTES:

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

Kleinfelder Construction Services, Inc.Contract No. RFP22-1002663Date 10/29/2021ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		42.66% (= 0% if Included in OH)		65.16%		107.82%
						FEE % = <u>10.00%</u>

BILLING INFORMATION**CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Hassan Mustafa, PE, QSD Resident Engineer	\$204.64	\$204.64	\$204.64	9/2/2021	6/30/2022	\$89.52		
	\$214.88	\$214.88	\$214.88	7/1/2022	6/30/2023	\$94.00	5.00%	
	\$225.62	\$225.62	\$225.62	7/1/2023	6/29/2024	\$98.70	5.00%	
	\$236.90	\$236.90	\$236.90	6/30/2024	6/29/2025	\$103.63	5.00%	
	\$248.75	\$248.75	\$248.75	6/30/2025	6/29/2026	\$108.81	5.00%	
	\$261.18	\$261.18	\$261.18	6/30/2026	6/29/2027	\$114.25	5.00%	
Joe Blanda, PE, QSD Resident Engineer	\$161.21	\$161.21	\$161.21	9/2/2021	6/30/2022	\$70.52		
	\$169.27	\$169.27	\$169.27	7/1/2022	6/30/2023	\$74.05	5.00%	
	\$177.73	\$177.73	\$177.73	7/1/2023	6/29/2024	\$77.75	5.00%	
	\$186.62	\$186.62	\$186.62	6/30/2024	6/29/2025	\$81.64	5.00%	
	\$195.95	\$195.95	\$195.95	6/30/2025	6/29/2026	\$85.72	5.00%	
	\$205.75	\$205.75	\$205.75	6/30/2026	6/29/2027	\$90.00	5.00%	
Leia Cabrera, PE, QSD Assistant Resident Engineer	\$147.88	\$147.88	\$147.88	9/2/2021	6/30/2022	\$64.69		
	\$155.28	\$155.28	\$155.28	7/1/2022	6/30/2023	\$67.92	5.00%	
	\$163.04	\$163.04	\$163.04	7/1/2023	6/29/2024	\$71.32	5.00%	
	\$171.19	\$171.19	\$171.19	6/30/2024	6/29/2025	\$74.89	5.00%	
	\$179.75	\$179.75	\$179.75	6/30/2025	6/29/2026	\$78.63	5.00%	
	\$188.74	\$188.74	\$188.74	6/30/2026	6/29/2027	\$82.56	5.00%	
Scott Maloney, CCM Assistant Resident Engineer	\$185.49	\$185.49	\$185.49	9/2/2021	6/30/2022	\$81.14		
	\$194.76	\$194.76	\$194.76	7/1/2022	6/30/2023	\$85.20	5.00%	
	\$204.50	\$204.50	\$204.50	7/1/2023	6/29/2024	\$89.46	5.00%	
	\$214.73	\$214.73	\$214.73	6/30/2024	6/29/2025	\$93.93	5.00%	
	\$225.46	\$225.46	\$225.46	6/30/2025	6/29/2026	\$98.63	5.00%	
	\$236.73	\$236.73	\$236.73	6/30/2026	6/29/2027	\$103.56	5.00%	
Greg McClendon, QSP Assistant Resident Engineer/Roadway-Civil Inspector	\$155.40	\$233.11	\$310.81	9/2/2021	6/30/2022	\$67.98		
	\$163.17	\$244.76	\$326.35	7/1/2022	6/30/2023	\$71.38	5.00%	
	\$171.33	\$257.00	\$342.67	7/1/2023	6/29/2024	\$74.95	5.00%	
	\$179.90	\$269.85	\$359.80	6/30/2024	6/29/2025	\$78.70	5.00%	
	\$188.89	\$283.34	\$377.79	6/30/2025	6/29/2026	\$82.63	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant Kleinfelder Construction Services, Inc. Contract No. RFP22-1002663 Date 10/29/2021
ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111
Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %
(= 0% if Included in OH)

+
42.66% (= 0% if Included in OH)

Overhead %

+
65.16%

General Administration %

=

Combined Indirect Cost Rate (ICR) %
107.82%

FEE % =

10.00%

BILLING INFORMATION				CALCULATION INFORMATION				
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt	\$198.34	\$297.51	\$396.68	6/30/2026	6/29/2027	\$86.76	5.00%	
Cliff Clermont, PE, QSD Office EGINEER	\$156.43	\$156.43	\$156.43	9/2/2021	6/30/2022	\$68.43		
	\$164.25	\$164.25	\$164.25	7/1/2022	6/30/2023	\$71.85	5.00%	
	\$172.47	\$172.47	\$172.47	7/1/2023	6/29/2024	\$75.44	5.00%	
	\$181.09	\$181.09	\$181.09	6/30/2024	6/29/2025	\$79.22	5.00%	
	\$190.14	\$190.14	\$190.14	6/30/2025	6/29/2026	\$83.18	5.00%	
Exempt	\$199.65	\$199.65	\$199.65	6/30/2026	6/29/2027	\$87.34	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

Kleinfelder Construction Services, Inc.Contract No. RFP22-1002663Date 10/29/2021ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		42.66% (= 0% if Included in OH)		65.16%		107.82%
						FEE % = <u>10.00%</u>

BILLING INFORMATION**CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Christian Magallon Office Engineer	\$99.76	\$99.76	\$99.76	9/2/2021	6/30/2022	\$43.64		
	\$104.75	\$104.75	\$104.75	7/1/2022	6/30/2023	\$45.82	5.00%	
	\$109.99	\$109.99	\$109.99	7/1/2023	6/29/2024	\$48.11	5.00%	
	\$115.49	\$115.49	\$115.49	6/30/2024	6/29/2025	\$50.52	5.00%	
	\$121.26	\$121.26	\$121.26	6/30/2025	6/29/2026	\$53.04	5.00%	
Exempt	\$127.32	\$127.32	\$127.32	6/30/2026	6/29/2027	\$55.70	5.00%	
Lauren Henry Office Engineer/Administrative	\$77.61	\$116.42	\$155.22	9/2/2021	6/30/2022	\$33.95		
	\$81.49	\$122.24	\$162.98	7/1/2022	6/30/2023	\$35.65	5.00%	
	\$85.57	\$128.35	\$171.13	7/1/2023	6/29/2024	\$37.43	5.00%	
	\$89.84	\$134.77	\$179.69	6/30/2024	6/29/2025	\$39.30	5.00%	
	\$94.34	\$141.50	\$188.67	6/30/2025	6/29/2026	\$41.27	5.00%	
Non-Exempt	\$99.05	\$148.58	\$198.11	6/30/2026	6/29/2027	\$43.33	5.00%	
Danny Lima Roadway Inspector- Non PW	\$143.56	\$215.34	\$287.12	9/2/2021	6/30/2022	\$62.80		
	\$150.74	\$226.11	\$301.48	7/1/2022	6/30/2023	\$65.94	5.00%	
	\$158.28	\$237.42	\$316.55	7/1/2023	6/29/2024	\$69.24	5.00%	
	\$166.19	\$249.29	\$332.38	6/30/2024	6/29/2025	\$72.70	5.00%	
	\$174.50	\$261.75	\$349.00	6/30/2025	6/29/2026	\$76.33	5.00%	
Non-Exempt	\$183.23	\$274.84	\$366.45	6/30/2026	6/29/2027	\$80.15	5.00%	
Dennis McCollum Roadway Inspector- Non PW	\$173.07	\$259.61	\$346.15	9/2/2021	6/30/2022	\$75.71		
	\$181.73	\$272.59	\$363.46	7/1/2022	6/30/2023	\$79.50	5.00%	
	\$190.81	\$286.22	\$381.63	7/1/2023	6/29/2024	\$83.47	5.00%	
	\$200.36	\$300.53	\$400.71	6/30/2024	6/29/2025	\$87.64	5.00%	
	\$210.37	\$315.56	\$420.75	6/30/2025	6/29/2026	\$92.03	5.00%	
Non-Exempt	\$220.89	\$331.34	\$441.78	6/30/2026	6/29/2027	\$96.63	5.00%	
Derick London Roadway Inspector- Non PW	\$147.17	\$220.76	\$294.35	9/2/2021	6/30/2022	\$64.38		
	\$154.53	\$231.80	\$309.07	7/1/2022	6/30/2023	\$67.60	5.00%	
	\$162.26	\$243.39	\$324.52	7/1/2023	6/29/2024	\$70.98	5.00%	
	\$170.37	\$255.56	\$340.74	6/30/2024	6/29/2025	\$74.53	5.00%	
	\$178.89	\$268.34	\$357.78	6/30/2025	6/29/2026	\$78.25	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant Kleinfelder Construction Services, Inc. Contract No. RFP22-1002663 Date 10/29/2021
ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111
Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %
(= 0% if Included in OH)

+
42.66% (= 0% if Included in OH)

Overhead %

+
65.16%

General Administration %

=

Combined Indirect Cost Rate (ICR) %
107.82%

FEE % =

10.00%

BILLING INFORMATION				CALCULATION INFORMATION				
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt	\$187.84	\$281.75	\$375.67	6/30/2026	6/29/2027	\$82.17	5.00%	
Joe Axtell	\$141.28	\$211.91	\$282.55	9/2/2021	6/30/2022	\$61.80		
Roadway Inspector- Non PW	\$148.34	\$222.51	\$296.68	7/1/2022	6/30/2023	\$64.89	5.00%	
	\$155.76	\$233.64	\$311.51	7/1/2023	6/29/2024	\$68.13	5.00%	
	\$163.54	\$245.32	\$327.09	6/30/2024	6/29/2025	\$71.54	5.00%	
	\$171.72	\$257.58	\$343.44	6/30/2025	6/29/2026	\$75.12	5.00%	
Non-Exempt	\$180.31	\$270.46	\$360.62	6/30/2026	6/29/2027	\$78.87	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

Kleinfelder Construction Services, Inc.Contract No. RFP22-1002663Date 10/29/2021ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %
 (= 0% if Included in OH)

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

42.66% (= 0% if Included in OH)

65.16%

107.82%

FEE % = 10.00%**BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Frank Sostrom	\$155.91	\$233.86	\$311.81	9/2/2021	6/30/2022	\$68.20		
Roadway Inspector/Structures Inspector- Non PW	\$163.70	\$245.55	\$327.40	7/1/2022	6/30/2023	\$71.61	5.00%	
	\$171.89	\$257.83	\$343.77	7/1/2023	6/29/2024	\$75.19	5.00%	
	\$180.48	\$270.72	\$360.96	6/30/2024	6/29/2025	\$78.95	5.00%	
	\$189.51	\$284.26	\$379.01	6/30/2025	6/29/2026	\$82.90	5.00%	
Non-Exempt	\$198.98	\$298.47	\$397.96	6/30/2026	6/29/2027	\$87.04	5.00%	
Matt Burris, EIT	\$156.50	\$156.50	\$156.50	9/2/2021	6/30/2022	\$68.46		
Roadway/Civil/Structures Inspector Non-PW	\$164.33	\$164.33	\$164.33	7/1/2022	6/30/2023	\$71.88	5.00%	
	\$172.54	\$172.54	\$172.54	7/1/2023	6/29/2024	\$75.48	5.00%	
	\$181.17	\$181.17	\$181.17	6/30/2024	6/29/2025	\$79.25	5.00%	
	\$190.23	\$190.23	\$190.23	6/30/2025	6/29/2026	\$83.21	5.00%	
Exempt	\$199.74	\$199.74	\$199.74	6/30/2026	6/29/2027	\$87.37	5.00%	
Randy Lewis, CWI	\$143.90	\$215.86	\$287.81	9/2/2021	6/30/2022	\$62.95		
Roadway/Welding Inspector	\$151.10	\$226.65	\$302.20	7/1/2022	6/30/2023	\$66.10	5.00%	
	\$158.66	\$237.98	\$317.31	7/1/2023	6/29/2024	\$69.40	5.00%	
	\$166.59	\$249.88	\$333.18	6/30/2024	6/29/2025	\$72.87	5.00%	
	\$174.92	\$262.38	\$349.83	6/30/2025	6/29/2026	\$76.52	5.00%	
Non-Exempt	\$183.66	\$275.49	\$367.33	6/30/2026	6/29/2027	\$80.34	5.00%	
Aaron Aguinaldo, PE	\$130.76	\$130.76	\$130.76	9/2/2021	6/30/2022	\$57.20		
Structures Inspector Non-PW	\$137.30	\$137.30	\$137.30	7/1/2022	6/30/2023	\$60.06	5.00%	
	\$144.16	\$144.16	\$144.16	7/1/2023	6/29/2024	\$63.06	5.00%	
	\$151.37	\$151.37	\$151.37	6/30/2024	6/29/2025	\$66.22	5.00%	
	\$158.94	\$158.94	\$158.94	6/30/2025	6/29/2026	\$69.53	5.00%	
Exempt	\$166.89	\$166.89	\$166.89	6/30/2026	6/29/2027	\$73.00	5.00%	
Patricia Mendoza	\$68.99	\$103.49	\$137.98	9/2/2021	6/30/2022	\$30.18		
Administrative Support	\$72.44	\$108.66	\$144.88	7/1/2022	6/30/2023	\$31.69	5.00%	
	\$76.06	\$114.10	\$152.13	7/1/2023	6/29/2024	\$33.27	5.00%	
	\$79.87	\$119.80	\$159.73	6/30/2024	6/29/2025	\$34.94	5.00%	
	\$83.86	\$125.79	\$167.72	6/30/2025	6/29/2026	\$36.68	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant Kleinfelder Construction Services, Inc. Contract No. RFP22-1002663 Date 10/29/2021
ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111
Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %
(= 0% if Included in OH)

+

Overhead %
42.66% (= 0% if Included in OH)

+

General Administration %
65.16%

=

Combined Indirect Cost Rate (ICR) %
107.82%

FEE % = 10.00%

BILLING INFORMATION				CALCULATION INFORMATION				
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt	\$88.05	\$132.08	\$176.11	6/30/2026	6/29/2027	\$38.52	5.00%	

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:
Field vehicle is not included in audited ICR

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

Leighton Consulting, Inc.

Contract No. CONTRACT/RFP

Date 10/28/2021

ADDRESS

Phone and email

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH)

48.40% (= 0% if Included in OH)

109.00%

FEE % = 157.40%

10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Simon L Saiid, PE, GE Principal Engineer/PM	\$249.33	\$249.33	\$249.33	9/2/2021	6/30/2022	\$88.06		
	\$261.80	\$261.80	\$261.80	7/1/2022	6/30/2023	\$92.46	5.00%	
	\$274.89	\$274.89	\$274.89	7/1/2023	6/29/2024	\$97.09	5.00%	
	\$288.63	\$288.63	\$288.63	6/30/2024	6/29/2025	\$101.94	5.00%	
	\$303.07	\$303.07	\$303.07	6/30/2025	6/29/2026	\$107.04	5.00%	
Exempt	\$318.22	\$318.22	\$318.22	6/30/2026	6/29/2027	\$112.39	5.00%	
Bashir Saiid, PE Sr. Staff Engineer	\$111.84	\$111.84	\$111.84	9/2/2021	6/30/2022	\$39.50		
	\$117.43	\$117.43	\$117.43	7/1/2022	6/30/2023	\$41.48	5.00%	
	\$123.30	\$123.30	\$123.30	7/1/2023	6/29/2024	\$43.55	5.00%	
	\$129.47	\$129.47	\$129.47	6/30/2024	6/29/2025	\$45.73	5.00%	
	\$135.94	\$135.94	\$135.94	6/30/2025	6/29/2026	\$48.01	5.00%	
Exempt	\$142.74	\$142.74	\$142.74	6/30/2026	6/29/2027	\$50.41	5.00%	
James Burnham, PG Operation Manager	\$142.93	\$142.93	\$142.93	9/2/2021	6/30/2022	\$50.48		
	\$150.08	\$150.08	\$150.08	7/1/2022	6/30/2023	\$53.00	5.00%	
	\$157.58	\$157.58	\$157.58	7/1/2023	6/29/2024	\$55.65	5.00%	
	\$165.46	\$165.46	\$165.46	6/30/2024	6/29/2025	\$58.44	5.00%	
	\$173.73	\$173.73	\$173.73	6/30/2025	6/29/2026	\$61.36	5.00%	
Exempt	\$182.42	\$182.42	\$182.42	6/30/2026	6/29/2027	\$64.43	5.00%	
Debbie Meggers Administrative	\$82.65	\$82.65	\$82.65	9/2/2021	6/30/2022	\$29.19		
	\$86.78	\$86.78	\$86.78	7/1/2022	6/30/2023	\$30.65	5.00%	
	\$91.12	\$91.12	\$91.12	7/1/2023	6/29/2024	\$32.18	5.00%	
	\$95.68	\$95.68	\$95.68	6/30/2024	6/29/2025	\$33.79	5.00%	
	\$100.46	\$100.46	\$100.46	6/30/2025	6/29/2026	\$35.48	5.00%	
Exempt	\$105.48	\$105.48	\$105.48	6/30/2026	6/29/2027	\$37.25	5.00%	
Vika Malu Administrative	\$83.53	\$125.29	\$167.05	9/2/2021	6/30/2022	\$29.50		
	\$87.70	\$131.55	\$263.11	7/1/2022	6/30/2023	\$30.98	5.00%	
	\$92.09	\$138.13	\$276.26	7/1/2023	6/29/2024	\$32.52	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

Leighton Consulting, Inc.

Contract No. CONTRACT/RFP

Date 10/28/2021

ADDRESS

Phone and email

Fringe Benefit %
 (= 0% if Included in OH)

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

48.40% (= 0% if Included in OH)

109.00%

157.40%

FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt	\$96.69	\$145.04	\$290.08	6/30/2024	6/29/2025	\$34.15	5.00%	
	\$101.53	\$152.29	\$304.58	6/30/2025	6/29/2026	\$35.86	5.00%	
	\$106.60	\$159.90	\$319.81	6/30/2026	6/29/2027	\$37.65	5.00%	
Roderick Marcia	\$225.97	\$225.97	\$225.97	9/2/2021	6/30/2022	\$79.81		
Associate	\$237.27	\$237.27	\$237.27	7/1/2022	6/30/2023	\$83.80	5.00%	
Exempt	\$249.14	\$249.14	\$249.14	7/1/2023	6/29/2024	\$87.99	5.00%	
	\$261.59	\$261.59	\$261.59	6/30/2024	6/29/2025	\$92.39	5.00%	
	\$274.67	\$274.67	\$274.67	6/30/2025	6/29/2026	\$97.01	5.00%	
	\$288.41	\$288.41	\$288.41	6/30/2026	6/29/2027	\$101.86	5.00%	
Jason Choi	\$110.93	\$110.93	\$110.93	9/2/2021	6/30/2022	\$39.18		
Sr. Staff Engineer	\$116.48	\$116.48	\$116.48	7/1/2022	6/30/2023	\$41.14	5.00%	
Exempt	\$122.31	\$122.31	\$122.31	7/1/2023	6/29/2024	\$43.20	5.00%	
	\$128.42	\$128.42	\$128.42	6/30/2024	6/29/2025	\$45.36	5.00%	
	\$134.84	\$134.84	\$134.84	6/30/2025	6/29/2026	\$47.62	5.00%	
	\$141.58	\$141.58	\$141.58	6/30/2026	6/29/2027	\$50.00	5.00%	
Brandon Thomas	\$100.80	\$151.20	\$201.60	9/2/2021	6/30/2022	\$35.60		
Sr. Technician	\$105.84	\$158.76	\$317.51	7/1/2022	6/30/2023	\$37.38	5.00%	
Non-Exempt	\$111.13	\$166.69	\$333.39	7/1/2023	6/29/2024	\$39.25	5.00%	
	\$116.69	\$175.03	\$350.06	6/30/2024	6/29/2025	\$41.21	5.00%	
	\$122.52	\$183.78	\$367.56	6/30/2025	6/29/2026	\$43.27	5.00%	
	\$128.65	\$192.97	\$385.94	6/30/2026	6/29/2027	\$45.44	5.00%	
Adam Cockrill	\$80.38	\$120.58	\$160.77	9/2/2021	6/30/2022	\$28.39		
Sr. Technician	\$84.40	\$126.60	\$253.21	7/1/2022	6/30/2023	\$29.81	5.00%	
	\$88.62	\$132.93	\$265.87	7/1/2023	6/29/2024	\$31.30	5.00%	
	\$93.05	\$139.58	\$279.16	6/30/2024	6/29/2025	\$32.86	5.00%	
	\$97.71	\$146.56	\$293.12	6/30/2025	6/29/2026	\$34.51	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

Leighton Consulting, Inc.

Contract No. CONTRACT/RFP

Date 10/28/2021

ADDRESS

Phone and email

Fringe Benefit %
 (= 0% if Included in OH)

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

48.40% (= 0% if Included in OH)

109.00%

157.40%

FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt	\$102.59	\$153.89	\$307.78	6/30/2026	6/29/2027	\$36.23	5.00%	
Jose Lopez	\$98.11	\$147.16	\$196.22	9/2/2021	6/30/2022	\$34.65		
Sr. Technician	\$103.01	\$154.52	\$309.04	7/1/2022	6/30/2023	\$36.38	5.00%	
	\$108.16	\$162.25	\$324.49	7/1/2023	6/29/2024	\$38.20	5.00%	
	\$113.57	\$170.36	\$340.72	6/30/2024	6/29/2025	\$40.11	5.00%	
	\$119.25	\$178.88	\$357.75	6/30/2025	6/29/2026	\$42.12	5.00%	
Non-Exempt	\$125.21	\$187.82	\$375.64	6/30/2026	6/29/2027	\$44.22	5.00%	
Jason Bulskov	\$68.80	\$103.20	\$137.61	9/2/2021	6/30/2022	\$24.30		
Technician II	\$72.24	\$108.36	\$216.73	7/1/2022	6/30/2023	\$25.52	5.00%	
	\$75.86	\$113.78	\$227.57	7/1/2023	6/29/2024	\$26.79	5.00%	
	\$79.65	\$119.47	\$238.94	6/30/2024	6/29/2025	\$28.13	5.00%	
	\$83.63	\$125.45	\$250.89	6/30/2025	6/29/2026	\$29.54	5.00%	
Non-Exempt	\$87.81	\$131.72	\$263.44	6/30/2026	6/29/2027	\$31.01	5.00%	
Scott Watson	\$84.94	\$127.41	\$169.88	9/2/2021	6/30/2022	\$30.00		
Sr. Technician	\$89.19	\$133.78	\$267.57	7/1/2022	6/30/2023	\$31.50	5.00%	
	\$93.65	\$140.47	\$280.95	7/1/2023	6/29/2024	\$33.08	5.00%	
	\$98.33	\$147.50	\$294.99	6/30/2024	6/29/2025	\$34.73	5.00%	
	\$103.25	\$154.87	\$309.74	6/30/2025	6/29/2026	\$36.47	5.00%	
Non-Exempt	\$108.41	\$162.61	\$325.23	6/30/2026	6/29/2027	\$38.29	5.00%	
Jeff Santos	\$69.37	\$104.05	\$138.74	9/2/2021	6/30/2022	\$24.50		
Technician II	\$72.84	\$109.26	\$218.51	7/1/2022	6/30/2023	\$25.73	5.00%	
	\$76.48	\$114.72	\$229.44	7/1/2023	6/29/2024	\$27.01	5.00%	
	\$80.30	\$120.46	\$240.91	6/30/2024	6/29/2025	\$28.36	5.00%	
	\$84.32	\$126.48	\$252.96	6/30/2025	6/29/2026	\$29.78	5.00%	
Non-Exempt	\$88.53	\$132.80	\$265.60	6/30/2026	6/29/2027	\$31.27	5.00%	
Mario Aparicio	\$83.24	\$124.86	\$166.49	9/2/2021	6/30/2022	\$29.40		

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

Leighton Consulting, Inc.

Contract No. CONTRACT/RFP

Date 10/28/2021

ADDRESS

Phone and email

Fringe Benefit %

(= 0% if Included in OH)

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

48.40% (= 0% if Included in OH)

109.00%

FEE % = 157.40%

10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Sr. Technician	\$87.41	\$131.11	\$262.22	7/1/2022	6/30/2023	\$30.87	5.00%	
	\$91.78	\$137.66	\$275.33	7/1/2023	6/29/2024	\$32.41	5.00%	
	\$96.36	\$144.55	\$289.09	6/30/2024	6/29/2025	\$34.03	5.00%	
	\$101.18	\$151.77	\$303.55	6/30/2025	6/29/2026	\$35.74	5.00%	
Non-Exempt	\$106.24	\$159.36	\$318.73	6/30/2026	6/29/2027	\$37.52	5.00%	
Manuel Garcia	\$77.30	\$115.95	\$154.59	9/2/2021	6/30/2022	\$27.30		
Technician II	\$81.16	\$121.74	\$243.49	7/1/2022	6/30/2023	\$28.67	5.00%	
	\$85.22	\$127.83	\$255.66	7/1/2023	6/29/2024	\$30.10	5.00%	
	\$89.48	\$134.22	\$268.44	6/30/2024	6/29/2025	\$31.60	5.00%	
	\$93.96	\$140.93	\$281.87	6/30/2025	6/29/2026	\$33.18	5.00%	
Non-Exempt	\$98.65	\$147.98	\$295.96	6/30/2026	6/29/2027	\$34.84	5.00%	
Michael Thompson	\$93.27	\$93.27	\$93.27	9/2/2021	6/30/2022	\$32.94		
Sr. Technician	\$97.93	\$97.93	\$97.93	7/1/2022	6/30/2023	\$34.59	5.00%	
	\$102.83	\$102.83	\$102.83	7/1/2023	6/29/2024	\$36.32	5.00%	
	\$107.97	\$107.97	\$107.97	6/30/2024	6/29/2025	\$38.13	5.00%	
	\$113.37	\$113.37	\$113.37	6/30/2025	6/29/2026	\$40.04	5.00%	
Exempt	\$119.03	\$119.03	\$119.03	6/30/2026	6/29/2027	\$42.04	5.00%	

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

NOTES:

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

Mott MacDonald Group, Inc.Contract No. **CONTRACT/RFP**Date **10/26/2021**ADDRESS **500 South Main Street Suite 530, Orange, CA 92868**Phone and email **Yashar Hooshvar, yashar.hooshvar@mottmac.com, 213-378-1311**

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH)

139.41% (= 0% if Included in OH)**0.00%**FEE % = **139.41%****10.00%****BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Ritu Giri	\$143.18	\$214.78	\$286.37	9/2/2021	6/30/2022	\$54.37		
Assistant Project Manager/Resident Engineer	\$150.34	\$225.51	\$300.69	7/1/2022	6/30/2023	\$57.09	5.00%	
	\$157.86	\$236.79	\$315.72	7/1/2023	6/30/2024	\$59.94	5.00%	
	\$165.75	\$248.63	\$331.51	7/1/2024	6/30/2025	\$62.94	5.00%	
	\$174.04	\$261.06	\$348.08	7/1/2025	6/30/2026	\$66.09	5.00%	
Non-Exempt	\$182.74	\$274.11	\$365.49	7/1/2026	6/30/2027	\$69.39	5.00%	
Alma Guerrero	\$101.44	\$152.16	\$202.89	9/2/2021	6/30/2022	\$38.52		
Document Control	\$106.51	\$159.77	\$213.03	7/1/2022	6/30/2023	\$40.45	5.00%	
	\$111.84	\$167.76	\$223.68	7/1/2023	6/30/2024	\$42.47	5.00%	
	\$117.43	\$176.15	\$234.87	7/1/2024	6/30/2025	\$44.59	5.00%	
	\$123.30	\$184.96	\$246.61	7/1/2025	6/30/2026	\$46.82	5.00%	
Non-Exempt	\$129.47	\$194.20	\$258.94	7/1/2026	6/30/2027	\$49.16	5.00%	
Elizabeth Torres	\$105.37	\$158.05	\$210.73	9/2/2021	6/30/2022	\$40.01		
Document Control	\$110.64	\$165.95	\$221.27	7/1/2022	6/30/2023	\$42.01	5.00%	
	\$116.17	\$174.25	\$232.33	7/1/2023	6/30/2024	\$44.11	5.00%	
	\$121.98	\$182.96	\$243.95	7/1/2024	6/30/2025	\$46.32	5.00%	
	\$128.07	\$192.11	\$256.15	7/1/2025	6/30/2026	\$48.63	5.00%	
Non-Exempt	\$134.48	\$201.72	\$268.96	7/1/2026	6/30/2027	\$51.06	5.00%	
Bill Farthing	\$274.54	\$274.54	\$274.54	9/2/2021	6/30/2022	\$104.25		
Structural Representative/Resident Engineer	\$288.27	\$288.27	\$288.27	7/1/2022	6/30/2023	\$109.46	5.00%	
	\$302.68	\$302.68	\$302.68	7/1/2023	6/30/2024	\$114.94	5.00%	
	\$317.82	\$317.82	\$317.82	7/1/2024	6/30/2025	\$120.68	5.00%	
	\$333.71	\$333.71	\$333.71	7/1/2025	6/30/2026	\$126.72	5.00%	
Exempt	\$350.39	\$350.39	\$350.39	7/1/2026	6/30/2027	\$133.05	5.00%	
Brian Hughes	\$243.42	\$243.42	\$243.42	9/2/2021	6/30/2022	\$92.43		
Estimator	\$255.59	\$255.59	\$255.59	7/1/2022	6/30/2023	\$97.05	5.00%	
	\$268.37	\$268.37	\$268.37	7/1/2023	6/30/2024	\$101.90	5.00%	
	\$281.78	\$281.78	\$281.78	7/1/2024	6/30/2025	\$107.00	5.00%	
	\$295.87	\$295.87	\$295.87	7/1/2025	6/30/2026	\$112.35	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

Mott MacDonald Group, Inc.Contract No. **CONTRACT/RFP**Date **10/26/2021**ADDRESS **500 South Main Street Suite 530, Orange, CA 92868**Phone and email **Yashar Hooshvar, yashar.hooshvar@mottmac.com, 213-378-1311**

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH)

139.41% (= 0% if Included in OH)**0.00%**FEE % = **139.41%****10.00%****BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Exempt	\$310.67	\$310.67	\$310.67	7/1/2026	6/30/2027	\$117.97	5.00%	
Brian Wiedmann	\$262.90	\$262.90	\$262.90	9/2/2021	6/30/2022	\$99.83		
Structural Representative	\$276.05	\$276.05	\$276.05	7/1/2022	6/30/2023	\$104.82	5.00%	
	\$289.85	\$289.85	\$289.85	7/1/2023	6/29/2024	\$110.06	5.00%	
	\$304.34	\$304.34	\$304.34	6/30/2024	6/30/2025	\$115.57	5.00%	
	\$319.56	\$319.56	\$319.56	7/1/2025	6/30/2026	\$121.34	5.00%	
Exempt	\$335.54	\$335.54	\$335.54	7/1/2026	6/30/2027	\$127.41	5.00%	
David Bui	\$189.51	\$189.51	\$189.51	9/2/2021	6/30/2022	\$71.96		
Office Engineer	\$198.98	\$198.98	\$198.98	7/1/2022	6/30/2023	\$75.56	5.00%	
	\$208.93	\$208.93	\$208.93	7/1/2023	6/30/2024	\$79.34	5.00%	
	\$219.38	\$219.38	\$219.38	7/1/2024	6/30/2025	\$83.30	5.00%	
	\$230.35	\$230.35	\$230.35	7/1/2025	6/30/2026	\$87.47	5.00%	
Exempt	\$241.86	\$241.86	\$241.86	7/1/2026	6/30/2027	\$91.84	5.00%	
Jim Robison	\$291.13	\$291.13	\$291.13	9/2/2021	6/30/2022	\$110.55		
Resident Engineer	\$305.69	\$305.69	\$305.69	7/1/2022	6/30/2023	\$116.08	5.00%	
	\$320.98	\$320.98	\$320.98	7/1/2023	6/30/2024	\$121.88	5.00%	
	\$337.02	\$337.02	\$337.02	7/1/2024	6/30/2025	\$127.98	5.00%	
	\$353.88	\$353.88	\$353.88	7/1/2025	6/30/2026	\$134.37	5.00%	
Exempt	\$371.57	\$371.57	\$371.57	7/1/2026	6/30/2027	\$141.09	5.00%	
Ron Vergara	\$194.70	\$194.70	\$194.70	9/2/2021	6/30/2022	\$73.93		
Estimator	\$204.43	\$204.43	\$204.43	7/1/2022	6/30/2023	\$77.63	5.00%	
	\$214.65	\$214.65	\$214.65	7/1/2023	6/30/2024	\$81.51	5.00%	
	\$225.38	\$225.38	\$225.38	7/1/2024	6/30/2025	\$85.58	5.00%	
	\$236.65	\$236.65	\$236.65	7/1/2025	6/30/2026	\$89.86	5.00%	
Exempt	\$248.49	\$248.49	\$248.49	7/1/2026	6/30/2027	\$94.36	5.00%	
Martin Nnam	\$280.28	\$280.28	\$280.28	9/2/2021	6/30/2022	\$106.43		
Resident Engineer	\$294.30	\$294.30	\$294.30	7/1/2022	6/30/2023	\$111.75	5.00%	
	\$309.01	\$309.01	\$309.01	7/1/2023	6/30/2024	\$117.34	5.00%	

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

Mott MacDonald Group, Inc.Contract No. **CONTRACT/RFP**Date **10/26/2021**ADDRESS **500 South Main Street Suite 530, Orange, CA 92868**Phone and email **Yashar Hooshvar, yashar.hooshvar@mottmac.com, 213-378-1311**

Fringe Benefit %

+

Overhead %

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General Administration %

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Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH)

139.41% (= 0% if Included in OH)**0.00%**FEE % = **139.41%****10.00%****BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Exempt	\$324.46	\$324.46	\$324.46	7/1/2024	6/30/2025	\$123.21	5.00%	
	\$340.69	\$340.69	\$340.69	7/1/2025	6/30/2026	\$129.37	5.00%	
	\$357.72	\$357.72	\$357.72	7/1/2026	6/30/2027	\$135.83	5.00%	
Mike Tran	\$197.51	\$296.27	\$395.03	9/2/2021	6/30/2022	\$75.00		
Inspector	\$207.39	\$311.08	\$414.78	7/1/2022	6/30/2023	\$78.75	5.00%	
Exempt	\$217.76	\$326.64	\$435.52	7/1/2023	6/30/2024	\$82.69	5.00%	
	\$228.65	\$342.97	\$457.29	7/1/2024	6/30/2025	\$86.82	5.00%	
	\$240.08	\$360.12	\$480.16	7/1/2025	6/30/2026	\$91.16	5.00%	
	\$252.08	\$378.12	\$504.17	7/1/2026	6/30/2027	\$95.72	5.00%	
Pete Bassford	\$232.06	\$232.06	\$232.06	9/2/2021	6/30/2022	\$88.12		
Scheduler	\$243.67	\$243.67	\$243.67	7/1/2022	6/30/2023	\$92.53	5.00%	
Exempt	\$255.85	\$255.85	\$255.85	7/1/2023	6/30/2024	\$97.15	5.00%	
	\$268.64	\$268.64	\$268.64	7/1/2024	6/30/2025	\$102.01	5.00%	
	\$282.08	\$282.08	\$282.08	7/1/2025	6/30/2026	\$107.11	5.00%	
	\$296.18	\$296.18	\$296.18	7/1/2026	6/30/2027	\$112.47	5.00%	
Raj Murthy	\$321.63	\$321.63	\$321.63	9/2/2021	6/30/2022	\$122.13		
Scheduler	\$337.71	\$337.71	\$337.71	7/1/2022	6/30/2023	\$128.24	5.00%	
Exempt	\$354.60	\$354.60	\$354.60	7/1/2023	6/30/2024	\$134.65	5.00%	
	\$372.33	\$372.33	\$372.33	7/1/2024	6/30/2025	\$141.38	5.00%	
	\$390.94	\$390.94	\$390.94	7/1/2025	6/30/2026	\$148.45	5.00%	
	\$410.49	\$410.49	\$410.49	7/1/2026	6/30/2027	\$155.87	5.00%	
Salvador Muñoz	\$159.30	\$159.30	\$159.30	9/2/2021	6/30/2022	\$60.49		
Office Engineer	\$167.27	\$167.27	\$167.27	7/1/2022	6/30/2023	\$63.51	5.00%	
Exempt	\$175.63	\$175.63	\$175.63	7/1/2023	6/30/2024	\$66.69	5.00%	
	\$184.41	\$184.41	\$184.41	7/1/2024	6/30/2025	\$70.02	5.00%	
	\$193.63	\$193.63	\$193.63	7/1/2025	6/30/2026	\$73.53	5.00%	
	\$203.31	\$203.31	\$203.31	7/1/2026	6/30/2027	\$77.20	5.00%	
Ziad Dweiri	\$177.97	\$177.97	\$177.97	9/2/2021	6/30/2022	\$67.58		

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed

Prime Consultant

Mott MacDonald Group, Inc.Contract No. **CONTRACT/RFP**Date **10/26/2021**ADDRESS **500 South Main Street Suite 530, Orange, CA 92868**Phone and email **Yashar Hooshvar, yashar.hooshvar@mottmac.com, 213-378-1311**

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH)

139.41% (= 0% if Included in OH)**0.00%**FEE % = **10.00%****139.41%****BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Assistant Project Manager/Resident Engineer	\$186.87	\$186.87	\$186.87	7/1/2022	6/30/2023	\$70.96	5.00%	
	\$196.21	\$196.21	\$196.21	7/1/2023	6/30/2024	\$74.51	5.00%	
	\$206.03	\$206.03	\$206.03	7/1/2024	6/30/2025	\$78.23	5.00%	
	\$216.33	\$216.33	\$216.33	7/1/2025	6/30/2026	\$82.14	5.00%	
Exempt	\$227.14	\$227.14	\$227.14	7/1/2026	6/30/2027	\$86.25	5.00%	
Kendall Zirkel	\$259.56	\$259.56	\$259.56	9/2/2021	6/30/2022	\$98.56		
Utilities	\$272.54	\$272.54	\$272.54	7/1/2022	6/30/2023	\$103.49	5.00%	
	\$286.16	\$286.16	\$286.16	7/1/2023	6/30/2024	\$108.66	5.00%	
	\$300.47	\$300.47	\$300.47	7/1/2024	6/30/2025	\$114.10	5.00%	
	\$315.50	\$315.50	\$315.50	7/1/2025	6/30/2026	\$119.80	5.00%	
Exempt	\$331.27	\$331.27	\$331.27	7/1/2026	6/30/2027	\$125.79	5.00%	

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

NOTES:

10-H2 Cost Proposal

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

Note: Mark-ups are Not Allowed
SYRUSA

FIRM NAME: RT Engineering & Associates, Inc.
ADDRESS 202 E. Airport Drive, Suite 140, San Bernardino, CA 92408
Phone and email 909-855-1807 reginat@rtengineering.net

Contract No. CONTRACT/RFP

Date 10/26/2021

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH) 0.00% (= 0% if Included in OH) 0.00% (SHR) 110.00%
FEE % = 10.00%

BILLING INFORMATION				CALCULATION INFORMATION				
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Jonnathan Marin	\$63.53	\$95.29	\$127.05	9/2/2021	6/30/2022	\$27.50		\$25.00 - \$50.00
Utility Coordination / Document Control	\$66.70	\$100.05	\$133.40	7/1/2022	6/30/2023	\$28.88	5.00%	
Non-Exempt	\$70.04	\$105.05	\$140.07	7/1/2023	6/29/2024	\$30.32	5.00%	
	\$73.54	\$110.31	\$147.08	6/30/2024	6/29/2025	\$31.83	5.00%	
	\$77.22	\$115.82	\$154.43	6/30/2025	6/29/2026	\$33.43	5.00%	
	\$81.08	\$121.61	\$162.15	6/30/2026	6/29/2027	\$35.10	5.00%	
Regina Talamantez, PE	\$231.00	\$231.00	\$231.00	9/2/2021	6/30/2022	\$100.00		\$95.00 - \$130.00
Resident Engineer	\$242.55	\$242.55	\$242.55	7/1/2022	6/30/2023	\$105.00	5.00%	
Exempt	\$254.68	\$254.68	\$254.68	7/1/2023	6/29/2024	\$110.25	5.00%	
	\$267.41	\$267.41	\$267.41	6/30/2024	6/29/2025	\$115.76	5.00%	
	\$280.78	\$280.78	\$280.78	6/30/2025	6/29/2026	\$121.55	5.00%	
	\$294.82	\$294.82	\$294.82	6/30/2026	6/29/2027	\$127.63	5.00%	

- 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:

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

Note: Mark-ups are Not Allowed

Consultant ZT Consulting Group Inc.☐ Prime Consultant☒ Subconsultant☐ 2nd Tier SubconsultantProject No. SBCTA On-Call CMContract No. TBDParticipation Amount TBDDate 10/26/2021

For Combined Rate

Fringe Benefit % + General & Administrative %

= 110.00%

Combined ICR%

OR

For Home Office Rate

Fringe Benefit % + General & Administrative %

= 110.00%

Home Office ICR%

For Field Office Rate

Fringe Benefit % + General & Administrative %

= 110.00%

Field Office ICR%

OH Rate Fee

=

10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ³	% or \$ Increase ^(a)	Hourly Range - for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	To			
Farzad Tasbihgoo (*), PE, CQA, CWI, PCI III Senior Quality Engineer Exempt	\$190.58	\$190.58	\$190.58	09/02/2021	12/31/2021	\$82.50	0.0%	
	\$193.43	\$193.43	\$193.43	01/01/2022	12/31/2022	\$83.74	1.5%	
	\$199.24	\$199.24	\$199.24	01/01/2023	12/31/2023	\$86.25	3.0%	
Andrew Soria (**), ACI I, PCI III QA Source Inspector Non-Exempt	\$125.90	\$153.15	\$180.40	09/02/2021	12/31/2021	\$54.50	0.0%	
	\$127.78	\$155.44	\$183.10	01/01/2022	12/31/2022	\$55.32	1.5%	
	\$131.62	\$160.11	\$188.59	01/01/2023	12/31/2023	\$56.98	3.0%	
Dan Chang (**), CWI, ACI, PCI II, UT/MT QA Source Inspector Non-Exempt	\$138.60	\$168.60	\$198.60	09/02/2021	12/31/2021	\$60.00	0.0%	
	\$140.68	\$171.13	\$201.58	01/01/2022	12/31/2022	\$60.90	1.5%	
	\$144.90	\$176.26	\$207.63	01/01/2023	12/31/2023	\$62.73	3.0%	
Reid Gerritsen (**), ACI I, PCI III QA Source Inspector Non-Exempt	\$109.73	\$133.48	\$157.23	09/02/2021	12/31/2021	\$47.50	0.0%	
	\$111.37	\$135.48	\$159.58	01/01/2022	12/31/2022	\$48.21	1.5%	
	\$114.71	\$139.54	\$164.37	01/01/2023	12/31/2023	\$49.66	3.0%	

Paul Mortsof (**), ACI, PCI II	\$107.42	\$130.67	\$153.92	09/02/2021	12/31/2021	\$46.50	0.0%	
QA Source Inspector	\$109.03	\$132.62	\$156.22	01/01/2022	12/31/2022	\$47.20	1.5%	
Non-Exempt	\$112.30	\$136.60	\$160.91	01/01/2023	12/31/2023	\$48.61	3.0%	

- 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

Contract Summary Sheet

General Contract Information

Contract No: 22-1002707 Amendment No.: _____
 Contract Class: Payable Department: Project Delivery
 Vendor No.: 03378 Vendor Name: TRC Engineers, Inc.
 Description: Construction Management On-Call Services

List Any Related Contract Nos.: _____

Dollar Amount							
Original Contract		\$	5,000,000.00	Original Contingency		\$	-
Prior Amendments		\$	-	Prior Amendments		\$	-
Current Amendment		\$	-	Current Amendment		\$	-
Total/Revised Contract Value		\$	5,000,000.00	Total Contingency Value		\$	-
	Total Dollar Authority (Contract Value and Contingency)					\$	5,000,000.00

Contract Authorization

Board of Directors Date: 12/1/2021 Board Item # 8138

Contract Management (Internal Purposes Only)

Other Contracts Sole Source? No No Budget Adjustment
 Federal/State/Local Construction Management Monthly

Accounts Payable

Estimated Start Date: 12/1/2021 Expiration Date: 11/30/2026 Revised Expiration Date: _____
 NHS: Yes QMP/QAP: N/A Prevailing Wage: Yes

Sub-							Total Contract Funding:		Total Contingency:		
Fund	Prog	Task	Task	Object	Revenue	PA Level	Revenue Code Name	\$	5,000,000.00	\$	-
GL:									-		-
GL:									-		-
GL:									-		-
GL:									-		-
GL:									-		-
GL:									-		-
GL:									-		-
GL:									-		-
GL:									-		-
GL:									-		-

Khalid Bazmi

Henry Stultz

Project Manager (Print Name)

Task Manager (Print Name)

Additional Notes: Umbrella \$5,000,000 contract expenditure authority shared between contracts 22-1002663, 22-1002705, 22-1002706, 22-1002707, and 22-1002708. Funding strings are TBD and will be determined for each CTO based on project funding.

CONTRACT No. 22-1002707

BY AND BETWEEN

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

AND

TRC ENGINEERS, INC.

FOR

CONSTRUCTION MANAGEMENT SERVICES ON-CALL SERVICES

This contract (referred to as “Contract” or “Agreement”), is made and entered into by and between the San Bernardino County Transportation Authority (“SBCTA” or “LOCAL AGENCY”) whose address is 1170 W. 3rd Street, 2nd Floor, San Bernardino, California 92410-1715; and TRC Engineers, Inc. (“CONSULTANT”) whose address is: 1935 Chicago Avenue, Unit A, Riverside, CA 92507. SBCTA and CONSULTANT are each a “Party” and collectively the “Parties”.

RECITALS:

WHEREAS, SBCTA requires work as described in Exhibit A of this Contract; and

WHEREAS, CONSULTANT has confirmed that CONSULTANT has the requisite professional qualifications, personnel and experience and is fully capable and qualified to perform the work identified herein; and

WHEREAS, CONSULTANT desires to perform all work identified herein and to do so for the compensation and in accordance with the terms and conditions set forth herein.

NOW, THEREFORE, the Parties agree as follows:

ARTICLE I. INTRODUCTION

- A. The work to be performed under this Contract is set forth in Exhibit A “Scope of Work” and Exhibit B “CONSULTANT’s Approved Cost Proposal” (“Cost Proposal”) dated 10-28-21 collectively the “Work” or “Services”).
- B. CONSULTANT and the agents and employees of CONSULTANT, in the performance of this Contract, shall act in an independent capacity and not as officers or employees or agents of SBCTA.
- C. Without the written consent of SBCTA, this Contract is not assignable by CONSULTANT either in whole or in part. SBCTA may assign its rights and obligations under this Contract in whole or in part to any related or successor agency.

- D. No alteration or variations of the terms of this Contract shall be valid, unless made in writing and signed by the Parties; and no oral understanding or agreement not incorporated herein shall be binding on any of the Parties.
- E. The consideration to be paid to CONSULTANT as provided in this Contract shall be in compensation for all of CONSULTANT's expenses incurred in the performance hereof, including travel and per diem, unless otherwise expressly so provided.
- F. SBCTA's Project Manager or Contract Administrator for this Contract is Khalid Bazmi. Contract Administrator delegates authority to issue the Notice to Proceed to SBCTA's Procurement Manager.

ARTICLE II. PROJECT DESCRIPTION/SCOPE OF WORK

CONSULTANT agrees to perform the Work in accordance with all applicable professional architectural, engineering, construction management, land surveying and/or materials testing standards which are generally accepted in the State of California, in accordance with the terms and conditions expressed herein and in the sequence, time, and manner defined herein. The word "Work", as used herein, includes without limitation, the performance, fulfillment and discharge by CONSULTANT of all obligations, duties, tasks, and Work imposed upon or assumed by CONSULTANT hereunder. The Work performed under this Contract shall be completed to the satisfaction of SBCTA, with its satisfaction being based on prevailing applicable professional standards. Scope of Work is sometimes referred to as Statement of Work in this Contract. The Scope of Work is more fully described in Exhibit A.

ARTICLE III. CONSULTANT's REPORTS OR MEETINGS

- A. CONSULTANT shall submit progress reports to SBCTA at least once a month. The report should be sufficiently detailed for Contract Administrator to determine if CONSULTANT is performing to expectations and is on schedule, to provide communication of interim findings, and to sufficiently address any difficulties or special problems encountered so remedies can be developed.
- B. CONSULTANT's project manager shall meet with SBCTA's Contract Administrator, as needed, to discuss progress on the Contract.

ARTICLE IV. PERFORMANCE PERIOD

- A. This Contract shall go into effect on (12/01/2021), contingent upon approval by LOCAL AGENCY, and CONSULTANT shall commence work after notification to proceed by LOCAL AGENCY'S Contract Administrator. The Contract shall end on November 30, 2026, unless extended by contract amendment.
- B. CONSULTANT is advised that any recommendation for contract award is not binding on LOCAL AGENCY until the Contract is fully executed and approved by LOCAL AGENCY.

- C. The period of performance for each specific project shall be in accordance with the Task Order for that project. If work on a Task Order is in progress on the expiration date of this Contract, the terms of the Contract shall be extended by appropriate amendment.

ARTICLE V. ALLOWABLE COSTS AND PAYMENTS

- A. CONSULTANT will be reimbursed for hours worked at the hourly rates specified in CONSULTANT's Cost Proposal (Exhibit B). The specified hourly rates shall include direct salary costs, employee benefits, overhead, and fee. These rates are not adjustable for the performance period set forth in this Contract.
- B. In addition, CONSULTANT will be reimbursed for incurred (actual) direct costs other than salary costs that are in the Cost Proposal and identified in the Cost Proposal and in the executed Task Order.
- C. Specific projects will be assigned to CONSULTANT through issuance of Task Orders.
- D. After a project to be performed under this Contract is identified by LOCAL AGENCY, LOCAL AGENCY will prepare a draft Task Order; less the cost estimate. A draft Task Order will identify the scope of services, expected results, project deliverables, period of performance, project schedule and will designate a LOCAL AGENCY Project Coordinator. The draft Task Order will be delivered to CONSULTANT for review. CONSULTANT shall return the draft Task Order within ten (10) calendar days along with a Cost Estimate, including a written estimate of the number of hours and hourly rates per staff person, any anticipated reimbursable expense, overhead, fee if any, and total dollar amount. After agreement has been reached on the negotiable items and total cost; the finalized Task Order shall be signed by both LOCAL AGENCY and CONSULTANT.
- E. Task Orders may be negotiated for a lump sum (Firm Fixed Price) or for specific rates of compensation, both of which must be based on the labor and other rates set forth in CONSULTANT's Cost Proposal.
- F. Reimbursement for transportation and subsistence costs shall not exceed the rates as specified in the approved Cost Proposal.
- G. When milestone cost estimates are included in the approved Cost Proposal, CONSULTANT shall obtain prior written approval for a revised milestone cost estimate from the Contract Administrator before exceeding such estimate.
- H. Progress payments for each Task Order will be made monthly in arrears based on services provided and actual costs incurred.
- I. CONSULTANT shall not commence performance of work or services until this Contract has been approved by LOCAL AGENCY, and notification to proceed has been issued by LOCAL AGENCY'S Contract Administrator. No payment will be made prior to approval or for any Work performed prior to approval of this Contract.

- J. A Task Order is of no force or effect until returned to LOCAL AGENCY and signed by an authorized representative of LOCAL AGENCY. No expenditures are authorized on a project and Work shall not commence until a Task Order for that project has been executed by LOCAL AGENCY.
- K. CONSULTANT will be reimbursed, as promptly as fiscal procedures will permit upon receipt by LOCAL AGENCY'S Contract Administrator of itemized invoices in triplicate. Separate invoices itemizing all costs are required for all Work performed under each Task Order. Invoices shall be submitted no later than 45 calendar days after the performance of Work for which CONSULTANT is billing, or upon completion of the Task Order. Invoices shall detail the Work performed on each milestone, on each project as applicable. Invoices shall follow the format stipulated for the approved Cost Proposal and shall reference this Contract number, project title and Task Order number. Credits due LOCAL AGENCY that include any equipment purchased under the provisions of Article XI Equipment Purchase of this Contract, must be reimbursed by CONSULTANT prior to the expiration or termination of this Contract. Invoices shall be emailed to LOCAL AGENCY's Contract Administrator and to ap@gosbcta.com.
- L. The total amount payable by LOCAL AGENCY for an individual Task Order shall not exceed the amount agreed to in the Task Order, unless authorized by appropriate amendment.
- M. If the Consultant fails to satisfactorily complete a deliverable according to the schedule set forth in a Task Order, no payment will be made until the deliverable has been satisfactorily completed.
- N. Task Orders may not be used to amend this Agreement and may not exceed the scope of work under this Agreement.
- O. The total amount payable to LOCAL AGENCY for all Task Orders resulting from this Contract shall not exceed \$5,000,000. It is understood and agreed that there is no guarantee, either expressed or implied that this dollar amount will be authorized under this Contract through Task Orders.

ARTICLE VI. TERMINATION

- A. LOCAL AGENCY reserves the right to terminate this Contract upon thirty (30) calendar days written notice to CONSULTANT with the reasons for termination stated in the notice.
- B. LOCAL AGENCY may terminate this Contract with CONSULTANT should CONSULTANT fail to perform the covenants herein contained at the time and in the manner herein provided. In the event of such termination, LOCAL AGENCY may proceed with the Work in manner deemed proper by LOCAL AGENCY. If LOCAL AGENCY terminates this Contract with CONSULTANT, LOCAL AGENCY shall pay CONSULTANT the sum due to CONSULTANT under this Contract prior to termination,

unless the cost of completion to LOCAL AGENCY exceeds the funds remaining in the Contract. In which case the overage shall be deducted from any sum due CONSULTANT under this Contract and the balance, if any, shall be paid to CONSULTANT upon demand.

ARTICLE VII. COST PRINCIPLES AND ADMINISTRATIVE REQUIREMENTS

- A. CONSULTANT agrees that the Contract Cost Principles and Procedures, 48 CFR, Federal Acquisition Regulations System, Chapter 1, Part 31.000 et seq., shall be used to determine the cost allowability of individual items.
- B. CONSULTANT also agrees to comply with federal procedures in accordance with 49 CFR, Part 18, Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments.
- C. Any costs for which payment has been made to CONSULTANT that are determined by subsequent audit to be unallowable under 49 CFR, Part 18 and 48 CFR, Federal Acquisition Regulations System, Chapter 1, Part 31.000 et seq., are subject to repayment by CONSULTANT to LOCAL AGENCY.

ARTICLE VIII. RETENTION OF RECORDS/AUDIT

- A. For the purpose of determining compliance with Public Contract Code 10115, et seq. and Title 21, California Code of Regulations, Chapter 21, Section 2500 et seq., when applicable and other matters connected with the performance of the Contract pursuant to Government Code 8546.7; CONSULTANT, subconsultants, and LOCAL AGENCY shall maintain and make available for inspection all books, documents papers, accounting records, and other evidence pertaining to the performance of the Contract, including but not limited to, the costs, of administering the Contract. All parties shall make such materials available at their respective offices at all reasonable times during the contract period and for three years from the date of final payment under the Contract. The state, State Auditor, LOCAL AGENCY, FHWA, or any duly authorized representative of the Federal Government shall have access to any books, records, and documents of CONSULTANT and its certified public accountants' (CPA) work papers that are pertinent to the Contract and indirect cost rates (ICR) for audit, examinations, excerpts, and transactions, and copies thereof shall be furnished if requested.
- B. **Per 2 CFR Ch. II § 200.333 Retention requirements for records.** Financial records, supporting documents, statistical records, and all other non-Federal entity records pertinent to a Federal award must be retained for a period of three years from the date of submission of the final expenditure report or, for Federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the Federal awarding agency or pass through entity in the case of a subrecipient. Federal awarding agencies and pass-through entities must not impose any other record retention requirements upon non-Federal entities.

ARTICLE IX. AUDIT REVIEW PROCEDURES

- A. Any dispute concerning a question of fact arising under an interim or post audit of this Contract that is not disposed of by agreement, shall be reviewed by LOCAL AGENCY'S Chief Financial Officer.
- B. Not later than 30 days after issuance of the final audit report, CONSULTANT may request a review by LOCAL AGENCY'S Chief Financial Officer of unresolved audit issues. The request for review will be submitted in writing.
- C. Neither the pendency of a dispute nor its consideration by LOCAL AGENCY will excuse CONSULTANT from full and timely performance, in accordance with the terms of this Contract.
- D. CONSULTANT and subconsultant contracts, including cost proposals and ICR, are subject to audits or reviews such as, but not limited to, a contract audit, an incurred cost audit, an ICR Audit, or a CPA ICR audit work paper review. If selected for audit or review, the Contract, Cost Proposal and ICR and related work papers, if applicable, will be reviewed to verify compliance with 48 CFR, Part 31 and other related laws and regulations. In the instances of a CPA ICR audit work paper review it is CONSULTANT's responsibility to ensure federal, state, or local government officials are allowed full access to the CPA's work papers including making copies as necessary. The Contract, Cost Proposal, and ICR shall be adjusted by CONSULTANT and approved by LOCAL AGENCY contract manager to conform to the audit or review recommendations. CONSULTANT agrees that individual terms of costs identified in the audit report shall be incorporated into the Contract by this reference if directed by LOCAL AGENCY at its sole discretion. Refusal by CONSULTANT to incorporate audit or review recommendations, or to ensure that the federal, state or local governments have access to CPA work papers, will be considered a breach of contract terms and cause for termination of the Contract and disallowance of prior reimbursed costs.

ARTICLE X. SUBCONTRACTING

- A. Nothing contained in this Contract or otherwise, shall create any contractual relation between LOCAL AGENCY and any subconsultant(s), and no subcontract shall relieve CONSULTANT of its responsibilities and obligations hereunder. CONSULTANT agrees to be as fully responsible to LOCAL AGENCY for the acts and omissions of its subconsultant(s) and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by CONSULTANT. CONSULTANT's obligation to pay its subconsultant(s) is an independent obligation from LOCAL AGENCY'S obligation to make payments to the CONSULTANT.
- B. CONSULTANT shall perform the Work contemplated with resources available within its own organization and no portion of the Work pertinent to this Contract shall be subcontracted without written authorization by LOCAL AGENCY's Contract Administrator, except that, which is expressly identified in the approval Cost Proposal.

- C. CONSULTANT shall pay its subconsultants within ten (10) calendar days from receipt of each payment made to CONSULTANT by LOCAL AGENCY.
- D. All subcontracts entered into as a result of this Contract shall contain all the provisions stipulated in this Contract to be applicable to subconsultants.
- E. Any substitution of subconsultant(s) must be approved in writing by LOCAL AGENCY's Contract Administrator prior to the start of work by the subconsultant(s).

ARTICLE XI. EQUIPMENT PURCHASE

- A. Prior authorization in writing by LOCAL AGENCY's Contract Administrator shall be required before CONSULTANT enters into any unbudgeted purchase order, or subcontract exceeding \$5,000 for supplies, equipment, or CONSULTANT services. CONSULTANT shall provide an evaluation of the necessity or desirability of incurring such costs.
- B. For purchase of any item, service or consulting work not covered in CONSULTANT's Cost Proposal and exceeding \$5,000 prior authorization by LOCAL AGENCY's Contract Administrator; three competitive quotations must be submitted with the request, or the absence of bidding must be adequately justified.
- C. Any equipment purchased as a result of this Contract is subject to the following: "CONSULTANT shall maintain an inventory of all nonexpendable property. Nonexpendable property is defined as having a useful life of at least two years and an acquisition cost of \$5,000 or more. If the purchased equipment needs replacement and is sold or traded in, LOCAL AGENCY shall receive a proper refund or credit at the conclusion of the Contract, or if the Contract is terminated, CONSULTANT may either keep the equipment and credit LOCAL AGENCY in an amount equal to its fair market value, or sell such equipment at the best price obtainable at a public or private sale, in accordance with established LOCAL AGENCY procedures; and credit LOCAL AGENCY in an amount equal to the sales price. If CONSULTANT elects to keep the equipment, fair market value shall be determined at CONSULTANT's expense, on the basis of a competent independent appraisal of such equipment. Appraisals shall be obtained from an appraiser mutually agreeable to by LOCAL AGENCY and CONSULTANT, if it is determined to sell the equipment, the terms and conditions of such sale must be approved in advance by LOCAL AGENCY." 49 CFR, Part 18 requires a credit to Federal funds when participating equipment with a fair market value greater than \$5,000 is credited to the project.

ARTICLE XII. STATE PREVAILING WAGE RATES

- A. CONSULTANT shall comply with the State of California's General Prevailing Wage Rate requirements in accordance with California Labor Code, Section 1770, and all Federal, State, and local laws and ordinances applicable to the Work.
- B. Any subcontract entered into as a result of this Contract, if for more than \$25,000 for public works construction or more than \$15,000 for the alteration, demolition, repair, or maintenance of public works, shall contain all of the provisions of this Article, unless the awarding agency has an approved labor compliance program by the Director of Industrial Relations.

- C. When prevailing wages apply to the services described in the scope of work, transportation and subsistence costs shall be reimbursed at the minimum rates set by the Department of Industrial Relations (DIR) as outlined in the applicable Prevailing Wage Determination. See <http://www.dir.ca.gov>.

ARTICLE XIII. CONFLICT OF INTEREST

- A. CONSULTANT shall disclose any financial, business, or other relationship with LOCAL AGENCY that may have an impact upon the outcome of this Contract, or any ensuing LOCAL AGENCY construction project. CONSULTANT shall also list current clients who may have a financial interest in the outcome of this Contract, or any ensuing LOCAL AGENCY construction project, which will follow.
- B. CONSULTANT hereby certifies that it does not now have, nor shall it acquire any financial or business interest that would conflict with the performance of services under this Contract.
- C. CONSULTANT hereby certifies that neither CONSULTANT, its employees, nor any firm affiliated with CONSULTANT providing services on this project prepared the Plans, Specifications, and Estimate for any construction project included within this Contract. An affiliated firm is one, which is subject to the control of the same persons through joint-ownership, or otherwise.
- D. CONSULTANT further certifies that neither CONSULTANT, nor any firm affiliated with CONSULTANT, will bid on any construction subcontracts included within the construction contract. Additionally, CONSULTANT certifies that no person working under this Contract is also employed by the construction contractor for any project included within this Contract.
- E. Except for subconsultants whose services are limited to materials testing, no subconsultant who is providing service on this Contract shall have provided services on the design of any project included within this contract.

ARTICLE XIV. REBATES, KICKBACKS OR OTHER UNLAWFUL CONSIDERATION

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

ARTICLE XV. PROHIBITION OF EXPENDING LOCAL AGENCY STATE OR FEDERAL FUNDS FOR LOBBYING

- A. CONSULTANT certifies to the best of his or her knowledge and belief that:
1. No state, federal or local agency appropriated funds have been paid, or will be paid by-or-on behalf of CONSULTANT to any person for influencing or attempting to

- influence an officer or employee of any state or federal agency; a Member of the State Legislature or United States Congress; an officer or employee of the Legislature or Congress; or any employee of a Member of the Legislature or Congress, in connection with the awarding of any state or federal contract; the making of any state or federal grant; the making of any state or federal loan; the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any state or federal contract, grant, loan, or cooperative agreement.
2. If any funds other than federal appropriated funds have been paid, or will be paid to any person for influencing or attempting to influence an officer or employee of any federal agency; a Member of Congress; an officer or employee of Congress, or an employee of a Member of Congress; in connection with this federal contract, grant, loan, or cooperative agreement; CONSULTANT shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.
- B. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.
- C. CONSULTANT also agrees by signing this document that he or she shall require that the language of this certification be included in all lower-tier subcontracts, which exceed \$100,000 and that all such sub-recipients shall certify and disclose accordingly.

ARTICLE XVI. STATEMENT OF COMPLIANCE

- A. CONSULTANT's signature affixed herein, and dated, shall constitute a certification under penalty of perjury under the laws of the State of California that CONSULTANT has, unless exempt, complied with, the nondiscrimination program requirements of Government Code Section 12990 and Title 2, California Code of Regulations Section 11102.
- B. During the performance of this Contract, Consultant and its subconsultants shall not unlawfully discriminate, harass, or allow harassment against any employee or applicant for employment because of sex, race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (e.g., cancer), age (over 40), marital status, and denial of family care leave. Consultant and subconsultants shall insure that the evaluation and treatment of their employees and applicants for employment are free from such discrimination and harassment. Consultant and subconsultants shall comply with the provisions of the Fair Employment and Housing Act (Gov. Code §12990 (a-f) et seq.) and the applicable regulations promulgated thereunder (California Code of Regulations, Title 2, Section 11005 et seq.). The applicable regulations of the Fair Employment and Housing Commission implementing Government Code Section 12990 (a-f), set forth in Chapter 5 of Division 4.1 of Title 2 of the California Code of Regulations (2 CCR Sec. 11099 et seq.), are incorporated into this Contract by reference and made a part hereof as if set forth in full. Consultant and its subconsultants shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other Agreement.

- C. The Consultant shall comply with regulations relative to Title VI (nondiscrimination in federally-assisted programs of the Department of Transportation – Title 49 Code of Federal Regulations, Part 21 - Effectuation of Title VI of the 1964 Civil Rights Act). Title VI provides that the recipients of federal assistance will implement and maintain a policy of nondiscrimination in which no person in the state of California shall, on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, gender, sex, marital status, gender identity, gender expression, sexual orientation, age, or military and veteran status, be excluded from participation in, denied the benefits of or subject to discrimination under any program or activity by the recipients of federal assistance or their assignees and successors in interest.
- D. The Consultant, with regard to the work performed by it during the Agreement shall act in accordance with Title VI. Specifically, the Consultant shall not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in the selection and retention of Subconsultants, including procurement of materials and leases of equipment. The Consultant shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the U.S. DOT's Regulations, including employment practices when the Agreement covers a program whose goal is employment.

ARTICLE XVII. DEBARMENT AND SUSPENSION CERTIFICATION

- A. CONSULTANT's signature affixed herein, shall constitute a certification under penalty of perjury under the laws of the State of California, that CONSULTANT has complied with Title 2 CFR, Part 180, "OMB Guidelines to Agencies on Government-wide Debarment and Suspension (nonprocurement)", which certifies that he/she or any person associated therewith in the capacity of owner, partner, director, officer, or manager, is not currently under suspension, debarment, voluntary exclusion, or determination of ineligibility by any federal agency; has not been suspended, debarred, voluntarily excluded, or determined ineligible by any federal agency within the past three (3) years; does not have a proposed debarment pending; and has not been indicted, convicted, or had a civil judgment rendered against it by a court of competent jurisdiction in any matter involving fraud or official misconduct within the past three (3) years. Any exceptions to this certification must be disclosed to LOCAL AGENCY.
- B. Exceptions will not necessarily result in denial of recommendation for award, but will be considered in determining CONSULTANT responsibility. Disclosures must indicate to whom exceptions apply, initiating agency, and dates of action.
- C. Exceptions to the Federal Government Excluded Parties List System maintained by the General Services Administration are to be determined by the Federal Highway Administration.

ARTICLE XVIII. FUNDING REQUIREMENTS

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

- B. This Contract is valid and enforceable only, if sufficient funds are made available to SBCTA for the purpose of this Contract. In addition, this Contract is subject to any additional restrictions, limitations, conditions, or any statute enacted by Congress, State Legislature, or SBCTA governing board that may affect the provisions, terms, or funding of this Contract in any manner.
- C. It is mutually agreed that if sufficient funds are not appropriated, this Contract may be amended to reflect any reduction in funds.
- D. SBCTA has the option to terminate the Contract under the 30-day cancellation clause or by mutual agreement, or to amend the Contract to reflect any reduction of funds.

ARTICLE XIX. CHANGE IN TERMS

- A. This Contract may be amended or modified only by mutual written agreement of the Parties.
- B. CONSULTANT shall only commence Work covered by an amendment after the amendment is executed and the NTP has been provided by SBCTA's Procurement Analyst.
- C. There shall be no change in CONSULTANT's Project Manager or members of the project team, as listed in the CONSULTANT's Approved Cost Proposal, without prior written approval of SBCTA.

ARTICLE XX. DISADVANTAGED BUSINESS ENTERPRISES (DBE) PARTICIPATION

- A. CONSULTANTS must give consideration to DBE firms as specified in 23 CFR §172.5(b), 49 CFR, Part 26. If the Contract has a DBE goal, CONSULTANT must meet the DBE goal by using DBEs as subconsultants or documenting a good faith effort to have met the goal. If a DBE subconsultant is unable to perform, CONSULTANT must make a good faith effort to replace the subconsultant with another DBE subconsultant if the goal is not otherwise met. A DBE may be terminated only with written approval by SBCTA and only for the reasons specified in 49 CFR 26.53(f). Prior to requesting SBCTA's consent for the proposed termination, CONSULTANT must meet the procedural requirements specified in 49 CFR 26.53(f).
- B. SBCTA, as a recipient of federal financial assistance, is required to implement a Disadvantaged Business Program in accordance with federal regulations at 49 CFR Part 26 issued by the U.S. Department of Transportation (DOT). The contract goal range for this project pursuant to the CONSULTANT's Approved Cost Proposal is 6%. CONSULTANT must furnish all documentation satisfactory to SBCTA that the work committed to DBEs was actually performed by DBEs. Requests for progress payments must include a summary of payments (Form 315Caltrans Form Exhibit 9-F) actually made to DBEs during the invoice period, which includes a total of all payments made to all subconsultants under this Contract. DBE participation shall be credited toward the overall DBE goal only when

payments are actually made to the DBE firms. CONSULTANT shall submit on the 15th of every month to SBCTA's Procurement Analyst, Form 315Exhibit 9-F form per the Caltrans Exhibit 9-F Instructions. Upon completion of the Contract, CONSULTANT shall submit "Final Report-Utilization of Disadvantaged Business Enterprises--First Tier Subconsultants" Form 17-F with the final invoice. Failure to submit the required reports shall result in SBCTA imposing a penalty of \$100 per day, per report.

- C. CONSULTANT shall carry out all applicable requirements of 49 CFR Part 26 in the award and administration of this DOT-assisted Contract. Failure by CONSULTANT to carry out these requirements is a material breach of this Contract, which may result in SBCTA exercising the right to impose administrative remedies, which shall include, but shall not be limited to the following: withholding of payment due to CONSULTANT equivalent to the difference between the actual DBE attainment and the Contract DBE goal; suspension of payment to CONSULTANT of any other monies held by SBCTA; and termination of the Contract, in whole or in part. The administrative remedies shall not apply if the CONSULTANT is able to demonstrate, to the satisfaction of SBCTA, that it exercised Good Faith Efforts in an attempt to meet the Contract DBE goal.
- D. SBCTA will bring to the attention of the DOT Operating Administration, in writing, any false, fraudulent, or dishonest conduct in connection with SBCTA's administration of Caltrans' DBE program, to enable the DOT Operating Administration to take the necessary and appropriate steps (e.g. referral to the Department of Justice for criminal prosecution, referral to the DOT Inspector General, or action under suspension and debarment or Program Fraud and Civil Penalties rules) as provided in Title 49 CFR, Part 26, Section 26.109. SBCTA also will consider similar action under its own legal authorities, including, but not limited to, responsibility determinations in future contracts.

ARTICLE XXI. CONTINGENT FEE

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

ARTICLE XXII. DISPUTES

- A. Any dispute, other than audit, concerning a question of fact arising under this Contract that is not disposed of by agreement shall be decided by a committee consisting of SBCTA's Procurement Analyst and SBCTA's Program Manager who may consider written or verbal information submitted by CONSULTANT.
- B. Not later than 30 days after completion of all Work under the Contract, CONSULTANT may request review by SBCTA's Executive Director of unresolved claims or disputes, other than audit. The request for review will be submitted in writing.

- C. Neither the pendency of a dispute nor its consideration by SBCTA's Executive Director excuses CONSULTANT from full and timely performance in accordance with the terms of this Contract.

ARTICLE XXIII. INSPECTION OF WORK

CONSULTANT and any subconsultant shall permit SBCTA, the state, and the FHWA if federal participating funds are used in this Contract, to review and inspect the project activities and files at all reasonable times during the performance period of this Contract, including review and inspection on a daily basis.

ARTICLE XXIV. SAFETY

- A. CONSULTANT shall comply with OSHA regulations applicable to CONSULTANT regarding necessary safety equipment or procedures. CONSULTANT shall comply with safety instructions issued by SBCTA and SBCTA representatives. CONSULTANT personnel shall wear hard hats and safety vests at all times while at the construction project site.
- B. Pursuant to the authority contained in Section 591 of the Vehicle Code, SBCTA has determined that such areas are within the limits of the Project and are open to public traffic. CONSULTANT shall comply with all of the requirements set forth in Divisions 11, 12, 13, 14, and 15 of the Vehicle Code. CONSULTANT shall take all reasonably necessary precautions for safe operation of its vehicles and the protection of the traveling public from injury and damage from such vehicles.
- C. Any subcontract entered into as a result of this Contract, shall contain all of the provisions of this Article.
- D. CONSULTANT must have a Division of Occupational Safety and Health (CAL-OSHA) permit(s), as outlined in California Labor Code Sections 6500 and 6705, prior to the initiation of any practices, work, method, operation, or process related to the construction or excavation of trenches which are five feet or deeper.

ARTICLE XXV. INSURANCE

- A. Prior to commencing the Work, subject to the provisions of Article XXV.B "General Provisions", and at all times during the performance of the Work and for such additional periods as required herein, CONSULTANT and all sub-consultants of every tier performing any Work under this contract shall, at CONSULTANT's and sub-consultant's sole expense, procure and maintain broad form insurance coverage at least as broad as the following minimum requirements specified below:
- 1.1. Professional Liability. The policies must include the following:
- A limit of liability not less than \$2,000,000 per claim
 - An annual aggregate limit of not less than \$4,000,000
 - Coverage shall be appropriate for the CONSULTANT'S profession and provided

services to include coverage for errors and omissions arising out of the CONSULTANT'S professional services, or services of any person employed by the CONSULTANT, or any person for whose acts, errors, mistakes or omissions the CONSULTANT may be legally liable.

- If Coverage is on a claims made basis:
 - Policy shall contain a retroactive date for coverage of prior acts, which date will be prior to the date the CONSULTANT begins to perform Work under this Contract.
 - CONSULTANT shall secure and maintain "tail" coverage for a minimum of three (3) years after Contract completion.

1.2. Worker's Compensation/Employer's Liability. The policies must include the following:

- Coverage A. Statutory Benefits
- Coverage B. Employer's Liability
- Bodily Injury by accident - \$1,000,000 per accident
- Bodily Injury by disease - \$1,000,000 policy limit/\$1,000,000 each employee

Such policies shall contain a waiver of subrogation in favor of the parties named as Indemnitees below. Such insurance shall be in strict accordance with the applicable workers' compensation laws in effect during performance of the Work by CONSULTANT or any subconsultant of any tier. All subconsultants of any tier performing any portion of the Work for CONSULTANT shall also obtain and maintain the same insurance coverage as specified in this subparagraph, with a waiver of subrogation in favor of CONSULTANT and all parties named as Indemnitees below. Where coverage is provided through the California State Compensation Insurance Fund, the requirement for a minimum A.M. Best rating does not apply.

1.3. Commercial General Liability. The policy must include the following:

- Consultant shall maintain commercial general liability (CGL) insurance (Insurance Services Office (ISO) Form CG 00 01), and if necessary excess/umbrella commercial liability insurance, with a combined limit of liability of not less than **\$3,000,000 each occurrence**. If the contract value is equal to or in excess of \$25,000,000, then the combined limit of liability shall be no less than **\$25,000,000 each occurrence**.
- The policy shall, at a minimum, include coverage for any and all of the following: bodily injury, property damage, personal injury, broad form contractual liability (including coverage to the maximum extent possible for the indemnifications in this Contract), premises-operations (including explosion, collapse and underground coverage), duty to defend in addition to (without reducing) the limits of the policy(ies), and products and completed operations.

- \$2,000,000 per occurrence limit for property damage or bodily injury
- \$1,000,000 per occurrence limit for personal injury and advertising injury
- \$2,000,000 per occurrence limits for products/completed operations coverage (ISO Form 20 37 10 01) if SBCTA's Risk Manager determines it is in SBCTA's best interests to require such coverage,
- If a general aggregate applies, it shall apply separately to this project/location. The project name must be indicated under "Description of Operations/Locations" (ISO Form CG 25 03 or CG 2504).
- Coverage is to be on an "occurrence" form. "Claims made" and "modified occurrence" forms are not acceptable.
- A copy of the declaration page or endorsement page listing all policy endorsements for the CGL policy must be included.

All subconsultants of any tier performing any portion of the Work for CONSULTANT shall also obtain and maintain the CGL insurance coverage with limits not less than:

- Each occurrence limit: \$1,000,000
- General aggregate limit: \$2,000,000
- Personal injury and advertising limit \$1,000,000
- Products-completed operations aggregate limit \$2,000,000

All subconsultants' and sub-subconsultants' deductibles or self-insured retentions must be acceptable to SBCTA's Risk Manager.

1.4. Umbrella/Excess CGL. The policy must include the following:

- If the CONSULTANT elects to include an umbrella or excess policy to cover any of the total limits required beyond the primary commercial general liability policy limits and/or the primary commercial automobile liability policy limits, then the policy must include the following:
 - The umbrella or excess policy shall follow form over the CONSULTANT's primary general liability coverage and shall provide a separate aggregate limit for products and completed operations coverage.
 - The umbrella or excess policy shall not contain any restrictions or exclusions beyond what is contained in the primary policy.
 - The umbrella or excess policy shall contain a clause stating that it takes effect (drops down) in the event the primary limits are impaired or exhausted.
 - The umbrella or excess policy must also extend coverage over the automobile policy if it is to be used in combination with the primary automobile policy to meet the total insurance requirement limits.

There shall be no statement limiting the coverage provided to the parties listed as additionally insureds or as indemnitees below.

1.5. Commercial Auto. The policy must include the following:

- A total limit of liability of not less than **\$3,000,000** each accident. This total limits of liability may be met by combining the limits of the primary auto policy with an umbrella or excess policy in accordance with subparagraph 4 (Umbrella/Excess CGL) of Section A of this Article.
- Such insurance shall cover liability arising out of any vehicle, including owned, hired, leased, borrowed and non-owned vehicles assigned to or used in performance of the CONSULTANT services.
- Combined Bodily Injury and Property Damage Liability insurance
The commercial automobile liability insurance shall be written on the most recent edition of ISO Form CA 00 01 or equivalent acceptable to SBCTA.

1.6. Pollution Liability. Purposely omitted

1.7. Railroad Protective Liability. The policy must include the following:

- Should the CONSULTANT need to perform activities in a railroad right-of-way, SBCTA's Risk Manager and/or a railroad operator may require CONSULTANT to provide Railroad Protective Liability.
- In such a case, the policy shall be in amounts and coverages and from issuers, acceptable to SBCTA's Risk Manager in his/her sole discretion.
- Depending on facts and circumstances, and the terms and conditions of the policy involved, SBCTA's Risk Manager may choose to find that the CONSULTANT satisfactorily meets this requirement by obtaining one of the following: a) an acceptable Railroad Protective Liability specific policy; b) a waiver of any railroad liability exclusion from the CONSULTANT's existing general liability policy; or c) acceptable general liability insurance without a railroad exclusion.

B. General Provisions

1.1 Qualifications of Insurance Carriers. If policies are written by insurer carrier authorized and admitted to do business in the state of California, then the insurer carriers must have a current A.M. Best rating of A-VIII or better and if policies are written by insurance carriers that are non- admitted but authorized to conduct business in the state of California, then they must meet the current A.M. Best rating of A-X or better, unless otherwise approved in writing by SBCTA's Risk Manager.

1.2 Additional Insurance Coverage. All policies, except those for Workers' Compensation and Professional Liability insurance, shall be endorsed by ISO Form CG 20 10 11 85, or if not available, then ISO Form CG 20 38, to name San Bernardino County Transportation Authority and its officers, directors, members, employees, agents and volunteers, as additional insureds ("Additional Insureds"). With respect to general liability arising out of or connected with work or operations performed by or on behalf of the CONSULTANT under this Contract, coverage for such Additional Insureds shall not extend to liability to the extent prohibited by section 11580.04 of the Insurance Code. The additional insured

endorsements shall not limit the scope of coverage for SBCTA to vicarious liability but shall allow coverage for SBCTA to the full extent provided by the policy.

- 1.3 Proof of Coverage. Evidence of insurance in a form acceptable to SBCTA's Risk Manager, including declarations pages of each policy, certificates of insurance and the required additional insured endorsements, shall be provided to SBCTA's Procurement Analyst prior to issuance of the NTP or prior to commencing any Work, as SBCTA specifies. Certificate(s) of insurance, as evidence of the required insurance shall: be executed by a duly authorized representative of each insurer; show compliance with the insurance requirements set forth in this Article; set forth deductible amounts applicable to each policy; list all exclusions which are added by endorsement to each policy; and also include the Contract Number and the SBCTA Project Manager's name on the face of the certificate. If requested in writing by SBCTA, CONSULTANT shall submit complete copies of all required insurance policies within ten (10) business days of a written request by SBCTA.
- 1.4 Deductibles and Self-Insured Retention. Regardless of the allowance of exclusions or deductibles by SBCTA, CONTRACTOR shall be responsible for any deductible or self-insured retention (SIR) amount and shall warrant that the coverage provided to SBCTA is consistent with the requirements of this Article. CONTRACTOR will pay, and shall require its sub-CONTRACTORS to pay, all deductibles, co-pay obligations, premiums and any other sums due under the insurance required in this Article. Any deductibles or self-insured retentions must be declared to and approved in writing by SBCTA's Risk Manager. At the option of SBCTA, if the deductible or SIR is greater than \$ 50,000 or five (5) percent of the amount of coverage required under this Contract, whichever is less, the CONTRACTOR shall guarantee that either: (1) the insurer shall reduce or eliminate such deductibles or self-insured retentions as respects to SBCTA, its directors, officials, officers, employees and agents; or, (2) the CONTRACTOR shall procure a bond guaranteeing the amount of the deductible or self-insured retention. SBCTA will have the right, but not the obligation, to pay any deductible or SIR due under any insurance policy. If SBCTA pays any sums due under any insurance required above, SBCTA may withhold said sums from any amounts due to CONTRACTOR. The Contractor's policies will neither obligate nor prohibit SBCTA or any other Additional Insured, from paying any portion of any Contractor's deductible or SIR.
- 1.5 CONSULTANT's and Subconsultants' Insurance will be Primary. All policies required to be maintained by the CONSULTANT or any subconsultant with the exception of Professional Liability and Worker's Compensation shall be endorsed, with a form at least as broad as ISO Form CG 20 01 04 13), to be primary coverage, and any coverage carried by any of the Additional Insureds shall be excess and non-contributory. Further, none of CONSULTANT's or subconsultants' pollution, automobile, general liability or other liability policies (primary or excess) will contain any cross-liability exclusion barring coverage for claims by an additional insured against a named insured.

- 1.6 Waiver of Subrogation Rights. To the fullest extent permitted by law, CONSULTANT hereby waives all rights of recovery under subrogation against the Additional Insureds named herein, and any other consultant, subconsultant or sub-subconsultant performing work or rendering services on behalf of SBCTA, in connection with the planning, development and construction of the Project. To the fullest extent permitted by law, CONSULTANT shall require similar written express waivers and insurance clauses from each of its subconsultants of every tier. CONSULTANT shall require all of the policies and coverages required in this Article to waive all rights of subrogation against the Additional Insureds (ISO Form CG 24 04 05 09). Such insurance and coverages provided shall not prohibit CONSULTANT from waiving the right of subrogation prior to a loss or claim.
- 1.7 Cancellation. If any insurance company elects to cancel or non-renew coverage for any reason, CONSULTANT will provide SBCTA thirty (30) days prior written notice of such cancellation or nonrenewal. If the policy is cancelled for nonpayment of premium, CONSULTANT will provide SBCTA ten (10) days prior written notice. In any event, CONSULTANT will provide SBCTA with a copy of any notice of termination or notice of any other change to any insurance coverage required herein which CONSULTANT receives within one business day after CONSULTANT receives it by submitting it to SBCTA at procurement@gosbcta.com to the attention of SBCTA's Procurement Analyst, and by depositing a copy of the notice in the U.S. Mail in accordance with the notice provisions of this Contract.
- 1.8 Enforcement. SBCTA may take any steps as are necessary to assure CONSULTANT's compliance with its insurance obligations as identified within this Article. Failure to continuously maintain insurance coverage as provided herein is a material breach of contract. In the event the CONSULTANT fails to obtain or maintain any insurance coverage required, SBCTA may, but is not required to, maintain this coverage and charge the expense to the CONSULTANT or withhold such expense from amounts owed CONSULTANT, or terminate this Contract. The insurance required or provided shall in no way limit or relieve CONSULTANT of its duties and responsibility under the Contract, including but not limited to obligation to indemnify, defend and hold harmless the Indemnitees named below. Insurance coverage in the minimum amounts set forth herein shall not be construed to relieve CONSULTANT for liability in excess of such coverage, nor shall it preclude SBCTA from taking other actions as available to it under any other provision of the Contract or law. Nothing contained herein shall relieve CONSULTANT, or any subconsultant of any tier of their obligations to exercise due care in the performance of their duties in connection with the Work, and to complete the Work in strict compliance with the Contract.
- 1.9 No Waiver. Failure of SBCTA to enforce in a timely manner any of the provisions of this Article shall not act as a waiver to enforcement of any of these provisions at a later date.

- 1.10 Subconsultant Insurance. Insurance required of the CONSULTANT shall be also provided by subconsultants or by CONSULTANT on behalf of all subconsultants to cover their services performed under this Contract. CONSULTANT may reduce types and the amounts of insurance limits provided by subconsultants to be proportionate to the amount of the subconsultant's contract and the level of liability exposure for the specific type of work performed by the subconsultant. CONSULTANT shall be held responsible for all modifications, deviations, or omissions in these insurance requirements as they apply to subconsultant.
- 1.11 Higher limits. If CONSULTANT maintains higher limits than the minimums shown above, SBCTA shall be entitled to coverage for the higher limits maintained by CONSULTANT. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to SBCTA.
- 1.12 Special Risks or Circumstances. SBCTA, acting through its Executive Director, reserves the right to modify any or all of the above insurance requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

ARTICLE XXVI. INDEMNITY

- A. To the extent, but only to the extent, that CONSULTANT's Work falls within the scope of Civil Code Section 2782.8, the following indemnification is applicable:

CONSULTANT shall indemnify and defend (with legal counsel reasonably approved by SBCTA) San Bernardino County Transportation Authority and its directors, officers, employees, agents and volunteers, from any and all losses, damages, liability, actions, and/or costs for claims that arise out of, pertain to or are related to the negligence, recklessness, or willful misconduct of the design professional to the maximum extent permitted by Civil Code Section 2782.8.

- B. For all other Work and obligations under this Contract, CONSULTANT agrees to indemnify, defend (with legal counsel reasonably approved by SBCTA) and hold harmless SBCTA and its directors, officers, employees, agents and volunteers ("Indemnitees"), from any and all claims, actions, losses, damages and/or liability ("Claims") arising out of or related to any act or omission of CONSULTANT or any of its officers, employees, agents, subconsultants or volunteers, and for any costs or expenses incurred by Indemnitees on account of any such Claims except where such indemnification is prohibited by law. This indemnification provision shall apply regardless of the existence or degree of fault of Indemnitees. CONSULTANT's indemnification obligation applies to an Indemnitee's "active" as well as "passive" negligence but does not apply to an Indemnitee's "sole negligence" or "willful misconduct" within the meaning of Civil Code Section 2782.

ARTICLE XXVII. OWNERSHIP OF DATA

- A. Upon completion of all Work under this Contract, ownership and title to all reports, documents, plans, specifications, and estimates produced as part of this Contract will automatically be vested in SBCTA, and no further agreement will be necessary to transfer

ownership to SBCTA. CONSULTANT shall furnish SBCTA all necessary copies as needed to complete the review and approval process.

- B. It is understood and agreed that all calculations, drawings and specifications, whether in hard copy or machine-readable form, are intended for one-time use in the construction of the Project for which this Contract has been entered into.
- C. CONSULTANT is not liable for claims, liabilities, or losses arising out of or connected with the modification or misuse by SBCTA of the machine-readable information and data provided by CONSULTANT under this Contract; further, CONSULTANT is not liable for claims, liabilities, or losses arising out of or connected with any use by SBCTA of the project documentation on other projects or additions to this project, or for the completion of this project by others, except only such use as may be authorized in writing by CONSULTANT.
- D. Applicable patent rights provisions regarding rights to inventions shall be included in the Contract as appropriate (48 CFR 27, Subpart 27.3, Patent Rights under Government Contracts for federal-aid contracts).
- E. SBCTA may permit copyrighting reports or other agreement products. If copyrights are permitted, the agreement shall provide that the FHWA shall have the royalty-free nonexclusive and irrevocable right to reproduce, publish, or otherwise use, and to authorize others to use, the work for government purposes.
- F. Any subcontract in excess of \$25,000 entered into as a result of this Contract, shall contain all of the provisions of this Article.

ARTICLE XXVIII. CLAIMS FILED BY SBCTA's CONSTRUCTION CONTRACTOR

- A. If claims are filed by SBCTA's construction contractor relating to Work performed by CONSULTANT's personnel and additional information or assistance from CONSULTANT's personnel is required in order to evaluate or defend against such claims, CONSULTANT agrees to make its personnel available for consultation with SBCTA and legal staff, and for testimony, if necessary, at depositions, administrative proceedings, trial or arbitration proceedings.
- B. CONSULTANT's personnel that SBCTA considers essential to assist in defending against construction contractor claims will be made available on reasonable notice from SBCTA. Consultation or testimony will be reimbursed at the same rates, including travel costs that are being paid for the CONSULTANT's personnel services under this Contract.
- C. Services of CONSULTANT's personnel in connection with SBCTA's construction contractor claims will be performed pursuant to a written contract amendment, if necessary, extending the termination date of this Contract in order to resolve the construction claims.
- D. Any subcontract in excess of \$25,000 entered into as a result of this Contract, shall contain all of the provisions of this Article.

ARTICLE XXIX. CONFIDENTIALITY OF DATA

- A. All financial, statistical, personal, technical, or other data and information relative to SBCTA's operations which are designated confidential by SBCTA and made available to CONSULTANT in order to carry out this Contract shall be protected by CONSULTANT from unauthorized use and disclosure.
- B. Permission to disclose information on one occasion or at a public hearing held by SBCTA relating to the Contract shall not authorize CONSULTANT to further disclose such information or disseminate the same on any other occasion.
- C. CONSULTANT shall not comment publicly to the press or any other media, including social media, regarding the Contract or SBCTA's actions on the same, except to SBCTA's staff, CONSULTANT's own personnel involved in the performance of this Contract, at public hearings or in response to questions from a SBCTA Board Committee or other public meeting approved by SBCTA.
- D. CONSULTANT shall not issue any news release or public relations item of any nature whatsoever regarding Work performed or to be performed under this Contract without prior review of the contents thereof by SBCTA and receipt of SBCTA's written permission.
- E. Any SBCTA communications or materials to which CONSULTANT or its subconsultants or agents have access, or materials prepared by CONSULTANT under the terms of this Contract, shall be held in confidence by CONSULTANT, who shall exercise reasonable precautions to prevent the disclosure of confidential information to anyone except as expressly authorized by SBCTA. Any communications with or work product of SBCTA's legal counsel to which CONSULTANT or its subconsultants or agents have access in performing Work under this Contract shall be subject to attorney-client privilege and attorney work product doctrine and shall be confidential. CONSULTANT shall not release any reports, information or promotional material or allow for the use of any photos related to this Contract for any purpose without prior written approval of SBCTA.
- F. Any subcontract entered into as a result of this Contract shall contain all of the provisions of this Article.
- G. CONSULTANT agrees to inform itself and make its employees, agents and subconsultants aware of the requirements of SBCTA's privacy confidentiality policies, and to abide by the same. CONSULTANT further agrees to require all employees, agents, and subconsultants assigned to any SBCTA project or task to sign and adhere to a SBCTA Confidentiality Agreement as directed by SBCTA personnel. CONSULTANT acknowledges and agrees that its duties and obligations under this provision specifically pertain to, but is not to, all of its employees, agents, and subconsultants who may have access to Personally Identifiable Information ("PII") and/or Sensitive Security Information ("SSI") within the custody or control of SBCTA.

ARTICLE XXX. NATIONAL LABOR RELATIONS BOARD CERTIFICATION

In accordance with Public Contract Code Section 10296, CONSULTANT hereby states under penalty of perjury that no more than one final unappealable finding of contempt of court by a

federal court has been issued against CONSULTANT within the immediately preceding two-year period, because of CONSULTANT's failure to comply with an order of a federal court that ordered CONSULTANT to comply with an order of the National Labor Relations Board.

ARTICLE XXXI. EVALUATION OF CONSULTANT

CONSULTANT's performance may be evaluated by SBCTA. A copy of the evaluation will be sent to CONSULTANT for comments. The evaluation together with the comments shall be retained as part of the Contract file. This information may be used when evaluating the firm on future proposal submittals.

ARTICLE XXXII. RETENTION OF FUNDS

A. Any subcontract entered into as a result of this Contract shall contain all of the provisions of this Article.

B. Retention.

1. As partial security against CONSULTANT's failure to perform under this CONTRACT, SBCTA shall withhold a retention of five percent (5%) of the total amount of each invoice from CONSULTANT up to \$250,000. All retained funds shall be released by SBCTA within sixty (60) calendar days after the last to occur of:
 - a. SBCTA's payment of the final invoice, unless SBCTA elects to audit CONSULTANT's records in accordance with this Contract. If SBCTA elects to audit, then retain funds shall be paid to CONSULTANT with thirty (30) calendar days of completion of the audit in an amount reflecting any adjustments required by the audit; or
 - b. final resolution of all Stop Notices, claims for payment and/or other claims arising out of the Work performed under the Contract.
2. CONSULTANT, or subconsultant, shall return all monies withheld in retention from a subconsultant within thirty (30) days after receiving payment for Work satisfactorily completed and accepted including incremental acceptances of portions of the Work by SBCTA. Federal law (49 CFR 26.29) requires that any delay or postponement of payment over thirty (30) days may take place only for good cause and with SBCTA's prior written approval. Any violation of this provision shall subject the violating CONSULTANT or subconsultant to the penalties, sanctions and other remedies specified in Section 7108.5 of the Business and Professions Code. These requirements shall not be construed to limit or impair any contractual, administrative, or judicial remedies otherwise available to CONSULTANT or subconsultant in the event of a dispute involving late payment or non-payment by CONSULTANT, deficient subconsultant performance, or noncompliance by a subconsultant. This provision applies to both DBE and non-DBE consultants and subconsultants.

ARTICLE XXXIII. RESPONSIBILITY OF CONSULTANT

A. CONSULTANT shall be responsible for the professional quality, technical accuracy, and the assurance of compliance with all applicable federal, state, and local laws and

regulations, and other Work furnished by CONSULTANT under the Contract. The Contract includes reference to the appropriate standards for design or other standards for Work performance stipulated in the Contract.

- B. In addition to any other requirements of this Contract or duties and obligations imposed on CONSULTANT by law, CONSULTANT shall, as an integral part of its Work, employ quality control procedures that identify potential risks and uncertainties related to scope, schedule, cost, quality and safety of the Project and the Work performed by CONSULTANT within the areas of CONSULTANT's expertise. Risks that may be encountered include, but are not limited to, soil conditions, constructability, factors of safety, impact on adjacent properties, public safety, and environmental considerations. At any time during performance of the Scope of Work, should CONSULTANT observe, encounter, or identify any unusual circumstances or uncertainties which could pose potential risk to SANBAG or the Project, CONSULTANT shall immediately document such matters and notify SBCTA in writing. CONSULTANT shall also similarly notify SBCTA in regard to the possibility of any natural catastrophe, potential failure, or any situation that exceeds environmental, design, and/or construction assumptions and could precipitate a failure of any structure or other part of the Project. Notifications under this paragraph shall be specific, clear and timely, and in a form which will enable SBCTA to understand and evaluate the magnitude and effect of the risk and/or uncertainties involved.
- C. When a modification to a construction contract is required because of an error or deficiency in the design Work provided under this Contract, CONSULTANT shall be responsible for any and all additional costs associated with the construction contract or the construction of the Project.
- D. SBCTA shall advise CONSULTANT of CONSULTANT's responsibility for additional costs as described above and shall collect the amount due, including but not limited to withholding of payments if the recoverable cost will exceed the administrative cost involved or is otherwise in SBCTA's best interest. SBCTA shall include in the Contract Audit File a written statement of the reasons for the decision to recover or not recover the costs from CONSULTANT.
- E. CONSULTANT shall document the results of the Work to the satisfaction of SBCTA, and if applicable, Caltrans and FHWA. This may include preparation of progress and final reports, plans, specifications and estimates, or similar evidence of attainment of SBCTA's objectives.
- F. As applicable, the responsible consultant/engineer shall sign all plans, specifications, estimates (PS&E) and engineering data furnished by him/her, certify as-built drawings, and where appropriate, indicate his/her California registration or license number.

ARTICLE XXXIV. TECHNICAL DIRECTION

- A. Performance of Work under this Contract shall be subject to the technical direction of SBCTA's Project Manager. The term "Technical Direction" is defined to include, without limitation:

1. Directions to CONSULTANT which redirect the Contract effort, shift work emphasis between work areas or tasks, require pursuit of certain lines of inquiry, fill in details or otherwise serve to accomplish the contractual Scope of Work.
 2. Provision of written information to CONSULTANT which assists in the interpretation of drawings, reports, or technical portions of the Scope of Work described herein.
 3. Review and, where required by the Contract, approval of technical reports, drawings, specifications and technical information to be delivered by CONSULTANT to SBCTA under the Contract.
 4. SBCTA may modify this Contract for certain administrative modifications without issuing a written amendment. Administrative modifications as defined herein are limited to: substitutions of personnel identified in this Contract, including Key Personnel and project personnel and subconsultants; modifications to hourly rates, classifications, and names of personnel in Exhibit B; and modifications of the address of the CONSULTANT. All administrative modifications shall be documented in writing between the Parties.
- B. Technical Direction must be within the Scope of Work under this Contract. SBCTA does not have the authority to, and may not, issue any Technical Direction which:
1. Increases or decreases the Scope of Work;
 2. Directs CONSULTANT to perform Work outside the original intent of the Scope of Work;
 3. In any manner causes an increase or decrease in the Contract price as identified in this Contract, or the time required for Contract performance;
 4. Changes any of the expressed terms, conditions or specifications of the Contract; unless identified herein;
 5. Interferes with the CONSULTANT's right to perform the terms and conditions of the Contract; or
 6. Approves any demand or claim for additional payment.
- C. Failure of CONSULTANT and SBCTA's Project Manager to agree that the Technical Direction is within the scope of the Contract, or a failure to agree upon the Contract action to be taken, shall be subject to the provisions of the "DISPUTES" Article herein.
- D. All Technical Direction shall be issued in writing by SBCTA's Project Manager.
- E. CONSULTANT shall proceed promptly with the performance of Technical Direction, in the manner prescribed by this Article and within their authority under the provisions of this Article. If, in the opinion of CONSULTANT, any instruction or direction by SBCTA falls

within one of the categories defined in B.1. through B.6. of this Article, CONSULTANT shall not proceed but shall notify SBCTA in writing within five (5) working days after receipt of any such instruction or direction and shall request SBCTA to modify the Contract accordingly. Upon receiving the notification from the CONSULTANT, SBCTA's Project Manager shall:

1. Advise CONSULTANT in writing within thirty (30) calendar days after receipt of the CONSULTANT's letter that the Technical Direction is or is not within the scope of this Contract.
 2. Advise CONSULTANT within a reasonable time whether SBCTA will or will not issue a written amendment.
- F. There shall be no changes in CONSULTANT's Key Personnel as identified herein, without prior written approval by SBCTA's Project Manager.

ARTICLE XXXV. KEY PERSONNEL

The personnel specified below are considered to be essential to the Work being performed under this Contract. Prior to diverting any of the specified individuals to other projects, or reallocating any tasks or hours of Work that are the responsibility of key personnel to other personnel, CONSULTANT shall notify SBCTA in writing and shall submit justifications (including proposed substitutions, resumes and payroll information to support any changes to the labor rate) in sufficient detail to permit evaluation of the impact on the Project. Diversion or reallocation of key personnel shall not be made without prior written consent of SBCTA's Project Manager. CONSULTANT shall not substitute any key personnel without the prior written consent of SBCTA's Project Manager. In the event that the Parties cannot agree as to the substitution of key personnel, SBCTA may terminate the Contract.

Key Personnel are:

Name	Job Classification/Function
Hank Doll, PE, QSD/P*	Principal-In-Charge
Jagdish Patel, PE	Project Manager
Ghassan Dagher, PE, QSD/P	Deputy Project Manager/QC Manager

ARTICLE XXXVI. REPRESENTATIONS

All Work supplied by CONSULTANT under this Contract shall be supplied by personnel who are qualified, careful, skilled, experienced and competent in their respective trades or professions. CONSULTANT agrees that they are supplying professional services, findings, and/or recommendations in the performance of this Contract and agrees with SBCTA that the same shall conform to professional and engineering and environmental principles and standards that are generally accepted in the profession in the State of California.

ARTICLE XXXVII. ADDITIONAL TERMINATION PROVISIONS

- A. In addition to the terms of Article VI, the following provisions apply to termination of the Contract.

- B. Termination for Convenience – SBCTA’s Executive Director shall have the right at any time, with or without cause, to terminate further performance of Work by giving thirty (30) calendar days written notice to CONSULTANT specifying the date of termination. On the date of termination stated in said notice, CONSULTANT shall promptly discontinue performance of Work and shall preserve Work in progress and completed Work, pending SBCTA's instruction, and shall turn over such Work in accordance with SBCTA's instructions.
1. CONSULTANT shall deliver to SBCTA all deliverables prepared by CONSULTANT or its subconsultants or furnished to CONSULTANT by SBCTA. Upon such delivery, CONSULTANT may then invoice SBCTA for payment in accordance with the terms of this Contract.
 2. If CONSULTANT has fully and completely performed all obligations under this Contract up to the date of termination, CONSULTANT shall be entitled to receive from SBCTA as complete and full settlement for such termination a pro rata share of the Contract cost based upon the percentage of all contracted Work satisfactorily executed to the date of termination.
 3. CONSULTANT shall be entitled to receive the actual costs incurred by CONSULTANT to return CONSULTANT’s tools and equipment, if any, to it or its suppliers’ premises, or to turn over Work in progress in accordance with SBCTA's instructions plus the actual cost necessarily incurred in effecting the termination.
- C. Termination for Cause – In the event CONSULTANT shall file a petition in bankruptcy court, or shall make a general assignment for the benefit of its creditors, or if a petition in bankruptcy shall be filed against CONSULTANT or a receiver shall be appointed on account of its insolvency, or if CONSULTANT shall default in the performance of any express obligation to be performed by it under this Contract and shall fail to immediately correct (or if immediate correction is not possible, shall fail to commence and diligently continue action to correct) such default within ten (10) calendar days following written notice, SBCTA may, without prejudice to any other rights or remedies SBCTA may have, and in compliance with applicable Bankruptcy Laws: (a) hold in abeyance further payments to CONSULTANT; (b) stop any Work of CONSULTANT or its subconsultants related to such failure until such failure is remedied; and/or (c) terminate this Contract by written notice to CONSULTANT specifying the date of termination. In the event of such termination by SBCTA, SBCTA may take possession of the products and finished Work by whatever method SBCTA may deem expedient.
1. A waiver by SBCTA of one default of CONSULTANT shall not be considered to be a waiver of any subsequent default of CONSULTANT of the same or any other provision, nor be deemed to waive, amend, or modify this Contract.
 2. CONSULTANT shall deliver to SBCTA all finished and unfinished deliverables under this Contract prepared by CONSULTANT or its subconsultants or furnished to CONSULTANT by SBCTA within ten (10) working days of said notice.

- D. All claims for compensation or reimbursement of costs under any of the foregoing provisions shall be supported by documentation submitted to SBCTA, satisfactory in form and content to SBCTA and verified by SBCTA. In no event shall CONSULTANT be entitled to any payment for prospective profits or any damages because of such termination.

ARTICLE XXXVIII. OPTION TERMS

SBCTA at its sole discretion may extend the original term of the Contract by exercising up to (1) one year option terms. The maximum term of this Contract, including all option term(s) if exercised, will not exceed December 31, 2028.

ARTICLE XXXIX. ADDITIONAL PAYMENT TERMS.

A. STATEMENT WITH INVOICES.

CONSULTANT shall include a statement and release with each invoice, satisfactory to SBCTA, that CONSULTANT has fully performed the Work invoiced pursuant to this Contract for the period covered, that all information included with the invoice is true and correct, and that all payments to and claims of CONSULTANT and its subconsultants for Work during the period will be satisfied upon the making of such payment. SBCTA shall not be obligated to make payments to CONSULTANT until CONSULTANT furnishes such statement and release.

B. JUNE INVOICES.

The invoice for Work performed in the month of June shall be submitted by July 10th.

ARTICLE XL. TAXES, DUTIES AND FEES

Except to the extent expressly provided elsewhere in this Contract, CONSULTANT shall pay when due, and the compensation set forth herein shall be inclusive of all: a) local, municipal, state, and federal sales and use taxes; b) excise taxes; c) taxes on personal property owned by CONSULTANT; and d) other governmental fees and taxes or charges of whatever nature applicable to CONSULTANT to enable it to conduct business.

ARTICLE XLI. PERMITS AND LICENSES

CONSULTANT shall, without additional compensation, keep current all governmental permits, certificates and licenses (including professional licenses) and required registrations necessary for CONSULTANT to perform Work identified herein.

ARTICLE XLII. CONFLICT OF INTEREST CODE

CONSULTANT is obligated to fully disclose to SBCTA, in writing, any conflict of interest issues as soon as they are known to CONSULTANT. CONSULTANT agrees that CONSULTANT's staff designated by SBCTA's Executive Director as "Consultants" under the Political Reform Act and SBCTA's Conflict of Interest Code shall timely file Statements of Economic Interest with the SBCTA Clerk of the Board as required for the term of the Contract.

ARTICLE XLIII. NOTIFICATION

All notices hereunder and communications regarding the interpretation of the terms of this Contract and changes thereto, shall be effected by the mailing thereof by registered or certified mail, return receipt requested, postage prepaid, and addressed as follows:

To CONSULTANT	To SBCTA
1935 Chicago Avenue, Unit A	1170 W. 3rd Street, 2nd Floor
Riverside, CA 92507	San Bernardino, CA 92410-1715
Attn: Jagdish Patel	Attn: Henry Stultz
JBPatel@trccompanies.com	cc: Procurement Manager
Phone: (714) 797-1395	Phone: (909) 884-8276

ARTICLE XLIV. STOP WORK ORDER

Upon failure of CONSULTANT or its subconsultants to comply with any of the requirements of this Contract, SBCTA shall have the right to stop any or all Work affected by such failure until such failure is remedied or to terminate this Contract in accordance with the "TERMINATION" provisions in Articles VI and XXXVII.

ARTICLE XLV. CLAIMS

SBCTA shall not be bound to any adjustments in the Contract amount or schedule unless expressly agreed to by SBCTA in writing. SBCTA shall not be liable to CONSULTANT for any claim asserted by CONSULTANT after final payment has been made under this Contract.

ARTICLE XLVI. ERRORS AND OMISSIONS

CONSULTANT shall be responsible for the professional quality, technical accuracy, and coordination of all Work required under this Contract. CONSULTANT shall be liable for SBCTA costs resulting from errors or deficiencies in Work furnished under this Contract, including but not limited to any fines, penalties, damages, and costs associated with a modification to a construction contract required because of an error or deficiency in the Work provided by CONSULTANT under this Contract.

ARTICLE XLVII. WARRANTY

CONSULTANT warrants that all Work performed shall be in accordance with the Contract and all applicable professional standards. In the event of a breach of this provision, CONSULTANT shall take the necessary actions to correct the breach at CONSULTANT's sole expense. If CONSULTANT does not take the necessary action to correct the breach, SBCTA, without waiving any other rights or remedies it may have, may take the necessary steps to correct the breach, and CONSULTANT shall promptly reimburse SBCTA for all expenses and costs incurred.

ARTICLE XLVIII. INDEPENDENT CONTRACTOR

CONSULTANT is and shall be at all times an independent contractor. Accordingly, all Work provided by CONSULTANT shall be done and performed by CONSULTANT under the sole supervision, direction and control of CONSULTANT. SBCTA shall rely on CONSULTANT for results only, and shall have no right at any time to direct or supervise CONSULTANT or

CONSULTANT's employees in the performance of Work or as to the manner, means and methods by which Work is performed. All personnel furnished by CONSULTANT under this Contract and all representatives of CONSULTANT shall be and remain the employees or agents of CONSULTANT or of CONSULTANT's subconsultant(s) at all times, and shall not at any time or for any purpose whatsoever be considered employees or agents of SBCTA.

ARTICLE XLIX. ATTORNEYS' FEES

If any legal action is instituted to enforce or declare any Party's rights under the Contract, each Party, including the prevailing Party, must bear its own costs and attorneys' fees. This Article shall not apply to those costs and attorneys' fees directly arising from any third party legal action against a Party hereto and payable under the "Indemnity" provision of the Contract.

ARTICLE L. GOVERNING LAW AND VENUE

This Contract shall be subject to the law and jurisdiction of the State of California. The Parties acknowledge and agree that this Contract was entered into and intended to be performed in whole or substantial part in San Bernardino County, California. The Parties agree that the venue for any action or claim brought by any Party to this Contract will be the Superior Court of California, San Bernardino County. Each Party hereby waives any law or rule of court which would allow them to request or demand a change of venue. If any action or claim concerning this Contract is brought by any third party, the Parties hereto agree to use their best efforts to obtain a change of venue to the Superior Court of California, San Bernardino County.

ARTICLE LI. FEDERAL, STATE AND LOCAL LAWS

CONSULTANT warrants that in the performance of this Contract, it shall comply with all applicable federal, state and local laws, ordinances, rules and regulations.

ARTICLE LII. PRECEDENCE

- A. The Contract consists of the Contract Articles, Exhibit A "Scope of Work," Exhibit B "CONSULTANT's Approved Cost Proposal," SBCTA's Request For Proposals and CONSULTANT's Proposal, all of which are incorporated into this Contract by this reference.
- B. The following order of precedence shall apply: first, the Contract Articles, second, Exhibits A and B; third, SBCTA's Request For Proposals; and last, CONSULTANT's Proposal.
- C. In the event of an express conflict between the documents listed in this Article, or between any other documents which are a part of the Contract, CONSULTANT shall notify SBCTA in writing within three (3) business days of its discovery of the conflict and shall comply with SBCTA's resolution of the conflict.

ARTICLE LIII. GRATUITIES

CONSULTANT, its employees, agents, or representatives shall not offer or give to any officer, official, agent or employee of SBCTA any gift, entertainment, payment, loan, or other gratuity.

ARTICLE LIV. REVIEW AND ACCEPTANCE

All Work performed by CONSULTANT shall be subject to periodic review and approval by SBCTA at any and all places where such performance may be carried on. Failure of SBCTA to make such review or to discover defective work shall not prejudice the rights of SBCTA at the time of final acceptance. All Work performed by CONSULTANT shall be subject to periodic and final review and acceptance by SBCTA upon completion of all Work.

ARTICLE LV. DRUG FREE WORKPLACE

CONSULTANT agrees to comply with the Drug-Free Workplace Act of 1990 (Government Code Section 8350 et seq.).

ARTICLE LVI. FORCE MAJEURE

CONSULTANT shall not be in default under this Contract in the event that the Work performed by CONSULTANT is temporarily interrupted or discontinued for any of the following reasons: riots, wars, sabotage, acts of terrorism, civil disturbances, insurrection, explosion, pandemics, quarantines, acts of God, acts of government or governmental restraint, and natural disasters such as floods, earthquakes, landslides, and fires, or other catastrophic events which are beyond the reasonable control of CONSULTANT and which CONSULTANT could not reasonably be expected to have prevented or controlled. "Other catastrophic events" does not include the financial inability of CONSULTANT to perform or failure of CONSULTANT to obtain either any necessary permits or licenses from other governmental agencies or the right to use the facilities of any public utility where such failure is due solely to the acts or omissions of CONSULTANT.

ARTICLE LVII. COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT

CONSULTANT shall comply with all applicable provisions of the Americans With Disabilities Act (42 U.S.C. § 12101 et seq.) in performing Work under this Contract.

ARTICLE LVIII. CLEAN AIR

CONSULTANT shall comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. §§ 7401 et seq. and the Federal Water Pollution Control Act (33 U.S.C. 1251-1387) as amended. CONSULTANT shall report each violation to SBCTA, who will in turn report each violation as required to assure notification to the Federal Awarding Agency and the appropriate EPA Regional Office. CONSULTANT agrees to include this requirement in all of its subcontracts which exceed \$100,000.

ARTICLE LIX. ENTIRE DOCUMENT

- A. This Contract constitutes the sole and only agreement governing the Work and supersedes any prior understandings, written or oral, between the Parties respecting the Project. All previous proposals, offers and other communications, written or oral, relative to this Contract, are superseded except to the extent that they have been expressly incorporated into this Contract.
- B. No agent, official, employee or representative of SBCTA has any authority to bind SBCTA to any affirmation, representation or warranty outside of, or in conflict with, the stated

terms of this Contract, and CONSULTANT hereby stipulates that it has not relied, and will not rely, on same.

- C. Both Parties have been represented or had the full opportunity to be represented by legal counsel of their own choosing in the negotiation and preparation of this Contract. Therefore, the language in all parts of this Contract will be construed, in all cases, according to its fair meaning, and not for or against either Party.

ARTICLE LX. CONTRACT

The two Parties to this Contract, who are the CONSULTANT and SBCTA, hereby agree that this Contract constitutes the entire agreement which is made and concluded in duplicate between the two Parties. Both of these Parties for and in consideration of the payments to be made, conditions mentioned, and Work to be performed, each agree to diligently perform in accordance with the terms and conditions of this Contract as evidenced by the signatures below.

-----***SIGNATURES ARE ON THE FOLLOWING PAGE***-----

IN WITNESS WHEREOF, the Parties hereto have executed this Contract on the day and year written below.

TRC ENGINEERS, INC.

**SAN BERNARDINO COUNTY
TRANSPORTATION AUTHORITY**

By:

Hank Doll, PE, QSD/P
Vice President/Principal-Charge

By:

Curt Hagman
President, Board of Directors

Date:

Date:

APPROVED AS TO FORM

By:

Juanda Daniel
Assistant General Counsel

CONCURRENCE

By:

Jeffery Hill
Procurement Manager

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT TRC Engineers, Inc. PRIME X SUB
PROJECT NO. RFP 22-1002663 CONTRACT NO. DATE 10/29/2021

CONTRACT TYPE Construction Management Services On-Call (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)
Prime Consultant's Participation Amount \$

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

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Total Rate			Applicable DELTA (TOTAL) DELTA (BASE) = Employee Base - DIR Base			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
		From	To	Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe	Total + Base + Fringe		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
				Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT																2.0 OT																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Henry (Hank) Doll Principal-In-Charge/Construct Review Technical Advisor/Claims Support	FIELD	9/2/2021	6/30/2022																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			

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Steven Hall, CWI, Quality, Source & Welding Construction Group 2	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025	6/30/2022 6/30/2023 6/30/2024 6/30/2025 12/31/2026	\$52.71 \$52.71 \$52.71 \$52.71 \$52.71	\$79.07 \$79.07 \$79.07 \$79.07 \$79.07	\$105.42 \$105.42 \$105.42 \$105.42 \$105.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.75 \$82.75 \$82.75 \$82.75 \$82.75	\$109.11 \$109.11 \$109.11 \$109.11 \$109.11	\$135.46 \$135.46 \$135.46 \$135.46 \$135.46	\$52.27 \$54.88 \$57.62 \$60.50 \$63.53	\$78.41 \$82.32 \$86.43 \$90.75 \$95.30	\$104.54 \$106.76 \$115.24 \$121.00 \$127.06	\$16.36 \$16.36 \$16.36 \$16.36 \$16.36	\$68.63 \$71.24 \$73.98 \$76.86 \$79.89	\$94.77 \$98.68 \$102.79 \$107.11 \$111.66	\$120.90 \$126.12 \$131.60 \$137.36 \$143.42	(\$14.12) (\$11.51) (\$8.77) (\$5.89) (\$2.86)	(\$14.34) (\$10.43) (\$6.32) (\$3.86) \$2.55	(\$14.56) (\$9.34) (\$3.86) (\$1.90) \$2.55	(\$14.12) (\$11.51) (\$8.77) (\$5.89) (\$2.86)	(\$0.66) (\$0.88) (\$0.44) (\$0.66) (\$0.88)	(\$0.88) (\$0.44) (\$0.66) (\$0.88) (\$0.44)	(\$0.44) (\$0.66) (\$0.88) (\$0.44) (\$0.66)	(\$0.66) (\$0.88) (\$0.44) (\$0.66) (\$0.88)	(\$0.88) (\$0.44) (\$0.66) (\$0.88) (\$0.44)	(\$13.68) (\$10.43) (\$6.32) (\$3.86) (\$2.86)	(\$13.68) (\$10.43) (\$6.32) (\$3.86) (\$2.86)	(\$13.68) (\$10.43) (\$6.32) (\$3.86) (\$2.86)	\$163.61 \$164.21 \$164.83 \$165.49 \$166.18	\$190.25 \$189.17 \$188.03 \$186.84 \$185.61	\$216.88 \$214.13 \$211.23 \$208.50 \$205.78	5.00% 5.00% 5.00% 5.00% 5.00%	\$ 62.27 \$ 64.88 \$ 67.62 \$ 70.50 \$ 73.53	N/A		
Steven Hall, CWI, Quality, Source & Welding Construction Group 2	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025	6/30/2022 6/30/2023 6/30/2024 6/30/2025 12/31/2026	\$52.71 \$52.71 \$52.71 \$52.71 \$52.71	\$79.07 \$79.07 \$79.07 \$79.07 \$79.07	\$105.42 \$105.42 \$105.42 \$105.42 \$105.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.75 \$82.75 \$82.75 \$82.75 \$82.75	\$109.11 \$109.11 \$109.11 \$109.11 \$109.11	\$135.46 \$135.46 \$135.46 \$135.46 \$135.46	\$52.27 \$54.88 \$57.62 \$60.50 \$63.53	\$78.41 \$82.32 \$86.43 \$90.75 \$95.30	\$104.54 \$106.76 \$115.24 \$121.00 \$127.06	\$16.36 \$16.36 \$16.36 \$16.36 \$16.36	\$68.63 \$71.24 \$73.98 \$76.86 \$79.89	\$94.77 \$98.68 \$102.79 \$107.11 \$111.66	\$120.90 \$126.12 \$131.60 \$137.36 \$143.42	(\$14.12) (\$11.51) (\$8.77) (\$5.89) (\$2.86)	(\$14.34) (\$10.43) (\$6.32) (\$3.86) \$2.55	(\$14.56) (\$9.34) (\$3.86) (\$1.90) \$2.55	(\$14.12) (\$11.51) (\$8.77) (\$5.89) (\$2.86)	(\$0.66) (\$0.88) (\$0.44) (\$0.66) (\$0.88)	(\$0.88) (\$0.44) (\$0.66) (\$0.88) (\$0.44)	(\$0.44) (\$0.66) (\$0.88) (\$0.44) (\$0.66)	(\$0.66) (\$0.88) (\$0.44) (\$0.66) (\$0.88)	(\$0.88) (\$0.44) (\$0.66) (\$0.88) (\$0.44)	(\$13.68) (\$10.43) (\$6.32) (\$3.86) (\$2.86)	(\$13.68) (\$10.43) (\$6.32) (\$3.86) (\$2.86)	(\$13.68) (\$10.43) (\$6.32) (\$3.86) (\$2.86)	\$163.61 \$164.21 \$164.83 \$165.49 \$166.18	\$190.25 \$189.17 \$188.03 \$186.84 \$185.61	\$216.88 \$214.13 \$211.23 \$208.50 \$205.78	5.00% 5.00% 5.00% 5.00% 5.00%	\$ 62.27 \$ 64.88 \$ 67.62 \$ 70.50 \$ 73.53	N/A		
Mohammad Abubakar, Quality, Source & Welding Construction Group 2	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025	6/30/2022 6/30/2023 6/30/2024 6/30/2025 12/31/2026	\$52.71 \$52.71 \$52.71 \$52.71 \$52.71	\$79.07 \$79.07 \$79.07 \$79.07 \$79.07	\$105.42 \$105.42 \$105.42 \$105.42 \$105.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.75 \$82.75 \$82.75 \$82.75 \$82.75	\$109.11 \$109.11 \$109.11 \$109.11 \$109.11	\$135.46 \$135.46 \$135.46 \$135.46 \$135.46	\$53.00 \$55.65 \$58.43 \$61.35 \$64.42	\$79.50 \$83.48 \$87.65 \$92.03 \$96.63	\$106.00 \$111.30 \$116.86 \$122.70 \$128.84	\$19.27 \$19.27 \$19.27 \$19.27 \$19.27	\$72.27 \$74.92 \$77.70 \$80.62 \$83.69	\$98.77 \$102.75 \$106.92 \$111.30 \$115.90	\$125.27 \$130.57 \$136.13 \$141.97 \$148.11	(\$10.48) (\$7.83) (\$5.05) (\$2.13) \$0.94	(\$10.34) (\$6.36) (\$3.60) (\$0.69) \$2.89	(\$10.19) (\$4.89) (\$2.07) (\$0.13) \$1.65	(\$10.48) (\$7.83) (\$5.05) (\$2.13) \$1.65	\$0.44 \$4.41 \$8.58 \$12.96 \$17.57	\$0.58 \$5.88 \$11.44 \$17.28 \$22.42	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	(\$10.48) (\$7.83) (\$5.05) (\$2.13) \$0.00	(\$10.34) (\$6.36) (\$3.60) (\$0.69) \$0.00	(\$10.19) (\$4.89) (\$2.07) (\$0.13) \$0.00	\$157.13 \$157.73 \$158.37 \$159.04 \$160.00	\$183.30 \$182.20 \$181.05 \$180.00 \$179.00	\$209.47 \$206.67 \$205.26 \$215.52 \$226.30	5.00% 5.00% 5.00% 5.00% 5.00%	\$ 53.00 \$ 55.65 \$ 58.43 \$ 61.35 \$ 64.42	N/A
Mohammad Abubakar, Quality, Source & Welding Construction Group 2	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025	6/30/2022 6/30/2023 6/30/2024 6/30/2025 12/31/2026	\$52.71 \$52.71 \$52.71 \$52.71 \$52.71	\$79.07 \$79.07 \$79.07 \$79.07 \$79.07	\$105.42 \$105.42 \$105.42 \$105.42 \$105.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.75 \$82.75 \$82.75 \$82.75 \$82.75	\$109.11 \$109.11 \$109.11 \$109.11 \$109.11	\$135.46 \$135.46 \$135.46 \$135.46 \$135.46	\$53.00 \$55.65 \$58.43 \$61.35 \$64.42	\$79.50 \$83.48 \$87.65 \$92.03 \$96.63	\$106.00 \$111.30 \$116.86 \$122.70 \$128.84	\$19.27 \$19.27 \$19.27 \$19.27 \$19.27	\$72.27 \$74.92 \$77.70 \$80.62 \$83.69	\$98.77 \$102.75 \$106.92 \$111.30 \$115.90	\$125.27 \$130.57 \$136.13 \$141.97 \$148.11	(\$10.48) (\$7.83) (\$5.05) (\$2.13) \$0.94	(\$10.34) (\$6.36) (\$3.60) (\$0.69) \$2.89	(\$10.19) (\$4.89) (\$2.07) (\$0.13) \$1.65	(\$10.48) (\$7.83) (\$5.05) (\$2.13) \$1.65	\$0.44 \$4.41 \$8.58 \$12.96 \$17.57	\$0.58 \$5.88 \$11.44 \$17.28 \$22.42	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	(\$10.48) (\$7.83) (\$5.05) (\$2.13) \$0.00	(\$10.34) (\$6.36) (\$3.60) (\$0.69) \$0.00	(\$10.19) (\$4.89) (\$2.07) (\$0.13) \$0.00	\$157.13 \$157.73 \$158.37 \$159.04 \$160.00	\$183.30 \$182.20 \$181.05 \$180.00 \$179.00	\$209.47 \$206.67 \$205.26 \$215.52 \$226.30	5.00% 5.00% 5.00% 5.00% 5.00%	\$ 53.00 \$ 55.65 \$ 58.43 \$ 61.35 \$ 64.42	N/A
Armando Contreras, PCI II, Quality, Source & Welding Construction Group 2	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025	6/30/2022 6/30/2023 6/30/2024 6/30/2025 12/31/2026	\$52.71 \$52.71 \$52.71 \$52.71 \$52.71	\$79.07 \$79.07 \$79.07 \$79.07 \$79.07	\$105.42 \$105.42 \$105.42 \$105.42 \$105.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.75 \$82.75 \$82.75 \$82.75 \$82.75	\$109.11 \$109.11 \$109.11 \$109.11 \$109.11	\$135.46 \$135.46 \$135.46 \$135.46 \$135.46	\$43.78 \$45.97 \$48.27 \$50.68 \$53.21	\$65.67 \$68.96 \$72.41 \$76.02 \$79.82	\$87.56 \$91.94 \$96.54 \$101.36 \$106.42	\$13.23 \$13.23 \$13.23 \$13.23 \$13.23	\$57.01 \$59.20 \$61.50 \$63.91 \$66.44	\$78.90 \$82.19 \$85.64 \$89.25 \$93.05	\$100.79 \$105.17 \$109.77 \$114.59 \$119.65	(\$25.74) (\$21.25) (\$18.64) (\$16.31) (\$16.31)	(\$30.21) (\$23.47) (\$19.86) (\$15.81) (\$15.81)	(\$34.67) (\$25.69) (\$20.87) (\$15.81) (\$15.81)	(\$25.74) (\$21.25) (\$18.64) (\$16.31) (\$16.31)	(\$13.40) (\$11.78) (\$10.11) (\$8.44) (\$7.86)	(\$17.86) (\$16.80) (\$15.81) (\$14.06) (\$13.05)	(\$8.93) (\$8.44) (\$7.86) (\$7.28) (\$6.60)	(\$13.40) (\$11.78) (\$10.11) (\$8.44) (\$7.86)	(\$17.86) (\$16.80) (\$15.81) (\$14.06) (\$13.05)	(\$16.81) (\$16.81) (\$16.81) (\$16.81) (\$16.81)	(\$16.81) (\$16.81) (\$16.81) (\$16.81) (\$16.81)	(\$16.81) (\$16.81) (\$16.81) (\$16.81) (\$16.81)	\$168.82 \$169.32 \$170.00 \$170.40 \$170.97	\$200.91 \$200.32 \$199.05 \$198.06 \$197.07	\$233.00 \$228.26 \$225.71 \$223.04 \$220.40	5.00% 5.00% 5.00% 5.00% 5.00%	\$ 43.78 \$ 45.97 \$ 48.27 \$ 50.68 \$ 53.21	N/A		
Armando Contreras, PCI II, Quality, Source & Welding Construction Group 2	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025	6/30/2022 6/30/2023 6/30/2024 6/30/2025 12/31/2026	\$52.71 \$52.71 \$52.71 \$52.71 \$52.71	\$79.07 \$79.07 \$79.07 \$79.07 \$79.07	\$105.42 \$105.42 \$105.42 \$105.42 \$105.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.75 \$82.75 \$82.75 \$82.75 \$82.75	\$109.11 \$109.11 \$109.11 \$109.11 \$109.11	\$135.46 \$135.46 \$135.46 \$135.46 \$135.46	\$43.78 \$45.97 \$48.27 \$50.68 \$53.21	\$65.67 \$68.96 \$72.41 \$76.02 \$79.82	\$87.56 \$91.94 \$96.54 \$101.36 \$106.42	\$13.23 \$13.23 \$13.23 \$13.23 \$13.23	\$57.01 \$59.20 \$61.50 \$63.91 \$66.44	\$78.90 \$82.19 \$85.64 \$89.25 \$93.05	\$100.79 \$105.17 \$109.77 \$114.59 \$119.65	(\$25.74) (\$21.25) (\$18.64) (\$16.31) (\$16.31)	(\$30.21) (\$23.47) (\$19.86) (\$15.81) (\$15.81)	(\$34.67) (\$25.69) (\$20.87) (\$15.81) (\$15.81)	(\$25.74) (\$21.25) (\$18.64) (\$16.31) (\$16.31)	(\$13.40) (\$11.78) (\$10.11) (\$8.44) (\$7.86)	(\$17.86) (\$16.80) (\$15.81) (\$14.06) (\$13.05)	(\$8.93) (\$8.44) (\$7.86) (\$7.28) (\$6.60)	(\$13.40) (\$11.78) (\$10.11) (\$8.44) (\$7.86)	(\$17.86) (\$16.80) (\$15.81) (\$14.06) (\$13.05)	(\$16.81) (\$16.81) (\$16.81) (\$16.81) (\$16.81)	(\$16.81) (\$16.81) (\$16.81) (\$16.81) (\$16.81)	(\$16.81) (\$16.81) (\$16.81) (\$16.81) (\$16.81)	\$168.82 \$169.32 \$170.00 \$170.40 \$170.97	\$200.91 \$200.32 \$199.05 \$198.06 \$197.07	\$233.00 \$228.26 \$225.71 \$223.04 \$220.40	5.00% 5.00% 5.00% 5.00% 5.00%	\$ 43.78 \$ 45.97 \$ 48.27 \$ 50.68 \$ 53.21	N/A		
Joseph Lanz, CWI, Quality, Source & Welding Construction Group 2	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025	6/30/2022 6/30/2023 6/30/2024 6/30/2025 12/31/2026	\$52.71 \$52.71 \$52.71 \$52.71 \$52.71	\$79.07 \$79.07 \$79.07 \$79.07 \$79.07	\$105.42 \$105.42 \$105.42 \$105.42 \$105.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.75 \$82.75 \$82.75 \$82.75 \$82.75	\$109.11 \$109.11 \$109.11 \$109.11 \$109.11	\$135.46 \$135.46 \$135.46 \$135.46 \$135.46	\$57.68 \$59.56 \$61.77 \$64.28 \$67.01	\$86.52 \$90.84 \$95.39 \$100.16 \$105.17	\$115.36 \$121.12 \$127.16 \$133.54 \$140.22	\$2.78 \$2.78 \$2.78 \$2.78 \$2.78	\$60.46 \$63.34 \$66.37 \$69.55 \$72.89	\$89.30 \$93.62 \$98.17 \$102.94 \$107.95	\$118.14 \$122.90 \$127.96 \$133.32 \$138.99	(\$22.29) (\$15.49) (\$11.59) (\$8.16) (\$5.86)	(\$19.81) (\$14.94) (\$11.59) (\$8.16) (\$5.86)	(\$17.32) (\$13.41) (\$10.11) (\$6.78) (\$4.41)	(\$22.29) (\$15.49) (\$11.59) (\$8.16) (\$5.86)	\$7.46 \$9.94 \$16.32 \$21.09 \$26.10	\$9.94 \$12.38 \$17.00 \$22.12 \$27.44	\$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 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	(\$22.29) (\$15.49) (\$11.59) (\$8.16) (\$5.86)	(\$19.81) (\$14.94) (\$11.59) (\$8.16) (\$5.86)	(\$17.32) (\$13.41) (\$10.11) (\$6.78) (\$4.41)	\$163.23 \$162.26 \$161.24 \$160.24 \$159.24	\$186.39 \$185.37 \$184.32 \$183.24 \$182.12	\$209.56 \$206.67 \$203.71 \$200.71 \$197.67	5.00% 5.00% 5.00% 5.00% 5.00%	\$ 57.68 \$ 60.39 \$ 63.26 \$ 66.27 \$ 69.31	N/A
Joseph Lanz, CWI, Quality, Source & Welding Construction Group 2	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025	6/30/2022 6/30/2023 6/30/2024 6/30/2025 12/31/2026	\$52.71 \$52.71 \$52.71 \$52.71 \$52.71	\$79.07 \$79.07 \$79.07 \$79.07 \$79.07	\$105.42 \$105.42 \$105.42 \$105.42 \$105.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.75 \$82.75 \$82.75 \$82.75 \$82.75	\$109.11 \$109.11 \$109.11 \$109.11 \$109.11	\$135.46 \$135.46 \$135.46 \$135.46 \$135.46	\$57.68 \$59.56 \$61.77 \$64.28 \$67.01	\$86.52 \$90.84 \$95.39 \$100.16 \$105.17	\$115.36 \$121.12 \$127.16 \$133.54 \$140.22	\$2.78 \$2.78 \$2.78 \$2.78 \$2.78	\$60.46 \$63.34 \$66.37 \$69.55 \$72.89	\$89.30 \$93.62 \$98.17 \$102.94 \$107.95	\$118.14 \$122.90 \$127.96 \$133.32 \$138.99	(\$22.29) (\$15.49) (\$11.59) (\$8.16) (\$5.86)	(\$19.81) (\$14.94) (\$11.59) (\$8.16) (\$5.86)	(\$17.32) (\$13.41) (\$10.11) (\$6.78) (\$4.41)	(\$22.29) (\$15.49) (\$11.59) (\$8.16) (\$5.86)	\$7.46 \$9.94 \$16.32 \$21.09 \$26.10	\$9.94 \$12.38 \$17.00 \$22.12 \$27.44	\$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 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	(\$22.29) (\$15.49) (\$11.59) (\$8.16) (\$5.86)	(\$19.81) (\$14.94) (\$11.59) (\$8.16) (\$5.86)	(\$17.32) (\$13.41) (\$10.11) (\$6.78) (\$4.41)	\$163.23 \$162.26 \$161.24 \$160.24 \$159.24	\$186.39 \$185.37 \$184.32 \$183.24 \$182.12	\$209.56 \$206.67 \$203.71 \$200.71 \$197.67	5.00% 5.00% 5.00% 5.00%		

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

Note: Mark-ups are Not Allowed

Prime Consultant

ABBA PM
 ADDRESS 13053 Candela Place, San Diego, California 92130
 Phone and email (203) 940-0880 abuggy@abbapm.com

Contract No. RFP 22-1002663

Date 10/29/2021

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		0.00%	(= 0% if Included in OH)	17.00%		17.00%
					FEE % =	10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Alex Buggy	\$231.66	\$231.66	\$231.66	9/2/2021	6/30/2022	\$180.00		
Senior Project Manager	\$243.24	\$243.24	\$243.24	7/1/2022	6/30/2023	\$189.00	5.00%	
	\$255.41	\$255.41	\$255.41	7/1/2023	6/30/2024	\$198.45	5.00%	
	\$268.18	\$268.18	\$268.18	7/1/2024	6/30/2025	\$208.37	5.00%	
	\$281.58	\$281.58	\$281.58	7/1/2025	6/30/2026	\$218.79	5.00%	
Exempt	\$295.66	\$295.66	\$295.66	7/1/2026	6/30/2027	\$229.73	5.00%	
Justin Schlaefli	\$205.92	\$205.92	\$205.92	9/2/2021	6/30/2022	\$160.00		
PE TE PTOE	\$216.22	\$216.22	\$216.22	7/1/2022	6/30/2023	\$168.00	5.00%	
	\$227.03	\$227.03	\$227.03	7/1/2023	6/30/2024	\$176.40	5.00%	
	\$238.38	\$238.38	\$238.38	7/1/2024	6/30/2025	\$185.22	5.00%	
	\$250.30	\$250.30	\$250.30	7/1/2025	6/30/2026	\$194.48	5.00%	
Exempt	\$262.81	\$262.81	\$262.81	7/1/2026	6/30/2027	\$204.21	5.00%	
Travis Crouser	\$128.70	\$128.70	\$128.70	9/2/2021	6/30/2022	\$100.00		
Project Manager	\$135.14	\$135.14	\$135.14	7/1/2022	6/30/2023	\$105.00	5.00%	
	\$141.89	\$141.89	\$141.89	7/1/2023	6/30/2024	\$110.25	5.00%	
	\$148.99	\$148.99	\$148.99	7/1/2024	6/30/2025	\$115.76	5.00%	
	\$156.44	\$156.44	\$156.44	7/1/2025	6/30/2026	\$121.55	5.00%	
Exempt	\$164.26	\$164.26	\$164.26	7/1/2026	6/30/2027	\$127.63	5.00%	

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

NOTES:

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

CONSULTANT	Arcadis U.S., Inc.	PRIME		SUB	X
PROJECT NO.	22-1002663	CONTRACT NO.		DATE	10/29/2021

CONTRACT TYPE _____ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ _____

C) $\text{Straight Time or 1.5X or 2.0X Overtime} = \text{Actual Hourly Rate} * (1 + \text{Field O.H.}) * (1 + \text{Fee}) + \text{Delta Base} * (\text{Applicable Multiplier Delta Base}) + \text{Delta Fringe} * (\text{Applicable Multiplier Delta Fringe})$

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

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

Note: Mark-ups are Not Allowed

Prime Consultant

ATKINS NORTH AMERICA, INC.

Contract No. **RFP22-1002663**

Date **10/29/2021**

ADDRESS **801 S GRAND AVE., SUITE 275, LOS ANGELES CA 90017**

Phone and email **213.399.8601, ARYA.RAISFIROUZ@ATKINSGLOBAL.COM**

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		127.62%	(= 0% if Included in OH)	0.00%		127.62%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Arya Rais-Firouz	\$203.59	\$305.38	\$407.17	9/2/2021	6/30/2022	\$81.31		
Contracts Manager	\$213.76	\$320.65	\$427.53	7/1/2022	6/30/2023	\$85.38	5.00%	
	\$224.45	\$336.68	\$448.91	7/1/2023	6/30/2024	\$89.64	5.00%	
	\$235.68	\$353.51	\$471.35	7/1/2024	6/30/2025	\$94.13	5.00%	
	\$247.46	\$371.19	\$494.92	7/1/2025	6/30/2026	\$98.83	5.00%	
Exempt	\$259.83	\$389.75	\$519.67	7/1/2026	6/30/2027	\$103.77	5.00%	
Hosney Abdelgelil	\$196.45	\$294.67	\$392.90	9/2/2021	6/30/2022	\$78.46		
Scheduler, Estimator	\$206.27	\$309.41	\$412.54	7/1/2022	6/30/2023	\$82.38	5.00%	
	\$216.59	\$324.88	\$433.17	7/1/2023	6/30/2024	\$86.50	5.00%	
	\$227.42	\$341.12	\$454.83	7/1/2024	6/30/2025	\$90.83	5.00%	
	\$238.79	\$358.18	\$477.57	7/1/2025	6/30/2026	\$95.37	5.00%	
Exempt	\$250.73	\$376.09	\$501.45	7/1/2026	6/30/2027	\$100.14	5.00%	
Linda Shields	\$219.38	\$329.08	\$438.77	9/2/2021	6/30/2022	\$87.62		
Constructability Lead	\$230.35	\$345.53	\$460.71	7/1/2022	6/30/2023	\$92.00	5.00%	
	\$241.87	\$362.81	\$483.74	7/1/2023	6/30/2024	\$96.60	5.00%	
	\$253.97	\$380.95	\$507.93	7/1/2024	6/30/2025	\$101.43	5.00%	
	\$266.66	\$400.00	\$533.33	7/1/2025	6/30/2026	\$106.50	5.00%	
Exempt	\$280.00	\$419.99	\$559.99	7/1/2026	6/30/2027	\$111.83	5.00%	

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

NOTES:

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

Note: Mark-ups are Not Allowed

Prime Consultant

ATKINS NORTH AMERICA, INC.

Contract No. **RFP22-1002663**

Date **10/29/2021**

ADDRESS **801 S GRAND AVE., SUITE 275, LOS ANGELES CA 90017**

Phone and email **213.399.8601, ARYA.RAISFIROUZ@ATKINSGLOBAL.COM**

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		110.96%	(= 0% if Included in OH)	0.00%		110.96%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Bryan Hutchins	\$114.36	\$171.54	\$228.71	9/2/2021	6/30/2022	\$49.28		
Roadway and Drainage Inspector	\$120.08	\$180.11	\$240.15	7/1/2022	6/30/2023	\$51.74	5.00%	
	\$126.08	\$189.12	\$252.16	7/1/2023	6/30/2024	\$54.33	5.00%	
	\$132.38	\$198.57	\$264.77	7/1/2024	6/30/2025	\$57.05	5.00%	
	\$139.00	\$208.50	\$278.00	7/1/2025	6/30/2026	\$59.90	5.00%	
Exempt	\$145.95	\$218.93	\$291.90	7/1/2026	6/30/2027	\$62.90	5.00%	
Kirk Webb	\$182.91	\$274.36	\$365.81	9/2/2021	6/30/2022	\$78.82		
Environmental Inspector	\$192.05	\$288.08	\$384.10	7/1/2022	6/30/2023	\$82.76	5.00%	
	\$201.65	\$302.48	\$403.31	7/1/2023	6/30/2024	\$86.90	5.00%	
	\$211.74	\$317.61	\$423.47	7/1/2024	6/30/2025	\$91.24	5.00%	
	\$222.32	\$333.49	\$444.65	7/1/2025	6/30/2026	\$95.81	5.00%	
Exempt	\$233.44	\$350.16	\$466.88	7/1/2026	6/30/2027	\$100.60	5.00%	
Robert Weston	\$166.50	\$249.75	\$333.00	9/2/2021	6/30/2022	\$71.75		
Civil Inspector (Infrastructure)	\$174.83	\$262.24	\$349.65	7/1/2022	6/30/2023	\$75.34	5.00%	
	\$183.57	\$275.35	\$367.13	7/1/2023	6/30/2024	\$79.10	5.00%	
	\$192.74	\$289.12	\$385.49	7/1/2024	6/30/2025	\$83.06	5.00%	
	\$202.38	\$303.57	\$404.76	7/1/2025	6/30/2026	\$87.21	5.00%	
Exempt	\$212.50	\$318.75	\$425.00	7/1/2026	6/30/2027	\$91.57	5.00%	

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

NOTES:

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

Note: Mark-ups are Not Allowed

Prime Consultant

CALIWORKS, LLC

Contract No. **22-1002663**

Date **10/29/2021**

ADDRESS **530 S LAKE AVE #913, PASADENA CA 91101**

Phone and email **626-922-5131, dagher@caliworks.us**

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
12.86%		4.84%		73.49%		91.19%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Dagher Dagher, PE, PMP, PSP	\$178.76	\$178.76	\$178.76	9/2/2021	6/30/2022	\$85.00		
Project Control Specialist / CPM Scheduler	\$187.70	\$187.70	\$187.70	7/1/2022	6/30/2023	\$89.25	5.00%	
	\$197.09	\$197.09	\$197.09	7/1/2023	6/30/2024	\$93.71	5.00%	
	\$206.94	\$206.94	\$206.94	7/1/2024	6/30/2025	\$98.40	5.00%	
	\$217.29	\$217.29	\$217.29	7/1/2025	6/30/2026	\$103.32	5.00%	
Exempt	\$228.15	\$228.15	\$228.15	7/1/2026	6/30/2027	\$108.48	5.00%	
Dagher Dagher, PE, PMP, PSP	\$178.76	\$178.76	\$178.76	9/2/2021	6/30/2022	\$85.00		
Resident Engineer	\$187.70	\$187.70	\$187.70	7/1/2022	6/30/2023	\$89.25	5.00%	
	\$197.09	\$197.09	\$197.09	7/1/2023	6/30/2024	\$93.71	5.00%	
	\$206.94	\$206.94	\$206.94	7/1/2024	6/30/2025	\$98.40	5.00%	
	\$217.29	\$217.29	\$217.29	7/1/2025	6/30/2026	\$103.32	5.00%	
Exempt	\$228.15	\$228.15	\$228.15	7/1/2026	6/30/2027	\$108.48	5.00%	

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

NOTES:

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

CONSULTANT DAVID EVANS AND ASSOCIATES, INC. PRIME _____ SUB ☒ x

PROJECT NO. RFP 22-1002663 CONTRACT NO. _____ DATE 10/29/2021

Sub Consultant's Participation Amount \$ _____

Keith Olson Party Chief*	FIELD	9/2/2021	6/30/2022	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$50.46	\$75.69	\$100.92	\$30.07	\$80.53	\$105.76	\$130.99	(\$3.10)	(\$4.65)	(\$6.20)	(\$3.10)	(\$4.65)	(\$6.20)	(\$3.10)	(\$4.65)	(\$6.20)	\$0.00	\$0.00	\$0.00	\$153.19	\$179.97	\$206.75	5.00%	\$ 50.46	N/A	
Prevailing Wage Work		7/1/2022	6/30/2023	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$52.98	\$79.47	\$105.96	\$30.07	\$83.05	\$109.54	\$136.03	(\$0.58)	(\$0.87)	(\$1.16)	(\$0.58)	(\$0.87)	(\$1.16)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$158.16	\$184.94	\$211.72	5.00%		\$ 52.98
Non Exempt		7/1/2023	6/30/2024	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$55.63	\$83.45	\$111.26	\$30.07	\$85.70	\$113.52	\$141.33	\$2.07	\$3.11	\$4.14	\$0.00	\$3.11	\$4.14	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$165.47	\$193.28	\$221.10	5.00%		\$ 55.63
Prevailing Wage Work		7/1/2024	6/30/2025	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$58.41	\$87.62	\$116.82	\$30.07	\$88.48	\$117.69	\$146.89	\$4.85	\$7.28	\$9.70	\$0.00	\$7.27	\$9.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$173.73	\$202.94	\$232.14	5.00%		\$ 58.41
Non Exempt		7/1/2025	12/31/2026	\$53.56	\$80.34	\$107.12	\$31.07	\$84.63	\$111.41	\$138.19	\$61.33	\$92.00	\$122.66	\$31.07	\$92.40	\$123.07	\$153.73	\$7.77	\$11.66	\$15.54	\$0.00	\$11.66	\$15.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$182.42	\$213.08	\$243.75	5.00%		\$ 61.33
Keith Olson Chairman*	FIELD	9/2/2021	6/30/2022	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$49.88	\$74.82	\$99.76	\$29.90	\$79.78	\$104.72	\$129.86	(\$0.58)	(\$0.87)	(\$1.16)	(\$0.58)	(\$0.87)	(\$1.16)	\$0.00	(\$0.00)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$148.94	\$174.17	\$199.40	5.00%	\$ 49.88	N/A
Prevailing Wage Work		7/1/2022	6/30/2023	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$52.37	\$78.56	\$104.74	\$29.90	\$82.27	\$108.46	\$134.64	\$1.91	\$2.86	\$3.82	\$0.00	\$2.86	\$3.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$155.77	\$181.95	\$208.14	5.00%	\$ 52.37	
Non Exempt		7/1/2023	6/30/2024	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$54.99	\$82.49	\$109.98	\$29.90	\$84.89	\$112.39	\$139.88	\$4.53	\$6.79	\$9.06	\$0.00	\$6.80	\$9.06	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$163.56	\$191.06	\$218.55	5.00%	\$ 54.99	
Prevailing Wage Work		7/1/2024	6/30/2025	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$57.74	\$86.61	\$115.48	\$29.90	\$87.64	\$116.51	\$145.38	\$7.28	\$10.92	\$14.56	\$0.00	\$10.92	\$14.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.74	\$200.61	\$229.48	5.00%	\$ 57.74	
Non Exempt		7/1/2025	12/31/2026	\$50.46	\$75.69	\$100.92	\$30.90	\$81.36	\$106.59	\$131.82	\$60.63	\$90.95	\$121.26	\$30.90	\$91.53	\$121.85	\$152.16	\$10.17	\$15.26	\$20.34	\$0.00	\$15.26	\$20.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$180.34	\$210.65	\$240.97	5.00%	\$ 60.63	
Fulton Torreyson Instrumentman*	FIELD	9/2/2021	6/30/2022	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$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	\$150.09	\$175.32	\$200.55	5.00%	\$ 50.46	N/A
Prevailing Wage Work		7/1/2022	6/30/2023	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$52.98	\$79.47	\$105.96	\$29.90	\$82.88	\$109.37	\$135.86	\$2.52	\$3.78	\$5.04	\$0.00	\$3.78	\$5.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$157.58	\$184.07	\$210.56	5.00%	\$ 52.98	
Non Exempt		7/1/2023	6/30/2024	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$55.63	\$83.45	\$111.26	\$29.90	\$85.53	\$113.35	\$141.16	\$5.17	\$7.76	\$10.34	\$0.00	\$7.76	\$10.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$165.47	\$193.28	\$221.10	5.00%	\$ 55.63	
Prevailing Wage Work		7/1/2024	6/30/2025	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$58.41	\$87.62	\$116.82	\$29.90	\$88.31	\$117.52	\$146.72	\$7.95	\$11.93	\$15.90	\$0.00	\$11.93	\$15.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$173.73	\$202.94	\$232.14	5.00%	\$ 58.41	
Non Exempt		7/1/2025	12/31/2026	\$50.46	\$75.69	\$100.92	\$30.90	\$81.36	\$106.59	\$131.82	\$61.33	\$92.00	\$122.66	\$30.90	\$92.23	\$122.90	\$153.56	\$10.87	\$16.31	\$21.74	\$0.00	\$16.31	\$21.74	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$182.42	\$213.08	\$243.75	5.00%	\$ 61.33	
Kyle Yenilounos Apprentice Chairman*	FIELD	9/2/2021	6/30/2022	\$37.41	\$56.12	\$74.82	\$28.85	\$66.26	\$84.97	\$103.67	\$37.41	\$56.12	\$74.82	\$28.85	\$66.26	\$84.97	\$103.67	\$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	\$111.27	\$129.98	\$148.68	5.00%	\$ 37.41	N/A
Prevailing Wage Work		7/1/2022	6/30/2023	\$37.41	\$56.12	\$74.82	\$28.85	\$66.26	\$84.97	\$103.67	\$39.28	\$58.92	\$78.56	\$28.85	\$68.13	\$87.77	\$107.41	\$1.87	\$2.81	\$3.74	\$0.00	\$2.81	\$3.74	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$116.83	\$136.47	\$156.11	5.00%	\$ 39.28	
Non Exempt		7/1/2023	6/30/2024	\$37.41	\$56.12	\$74.82	\$28.85	\$66.26	\$84.97	\$103.67	\$41.24	\$61.86	\$82.48	\$28.85	\$70.09	\$90.71	\$111.33	\$3.83	\$5.75	\$7.66	\$0.00	\$5.75	\$7.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$122.66	\$143.28	\$163.90	5.00%	\$ 41.24	
Prevailing Wage Work		7/1/2024	6/30/2025	\$37.41	\$56.12	\$74.82	\$28.85	\$66.26	\$84.97	\$103.67	\$43.30	\$64.95	\$86.60	\$28.85	\$72.15	\$93.80	\$115.45	\$5.89	\$8.83	\$11.78	\$0.00	\$8.83	\$11.78	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$128.79	\$150.44	\$172.09	5.00%	\$ 43.30	
Non Exempt		7/1/2025	12/31/2026	\$37.41	\$56.12	\$74.82	\$28.85	\$67.26	\$85.97	\$104.67	\$46.47	\$68.21	\$90.94	\$28.85	\$75.32	\$98.06	\$120.79	\$8.06	\$12.09	\$16.12	\$0.00	\$12.09	\$16.12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$135.25	\$157.98	\$180.72	5.00%	\$ 45.47	
Devin Jensen Apprentice Chairman*	FIELD	9/2/2021	6/30/2022	\$20.95	\$31.43	\$41.90	\$19.20	\$40.15	\$50.63	\$61.10	\$20.95	\$31.43	\$41.90	\$19.20	\$40.15	\$50.63	\$61.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$62.31	\$72.79	\$83.26	5.00%	\$ 20.95	N/A
Prevailing Wage Work		7/1/2022	6/30/2023	\$20.95	\$31.43	\$41.90	\$19.20	\$40.15	\$50.63	\$61.10	\$22.00	\$33.00	\$44.00	\$19.20	\$41.20	\$52.20	\$63.20	\$1.05	\$1.58	\$2.10	\$0.00	\$1.58	\$2.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$65.44	\$76.44	\$87.44	5.00%	\$ 22.00	
Non Exempt		7/1/2023	6/30/2024	\$20.95	\$31.43	\$41.90	\$19.20	\$40.15	\$50.63	\$61.10	\$23.10	\$34.65	\$46.20	\$19.20	\$42.30	\$53.85	\$65.40	\$2.15	\$3.23	\$4.30	\$0.00	\$3.23	\$4.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$68.71	\$80.26	\$91.81	5.00%	\$ 23.10	
Prevailing Wage Work		7/1/2024	6/30/2025	\$20.95	\$31.43	\$41.90	\$19.20	\$40.15	\$50.63	\$61.10	\$24.26	\$36.39	\$48.52	\$19.20	\$43.46	\$55.59	\$67.72	\$3.31	\$4.97	\$6.62	\$0.00	\$4.97	\$6.62	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$72.16	\$84.29	\$96.42	5.00%	\$ 24.26	
Non Exempt		7/1/2025	12/31/2026	\$20.95	\$31.43	\$41.90	\$20.20	\$41.15	\$51.63	\$62.10	\$25.47	\$38.21	\$50.94	\$20.20	\$45.67	\$58.41	\$71.14	\$4.52	\$6.78	\$9.04	\$0.00	\$6.78	\$9.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$75.76	\$88.49	\$101.23	5.00%	\$ 25.47	
Todd Holmes, PLA Sr. Landscape Architect	OFFICE	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$173.70	N/A	N/A	5.00%	\$ 58.40	N/A	
Non-Prevailing Wage Work		7/1/2022	6/30/2023															\$0.00	\$0.00	\$0.00									\$182.39	N/A	N/A	5.00%	\$ 61.32			
Exempt		7/1/2023	6/30/2024															\$0.00	\$0.00	\$0.00									\$191.52	N/A	N/A	5.00%	\$ 64.39			
Non-Prevailing Wage Work		7/1/2024	6/30/2025															\$0.00	\$0.00	\$0.00									\$201.10	N/A	N/A	5.00%	\$ 67.61			
Exempt		7/1/2025	12/31/2026															\$0.00	\$0.00	\$0.00									\$211.15	N/A	N/A	5.00%	\$ 70.99			
Shih-Wei (Danny) Wang Sr. Landscape Designer	OFFICE	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$133.37	N/A	N/A	5.00%	\$ 44.84	N/A	
Non-Prevailing Wage Work		7/1/2022	6/30/2023															\$0.00	\$0.00	\$0.00									\$140.03	N/A	N/A	5.00%	\$ 47.08			
Exempt		7/1/2023	6/30/2024															\$0.00	\$0.00	\$0.00									\$147.02	N/A	N/A	5.00%	\$ 49.43			
Non-Prevailing Wage Work		7/1/2024	6/30/2025															\$0.00	\$0.00	\$0.00									\$154.37	N/A	N/A	5.00%	\$ 51.90			
Exempt		7/1/2025	12/31/2026															\$0.00	\$0.00	\$0.00									\$162.10	N/A	N/A	5.00%	\$ 54.50			

Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

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

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

4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 10/01/21. Calltrans Contract Manager's pre-approval is required for addition of staff not previously listed on these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 10/01/21. Hourly rates for employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time will not exceed 8 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time will not exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Note: Mark-ups are Not Allowed

Prime Consultant

Dynamic Engineering Services, Inc.
 ADDRESS 11762 De Palma Road, Suite 1C88, Corona, CA 92883
 Phone and email 951-471-8890/951-892-1420, ccwang@dynamicsesi.com

Contract No. 22-1002663

Date 10/29/2021

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
 (= 0% if Included in OH) 34.49% (= 0% if Included in OH) 89.88% 124.37%
 FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Chia-Chi Wang, PE, PMP, QSD Resident Engineer/LC Officer	\$185.11	\$185.11	\$185.11	9/2/2021	6/30/2022	\$75.00		
	\$194.36	\$194.36	\$194.36	7/1/2022	6/30/2023	\$78.75	5.00%	
	\$204.08	\$204.08	\$204.08	7/1/2023	6/30/2024	\$82.69	5.00%	
	\$214.28	\$214.28	\$214.28	7/1/2024	6/30/2025	\$86.82	5.00%	
	\$225.00	\$225.00	\$225.00	7/1/2025	6/30/2026	\$91.16	5.00%	
Exempt	\$236.25	\$236.25	\$236.25	7/1/2026	12/31/2026	\$95.72	5.00%	

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

NOTES:

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

CONSULTANT <u>Dynamic Engineering Services, Inc.</u>		PRIME	<u> </u>	SUB	<u> x </u>
PROJECT NO.	22-1002663	CONTRACT NO.		DATE	10/29/2021

CONTRACT TYPE _____ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Shih-Wei (Danny) Wang	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$44.84	\$67.26	\$89.68	\$15.74	\$60.58	\$83.00	\$105.42	(\$21.67)	(\$25.36)	(\$29.04)	(\$21.67)	(\$11.06)	(\$14.74)	(\$7.37)	(\$11.06)	(\$14.74)	(\$14.30)	(\$14.30)	(\$14.30)	\$132.40	\$158.50	\$184.61		5.00%	\$ 44.84	
Sr. Landscape Designer		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$47.08	\$70.62	\$94.16	\$15.74	\$62.82	\$86.36	\$109.90	(\$19.43)	(\$22.00)	(\$24.56)	(\$19.43)	(\$7.69)	(\$10.26)	(\$5.13)	(\$7.69)	(\$10.26)	(\$14.30)	(\$14.30)	(\$14.30)	\$135.69	\$161.79	\$187.90		5.00%	\$ 47.08	
Prevailing Wage Work		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$49.43	\$74.15	\$98.86	\$15.74	\$65.17	\$89.89	\$114.60	(\$17.08)	(\$18.47)	(\$19.86)	(\$17.08)	(\$4.17)	(\$5.56)	(\$2.78)	(\$4.17)	(\$5.56)	(\$14.30)	(\$14.30)	(\$14.30)	\$139.14	\$165.25	\$191.35		5.00%	\$ 49.43	N/A
Non Exempt		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$51.90	\$77.85	\$103.80	\$15.74	\$67.64	\$93.59	\$119.54	(\$14.61)	(\$14.77)	(\$14.92)	(\$14.61)	(\$0.47)	(\$0.62)	(\$0.31)	(\$0.47)	(\$0.62)	(\$14.30)	(\$14.30)	(\$14.30)	\$142.77	\$168.88	\$194.98		5.00%	\$ 51.90	
		7/1/2025	12/31/2026								\$54.50	\$81.75	\$109.00	\$16.74	\$71.24	\$98.49	\$125.74	\$71.24	\$98.49	\$125.74	\$0.00	\$81.75	\$109.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$134.58	\$161.83	\$189.08		5.00%	\$ 54.50	
Jon Oen	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$44.06	\$66.09	\$88.12	\$13.75	\$57.81	\$79.84	\$101.87	(\$24.44)	(\$28.52)	(\$32.59)	(\$24.44)	(\$12.23)	(\$16.30)	(\$8.15)	(\$12.23)	(\$16.30)	(\$16.29)	(\$16.29)	(\$16.29)	\$133.24	\$159.35	\$185.45		5.00%	\$ 44.06	
Sr. Irrigation Designer		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$46.26	\$69.39	\$92.52	\$13.75	\$60.01	\$83.14	\$106.27	(\$22.24)	(\$25.22)	(\$28.19)	(\$22.24)	(\$8.93)	(\$11.90)	(\$5.95)	(\$8.93)	(\$11.90)	(\$16.29)	(\$16.29)	(\$16.29)	\$136.47	\$162.58	\$188.68		5.00%	\$ 46.26	
Prevailing Wage Work		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$48.57	\$72.86	\$97.14	\$13.75	\$62.32	\$86.61	\$110.89	(\$19.93)	(\$21.75)	(\$23.57)	(\$19.93)	(\$5.46)	(\$7.28)	(\$3.64)	(\$5.46)	(\$7.28)	(\$16.29)	(\$16.29)	(\$16.29)	\$139.87	\$165.97	\$192.08		5.00%	\$ 48.57	N/A
Non Exempt		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$51.00	\$76.50	\$102.00	\$13.75	\$64.75	\$90.25	\$115.75	(\$17.50)	(\$18.11)	(\$18.71)	(\$17.50)	(\$1.82)	(\$2.42)	(\$1.21)	(\$1.82)	(\$2.42)	(\$16.29)	(\$16.29)	(\$16.29)	\$143.44	\$169.54	\$195.65		5.00%	\$ 51.00	
		7/1/2025	12/31/2026								\$53.55	\$80.33	\$107.10	\$14.75	\$68.30	\$95.08	\$121.85	\$68.30	\$95.08	\$121.85	\$0.00	\$80.33	\$107.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$132.24	\$159.01	\$185.79		5.00%	\$ 53.55	

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 9/02/2021. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 9/02/2021. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Note: Mark-ups are Not Allowed

Prime Consultant

Epic Land Solutions, Inc.

Contract No. **RFP-22-1002663**

Date **10/29/2021**

ADDRESS **1971 W 190th Street, Suite 200 Torrance, CA 90504**
 Phone and email

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		48.25% (= 0% if Included in OH)		116.68%		164.93%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Carrie Fulcher Right of Way Agent	\$72.86	\$109.28	\$145.71	9/2/2021	6/30/2022	\$25.00		
	\$76.50	\$114.75	\$153.00	7/1/2022	6/30/2023	\$26.25	5.00%	
	\$80.32	\$120.49	\$160.65	7/1/2023	6/30/2024	\$27.56	5.00%	
	\$84.34	\$126.51	\$168.68	7/1/2024	6/30/2025	\$28.94	5.00%	
	\$88.56	\$132.83	\$177.11	7/1/2025	6/30/2026	\$30.39	5.00%	
Non-Exempt	\$92.98	\$139.48	\$185.97	7/1/2026	6/30/2027	\$31.91	5.00%	
Kari Anvick Advisory Manager	\$168.12	\$168.12	\$168.12	9/2/2021	6/30/2022	\$57.69		
	\$176.53	\$176.53	\$176.53	7/1/2022	6/30/2023	\$60.57	5.00%	
	\$185.35	\$185.35	\$185.35	7/1/2023	6/30/2024	\$63.60	5.00%	
	\$194.62	\$194.62	\$194.62	7/1/2024	6/30/2025	\$66.78	5.00%	
	\$204.35	\$204.35	\$204.35	7/1/2025	6/30/2026	\$70.12	5.00%	
Exempt	\$214.57	\$214.57	\$214.57	7/1/2026	6/30/2027	\$73.63	5.00%	
Darcy Mendoza Project Manager	\$130.30	\$130.30	\$130.30	9/2/2021	6/30/2022	\$44.71		
	\$136.81	\$136.81	\$136.81	7/1/2022	6/30/2023	\$46.95	5.00%	
	\$143.65	\$143.65	\$143.65	7/1/2023	6/30/2024	\$49.29	5.00%	
	\$150.83	\$150.83	\$150.83	7/1/2024	6/30/2025	\$51.76	5.00%	
	\$158.37	\$158.37	\$158.37	7/1/2025	6/30/2026	\$54.35	5.00%	
Exempt	\$166.29	\$166.29	\$166.29	7/1/2026	6/30/2027	\$57.06	5.00%	
Melissa Mann Assistant Project Manager	\$98.06	\$98.06	\$98.06	9/2/2021	6/30/2022	\$33.65		
	\$102.97	\$102.97	\$102.97	7/1/2022	6/30/2023	\$35.33	5.00%	
	\$108.12	\$108.12	\$108.12	7/1/2023	6/30/2024	\$37.10	5.00%	
	\$113.52	\$113.52	\$113.52	7/1/2024	6/30/2025	\$38.95	5.00%	
	\$119.20	\$119.20	\$119.20	7/1/2025	6/30/2026	\$40.90	5.00%	
Exempt	\$125.16	\$125.16	\$125.16	7/1/2026	6/30/2027	\$42.95	5.00%	
Maria Sauza Senior Right of Way Agent	\$110.74	\$110.74	\$110.74	9/2/2021	6/30/2022	\$38.00		
	\$116.28	\$116.28	\$116.28	7/1/2022	6/30/2023	\$39.90	5.00%	
	\$122.09	\$122.09	\$122.09	7/1/2023	6/30/2024	\$41.90	5.00%	
	\$128.20	\$128.20	\$128.20	7/1/2024	6/30/2025	\$43.99	5.00%	
Part-Time	\$134.61	\$134.61	\$134.61	7/1/2025	6/30/2026	\$46.19	5.00%	
Exempt	\$141.34	\$141.34	\$141.34	7/1/2026	6/30/2027	\$48.50	5.00%	
Tyler Kelleher Right of Way Agent	\$84.08	\$84.08	\$84.08	9/2/2021	6/30/2022	\$28.85		
	\$88.28	\$88.28	\$88.28	7/1/2022	6/30/2023	\$30.29	5.00%	

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

Note: Mark-ups are Not Allowed

Prime Consultant

Epic Land Solutions, Inc.

Contract No. **RFP-22-1002663**

Date **10/29/2021**

ADDRESS **1971 W 190th Street, Suite 200 Torrance, CA 90504**
 Phone and email

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
 (= 0% if Included in OH) **48.25%** (= 0% if Included in OH) **116.68%** **164.93%**
 FEE % = **10.00%**

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Exempt	\$92.69	\$92.69	\$92.69	7/1/2023	6/30/2024	\$31.81	5.00%	
	\$97.33	\$97.33	\$97.33	7/1/2024	6/30/2025	\$33.40	5.00%	
	\$102.19	\$102.19	\$102.19	7/1/2025	6/30/2026	\$35.07	5.00%	
	\$107.30	\$107.30	\$107.30	7/1/2026	6/30/2027	\$36.82	5.00%	
Mike Mays	\$161.13	\$161.13	\$161.13	9/2/2021	6/30/2022	\$55.29		
Utility Coordination Lead	\$169.18	\$169.18	\$169.18	7/1/2022	6/30/2023	\$58.05	5.00%	
Exempt	\$177.64	\$177.64	\$177.64	7/1/2023	6/30/2024	\$60.96	5.00%	
	\$186.53	\$186.53	\$186.53	7/1/2024	6/30/2025	\$64.01	5.00%	
	\$195.85	\$195.85	\$195.85	7/1/2025	6/30/2026	\$67.21	5.00%	
	\$205.64	\$205.64	\$205.64	7/1/2026	6/30/2027	\$70.57	5.00%	
Abigail Lopez	\$133.09	\$133.09	\$133.09	9/2/2021	6/30/2022	\$45.67		
Budget & Financial Controls	\$139.75	\$139.75	\$139.75	7/1/2022	6/30/2023	\$47.95	5.00%	
Exempt	\$146.73	\$146.73	\$146.73	7/1/2023	6/30/2024	\$50.35	5.00%	
	\$154.07	\$154.07	\$154.07	7/1/2024	6/30/2025	\$52.87	5.00%	
	\$161.78	\$161.78	\$161.78	7/1/2025	6/30/2026	\$55.51	5.00%	
	\$169.86	\$169.86	\$169.86	7/1/2026	6/30/2027	\$58.29	5.00%	

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

NOTES:

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

Note: Mark-ups are Not Allowed

Prime Consultant	Epic Land Solutions, Inc.	Contract No.	RFP-22-1002663	Date	10/29/2021
ADDRESS	1971 W 190th Street, Suite 200 Torrance, CA 90504				
Phone and email					

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		48.25%	(= 0% if Included in OH)	116.68%		164.93%
					FEE % =	10.00%

BILLING INFORMATION				CALCULATION INFORMATION		
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To	
					Actual or Avg. hourly rate ³	% or \$ increase

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

CONTRACT TYPE _____ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$ _____

22-1002707 Page 1 of 1

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT		ECG Consultants, Inc.		PRIME		SUB	<u>X</u>		
PROJECT NO.	22-1002663	CONTRACT NO.		DATE	10/29/2021				
CONTRACT TYPE									(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)
Sub Consultant's Participation Amount									\$

Loaded Rate Calculation

Non Exempt Employee Loaded Billing Rates

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

Exempt Employee Loaded Billing Rates

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	40.76% +	22.27% +	65.79%	128.82%
OVERTIME	40.76% +	22.27% +	65.79%	128.82%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	40.76% +	22.27% +	65.79%	128.82%
OVERTIME	40.76% +	22.27% +	65.79%	128.82%

																							Applicable Multiplier Delta Base (Field) =		0.00														
																							Applicable Multiplier Fringe (Field) =		0.00														
Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate		Applicable DELTA (BASE) = Employee Base - DIR Base		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class										
			From	To	Base Salary		1.5 OT	2.0 OT	Fringe Benefits	Total Base Salary + Fringe Benefits		1.5 OT	2.0 OT	Estimate Fringe	Total + Base + Fringe		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)								
Anthony Moussa BSEE, Construction Inspector		FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.00	\$112.50	\$150.00	\$13.26	\$88.26	\$125.76	\$163.26	\$6.01	\$17.41	\$28.80	\$0.00	\$34.19	\$45.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$188.78	\$226.28	\$263.78	5.00%	\$ 75.00	N/A		
			7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.75	\$118.13	\$157.50	\$13.26	\$92.01	\$131.39	\$170.76	\$9.76	\$23.03	\$36.30	\$0.00	\$39.81	\$53.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$198.22	\$237.59	\$276.97	5.00%	\$ 78.75			
			7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.69	\$124.04	\$165.38	\$13.26	\$95.95	\$137.30	\$178.64	\$13.70	\$28.94	\$44.18	\$0.00	\$45.72	\$60.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$208.13	\$249.48	\$290.82	5.00%	\$ 82.69			
Prevailing Wage Work (non-Exempt)			7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$86.82	\$130.23	\$173.64	\$13.26	\$100.08	\$143.49	\$186.90	\$17.83	\$35.14	\$52.44	\$0.00	\$51.92	\$69.22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$218.53	\$261.94	\$305.35	5.00%	\$ 86.82			
			7/1/2025	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.16	\$136.74	\$182.32	\$13.26	\$104.42	\$150.00	\$195.58	\$22.17	\$41.65	\$61.12	\$0.00	\$58.43	\$77.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$229.45	\$275.03	\$320.61	5.00%	\$ 91.16			
Anthony Moussa BSEE, Construction Inspector		FIELD	9/2/2021	6/30/2022																\$0.00	\$0.00	\$0.00										\$188.78	\$226.28	\$263.78		\$ 75.00	N/A		
			7/1/2022	6/30/2023																	\$0.00	\$0.00	\$0.00	N/A	N/A	N/A							\$198.22	\$237.59	\$276.97	5.00%		\$ 78.75	
			7/1/2023	6/30/2024																	\$0.00	\$0.00	\$0.00											\$208.13	\$249.48	\$290.82		5.00%	\$ 82.69
Non-Prevailing Wage Work (non-Exempt)			7/1/2024	6/30/2025																	\$0.00	\$0.00	\$0.00											\$218.53	\$261.94	\$305.35		5.00%	\$ 86.82
			7/1/2025	12/31/2026																	\$0.00	\$0.00	\$0.00											\$229.45	\$275.03	\$320.61		5.00%	\$ 91.16
Donald Lewis, Construction Inspector		FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.00	\$105.00	\$140.00	\$12.78	\$82.78	\$117.78	\$152.78	\$0.53	\$9.43	\$18.32	\$0.00	\$26.69	\$35.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.19	\$211.19	\$246.19	5.00%	\$ 70.00	N/A	
			7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.50	\$110.25	\$147.00	\$12.78	\$86.28	\$123.03	\$159.78	\$4.03	\$14.68	\$25.32	\$0.00	\$31.94	\$42.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.00	\$221.75	\$258.50	5.00%	\$ 73.50		
			7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.18	\$115.77	\$154.36	\$12.78	\$89.96	\$128.55	\$167.14	\$7.71	\$22.90	\$32.68	\$0.00	\$37.46	\$49.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$194.26	\$232.85	\$271.44	5.00%	\$ 77.18		
Prevailing Wage Work (non-Exempt)			7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.04	\$121.56	\$162.08	\$12.78	\$93.82	\$134.34	\$174.86	\$11.57	\$25.99	\$40.40	\$0.00	\$43.25	\$57.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$203.98	\$244.50	\$285.02	5.00%	\$ 81.04		
			7/1/2025	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.09	\$127.64	\$170.18	\$12.78	\$97.87	\$140.42	\$182.96	\$15.62	\$32.06	\$48.50	\$0.00	\$49.32	\$65.76	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$214.17	\$256.72	\$299.26	5.00%	\$ 85.09		
Donald Lewis, Construction Inspector		FIELD	9/2/2021	6/30/2022																\$0.00	\$0.00	\$0.00										\$176.19	\$211.19	\$246.19		\$ 70.00	N/A		
			7/1/2022	6/30/2023																	\$0.00	\$0.00	\$0.00	N/A	N/A	N/A							\$185.00	\$221.75	\$258.50	5.00%		\$ 73.50	
			7/1/2023	6/30/2024																	\$0.00	\$0.00	\$0.00											\$194.26	\$232.85	\$271.44		5.00%	\$ 77.18
Non-Prevailing Wage Work (non-Exempt)			7/1/2024	6/30/2025																	\$0.00	\$0.00	\$0.00											\$203.98	\$244.50	\$285.02		5.00%	\$ 81.04
			7/1/2025	12/31/2026																	\$0.00	\$0.00	\$0.00											\$214.17	\$256.72	\$299.26		5.00%	\$ 85.09
Mamon Subeh, EIT BSCE, Construction Inspector		FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.00	\$112.50	\$150.00	\$13.26	\$88.26	\$125.76	\$163.26	\$6.01	\$17.41	\$28.80	\$0.00	\$34.19	\$45.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$188.78	\$226.28	\$263.78	5.00%	\$ 75.00	N/A	
			7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.75	\$118.13	\$157.50	\$13.26	\$92.01	\$131.39	\$170.76	\$9.76	\$23.03	\$36.30	\$0.00	\$39.81	\$53.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$198.22	\$237.59	\$276.97	5.00%	\$ 78.75		
			7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.69	\$124.04	\$165.38	\$13.26	\$95.95	\$137.30	\$178.64	\$13.70	\$28.94	\$44.18	\$0.00	\$45.72	\$60.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$208.13	\$249.48	\$290.82	5.00%	\$ 82.69		
Prevailing Wage Work (non-Exempt)			7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$86.82	\$130.23	\$173.64	\$13.26	\$100.08	\$143.49	\$186.90	\$17.83	\$35.14	\$52.44	\$0.00	\$51.92	\$69.22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$218.53	\$261.94	\$305.35	5.00%	\$ 86.82		
			7/1/2025	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.16	\$136.74	\$182.32	\$13.26	\$104.42	\$150.00	\$195.58	\$22.17	\$41.65	\$61.12	\$0.00	\$58.43	\$77.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$229.45	\$275.03	\$320.61	5.00%	\$ 91.16		
Mamon Subeh, EIT BSCE, Construction Inspector		FIELD	9/2/2021	6/30/2022																\$0.00	\$0.00	\$0.00										\$176.19	\$211.19	\$246.19		\$ 70.00	N/A		
			7/1/2022	6/30/2023																	\$0.00	\$0.00	\$0.00	N/A	N/A	N/A							\$185.00	\$221.75	\$258.50	5.00%		\$ 73.50	
			7/1/2023	6/30/2024																	\$0.00	\$0.00	\$0.00											\$194.26	\$232.85	\$271.44		5.00%	\$ 77.18
Non-Prevailing Wage Work (non-Exempt)			7/1/2024	6/30/2025																	\$0.00	\$0.00	\$0.00											\$203.98	\$244.50	\$285.02		5.00%	\$ 81.04
			7/1/2025	12/31/2026																	\$0.00	\$0.00	\$0.00											\$214.17	\$256.72	\$299.26		5.00%	\$ 85.09
Rene "Leon" Fuentes, Construction Inspector		FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.00	\$105.00	\$140.00	\$12.78	\$82.78	\$117.78	\$152.78	\$0.53	\$9.43	\$18.32	\$0.00	\$26.69	\$35.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.19	\$211.19	\$246.19	5.00%	\$ 70.00	N/A	
			7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.50	\$110.25	\$147.00	\$12.78	\$86.28	\$123.03	\$159.78	\$4.03	\$14.68	\$25.32	\$0.00	\$31.94	\$42.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.00	\$221.75	\$258.50	5.00%	\$ 73.50		
			7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.18	\$115.77	\$154.36	\$12.78	\$89.96	\$128.55	\$167.14	\$7.71	\$22.90	\$32.68	\$0.00	\$37.46	\$49.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$194.26	\$232.85	\$271.44	5.00%	\$ 77.18		
Prevailing Wage Work (non-Exempt)			7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.04	\$121.56	\$162.08	\$12.78	\$93.82	\$134.34	\$174.86	\$11.57	\$25.99	\$40.40	\$0.00	\$43.25	\$57.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$203.98	\$244.50	\$285.02	5.00%	\$ 81.04		
			7/1/2025	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.09	\$127.64	\$170.18	\$12.78	\$97.87	\$140.42	\$182.96	\$15.62	\$32.06	\$48.50	\$0.00	\$49.32	\$65.76	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$214.17	\$256.72	\$299.26	5.00%	\$ 85.09		
Rene "Leon" Fuentes, Construction Inspector		FIELD	9/2/2021	6/30/2022																\$0.00	\$0.00	\$0.00										\$176.19	\$211.19	\$246.19		\$ 70.00	N/A		
			7/1/2022	6/30/2023																	\$0.00	\$0.00	\$0.00	N/A	N/A	N/A							\$185.00	\$221.75	\$258.50	5.00%		\$ 73.50	
			7/1/2023	6/30/2024																	\$0.00	\$0.00	\$0.00											\$194.26	\$232.85	\$271.44		5.00%	\$ 77.18
Non-Prevailing Wage Work (non-Exempt)			7/1/2024	6/30/2025																	\$0.00	\$0.00	\$0.00											\$203.98	\$244.50	\$285.02		5.00%	\$ 81.04
			7/1/2025																																				

Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

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

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

4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 9/02/2021. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 9/02/2021. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows:
Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follows: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follows:

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT: Ghirardelli Associater

PRIME

SUB

X

CONTRACT TYPE T&M

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. (RFP)22-1002663

CONTRACT NO.

DATE 10/29/2021

Sub Consultant's Participation Amount \$

Loaded Rate Calculation

Non Exempt Employee Loaded Billing Rates

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + .5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

Exempt Employee Loaded Billing Rates

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	47.99%	72.30%	0.00%	120.29%
OVERTIME	47.99%	72.30%	0.00%	120.29%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	47.99%	72.30%	0.00%	120.29%
OVERTIME	47.99%	72.30%	0.00%	120.29%

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																											Applicable Multiplier Delta Base (Field)				Applicable Multiplier Delta Fringe (Field)				2.42																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR				Applicable DELTA (TOTAL)		DELTA (BASE) = Employee Base - DIR Base				Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)				Loaded Hourly Billing Rates				% Escalation Increase		Actual Hourly Rate and/or Average Hourly Rate		Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
				From To		Base Salary		Fringe Benefits		Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe		Total = Base + Fringe		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1.5 OT 2.0 OT		Straight 1	

5. **Travel Time Charges:** On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Managers: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows:
Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follows: Billing Rate = (Actual Hourly Rate) (1+ Fee %) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follows:

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

Note: Mark-ups are Not Allowed

Prime Consultant

Ghirardelli Associates
 ADDRESS 2055 Gateway Place, Suite 470 San Jose, CA 95110
 Phone and email 408.435.5503 acharles@ghirardelliassoc.com

Contract No. (RFP)22-1002663

Date 10/29/2021

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
 (= 0% if Included in OH) 120.29% (= 0% if Included in OH) 0.00% 120.29%

FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Ann Laudermilk Landscape Inspector	\$168.24	\$252.36	\$336.48	9/2/2021	6/30/2022	\$69.43		
	\$168.24	\$252.36	\$336.48	7/1/2022	6/30/2023	\$69.43	5.00%	
	\$173.65	\$260.47	\$347.29	7/1/2023	6/30/2024	\$71.66	5.00%	
	\$182.33	\$273.49	\$364.66	7/1/2024	6/30/2025	\$75.24	5.00%	
	\$191.44	\$287.17	\$382.89	7/1/2025	6/30/2026	\$79.01	5.00%	
Non-Exempt	\$201.02	\$301.53	\$402.03	7/1/2026	6/30/2027	\$82.96	5.00%	
Baolong Nguyen Roadway Inspector	\$179.32	\$268.97	\$358.63	9/2/2021	6/30/2022	\$74.00		
	\$188.28	\$282.42	\$376.56	7/1/2022	6/30/2023	\$77.70	5.00%	
	\$197.70	\$296.54	\$395.39	7/1/2023	6/30/2024	\$81.59	5.00%	
	\$207.58	\$311.37	\$415.16	7/1/2024	6/30/2025	\$85.66	5.00%	
	\$217.96	\$326.94	\$435.92	7/1/2025	6/30/2026	\$89.95	5.00%	
Non-Exempt	\$228.86	\$343.29	\$457.72	7/1/2026	6/30/2027	\$94.44	5.00%	
Belal Lababidi, PE, QSD Resident Engineer	\$184.16	\$276.24	\$368.32	9/2/2021	6/30/2022	\$76.00		
	\$193.37	\$290.06	\$386.74	7/1/2022	6/30/2023	\$79.80	5.00%	
	\$203.04	\$304.56	\$406.08	7/1/2023	6/30/2024	\$83.79	5.00%	
	\$213.19	\$319.79	\$426.38	7/1/2024	6/30/2025	\$87.98	5.00%	
	\$223.85	\$335.78	\$447.70	7/1/2025	6/30/2026	\$92.38	5.00%	
Non-Exempt	\$235.04	\$352.56	\$470.09	7/1/2026	6/30/2027	\$97.00	5.00%	
Ernest Brooks Assistant Resident Engineer	\$208.39	\$312.59	\$416.79	9/2/2021	6/30/2022	\$86.00		
	\$218.81	\$328.22	\$437.63	7/1/2022	6/30/2023	\$90.30	5.00%	
	\$229.75	\$344.63	\$459.51	7/1/2023	6/30/2024	\$94.82	5.00%	
	\$241.24	\$361.86	\$482.48	7/1/2024	6/30/2025	\$99.56	5.00%	
	\$253.30	\$379.96	\$506.61	7/1/2025	6/30/2026	\$104.53	5.00%	
Non-Exempt	\$265.97	\$398.95	\$531.94	7/1/2026	6/30/2027	\$109.76	5.00%	
Huidon James Joo Assistant Resident Engineer	\$179.32	\$268.97	\$358.63	9/2/2021	6/30/2022	\$74.00		
	\$188.28	\$282.42	\$376.56	7/1/2022	6/30/2023	\$77.70	5.00%	
	\$197.70	\$296.54	\$395.39	7/1/2023	6/30/2024	\$81.59	5.00%	
	\$207.58	\$311.37	\$415.16	7/1/2024	6/30/2025	\$85.66	5.00%	
	\$217.96	\$326.94	\$435.92	7/1/2025	6/30/2026	\$89.95	5.00%	
Non-Exempt	\$228.86	\$343.29	\$457.72	7/1/2026	6/30/2027	\$94.44	5.00%	
Jesus Eric Gallardo Roadway Inspector	\$157.73	\$236.60	\$315.47	9/2/2021	6/30/2022	\$65.09		
	\$160.29	\$240.44	\$320.59	7/1/2022	6/30/2023	\$66.15	5.00%	

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

Note: Mark-ups are Not Allowed

Prime Consultant

Ghirardelli Associates

Contract No. **(RFP)22-1002663**

Date **10/29/2021**

ADDRESS **2055 Gateway Place, Suite 470 San Jose, CA 95110**

Phone and email **408.435.5503 acharles@ghirardelliassoc.com**

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
 (= 0% if Included in OH) **120.29%** (= 0% if Included in OH) **0.00%** **120.29%**

FEE % = **10.00%**

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt	\$168.31	\$252.47	\$336.63	7/1/2023	6/30/2024	\$69.46	5.00%	
	\$176.72	\$265.08	\$353.45	7/1/2024	6/30/2025	\$72.93	5.00%	
	\$185.57	\$278.35	\$371.14	7/1/2025	6/30/2026	\$76.58	5.00%	
	\$194.85	\$292.27	\$389.69	7/1/2026	6/30/2027	\$80.41	5.00%	
Mobalaji Ojuri, EIT Roadway Inspector	\$170.69	\$256.04	\$341.38	9/2/2021	6/30/2022	\$70.44		
	\$170.69	\$256.04	\$341.38	7/1/2022	6/30/2023	\$70.44	5.00%	
	\$170.69	\$256.04	\$341.38	7/1/2023	6/30/2024	\$70.44	5.00%	
	\$170.69	\$256.04	\$341.38	7/1/2024	6/30/2025	\$70.44	5.00%	
	\$170.69	\$256.04	\$341.38	7/1/2025	6/30/2026	\$70.44	5.00%	
	\$179.22	\$268.84	\$358.45	7/1/2026	6/30/2027	\$73.96	5.00%	
Seyi Ojuri Office Engineer	\$121.16	\$181.74	\$242.32	9/2/2021	6/30/2022	\$50.00		
	\$127.22	\$190.83	\$254.43	7/1/2022	6/30/2023	\$52.50	5.00%	
	\$133.58	\$200.37	\$267.16	7/1/2023	6/30/2024	\$55.13	5.00%	
	\$140.26	\$210.39	\$280.51	7/1/2024	6/30/2025	\$57.88	5.00%	
	\$147.27	\$220.91	\$294.54	7/1/2025	6/30/2026	\$60.78	5.00%	
	\$154.63	\$231.95	\$309.27	7/1/2026	6/30/2027	\$63.81	5.00%	
Randy Reichert Source Inspector	\$181.74	\$272.61	\$363.48	9/2/2021	6/30/2022	\$75.00		
	\$190.83	\$286.24	\$381.65	7/1/2022	6/30/2023	\$78.75	5.00%	
	\$200.37	\$300.55	\$400.74	7/1/2023	6/30/2024	\$82.69	5.00%	
	\$210.39	\$315.58	\$420.77	7/1/2024	6/30/2025	\$86.82	5.00%	
	\$220.91	\$331.36	\$441.81	7/1/2025	6/30/2026	\$91.16	5.00%	
	\$231.95	\$347.93	\$463.90	7/1/2026	6/30/2027	\$95.72	5.00%	
Tim Brown, PE Estimator	\$204.66	\$306.99	\$409.33	9/2/2021	6/30/2022	\$84.46		
	\$214.90	\$322.34	\$429.79	7/1/2022	6/30/2023	\$88.68	5.00%	
	\$225.64	\$338.46	\$451.28	7/1/2023	6/30/2024	\$93.12	5.00%	
	\$236.92	\$355.38	\$473.85	7/1/2024	6/30/2025	\$97.77	5.00%	
	\$248.77	\$373.15	\$497.54	7/1/2025	6/30/2026	\$102.66	5.00%	
	\$261.21	\$391.81	\$522.41	7/1/2026	6/30/2027	\$107.79	5.00%	
Fran Price, PE Structures Representative	\$205.97	\$205.97	\$205.97	9/2/2021	6/30/2022	\$85.00		
	\$216.27	\$216.27	\$216.27	7/1/2022	6/30/2023	\$89.25	5.00%	
	\$227.08	\$227.08	\$227.08	7/1/2023	6/30/2024	\$93.71	5.00%	
	\$238.44	\$238.44	\$238.44	7/1/2024	6/30/2025	\$98.40	5.00%	

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Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		120.29%	(= 0% if Included in OH)	0.00%		120.29%
					FEE % =	10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Exempt	\$250.36	\$250.36	\$250.36	7/1/2025	6/30/2026	\$103.32	5.00%	
	\$262.88	\$262.88	\$262.88	7/1/2026	6/30/2027	\$108.48	5.00%	

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2)
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Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		120.29%	(= 0% if Included in OH)	0.00%		120.29%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Kayode Arowosegbe, PE	\$228.14	\$228.14	\$228.14	9/2/2021	6/30/2022	\$94.15		
Structures Representative	\$239.55	\$239.55	\$239.55	7/1/2022	6/30/2023	\$98.86	5.00%	
	\$251.53	\$251.53	\$251.53	7/1/2023	6/30/2024	\$103.80	5.00%	
	\$264.10	\$264.10	\$264.10	7/1/2024	6/30/2025	\$108.99	5.00%	
	\$277.31	\$277.31	\$277.31	7/1/2025	6/30/2026	\$114.44	5.00%	
Exempt	\$291.18	\$291.18	\$291.18	7/1/2026	6/30/2027	\$120.16	5.00%	
Scott O'Connor, PE	\$205.97	\$205.97	\$205.97	9/2/2021	6/30/2022	\$85.00		
Structures Representative	\$216.27	\$216.27	\$216.27	7/1/2022	6/30/2023	\$89.25	5.00%	
	\$227.08	\$227.08	\$227.08	7/1/2023	6/30/2024	\$93.71	5.00%	
	\$238.44	\$238.44	\$238.44	7/1/2024	6/30/2025	\$98.40	5.00%	
	\$250.36	\$250.36	\$250.36	7/1/2025	6/30/2026	\$103.32	5.00%	
Exempt	\$262.88	\$262.88	\$262.88	7/1/2026	6/30/2027	\$108.48	5.00%	
Tim Flint, PE, QSD	\$193.86	\$193.86	\$193.86	9/2/2021	6/30/2022	\$80.00		
Resident Engineer	\$203.55	\$203.55	\$203.55	7/1/2022	6/30/2023	\$84.00	5.00%	
	\$213.73	\$213.73	\$213.73	7/1/2023	6/30/2024	\$88.20	5.00%	
	\$224.41	\$224.41	\$224.41	7/1/2024	6/30/2025	\$92.61	5.00%	
	\$235.63	\$235.63	\$235.63	7/1/2025	6/30/2026	\$97.24	5.00%	
Exempt	\$247.41	\$247.41	\$247.41	7/1/2026	6/30/2027	\$102.10	5.00%	

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

NOTES:

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 2

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

Consultant or Subconsultant: **Guida Surveying, Inc.** ☐ Prime Consultant ☒ Subconsultant ☐ 2nd Tier Subconsultant

Project No. RFP 22-1002663 Contract No. TBD Participation Amount: \$ - Date: October 29, 2021

	Fringe Benefit%		Overhead%		G&A %		Combined %
Regular	98.48%	+	115.47%	+	0.00%	=	213.95%
Overtime	98.48%	+	115.47%	+	0.00%	=	213.95%
					FEE %	=	10.0%

BILLING INFORMATION

CALCULATION INFORMATION

Name / Job Title / Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg Hourly Rate ⁴	% or \$ Increase	Hourly Range for Classifications Only
	Straight ³	OT (1.5x)	OT (2.0x)	From	To			
Bernie McInally, PLS Survey Principal Exempt	362.61	N/C	N/C	9/2/2021	6/30/2022	105.00	0%	\$90-\$135
	380.74	N/C	N/C	7/1/2022	6/30/2023	110.25	5.00%	\$90-\$135
	399.77	N/C	N/C	7/1/2023	6/30/2024	115.76	5.00%	\$90-\$135
	419.77	N/C	N/C	7/1/2024	6/30/2025	121.55	5.00%	\$90-\$135
	440.76	N/C	N/C	7/1/2025	6/30/2026	127.63	5.00%	\$90-\$135
	462.80	N/C	N/C	7/1/2026	6/30/2027	134.01	5.00%	\$90-\$135
Lisa Spivak, PLS Sr. Project Manager Exempt	328.08	N/C	N/C	9/2/2021	6/30/2022	95.00	0%	\$80-\$125
	344.48	N/C	N/C	7/1/2022	6/30/2023	99.75	5.00%	\$80-\$125
	361.71	N/C	N/C	7/1/2023	6/30/2024	104.74	5.00%	\$80-\$125
	379.81	N/C	N/C	7/1/2024	6/30/2025	109.98	5.00%	\$80-\$125
	398.80	N/C	N/C	7/1/2025	6/30/2026	115.48	5.00%	\$80-\$125
	418.73	N/C	N/C	7/1/2026	6/30/2027	121.25	5.00%	\$80-\$125
Tim Fettig, PLS Sr. Project Manager Exempt	290.09	N/C	N/C	9/2/2021	6/30/2022	84.00	0%	\$80-\$125
	304.59	N/C	N/C	7/1/2022	6/30/2023	88.20	5.00%	\$80-\$125
	319.82	N/C	N/C	7/1/2023	6/30/2024	92.61	5.00%	\$80-\$125
	335.81	N/C	N/C	7/1/2024	6/30/2025	97.24	5.00%	\$80-\$125
	352.60	N/C	N/C	7/1/2025	6/30/2026	102.10	5.00%	\$80-\$125
	370.24	N/C	N/C	7/1/2026	6/30/2027	107.21	5.00%	\$80-\$125
Justin Height, PLS Professional Land Surveyor	248.65	N/C	N/C	9/2/2021	6/30/2022	72.00	0%	\$70-\$95
	261.08	N/C	N/C	7/1/2022	6/30/2023	75.60	5.00%	\$70-\$95
	274.13	N/C	N/C	7/1/2023	6/30/2024	79.38	5.00%	\$70-\$95

EXHIBIT 10-H2 COST PROPOSAL

Page 1 of 2

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

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant or Subconsultant: Guida Surveying, Inc.

☐ Prime Consultant

☒ Subconsultant

☐ 2nd Tier Subconsultant

Project No. RFP 22-1002663 Contract No. TBD Participation Amount: \$ - Date: October 29, 2021

	Fringe Benefit%		Overhead%		G&A %		Combined %
Regular	98.48%	+	115.47%	+	0.00%	=	213.95%
Overtime	98.48%	+	115.47%	+	0.00%	=	213.95%
					FEE %	=	10.0%

BILLING INFORMATION

CALCULATION INFORMATION

Name / Job Title / Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg Hourly Rate ⁴	% or \$ Increase	Hourly Range for Classifications Only
	Straight ³	OT (1.5x)	OT (2.0x)	From	To			
Exempt	287.85	N/C	N/C	7/1/2024	6/30/2025	83.35	5.00%	\$70-\$95
	302.25	N/C	N/C	7/1/2025	6/30/2026	87.52	5.00%	\$70-\$95
	317.37	N/C	N/C	7/1/2026	6/30/2027	91.90	5.00%	\$70-\$95

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 2

SPECIFIC RATE OF COMPENSATION (USE FOR ALL ON-CALL OR AS-NEEDED CONTRACTS)
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Project No. RFP 22-1002663 Contract No. TBD Participation Amount: \$ - Date: October 29, 2021

	Fringe Benefit%		Overhead%		G&A %		Combined %
Regular	98.48%	+	115.47%	+	0.00%	=	213.95%
Overtime	98.48%	+	115.47%	+	0.00%	=	213.95%
					FEE %	=	10.0%

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CALCULATION INFORMATION

Name / Job Title / Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg Hourly Rate ⁴	% or \$ Increase	Hourly Range for Classifications Only
	Straight ³	OT (1.5x)	OT (2.0x)	From	To			
Mark MacFarlane, PLS Professional Land Surveyor Exempt	249.06	N/C	N/C	9/2/2021	6/30/2022	72.12	0%	\$70-\$95
	261.53	N/C	N/C	7/1/2022	6/30/2023	75.73	5.00%	\$70-\$95
	274.62	N/C	N/C	7/1/2023	6/30/2024	79.52	5.00%	\$70-\$95
	288.36	N/C	N/C	7/1/2024	6/30/2025	83.50	5.00%	\$70-\$95
	302.80	N/C	N/C	7/1/2025	6/30/2026	87.68	5.00%	\$70-\$95
	317.92	N/C	N/C	7/1/2026	6/30/2027	92.06	5.00%	\$70-\$95
Richard Allen, LSIT Field Supervisor Non-Exempt	241.74	276.74	311.74	9/2/2021	6/30/2022	70.00	0%	\$65-\$90
	253.83	290.58	327.33	7/1/2022	6/30/2023	73.50	5.00%	\$65-\$90
	266.54	305.13	343.72	7/1/2023	6/30/2024	77.18	5.00%	\$65-\$90
	279.87	320.39	360.91	7/1/2024	6/30/2025	81.04	5.00%	\$65-\$90
	293.85	336.40	378.94	7/1/2025	6/30/2026	85.09	5.00%	\$65-\$90
	308.53	353.20	397.87	7/1/2026	6/30/2027	89.34	5.00%	\$65-\$90
Anthony Andrade, PLS Field Supervisor Non-Exempt	224.47	256.97	289.47	9/2/2021	6/30/2022	65.00	0%	\$65-\$90
	235.70	269.82	303.95	7/1/2022	6/30/2023	68.25	5.00%	\$65-\$90
	247.47	283.30	319.13	7/1/2023	6/30/2024	71.66	5.00%	\$65-\$90
	259.84	297.46	335.08	7/1/2024	6/30/2025	75.24	5.00%	\$65-\$90
	272.82	312.32	351.82	7/1/2025	6/30/2026	79.00	5.00%	\$65-\$90
	286.46	327.94	369.41	7/1/2026	6/30/2027	82.95	5.00%	\$65-\$90
Maria Hall, PLS Sr. Project Surveyor	224.47	256.97	289.47	9/2/2021	6/30/2022	65.00	0%	\$60-\$80
	235.70	269.82	303.95	7/1/2022	6/30/2023	68.25	5.00%	\$60-\$80
	247.47	283.30	319.13	7/1/2023	6/30/2024	71.66	5.00%	\$60-\$80

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 2

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

Consultant or Subconsultant: **Guida Surveying, Inc.**

☐ Prime Consultant

☒ Subconsultant

☐ 2nd Tier Subconsultant

Project No. RFP 22-1002663 Contract No. TBD Participation Amount: \$ - Date: October 29, 2021

	Fringe Benefit%		Overhead%		G&A %		Combined %
Regular	98.48%	+	115.47%	+	0.00%	=	213.95%
Overtime	98.48%	+	115.47%	+	0.00%	=	213.95%
					FEE %	=	10.0%

BILLING INFORMATION

CALCULATION INFORMATION

Name / Job Title / Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg Hourly Rate ⁴	% or \$ Increase	Hourly Range for Classifications Only
	Straight ³	OT (1.5x)	OT (2.0x)	From	To			
Non-Exempt	259.84	297.46	335.08	7/1/2024	6/30/2025	75.24	5.00%	\$60-\$80
	272.82	312.32	351.82	7/1/2025	6/30/2026	79.00	5.00%	\$60-\$80
	286.46	327.94	369.41	7/1/2026	6/30/2027	82.95	5.00%	\$60-\$80

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 2

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

Consultant or Subconsultant: **Guida Surveying, Inc.** ☐ Prime Consultant ☒ Subconsultant ☐ 2nd Tier Subconsultant

Project No. RFP 22-1002663 Contract No. TBD Participation Amount: \$ - Date: October 29, 2021

	Fringe Benefit%		Overhead%		G&A %		Combined %
Regular	98.48%	+	115.47%	+	0.00%	=	213.95%
Overtime	98.48%	+	115.47%	+	0.00%	=	213.95%
					FEE %	=	10.0%

BILLING INFORMATION

CALCULATION INFORMATION

Name / Job Title / Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg Hourly Rate ⁴	% or \$ Increase	Hourly Range for Classifications Only
	Straight ³	OT (1.5x)	OT (2.0x)	From	To			
Dean Bouldin, PLS Sr. Project Surveyor Non-Exempt	217.57	249.07	280.57	9/2/2021	6/30/2022	63.00	0%	\$60-\$80
	228.45	261.52	294.60	7/1/2022	6/30/2023	66.15	5.00%	\$60-\$80
	239.88	274.61	309.34	7/1/2023	6/30/2024	69.46	5.00%	\$60-\$80
	251.86	288.33	324.79	7/1/2024	6/30/2025	72.93	5.00%	\$60-\$80
	264.47	302.76	341.05	7/1/2025	6/30/2026	76.58	5.00%	\$60-\$80
	277.69	317.90	358.10	7/1/2026	6/30/2027	80.41	5.00%	\$60-\$80
Guillero Arrendondo Sr. Survey Analyst Non-Exempt	184.76	211.51	238.26	9/2/2021	6/30/2022	53.50	0%	\$45-\$65
	194.01	222.10	250.19	7/1/2022	6/30/2023	56.18	5.00%	\$45-\$65
	203.72	233.21	262.71	7/1/2023	6/30/2024	58.99	5.00%	\$45-\$65
	213.91	244.88	275.85	7/1/2024	6/30/2025	61.94	5.00%	\$45-\$65
	224.61	257.13	289.65	7/1/2025	6/30/2026	65.04	5.00%	\$45-\$65
	235.84	269.98	304.13	7/1/2026	6/30/2027	68.29	5.00%	\$45-\$65
Lori Sullivan Sr. Survey Analyst Non-Exempt	162.31	185.81	209.31	9/2/2021	6/30/2022	47.00	0%	\$45-\$65
	170.43	195.10	219.78	7/1/2022	6/30/2023	49.35	5.00%	\$45-\$65
	178.96	204.87	230.78	7/1/2023	6/30/2024	51.82	5.00%	\$45-\$65
	187.90	215.11	242.31	7/1/2024	6/30/2025	54.41	5.00%	\$45-\$65
	197.30	225.86	254.43	7/1/2025	6/30/2026	57.13	5.00%	\$45-\$65
	207.17	237.17	267.16	7/1/2026	6/30/2027	59.99	5.00%	\$45-\$65
Joseph Peralta Survey Analyst	151.95	173.95	195.95	9/2/2021	6/30/2022	44.00	0%	\$40-\$60
	159.55	182.65	205.75	7/1/2022	6/30/2023	46.20	5.00%	\$40-\$60
	167.53	191.78	216.04	7/1/2023	6/30/2024	48.51	5.00%	\$40-\$60

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 2

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

Consultant or Subconsultant: **Guida Surveying, Inc.** ☐ Prime Consultant ☒ Subconsultant ☐ 2nd Tier Subconsultant

Project No. RFP 22-1002663 Contract No. TBD Participation Amount: \$ - Date: October 29, 2021

	Fringe Benefit%		Overhead%		G&A %		Combined %
Regular	98.48%	+	115.47%	+	0.00%	=	213.95%
Overtime	98.48%	+	115.47%	+	0.00%	=	213.95%
					FEE %	=	10.0%

BILLING INFORMATION

CALCULATION INFORMATION

Name / Job Title / Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg Hourly Rate ⁴	% or \$ Increase	Hourly Range for Classifications Only
	Straight ³	OT (1.5x)	OT (2.0x)	From	To			
Non-Exempt	175.92	201.39	226.86	7/1/2024	6/30/2025	50.94	5.00%	\$40-\$60
	184.73	211.47	238.22	7/1/2025	6/30/2026	53.49	5.00%	\$40-\$60
	193.95	222.03	250.11	7/1/2026	6/30/2027	56.16	5.00%	\$40-\$60

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 2

SPECIFIC RATE OF COMPENSATION (USE FOR ALL ON-CALL OR AS-NEEDED CONTRACTS)
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	Fringe Benefit%		Overhead%		G&A %		Combined %
Regular	98.48%	+	115.47%	+	0.00%	=	213.95%
Overtime	98.48%	+	115.47%	+	0.00%	=	213.95%
					FEE %	=	10.0%

BILLING INFORMATION

CALCULATION INFORMATION

Name / Job Title / Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg Hourly Rate ⁴	% or \$ Increase	Hourly Range for Classifications Only
	Straight ³	OT (1.5x)	OT (2.0x)	From	To			
Jose Gonazalez Survey Analyst Non-Exempt	145.04	166.04	187.04	9/2/2021	6/30/2022	42.00	0%	\$40-\$60
	152.30	174.35	196.40	7/1/2022	6/30/2023	44.10	5.00%	\$40-\$60
	159.93	183.08	206.24	7/1/2023	6/30/2024	46.31	5.00%	\$40-\$60
	167.94	192.26	216.57	7/1/2024	6/30/2025	48.63	5.00%	\$40-\$60
	176.33	201.86	227.39	7/1/2025	6/30/2026	51.06	5.00%	\$40-\$60
	185.14	211.94	238.75	7/1/2026	6/30/2027	53.61	5.00%	\$40-\$60
Samira Heidari Survey Analyst Non-Exempt	120.87	138.37	155.87	9/2/2021	6/30/2022	35.00	0%	\$25-\$45
	126.91	145.29	163.66	7/1/2022	6/30/2023	36.75	5.00%	\$25-\$45
	133.27	152.56	171.86	7/1/2023	6/30/2024	38.59	5.00%	\$25-\$45
	139.93	160.19	180.45	7/1/2024	6/30/2025	40.52	5.00%	\$25-\$45
	146.94	168.22	189.49	7/1/2025	6/30/2026	42.55	5.00%	\$25-\$45
	154.30	176.64	198.98	7/1/2026	6/30/2027	44.68	5.00%	\$25-\$45
Aaron Pratt Survey Technician Non-Exempt	86.34	98.84	111.34	9/2/2021	6/30/2022	25.00	0%	\$25-\$45
	90.65	103.78	116.90	7/1/2022	6/30/2023	26.25	5.00%	\$25-\$45
	95.18	108.96	122.74	7/1/2023	6/30/2024	27.56	5.00%	\$25-\$45
	99.94	114.41	128.88	7/1/2024	6/30/2025	28.94	5.00%	\$25-\$45
	104.95	120.15	135.34	7/1/2025	6/30/2026	30.39	5.00%	\$25-\$45
	110.20	126.15	142.11	7/1/2026	6/30/2027	31.91	5.00%	\$25-\$45
Bridgette Slovik Survey Clerical/Admin	124.32	142.32	160.32	9/2/2021	6/30/2022	36.00	0%	\$30-\$45
	130.54	149.44	168.34	7/1/2022	6/30/2023	37.80	5.00%	\$30-\$45
	137.07	156.91	176.76	7/1/2023	6/30/2024	39.69	5.00%	\$30-\$45

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 2

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Regular	98.48%	+	115.47%	+	0.00%	=	213.95%
Overtime	98.48%	+	115.47%	+	0.00%	=	213.95%
					FEE %	=	10.0%

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Name / Job Title / Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg Hourly Rate ⁴	% or \$ Increase	Hourly Range for Classifications Only
	Straight ³	OT (1.5x)	OT (2.0x)	From	To			
Non-Exempt	143.91	164.74	185.58	7/1/2024	6/30/2025	41.67	5.00%	\$30-\$45
	151.09	172.96	194.84	7/1/2025	6/30/2026	43.75	5.00%	\$30-\$45
	158.65	181.62	204.59	7/1/2026	6/30/2027	45.94	5.00%	\$30-\$45

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 2

SPECIFIC RATE OF COMPENSATION (USE FOR ALL ON-CALL OR AS-NEEDED CONTRACTS)
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	Fringe Benefit%		Overhead%		G&A %		Combined %
Regular	98.48%	+	115.47%	+	0.00%	=	213.95%
Overtime	98.48%	+	115.47%	+	0.00%	=	213.95%
					FEE %	=	10.0%

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Name / Job Title / Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg Hourly Rate ⁴	% or \$ Increase	Hourly Range for Classifications Only
	Straight ³	OT (1.5x)	OT (2.0x)	From	To			
Kaitlyn Lawrence Survey Clerical/Admin Non-Exempt	103.60	118.60	133.60	9/2/2021	6/30/2022	30.00	0%	\$30-\$45
	108.78	124.53	140.28	7/1/2022	6/30/2023	31.50	5.00%	\$30-\$45
	114.24	130.78	147.32	7/1/2023	6/30/2024	33.08	5.00%	\$30-\$45
	119.94	137.30	154.67	7/1/2024	6/30/2025	34.73	5.00%	\$30-\$45
	125.95	144.18	162.42	7/1/2025	6/30/2026	36.47	5.00%	\$30-\$45
	132.23	151.38	170.52	7/1/2026	6/30/2027	38.29	5.00%	\$30-\$45

Notes:

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

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 Guida Surveying, Inc.

PRIME SUB X

CONTRACT TYPE

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. 22-1002603

CONTRACT NO.

DATE 10/29/2021

Prime Consultant's Participation Amount \$

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

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)										Employee Actual Rate (fringe benefits vary year over year)										Applicable DELTA (TOTAL) =				Applicable DELTA Base =				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)				Loaded Hourly Billing Rates		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
			Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Estimate	Total + Base + Fringe		Employee Total - DIR Total		DIR Rate - Employee Base Rate		Straight		Straight		Straight		Straight		OT (1.5w)		OT (2w)												
			1.5 OT	2.0 OT		1.5 OT	2.0 OT	1.5 OT	2.0 OT		1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT											
Adam D'Alvia, PLS Licensed Party Chief	FIELD	6/30/2022 7/1/2022 7/1/2023 6/30/2024 7/1/2024 6/30/2025 7/1/2025 6/30/2026 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	\$55.26 \$58.01 \$58.01 \$58.01 \$58.01 \$58.01 \$58.01 \$58.01 \$58.01	\$82.89 \$87.02 \$87.02 \$87.02 \$87.02 \$87.02 \$87.02 \$87.02 \$87.02	\$110.52 \$116.02 \$116.02 \$116.02 \$116.02 \$116.02 \$116.02 \$116.02 \$116.02	\$31.12 \$31.12 \$31.12 \$31.12 \$31.12 \$31.12 \$31.12 \$31.12 \$31.12	\$86.38 \$89.13 \$89.13 \$89.13 \$89.13 \$89.13 \$89.13 \$89.13 \$89.13	\$114.01 \$118.14 \$118.14 \$118.14 \$118.14 \$118.14 \$118.14 \$118.14 \$118.14	\$141.64 \$147.14 \$147.14 \$147.14 \$147.14 \$147.14 \$147.14 \$147.14 \$147.14	\$63.01 \$66.16 \$66.16 \$66.16 \$66.16 \$66.16 \$66.16 \$66.16 \$66.16	\$94.52 \$99.24 \$99.24 \$99.24 \$99.24 \$99.24 \$99.24 \$99.24 \$99.24	\$126.02 \$132.32 \$132.32 \$132.32 \$132.32 \$132.32 \$132.32 \$132.32 \$132.32	\$31.32 \$31.32 \$31.32 \$31.32 \$31.32 \$31.32 \$31.32 \$31.32 \$31.32	\$94.33 \$97.48 \$97.48 \$97.48 \$97.48 \$97.48 \$97.48 \$97.48 \$97.48	\$125.84 \$130.56 \$130.56 \$130.56 \$130.56 \$130.56 \$130.56 \$130.56 \$130.56	\$157.34 \$163.64 \$163.64 \$163.64 \$163.64 \$163.64 \$163.64 \$163.64 \$163.64	\$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 \$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	\$217.60 \$228.48 \$228.48 \$228.48 \$228.48 \$228.48 \$228.48 \$228.48 \$228.48	\$249.11 \$261.56 \$261.56 \$261.56 \$261.56 \$261.56 \$261.56 \$261.56 \$261.56	\$280.61 \$294.64 \$294.64 \$294.64 \$294.64 \$294.64 \$294.64 \$294.64 \$294.64	0.00% 5.00% 5.00% 5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 63.01 \$ 66.16 \$ 66.16 \$ 66.16 \$ 66.16 \$ 66.16 \$ 66.16 \$ 66.16 \$ 66.16	N/A												
Prevailing Wage Work		7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2023 6/30/2025 6/30/2026 6/30/2027	\$58.01 \$58.01 \$58.01 \$58.01	\$87.02 \$87.02 \$87.02 \$87.02	\$116.02 \$116.02 \$116.02 \$116.02	\$31.12 \$31.12 \$31.12 \$31.12	\$89.13 \$89.13 \$89.13 \$89.13	\$118.14 \$118.14 \$118.14 \$118.14	\$147.14 \$147.14 \$147.14 \$147.14	\$72.94 \$72.94 \$72.94 \$72.94	\$109.41 \$109.41 \$109.41 \$109.41	\$145.88 \$145.88 \$145.88 \$145.88	\$31.32 \$31.32 \$31.32 \$31.32	\$104.26 \$104.26 \$104.26 \$104.26	\$140.73 \$140.73 \$140.73 \$140.73	\$177.20 \$177.20 \$177.20 \$177.20	\$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 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$251.90 \$251.90 \$251.90 \$251.90	\$288.37 \$288.37 \$288.37 \$288.37	\$324.84 \$324.84 \$324.84 \$324.84	5.00% 5.00% 5.00% 5.00%	\$ 72.94 \$ 72.94 \$ 72.94 \$ 72.94	N/A									
(non-Exempt)		7/1/2026	6/30/2027	\$58.01 \$58.01	\$87.02 \$87.02	\$116.02 \$116.02	\$31.12 \$31.12	\$89.13 \$89.13	\$118.14 \$118.14	\$147.14 \$147.14	\$76.59 \$80.42	\$114.88 \$120.63	\$153.18 \$160.84	\$31.32 \$31.32	\$107.91 \$111.74	\$146.20 \$151.95	\$184.50 \$192.16	\$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	\$264.50 \$277.72	\$302.79 \$317.93	\$341.09 \$358.14	5.00% 5.00%	\$ 76.59 \$ 80.42	N/A						
Brandon Allen, PLS Licensed Party Chief	FIELD	6/30/2022 7/1/2022 7/1/2023 6/30/2024 7/1/2024 6/30/2025 7/1/2025 6/30/2026 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	\$55.26 \$58.01 \$58.01 \$58.01 \$58.01 \$58.01 \$58.01 \$58.01 \$58.01	\$82.89 \$87.02 \$87.02 \$87.02 \$87.02 \$87.02 \$87.02 \$87.02 \$87.02	\$110.52 \$116.02 \$116.02 \$116.02 \$116.02 \$116.02 \$116.02 \$116.02 \$116.02	\$31.12 \$31.12 \$31.12 \$31.12 \$31.12 \$31.12 \$31.12 \$31.12 \$31.12	\$86.38 \$89.13 \$89.13 \$89.13 \$89.13 \$89.13 \$89.13 \$89.13 \$89.13	\$114.01 \$118.14 \$118.14 \$118.14 \$118.14 \$118.14 \$118.14 \$118.14 \$118.14	\$141.64 \$147.14 \$147.14 \$147.14 \$147.14 \$147.14 \$147.14 \$147.14 \$147.14	\$63.01 \$66.16 \$66.16 \$66.16 \$66.16 \$66.16 \$66.16 \$66.16 \$66.16	\$94.52 \$99.24 \$99.24 \$99.24 \$99.24 \$99.24 \$99.24 \$99.24 \$99.24	\$126.02 \$132.32 \$132.32 \$132.32 \$132.32 \$132.32 \$132.32 \$132.32 \$132.32	\$31.32 \$31.32 \$31.32 \$31.32 \$31.32 \$31.32 \$31.32 \$31.32 \$31.32	\$94.33 \$97.48 \$97.48 \$97.48 \$97.48 \$97.48 \$97.48 \$97.48 \$97.48	\$125.84 \$130.56 \$130.56 \$130.56 \$130.56 \$130.56 \$130.56 \$130.56 \$130.56	\$157.34 \$163.64 \$163.64 \$163.64 \$163.64 \$163.64 \$163.64 \$163.64 \$163.64	\$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 \$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	\$217.60 \$228.48 \$228.48 \$228.48 \$228.48 \$228.48 \$228.48 \$228.48 \$228.48	\$249.11 \$261.56 \$261.56 \$261.56 \$261.56 \$261.56 \$261.56 \$261.56 \$261.56	\$280.61 \$294.64 \$294.64 \$294.64 \$294.64 \$294.64 \$294.64 \$294.64 \$294.64	0.00% 5.00% 5.00% 5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 63.01 \$ 66.16 \$ 66.16 \$ 66.16 \$ 66.16 \$ 66.16 \$ 66.16 \$ 66.16 \$ 66.16	N/A												
Prevailing Wage Work		7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2023 6/30/2025 6/30/2026 6/30/2027	\$58.01 \$58.01 \$58.01 \$58.01	\$87.02 \$87.02 \$87.02 \$87.02	\$116.02 \$116.02 \$116.02 \$116.02	\$31.12 \$31.12 \$31.12 \$31.12	\$89.13 \$89.13 \$89.13 \$89.13	\$118.14 \$118.14 \$118.14 \$118.14	\$147.14 \$147.14 \$147.14 \$147.14	\$72.94 \$72.94 \$72.94 \$72.94	\$109.41 \$109.41 \$109.41 \$109.41	\$145.88 \$145.88 \$145.88 \$145.88	\$31.32 \$31.32 \$31.32 \$31.32	\$104.26 \$104.26 \$104.26 \$104.26	\$140.73 \$140.73 \$140.73 \$140.73	\$177.20 \$177.20 \$177.20 \$177.20	\$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 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$251.90 \$251.90 \$251.90 \$251.90	\$288.37 \$288.37 \$288.37 \$288.37	\$324.84 \$324.84 \$324.84 \$324.84	5.00% 5.00% 5.00% 5.00%	\$ 72.94 \$ 72.94 \$ 72.94 \$ 72.94	N/A									
(non-Exempt)		7/1/2026	6/30/2027	\$58.01 \$58.01	\$87.02 \$87.02	\$116.02 \$116.02	\$31.12 \$31.12	\$89.13 \$89.13	\$118.14 \$118.14	\$147.14 \$147.14	\$76.59 \$80.42	\$114.88 \$120.63	\$153.18 \$160.84	\$31.32 \$31.32	\$107.91 \$111.74	\$146.20 \$151.95	\$184.50 \$192.16	\$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	\$264.50 \$277.72	\$302.79 \$317.93	\$341.09 \$358.14	5.00% 5.00%	\$ 76.59 \$ 80.42	N/A						
Mark Petrie, PLS Licensed Party Chief	FIELD	6/30/2022 7/1/2022 7/1/2023 6/30/2024 7/1/2024 6/30/2025 7/1/2025 6/30/2026 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	\$55.26 \$58.01 \$58.01 \$58.01 \$58.01 \$58.01 \$58.01 \$58.01 \$58.01	\$82.89 \$87.02 \$87.02 \$87.02 \$87.02 \$87.02 \$87.02 \$87.02 \$87.02	\$110.52 \$116.02 \$116.02 \$116.02 \$116.02 \$116.02 \$116.02 \$116.02 \$116.02	\$31.12 \$31.12 \$31.12 \$31.12 \$31.12 \$31.12 \$31.12 \$31.12 \$31.12	\$86.38 \$89.13 \$89.13 \$89.13 \$89.13 \$89.13 \$89.13 \$89.13 \$89.13	\$114.01 \$118.14 \$118.14 \$118.14 \$118.14 \$118.14 \$118.14 \$118.14 \$118.14	\$141.64 \$147.14 \$147.14 \$147.14 \$147.14 \$147.14 \$147.14 \$147.14 \$147.14	\$63.01 \$66.16 \$66.16 \$66.16 \$66.16 \$66.16 \$66.16 \$66.16 \$66.16	\$94.52 \$99.24 \$99.24 \$99.24 \$99.24 \$99.24 \$99.24 \$99.24 \$99.24	\$126.02 \$132.32 \$132.32 \$132.32 \$132.32 \$132.32 \$132.32 \$132.32 \$132.32	\$31.32 \$31.32 \$31.32 \$31.32 \$31.32 \$31.32 \$31.32 \$31.32 \$31.32	\$94.33 \$97.48 \$97.48 \$97.48 \$97.48 \$97.48 \$97.48 \$97.48 \$97.48	\$125.84 \$130.56 \$130.56 \$130.56 \$130.56 \$130.56 \$130.56 \$130.56 \$130.56	\$157.34 \$163.64 \$163.64 \$163.64 \$163.64 \$163.64 \$163.64 \$163.64 \$163.64	\$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 \$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	\$217.60 \$228.48 \$228.48 \$228.48 \$228.48 \$228.48 \$228.48 \$228.48 \$228.48	\$249.11 \$261.56 \$261.56 \$261.56 \$261.56 \$261.56 \$261.56 \$261.56 \$261.56	\$280.61 \$294.64 \$294.64 \$294.64 \$294.64 \$294.64 \$294.64 \$294.64 \$294.64	0.00% 5.00% 5.00% 5.00% 5.00% 5.00% 5.00% 5.00% 5.00%	\$ 63.01 \$ 66.16 \$ 66.16 \$ 66.16 \$ 66.16 \$ 66.16 \$ 66.16 \$ 66.16 \$ 66.16	N/A												
Prevailing Wage Work		7/1/2023 7/1/2024 7/1/2025 7/1/2026	6/30/2023 6/30/2025 6/30/2026 6/30/2027	\$58.01 \$58.01 \$58.01 \$58.01	\$87.02 \$87.02 \$87.02 \$87.02	\$116.02 \$116.02 \$116.02 \$116.02	\$31.12 \$31.12 \$31.12 \$31.12	\$89.13 \$89.13 \$89.13 \$89.13	\$118.14 \$118.14 \$118.14 \$118.14	\$147.14 \$147.14 \$147.14 \$147.14	\$72.94 \$72.94 \$72.94 \$72.94	\$109.41 \$109.41 \$109.41 \$109.41	\$145.88 \$145.88 \$145.88 \$145.88	\$31.32 \$31.32 \$31.32 \$31.32	\$104.26 \$104.26 \$104.26 \$104.26	\$140.73 \$140.73 \$140.73 \$140.73	\$177.20 \$177.20 \$177.20 \$177.20	\$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 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$251.90 \$251.90 \$251.90 \$251.90	\$288.37 \$288.37 \$288.37 \$288.37	\$324.84 \$324.84 \$324.84 \$324.84	5.00% 5.00% 5.00% 5.00%	\$ 72.94 \$ 72.94 \$ 72.94 \$ 72.94	N/A									
(non-Exempt)		7/1/2026	6/30/2027	\$58.01 \$58.01	\$87.02 \$87.02	\$116.02 \$116.02	\$31.12 \$31.12	\$89.13 \$89.13	\$118.14 \$118.14	\$147.14 \$147.14	\$76.59 \$80.42	\$114.88 \$120.63	\$153.18 \$160.84	\$31.32 \$31.32	\$107.91 \$111.74	\$146.20 \$151.95	\$184.50 \$192.16	\$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	\$264.50 \$277.72	\$302.79 \$317.93	\$341.09 \$358.14	5.00% 5.00%	\$ 76.59 \$ 80.42	N/A						
Eric Nickle Certified Party Chief	FIELD	6/30/2022 7/1/2022 7/1/2023 6/30/2024 7/1/2024 6/30/2025 7/1/2025 6/30/2026 7/1/2026	6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 6/30/2027	\$55.26 \$58.01 \$58.01 \$58.01 \$58.01 \$58.01 \$58.01 \$58.01 \$58.01	\$82.89 \$87.02 \$87.02 \$87.02 \$87.02 \$87.02 \$87.02 \$87.02 \$87.02	\$110.52 \$116.02 \$116.02 \$116.02 \$116.02 \$116.02 \$116.02 \$116.02 \$116.02	\$31.12 \$31.12 \$31.12 \$31.12 \$31.12 \$31.12 \$31.12 \$31.12 \$31.12	\$86.38 \$89.13 \$89.13 \$89.13 \$89.13 \$89.13 \$89.13 \$89.13 \$89.13	\$114.01 \$118.14 \$118.14 \$118.14 \$118.14 \$118.14 \$118.14 \$118.14 \$118.14	\$141.64 \$147.14 \$147.14 \$147.14 \$147.14 \$147.14 \$147.14 \$147.14 \$147.1																													

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

CONTRACT TYPE _____ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Prime Consultant's Participation Amount \$

22-1002707 Page 2 of 3

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 Guida Surveying, Inc.

PRIME _____ SUB X

CONTRACT TYPE _____ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. 22-1002663 CONTRACT NO. _____ DATE 10/29/2021

Prime Consultant's Participation Amount \$ _____

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	98.48% +	115.47% +	0.00%	= 213.95%
OVERTIME	98.48% +	115.47% +	0.00%	= 213.95%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	98.48% +	115.47% +	0.00%	= 213.95%
OVERTIME	98.48% +	115.47% +	0.00%	= 213.95%
		Fee		= 10.00%

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) =			Applicable DELTA Base =			Applicable DELTA FRINGE = Applicable DELTA - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class				
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate	Total = Base + Fringe			Employee Total - DIR Total			DIR Rate - Employee Base Rate			Straight	OT (1.5x)	OT (2x)								
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT				Straight	OT (1.5x)	OT (2x)	
Jonathon Allen		FIELD	9/2/2021	6/30/2022	\$25.13	\$37.70	\$50.26	\$29.90	\$55.03	\$67.60	\$80.16	\$25.13	\$37.70	\$50.26	\$29.90	\$55.03	\$67.60	\$80.16	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$86.79	\$99.35	\$111.92	0.00%	\$ 25.13	N/A
Apprentice B			7/1/2022	6/30/2023	\$26.33	\$39.50	\$52.66	\$29.90	\$56.23	\$69.40	\$82.56	\$26.33	\$39.50	\$52.66	\$29.90	\$56.23	\$69.40	\$82.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$91.12	\$104.32	\$117.51	5.00%	\$ 26.39	
Prevailing Wage Work			7/1/2023	6/30/2024	\$26.33	\$39.50	\$52.66	\$29.90	\$56.23	\$69.40	\$82.56	\$27.71	\$41.56	\$55.41	\$29.90	\$57.61	\$71.46	\$85.31	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$95.68	\$109.53	\$123.39	5.00%	\$ 27.71	
			7/1/2024	6/30/2025	\$26.33	\$39.50	\$52.66	\$29.90	\$56.23	\$69.40	\$82.56	\$29.09	\$43.64	\$58.18	\$29.90	\$58.99	\$73.54	\$88.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$100.46	\$115.01	\$129.56	5.00%	\$ 29.09	
			7/1/2025	6/30/2026	\$26.33	\$39.50	\$52.66	\$29.90	\$56.23	\$69.40	\$82.56	\$30.55	\$45.82	\$61.09	\$29.90	\$60.45	\$75.72	\$90.99	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$105.49	\$120.76	\$136.03	5.00%	\$ 30.55	
(non-Exempt)			7/1/2026	6/30/2027	\$26.33	\$39.50	\$52.66	\$29.90	\$56.23	\$69.40	\$82.56	\$32.07	\$48.11	\$64.15	\$29.90	\$61.97	\$78.01	\$94.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$110.76	\$126.80	\$142.84	5.00%	\$ 32.07	
Magno Marquez		FIELD	9/2/2021	6/30/2022	\$21.54	\$32.31	\$43.08	\$29.90	\$51.44	\$62.21	\$72.98	\$21.54	\$32.31	\$43.08	\$29.90	\$51.44	\$62.21	\$72.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$74.39	\$85.16	\$95.93	0.00%	\$ 21.54	N/A
Apprentice A			7/1/2022	6/30/2023	\$22.57	\$33.85	\$45.14	\$29.90	\$52.47	\$63.75	\$75.04	\$22.62	\$33.93	\$45.23	\$29.90	\$52.52	\$63.83	\$75.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$78.11	\$89.42	\$100.72	5.00%	\$ 22.62	
Prevailing Wage Work			7/1/2023	6/30/2024	\$22.57	\$33.85	\$45.14	\$29.90	\$52.47	\$63.75	\$75.04	\$23.75	\$35.62	\$47.50	\$29.90	\$53.65	\$65.52	\$77.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$82.01	\$93.89	\$105.76	5.00%	\$ 23.75	
			7/1/2024	6/30/2025	\$22.57	\$33.85	\$45.14	\$29.90	\$52.47	\$63.75	\$75.04	\$24.94	\$37.40	\$49.87	\$29.90	\$54.84	\$67.30	\$79.77	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$86.11	\$98.58	\$111.05	5.00%	\$ 24.94	
			7/1/2025	6/30/2026	\$22.57	\$33.85	\$45.14	\$29.90	\$52.47	\$63.75	\$75.04	\$26.18	\$39.27	\$52.36	\$29.90	\$56.08	\$69.17	\$82.26	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$90.42	\$103.51	\$116.60	5.00%	\$ 26.18	
(non-Exempt)			7/1/2026	6/30/2027	\$22.57	\$33.85	\$45.14	\$29.90	\$52.47	\$63.75	\$75.04	\$27.49	\$41.24	\$54.98	\$29.90	\$57.39	\$71.14	\$84.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$94.94	\$108.68	\$122.43	5.00%	\$ 27.49	

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 9/2/2021. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 9/2/2021. Hourly rates for new employees hired after the date of this cost proposal will
5. Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Note: Mark-ups are Not Allowed

Prime Consultant

Kleinfelder Construction Services, Inc.

Contract No. RFP22-1002663

Date 10/29/2021

ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111

Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		42.66% (= 0% if Included in OH)		65.16%		107.82%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Hassan Mustafa, PE, QSD Resident Engineer	\$204.64	\$204.64	\$204.64	9/2/2021	6/30/2022	\$89.52		
	\$214.88	\$214.88	\$214.88	7/1/2022	6/30/2023	\$94.00	5.00%	
	\$225.62	\$225.62	\$225.62	7/1/2023	6/30/2024	\$98.70	5.00%	
	\$236.90	\$236.90	\$236.90	7/1/2024	6/30/2025	\$103.63	5.00%	
	\$248.75	\$248.75	\$248.75	7/1/2025	6/30/2026	\$108.81	5.00%	
	\$261.18	\$261.18	\$261.18	7/1/2026	6/30/2027	\$114.25	5.00%	
Joe Blanda, PE, QSD Resident Engineer	\$161.21	\$161.21	\$161.21	9/2/2021	6/30/2022	\$70.52		
	\$169.27	\$169.27	\$169.27	7/1/2022	6/30/2023	\$74.05	5.00%	
	\$177.73	\$177.73	\$177.73	7/1/2023	6/30/2024	\$77.75	5.00%	
	\$186.62	\$186.62	\$186.62	7/1/2024	6/30/2025	\$81.64	5.00%	
	\$195.95	\$195.95	\$195.95	7/1/2025	6/30/2026	\$85.72	5.00%	
	\$205.75	\$205.75	\$205.75	7/1/2026	6/30/2027	\$90.00	5.00%	
Leia Cabrera, PE, QSD Assistant Resident Engineer	\$147.88	\$147.88	\$147.88	9/2/2021	6/30/2022	\$64.69		
	\$155.28	\$155.28	\$155.28	7/1/2022	6/30/2023	\$67.92	5.00%	
	\$163.04	\$163.04	\$163.04	7/1/2023	6/30/2024	\$71.32	5.00%	
	\$171.19	\$171.19	\$171.19	7/1/2024	6/30/2025	\$74.89	5.00%	
	\$179.75	\$179.75	\$179.75	7/1/2025	6/30/2026	\$78.63	5.00%	
	\$188.74	\$188.74	\$188.74	7/1/2026	6/30/2027	\$82.56	5.00%	
Scott Maloney, CCM Assistant Resident Engineer	\$185.49	\$185.49	\$185.49	9/2/2021	6/30/2022	\$81.14		
	\$194.76	\$194.76	\$194.76	7/1/2022	6/30/2023	\$85.20	5.00%	
	\$204.50	\$204.50	\$204.50	7/1/2023	6/30/2024	\$89.46	5.00%	
	\$214.73	\$214.73	\$214.73	7/1/2024	6/30/2025	\$93.93	5.00%	
	\$225.46	\$225.46	\$225.46	7/1/2025	6/30/2026	\$98.63	5.00%	
	\$236.73	\$236.73	\$236.73	7/1/2026	6/30/2027	\$103.56	5.00%	
Greg McClendon, QSP Assistant Resident Engineer/Roadway-Civil Inspector	\$155.40	\$233.11	\$310.81	9/2/2021	6/30/2022	\$67.98		
	\$163.17	\$244.76	\$326.35	7/1/2022	6/30/2023	\$71.38	5.00%	
	\$171.33	\$257.00	\$342.67	7/1/2023	6/30/2024	\$74.95	5.00%	
	\$179.90	\$269.85	\$359.80	7/1/2024	6/30/2025	\$78.70	5.00%	
	\$188.89	\$283.34	\$377.79	7/1/2025	6/30/2026	\$82.63	5.00%	
	\$198.34	\$297.51	\$396.68	7/1/2026	6/30/2027	\$86.76	5.00%	
Cliff Clermont, PE, QSD Office Engineer	\$156.43	\$156.43	\$156.43	9/2/2021	6/30/2022	\$68.43		
	\$164.25	\$164.25	\$164.25	7/1/2022	6/30/2023	\$71.85	5.00%	

22-1002707

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

Note: Mark-ups are Not Allowed

Prime Consultant

Kleinfelder Construction Services, Inc.

Contract No. RFP22-1002663

Date 10/29/2021

ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111

Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		42.66% (= 0% if Included in OH)		65.16%		107.82%
						FEE % = <u>10.00%</u>

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Exempt	\$172.47	\$172.47	\$172.47	7/1/2023	6/30/2024	\$75.44	5.00%	
	\$181.09	\$181.09	\$181.09	7/1/2024	6/30/2025	\$79.22	5.00%	
	\$190.14	\$190.14	\$190.14	7/1/2025	6/30/2026	\$83.18	5.00%	
	\$199.65	\$199.65	\$199.65	7/1/2026	6/30/2027	\$87.34	5.00%	
Christian Magallon Office Engineer	\$99.76	\$99.76	\$99.76	9/2/2021	6/30/2022	\$43.64		
	\$104.75	\$104.75	\$104.75	7/1/2022	6/30/2023	\$45.82	5.00%	
	\$109.99	\$109.99	\$109.99	7/1/2023	6/30/2024	\$48.11	5.00%	
	\$115.49	\$115.49	\$115.49	7/1/2024	6/30/2025	\$50.52	5.00%	
	\$121.26	\$121.26	\$121.26	7/1/2025	6/30/2026	\$53.04	5.00%	
	\$127.32	\$127.32	\$127.32	7/1/2026	6/30/2027	\$55.70	5.00%	
Lauren Henry Office Engineer/Administrative	\$77.61	\$116.42	\$155.22	9/2/2021	6/30/2022	\$33.95		
	\$81.49	\$122.24	\$162.98	7/1/2022	6/30/2023	\$35.65	5.00%	
	\$85.57	\$128.35	\$171.13	7/1/2023	6/30/2024	\$37.43	5.00%	
	\$89.84	\$134.77	\$179.69	7/1/2024	6/30/2025	\$39.30	5.00%	
	\$94.34	\$141.50	\$188.67	7/1/2025	6/30/2026	\$41.27	5.00%	
	\$99.05	\$148.58	\$198.11	7/1/2026	6/30/2027	\$43.33	5.00%	
Danny Lima Roadway Inspector- Non PW	\$143.56	\$215.34	\$287.12	9/2/2021	6/30/2022	\$62.80		
	\$150.74	\$226.11	\$301.48	7/1/2022	6/30/2023	\$65.94	5.00%	
	\$158.28	\$237.42	\$316.55	7/1/2023	6/30/2024	\$69.24	5.00%	
	\$166.19	\$249.29	\$332.38	7/1/2024	6/30/2025	\$72.70	5.00%	
	\$174.50	\$261.75	\$349.00	7/1/2025	6/30/2026	\$76.33	5.00%	
	\$183.23	\$274.84	\$366.45	7/1/2026	6/30/2027	\$80.15	5.00%	
Dennis McCollum Roadway Inspector- Non PW	\$173.07	\$259.61	\$346.15	9/2/2021	6/30/2022	\$75.71		
	\$181.73	\$272.59	\$363.46	7/1/2022	6/30/2023	\$79.50	5.00%	
	\$190.81	\$286.22	\$381.63	7/1/2023	6/30/2024	\$83.47	5.00%	
	\$200.36	\$300.53	\$400.71	7/1/2024	6/30/2025	\$87.64	5.00%	
	\$210.37	\$315.56	\$420.75	7/1/2025	6/30/2026	\$92.03	5.00%	
	\$220.89	\$331.34	\$441.78	7/1/2026	6/30/2027	\$96.63	5.00%	
Derick London Roadway Inspector- Non PW	\$147.17	\$220.76	\$294.35	9/2/2021	6/30/2022	\$64.38		
	\$154.53	\$231.80	\$309.07	7/1/2022	6/30/2023	\$67.60	5.00%	
	\$162.26	\$243.39	\$324.52	7/1/2023	6/30/2024	\$70.98	5.00%	
	\$170.37	\$255.56	\$340.74	7/1/2024	6/30/2025	\$74.53	5.00%	

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

Note: Mark-ups are Not Allowed

Prime Consultant Kleinfelder Construction Services, Inc. Contract No. RFP22-1002663 Date 10/29/2021
 ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111
 Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		42.66% (= 0% if Included in OH)		65.16%		107.82%
						FEE % = <u>10.00%</u>

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt	\$178.89	\$268.34	\$357.78	7/1/2025	6/30/2026	\$78.25	5.00%	
	\$187.84	\$281.75	\$375.67	7/1/2026	6/30/2027	\$82.17	5.00%	

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

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Prime Consultant

Kleinfelder Construction Services, Inc.

Contract No. RFP22-1002663

Date 10/29/2021

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Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		42.66% (= 0% if Included in OH)		65.16%		107.82%
					FEE % =	10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Joe Axtell	\$141.28	\$211.91	\$282.55	9/2/2021	6/30/2022	\$61.80		
Roadway Inspector- Non PW	\$148.34	\$222.51	\$296.68	7/1/2022	6/30/2023	\$64.89	5.00%	
	\$155.76	\$233.64	\$311.51	7/1/2023	6/30/2024	\$68.13	5.00%	
	\$163.54	\$245.32	\$327.09	7/1/2024	6/30/2025	\$71.54	5.00%	
	\$171.72	\$257.58	\$343.44	7/1/2025	6/30/2026	\$75.12	5.00%	
Non-Exempt	\$180.31	\$270.46	\$360.62	7/1/2026	6/30/2027	\$78.87	5.00%	
Frank Sostrom	\$155.91	\$233.86	\$311.81	9/2/2021	6/30/2022	\$68.20		
Roadway Inspector/Structures Inspector- Non PW	\$163.70	\$245.55	\$327.40	7/1/2022	6/30/2023	\$71.61	5.00%	
	\$171.89	\$257.83	\$343.77	7/1/2023	6/30/2024	\$75.19	5.00%	
	\$180.48	\$270.72	\$360.96	7/1/2024	6/30/2025	\$78.95	5.00%	
	\$189.51	\$284.26	\$379.01	7/1/2025	6/30/2026	\$82.90	5.00%	
Non-Exempt	\$198.98	\$298.47	\$397.96	7/1/2026	6/30/2027	\$87.04	5.00%	
Matt Burris, EIT	\$156.50	\$156.50	\$156.50	9/2/2021	6/30/2022	\$68.46		
Roadway/Civil/Structures Inspector Non-PW	\$164.33	\$164.33	\$164.33	7/1/2022	6/30/2023	\$71.88	5.00%	
	\$172.54	\$172.54	\$172.54	7/1/2023	6/30/2024	\$75.48	5.00%	
	\$181.17	\$181.17	\$181.17	7/1/2024	6/30/2025	\$79.25	5.00%	
	\$190.23	\$190.23	\$190.23	7/1/2025	6/30/2026	\$83.21	5.00%	
Exempt	\$199.74	\$199.74	\$199.74	7/1/2026	6/30/2027	\$87.37	5.00%	
Randy Lewis, CWI	\$143.90	\$215.86	\$287.81	9/2/2021	6/30/2022	\$62.95		
Roadway/Welding Inspector	\$151.10	\$226.65	\$302.20	7/1/2022	6/30/2023	\$66.10	5.00%	
	\$158.66	\$237.98	\$317.31	7/1/2023	6/30/2024	\$69.40	5.00%	
	\$166.59	\$249.88	\$333.18	7/1/2024	6/30/2025	\$72.87	5.00%	
	\$174.92	\$262.38	\$349.83	7/1/2025	6/30/2026	\$76.52	5.00%	
Non-Exempt	\$183.66	\$275.49	\$367.33	7/1/2026	6/30/2027	\$80.34	5.00%	
Aaron Aguinaldo, PE	\$130.76	\$130.76	\$130.76	9/2/2021	6/30/2022	\$57.20		
Structures Inspector Non-PW	\$137.30	\$137.30	\$137.30	7/1/2022	6/30/2023	\$60.06	5.00%	
	\$144.16	\$144.16	\$144.16	7/1/2023	6/30/2024	\$63.06	5.00%	
	\$151.37	\$151.37	\$151.37	7/1/2024	6/30/2025	\$66.22	5.00%	
	\$158.94	\$158.94	\$158.94	7/1/2025	6/30/2026	\$69.53	5.00%	
Exempt	\$166.89	\$166.89	\$166.89	7/1/2026	6/30/2027	\$73.00	5.00%	
Patricia Mendoza	\$68.99	\$103.49	\$137.98	9/2/2021	6/30/2022	\$30.18		
Administrative Support	\$72.44	\$108.66	\$144.88	7/1/2022	6/30/2023	\$31.69	5.00%	

22-1002707

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2)
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Date 10/29/2021

ADDRESS 5761 Copley Drive, Ste. 100 San Diego CA 92111

Phone and email 858-223-8466 mberinghaus@kleinfelder.com, mmcintyre@kleinfelder.com

Fringe Benefit % (= 0% if Included in OH)	+	Overhead % 42.66% (= 0% if Included in OH)	+	General Administration % 65.16%	=	Combined Indirect Cost Rate (ICR) % 107.82%
						FEE % = <u>10.00%</u>

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Non-Exempt	\$76.06	\$114.10	\$152.13	7/1/2023	6/30/2024	\$33.27	5.00%	
	\$79.87	\$119.80	\$159.73	7/1/2024	6/30/2025	\$34.94	5.00%	
	\$83.86	\$125.79	\$167.72	7/1/2025	6/30/2026	\$36.68	5.00%	
	\$88.05	\$132.08	\$176.11	7/1/2026	6/30/2027	\$38.52	5.00%	

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:

Field vehicle is not included in audited ICR

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT Kleinfelder Construction Services, Inc. PRIME SUB

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

PROJECT NO. 22-1002663 CONTRACT NO. DATE 10/29/2021

Prime Consultant's Participation Amount \$

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

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

Name/Classification	Home Office Personnel Field Office	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate		Applicable DELTA (TOTAL)	DELTA (BASE) = Employee Base - DIR Base		Applicable DELTA Base = DIR Rate - Employee Base Rate		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)				Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class							
				Base Salary		Fringe Benefits		Total Base Salary + Fringe Benefits		Base Salary		Estimate		Total = Base + Fringe		Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight				OT (1.5x)	OT (2x)					
		From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)									
Joe Blanda, PE, QSD Civil Inspector Prevailing Wage Work (Exempt)	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.52	\$70.52	\$70.52	\$16.85	\$87.37	\$87.37	\$87.37	\$5.12	(\$20.99)	(\$47.09)	\$0.00	(\$7.80)	(\$33.90)	\$0.00	(\$7.80)	(\$33.90)	\$0.00	(\$13.19)	(\$13.19)	\$161.21	\$209.18	\$268.86			\$70.52				
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.05	\$74.05	\$74.05	\$16.85	\$90.90	\$90.90	\$90.90	\$8.65	(\$17.46)	(\$43.56)	\$0.00	(\$4.27)	(\$30.37)	\$0.00	(\$4.27)	(\$30.37)	\$0.00	(\$13.19)	(\$13.19)	\$169.28	\$209.18	\$268.86	5.00%	\$	\$74.05				
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.75	\$77.75	\$77.75	\$16.85	\$94.60	\$94.60	\$94.60	\$12.35	(\$13.76)	(\$39.86)	\$0.00	(\$0.56)	(\$26.67)	\$0.00	(\$0.56)	(\$26.67)	\$0.00	(\$13.19)	(\$13.19)	\$177.74	\$209.18	\$268.86	5.00%	\$	\$77.75		N/A		
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.64	\$81.64	\$81.64	\$16.85	\$98.49	\$98.49	\$98.49	\$16.24	(\$9.86)	(\$35.97)	\$0.00	\$3.33	(\$22.78)	\$0.00	\$0.00	(\$22.78)	\$0.00	(\$9.86)	(\$13.19)	\$186.63	\$209.18	\$268.86	5.00%	\$	\$81.64				
Leila Cabrera, PE, QSD Civil Inspector Prevailing Wage Work (Exempt)	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$64.69	\$64.69	\$64.69	\$15.10	\$79.79	\$79.79	\$79.79	(\$2.46)	(\$28.57)	(\$54.67)	(\$2.46)	(\$13.63)	(\$39.73)	\$0.00	(\$13.63)	(\$39.73)	(\$2.46)	(\$14.94)	(\$14.94)	\$153.51	\$213.18	\$272.86			\$64.69				
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$67.92	\$67.92	\$67.92	\$15.10	\$83.02	\$83.02	\$83.02	\$0.77	(\$25.34)	(\$51.44)	\$0.00	(\$10.40)	(\$36.50)	\$0.00	(\$10.40)	(\$36.50)	\$0.00	(\$14.94)	(\$14.94)	\$155.27	\$213.18	\$272.86	5.00%	\$	\$67.92				
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.32	\$71.32	\$71.32	\$15.10	\$86.42	\$86.42	\$86.42	\$4.17	(\$21.94)	(\$48.04)	\$0.00	(\$7.00)	(\$33.10)	\$0.00	(\$7.00)	(\$33.10)	\$0.00	(\$14.94)	(\$14.94)	\$163.04	\$213.18	\$272.86	5.00%	\$	\$71.32		N/A		
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.89	\$74.89	\$74.89	\$15.10	\$89.99	\$89.99	\$89.99	\$7.74	(\$18.37)	(\$44.47)	\$0.00	(\$3.43)	(\$29.53)	\$0.00	(\$3.43)	(\$29.53)	\$0.00	(\$14.94)	(\$14.94)	\$171.20	\$213.18	\$272.86	5.00%	\$	\$74.89				
Scott Maloney, CCM Civil Inspector Prevailing Wage Work (Exempt)	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.14	\$81.14	\$81.14	\$15.05	\$96.19	\$96.19	\$96.19	\$13.94	(\$12.17)	(\$38.27)	\$0.00	\$2.83	(\$23.28)	\$0.00	\$0.00	(\$23.28)	\$0.00	(\$12.17)	(\$14.99)	\$185.49	\$213.30	\$272.97			\$81.14				
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.20	\$85.20	\$85.20	\$15.05	\$100.25	\$100.25	\$100.25	\$18.00	(\$8.11)	(\$34.21)	\$0.00	\$6.89	(\$19.22)	\$0.00	\$0.00	(\$19.22)	\$0.00	(\$8.11)	(\$14.99)	\$194.77	\$213.30	\$272.97	5.00%	\$	\$85.20		N/A		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.46	\$89.46	\$89.46	\$15.05	\$104.51	\$104.51	\$104.51	\$22.26	(\$3.85)	(\$29.95)	\$0.00	\$11.15	(\$14.96)	\$0.00	\$0.00	(\$14.96)	\$0.00	(\$3.85)	(\$14.99)	\$204.51	\$213.30	\$272.97	5.00%	\$	\$89.46				
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$93.93	\$93.93	\$93.93	\$15.05	\$108.98	\$108.98	\$108.98	\$26.73	\$0.63	(\$25.48)	\$0.00	\$15.62	(\$10.49)	\$0.00	\$0.00	(\$10.49)	\$0.00	\$0.00	(\$14.99)	\$214.73	\$214.73	\$272.97	5.00%	\$	\$93.93				
Greg McClendon, QSP Civil Inspector Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$67.98	\$101.97	\$135.96	\$10.37	\$78.35	\$112.34	\$146.33	(\$3.90)	\$3.99	\$11.87	(\$3.90)	\$23.66	\$31.54	\$0.00	\$0.00	\$0.00	(\$3.90)	\$0.00	\$0.00	\$0.00	\$0.00	\$164.32	\$189.39	\$223.38			\$67.98		
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.38	\$107.07	\$142.76	\$10.37	\$81.75	\$117.44	\$153.13	(\$0.50)	\$9.08	\$18.67	(\$0.50)	\$28.76	\$38.34	\$0.00	\$0.00	\$0.00	(\$0.50)	\$0.00	\$0.00	\$0.00	\$0.00	\$164.32	\$198.87	\$234.56	5.00%	\$	\$71.38		N/A
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.95	\$112.43	\$149.90	\$10.37	\$85.32	\$122.80	\$160.27	\$3.07	\$14.44	\$25.81	\$0.00	\$34.11	\$45.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.34	\$208.81	\$246.29	5.00%	\$	\$74.95		
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.70	\$118.05	\$157.40	\$10.37	\$89.07	\$128.42	\$167.77	\$6.82	\$20.07	\$33.31	\$0.00	\$39.74	\$52.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.91	\$219.26	\$258.61	5.00%	\$	\$78.70		
Cliff Clermont, PE, QSD Civil Inspector Prevailing Wage Work (Exempt)	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.43	\$68.43	\$68.43	\$2.64	\$71.07	\$71.07	\$71.07	(\$11.18)	(\$37.29)	(\$63.39)	(\$11.18)	(\$9.88)	(\$35.99)	\$0.00	(\$9.88)	(\$35.99)	(\$11.18)	(\$27.40)	(\$27.40)	\$181.99	\$241.67	\$301.34			\$68.43				
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.85	\$71.85	\$71.85	\$2.64	\$74.49	\$74.49	\$74.49	(\$7.76)	(\$33.87)	(\$59.97)	(\$7.76)	(\$6.47)	(\$32.57)	\$0.00	(\$6.47)	(\$32.57)	(\$7.76)	(\$27.40)	(\$27.40)	\$181.99	\$241.67	\$301.34	5.00%	\$	\$71.85		N/A		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.44	\$75.44	\$75.44	\$2.64	\$78.08	\$78.08	\$78.08	(\$4.17)	(\$22.88)	(\$50.38)	(\$4.17)	(\$2.88)	(\$28.98)	\$0.00	(\$2.88)	(\$28.98)	(\$4.17)	(\$27.40)	(\$27.40)	\$181.99	\$241.67	\$301.34	5.00%	\$	\$75.44				
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.21	\$79.21	\$79.21	\$2.64	\$81.85	\$81.85	\$81.85	(\$0.40)	(\$26.51)	(\$52.61)	(\$0.40)	(\$0.89)	(\$25.21)	\$0.00	(\$0.89)	(\$25.21)	(\$0.40)	(\$26.51)	(\$27.40)	\$181.99	\$241.67	\$301.34	5.00%	\$	\$79.21				
Dennis McCollum Civil Inspector Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.71	\$113.57	\$151.42	\$12.61	\$88.32	\$126.18	\$164.03	\$6.07	\$17.82	\$29.57	\$0.00	\$35.25	\$47.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$173.07	\$210.93	\$248.78			\$75.71			
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.50	\$119.25	\$159.00	\$12.61	\$92.11	\$131.86	\$171.61	\$9.86	\$23.51	\$37.15	\$0.00	\$40.94	\$54.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$181.74	\$221.49	\$261.24	5.00%	\$	\$79.50		N/A	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$83.48	\$125.22	\$166.96	\$12.61	\$96.09	\$137.83	\$179.57	\$13.84	\$29.48	\$45.11	\$0.00	\$46.91	\$62.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.84	\$232.58	\$274.32	5.00%	\$	\$83.48			
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$87.65	\$131.48	\$175.30	\$12.61	\$100.26	\$144.09	\$187.91	\$18.01	\$35.73	\$53.45	\$0.00	\$53.16	\$70.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.37	\$244.19	\$288.02	5.00%	\$	\$87.65			
Derick London Civil Inspector Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$64.38	\$96.57	\$128.76	\$15.05	\$80.03	\$112.22	\$144.41	(\$2.22)	\$3.86	\$9.95	(\$2.22)	\$18.26	\$24.34	\$0.00	\$0.00	\$0.00	(\$2.22)	\$0.00	\$0.00	\$0.00	\$152.25	\$179.36	\$211.55			\$64.38			
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$67.60	\$101.40	\$135.20	\$15.05	\$83.25	\$117.05	\$150.85	\$10.00	\$8.69	\$16.39	\$0.00	\$23.09	\$30.78	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$154.53	\$188.33	\$222.13	5.00%	\$	\$67.60		N/A	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.98	\$106.47	\$149.66	\$15.05	\$86.63	\$122.12	\$157.61	\$4.38	\$13.77	\$23.15	\$0.00	\$28.16	\$37.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$162.26	\$197.75	\$233.24	5.00%	\$	\$70.98			
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.93	\$111.41	\$149.06	\$15.05	\$90.18	\$127.45	\$164.71	\$4.93	\$19.09	\$30.25	\$0.00	\$38.48	\$44.64	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$170.38	\$207.64	\$254.91	5.00%	\$	\$74.93			
Joe Axtell Civil Inspector Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$61.80	\$92.70	\$123.60	\$16.89	\$78.69	\$109.59	\$140.49	(\$3.56)	\$1.23	\$6.03	(\$3.56)	\$14.39	\$19.18	\$0.00	\$0.00	\$0.00	(\$3.56)	\$0.00	\$0.00	\$0.00	\$149.41	\$172.18	\$203.08			\$61.80			
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$64.89	\$97.34	\$129.78	\$16.89	\$81.78	\$114.23	\$146.67	(\$0.47)	\$5.87	\$12.21	(\$0.47)	\$19.02	\$25.36	\$0.00	\$0.00	\$0.00	(\$0.47)	\$0.00	\$0.00	\$0.00	\$149.41	\$180.78	\$213.23	5.00%	\$	\$64.89		N/A	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.13	\$102.26	\$136.20	\$16.89	\$85.02	\$119.03	\$153.15	\$2.77	\$10.73	\$18.69	\$0.00	\$23.88	\$31.84	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$155.75	\$189.81	\$223.88	5.00%	\$	\$68.13			
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04																																

EXHIBIT 10-H COST PROPOSAL

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

Note: Mark-ups are Not Allowed

Sub Consultant

Kleinfelder, Inc.

Contract No. **22-10002663**

Date **10/29/2021**

ADDRESS **620 S. Magnolia Ave. Bldg. G, Ontario, CA 91762**

Phone and email **(909) 657-1716, bkennedy@kleinfelder.com**

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
158.02% (= 0% if Included in OH) **0.00%** **158.02%**
 FEE % = **10.00%**

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Rick Bell	\$182.92	\$274.38	\$365.85	9/2/2021	6/30/2022	\$64.45		
Materials Testing Manager	\$192.07	\$288.10	\$384.14	7/1/2022	6/30/2023	\$67.67	5.00%	
	\$201.67	\$302.51	\$403.35	7/1/2023	6/30/2024	\$71.06	5.00%	
	\$211.76	\$317.63	\$423.51	7/1/2024	6/30/2025	\$74.61	5.00%	
	\$222.34	\$333.52	\$444.69	7/1/2025	6/30/2026	\$78.34	5.00%	
	\$233.46	\$350.19	\$466.92	7/1/2025	6/30/2026	\$82.26	5.00%	
Exempt	\$245.13	\$367.70	\$490.27	7/1/2026	6/30/2027	\$86.37	5.00%	
Michael Dorsch	\$227.06	\$340.59	\$454.12	9/2/2021	6/30/2022	\$80.00		
Construction QA Manager	\$238.41	\$357.62	\$476.82	7/1/2022	6/30/2023	\$84.00	5.00%	
	\$250.33	\$375.50	\$500.66	7/1/2023	6/30/2024	\$88.20	5.00%	
	\$262.85	\$394.27	\$525.70	7/1/2024	6/30/2025	\$92.61	5.00%	
	\$275.99	\$413.98	\$551.98	7/1/2025	6/30/2026	\$97.24	5.00%	
	\$275.99	\$413.98	\$551.98	7/1/2025	6/30/2026	\$97.24	5.00%	
Exempt	\$289.79	\$434.68	\$579.58	7/1/2026	6/30/2027	\$102.10	5.00%	
Roger Khoudessian, PE	\$207.53	\$311.30	\$415.06	9/2/2021	6/30/2022	\$73.12		
Materials Engineer	\$217.91	\$326.86	\$435.81	7/1/2022	6/30/2023	\$76.78	5.00%	
	\$228.80	\$343.20	\$457.61	7/1/2023	6/30/2024	\$80.61	5.00%	
	\$240.24	\$360.36	\$480.49	7/1/2024	6/30/2025	\$84.65	5.00%	
	\$252.25	\$378.38	\$504.51	7/1/2025	6/30/2026	\$88.88	5.00%	
Exempt	\$264.87	\$397.30	\$529.74	7/1/2026	6/30/2027	\$93.32	5.00%	
Zachary Jarecki, PE	\$135.67	\$203.50	\$271.33	9/2/2021	6/30/2022	\$47.80		
Geotechnical Engineer	\$142.45	\$213.68	\$284.90	7/1/2022	6/30/2023	\$50.19	5.00%	
	\$149.57	\$224.36	\$299.15	7/1/2023	6/30/2024	\$52.70	5.00%	
	\$157.05	\$235.58	\$314.10	7/1/2024	6/30/2025	\$55.33	5.00%	
	\$164.90	\$247.36	\$329.81	7/1/2025	6/30/2026	\$58.10	5.00%	
Exempt	\$173.15	\$259.72	\$346.30	7/1/2026	6/30/2027	\$61.01	5.00%	
Susan Dewar	\$197.88	\$296.82	\$395.76	9/2/2021	6/30/2022	\$69.72		
Senior Biologist	\$207.77	\$311.66	\$415.55	7/1/2022	6/30/2023	\$73.21	5.00%	
	\$218.16	\$327.25	\$436.33	7/1/2023	6/30/2024	\$76.87	5.00%	
	\$229.07	\$343.61	\$458.14	7/1/2024	6/30/2025	\$80.71	5.00%	
	\$240.53	\$360.79	\$481.05	7/1/2025	6/30/2026	\$84.75	5.00%	
Exempt	\$252.55	\$378.83	\$505.10	7/1/2026	6/30/2027	\$88.98	5.00%	

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

Sub Consultant

Kleinfelder, Inc.

Contract No. 22-10002663

Date 10/29/2021

ADDRESS 620 S. Magnolia Ave. Bldg. G, Ontario,CA 91762

Phone and email (909) 657-1716, bkennedy@kleinfelder.com

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

158.02% (= 0% if Included in OH)

0.00%

158.02%

FEE % = 10.00%

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Ryan Hilgris	\$108.96	\$163.44	\$217.92	9/2/2021	6/30/2022	\$38.39		
Senior Biologist	\$114.41	\$171.61	\$228.81	7/1/2022	6/30/2023	\$40.31	5.00%	
Exempt	\$120.13	\$180.19	\$240.26	7/1/2023	6/30/2024	\$42.32	5.00%	
	\$126.13	\$189.20	\$252.27	7/1/2024	6/30/2025	\$44.44	5.00%	
	\$132.44	\$198.66	\$264.88	7/1/2025	6/30/2026	\$46.66	5.00%	
	\$139.06	\$208.59	\$278.13	7/1/2026	6/30/2027	\$49.00	5.00%	
Amber Parker	\$193.03	\$289.54	\$386.05	9/2/2021	6/30/2022	\$68.01		
Administrative Support	\$202.68	\$304.02	\$405.36	7/1/2022	6/30/2023	\$71.41	5.00%	
Exempt	\$212.81	\$319.22	\$425.63	7/1/2023	6/30/2024	\$74.98	5.00%	
	\$223.45	\$335.18	\$446.91	7/1/2024	6/30/2025	\$78.73	5.00%	
	\$234.63	\$351.94	\$469.25	7/1/2025	6/30/2026	\$82.67	5.00%	
	\$246.36	\$369.54	\$492.71	7/1/2026	6/30/2027	\$86.80	5.00%	
Briana Kennedy	\$111.46	\$167.19	\$222.91	9/2/2021	6/30/2022	\$39.27		
Administrative Support	\$117.03	\$175.54	\$234.06	7/1/2022	6/30/2023	\$41.23	5.00%	
Exempt	\$122.88	\$184.32	\$245.76	7/1/2023	6/30/2024	\$43.30	5.00%	
	\$129.03	\$193.54	\$258.05	7/1/2024	6/30/2025	\$45.46	5.00%	
	\$135.48	\$203.21	\$270.95	7/1/2025	6/30/2026	\$47.73	5.00%	
	\$142.25	\$213.38	\$284.50	7/1/2026	6/30/2027	\$50.12	5.00%	
Jennifer Estes	\$87.08	\$130.61	\$174.15	9/2/2021	6/30/2022	\$30.68		
Administrative Support	\$91.43	\$137.15	\$182.86	7/1/2022	6/30/2023	\$32.21	5.00%	
Exempt	\$96.00	\$144.00	\$192.00	7/1/2023	6/30/2024	\$33.82	5.00%	
	\$100.80	\$151.20	\$201.60	7/1/2024	6/30/2025	\$35.52	5.00%	
	\$105.84	\$158.76	\$211.68	7/1/2025	6/30/2026	\$37.29	5.00%	
	\$111.13	\$166.70	\$222.27	7/1/2026	6/30/2027	\$39.16	5.00%	

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:

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Page 1 of 18

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Page 2 of 18

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

CONTRACT TYPE___Specific Rates of Compensation.

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$

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

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

[illegible]

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Page 4 of 18

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.25 % +	99.79 % +	0.00 %	= 158.04 %
OVERTIME	58.25 % +	99.79 % +	0.00 %	= 158.04 %
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.25 % +	99.79 % +	0.00 %	= 158.04 %
OVERTIME	58.25 % +	99.79 % +	0.00 %	= 158.04 %
			Fee %	= 10.00 %

Applicable Multiplier Delta Base (Field)	=	2.74
Applicable Multiplier Fringe (Field)	=	2.74

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

CONTRACT TYPE___Specific Rates of Compensation

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

CONTRACT TYPE Specific Rates of Compensation (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.25% +	99.79% +	0.00%	= 158.04%
OVERTIME	58.25% +	99.79% +	0.00%	= 158.04%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.25% +	99.79% +	0.00%	= 158.04%
OVERTIME	58.25% +	99.79% +	0.00%	= 158.04%
			Fee	= 10.00%

Applicable Multiplier Delta Base (Field)	=	2.74
Applicable Multiplier Fringe (Field)	=	2.74

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Kleinfelder, Inc. PRIME SUB X CONTRACT TYPE Specific Rates of Compensation

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. 22-1002663 CONTRACT NO. DATE 10/29/2021

Sub Consultant's Participation Amount \$

Loaded Rate Calculation																				Home Office Personnel:										Fringe Benefit %										Overhead %										General Administration %										Combined %																			
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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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Kleinfelder, Inc. PRIME SUB X
PROJECT NO. 22-1002663 CONTRACT NO. DATE 10/29/2021

CONTRACT TYPE Specific Rates of Compensation

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$

Loaded Rate Calculation										None Office Personnel:										Field Office Personnel:										Fee																			
Non-Exempt Employee Loaded Billing Rates										Fringe Benefit %										Overhead %										General Administration %										Combined %									
A) Straight Time + Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)										58.25% + 99.79% + 0.00% =										158.04%										Combined %																			
B) 1.5X or 2.0X Overtime + (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)										58.25% + 99.79% + 0.00% =										158.04%										Combined %																			
Exempt Employee Loaded Billing Rates										58.25% + 99.79% + 0.00% =										158.04%										Combined %																			
C) Straight Time or 1.5X or 2.0X Overtime + Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)										58.25% + 99.79% + 0.00% =										158.04%										Combined %																			
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.										Applicable Multiplier Delta Base (Field) =										2.74										Applicable Multiplier Fringe (Field) =																			
Eric Kennedy Special Inspector Group 2 Special Shift	FIELD	9/2/2021	6/30/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$42.00	\$42.00	\$42.00	\$18.95	\$58.95	\$58.95	\$58.95	(\$23.80)	(\$50.16)	(\$76.51)	(\$23.80)	(\$50.16)	(\$76.51)	(\$10.71)	(\$37.07)	(\$63.42)	(\$10.71)	(\$37.07)	(\$63.42)	(\$13.09)	(\$13.09)	(\$13.09)	\$184.31	\$256.39	\$328.47		\$ 42.80												
		7/1/2022	6/30/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$44.10	\$44.10	\$44.10	\$16.95	\$61.05	\$61.05	\$61.05	(\$21.70)	(\$48.06)	(\$74.41)	(\$21.70)	(\$48.06)	(\$74.41)	(\$8.61)	(\$34.97)	(\$61.32)	(\$8.61)	(\$34.97)	(\$61.32)	(\$13.09)	(\$13.09)	(\$13.09)	\$184.52	\$256.61	\$328.69	5.00%	\$ 44.10												
		7/1/2023	6/30/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$46.31	\$46.31	\$46.31	\$16.95	\$63.26	\$63.26	\$63.26	(\$19.49)	(\$45.85)	(\$72.20)	(\$19.49)	(\$45.85)	(\$72.20)	(\$6.40)	(\$32.76)	(\$59.11)	(\$6.40)	(\$32.76)	(\$59.11)	(\$13.09)	(\$13.09)	(\$13.09)	\$184.75	\$256.83	\$328.92	5.00%	\$ 46.31												
		7/1/2024	6/30/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$48.63	\$48.63	\$48.63	\$16.95	\$65.58	\$65.58	\$65.58	(\$17.17)	(\$43.53)	(\$69.88)	(\$17.17)	(\$43.53)	(\$69.88)	(\$4.08)	(\$30.44)	(\$56.79)	(\$4.08)	(\$30.44)	(\$56.79)	(\$13.09)	(\$13.09)	(\$13.09)	\$184.99	\$257.07	\$329.16	5.00%	\$ 48.63												
		7/1/2025	6/30/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$51.06	\$51.06	\$51.06	\$16.95	\$68.01	\$68.01	\$68.01	(\$14.74)	(\$41.10)	(\$67.45)	(\$14.74)	(\$41.10)	(\$67.45)	(\$4.10)	(\$31.65)	(\$58.00)	(\$4.10)	(\$31.65)	(\$58.00)	(\$13.09)	(\$13.09)	(\$13.09)	\$185.24	\$257.33	\$329.41	5.00%	\$ 51.06												
		7/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$53.61	\$53.61	\$53.61	\$16.95	\$70.56	\$70.56	\$70.56	(\$12.19)	(\$38.55)	(\$64.90)	(\$12.19)	(\$38.55)	(\$64.90)	\$0.00	(\$25.46)	(\$51.81)	\$0.00	(\$25.46)	(\$51.81)	(\$12.19)	(\$12.19)	(\$13.09)	\$185.51	\$257.59	\$329.67	5.00%	\$ 53.61												
Eric Kennedy Technician	FIELD	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00																\$ 42.80													
		7/1/2022	6/30/2023																\$0.00	\$0.00	\$0.00																\$ 44.10												
		7/1/2023	6/30/2024																\$0.00	\$0.00	\$0.00																\$ 46.31												
		7/1/2024	6/30/2025																\$0.00	\$0.00	\$0.00																\$ 48.63												
		7/1/2025	6/30/2026																\$0.00	\$0.00	\$0.00																\$ 51.06												
		7/1/2026	12/31/2026																\$0.00	\$0.00	\$0.00																\$ 53.61												
Non-Prevailing Wage Work (non-Exempt)		9/2/2021	6/30/2022																\$0.00	\$0.00	\$0.00																												
		7/1/2022	6/30/2023																	\$0.00	\$0.00	\$0.00																											
		7/1/2023	6/30/2024																	\$0.00	\$0.00	\$0.00																											
		7/1/2024	6/30/2025																	\$0.00	\$0.00	\$0.00																											
		7/1/2025	6/30/2026																	\$0.00	\$0.00	\$0.00																											
		7/1/2026	12/31/2026																	\$0.00	\$0.00	\$0.00																											
Erik Kincaid Technician Group 1	FIELD	9/2/2021	6/30/2022	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$20.01	\$30.02	\$40.02	\$7.29	\$27.30	\$37.31	\$47.31	(\$53.17)	(\$68.38)	(\$83.59)	(\$53.17)	(\$68.38)	(\$83.59)	(\$30.42)	(\$45.63)	(\$60.84)	(\$30.42)	(\$45.63)	(\$60.84)	(\$22.75)	(\$22.75)	(\$22.75)	\$202.22	\$253.82	\$305.43		\$ 20.01												
		7/1/2022	6/30/2023	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$21.01	\$31.52	\$42.02	\$7.29	\$28.30	\$38.31	\$48.31	(\$52.17)	(\$66.88)	(\$81.59)	(\$52.17)	(\$66.88)	(\$81.59)	(\$29.42)	(\$44.13)	(\$58.84)	(\$29.42)	(\$44.13)	(\$58.84)	(\$22.75)	(\$22.75)	(\$22.75)	\$202.32	\$253.06	\$303.80	5.00%	\$ 21.01												
		7/1/2023	6/30/2024	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$22.06	\$33.09	\$44.12	\$7.29	\$29.35	\$40.38	\$51.41	(\$51.12)	(\$65.31)	(\$79.49)	(\$51.12)	(\$65.31)	(\$79.49)	(\$28.37)	(\$42.56)	(\$56.74)	(\$28.37)	(\$42.56)	(\$56.74)	(\$22.75)	(\$22.75)	(\$22.75)	\$202.43	\$252.26	\$302.08	5.00%	\$ 22.06												
		7/1/2024	6/30/2025	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$23.16	\$34.74	\$46.32	\$7.29	\$30.45	\$42.03	\$53.61	(\$50.02)	(\$63.66)	(\$77.29)	(\$50.02)	(\$63.66)	(\$77.29)	(\$27.27)	(\$40.91)	(\$54.54)	(\$27.27)	(\$40.91)	(\$54.54)	(\$22.75)	(\$22.75)	(\$22.75)	\$202.54	\$251.42	\$302.29	5.00%	\$ 23.16												
		7/1/2025	6/30/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$24.32	\$36.48	\$48.64	\$7.29	\$31.61	\$43.77	\$55.93	(\$48.86)	(\$61.92)	(\$74.97)	(\$48.86)	(\$61.92)	(\$74.97)	(\$26.11)	(\$39.17)	(\$52.22)	(\$26.11)	(\$39.17)	(\$52.22)	(\$22.75)	(\$22.75)	(\$22.75)	\$202.66	\$250.53	\$298.39	5.00%	\$ 24.32												
		7/1/2026	12/31/2026	\$50.43	\$75.65	\$100.86	\$30.04	\$80.47	\$105.69	\$130.90	\$25.54	\$38.31	\$51.08	\$7.29	\$32.83	\$45.60	\$58.37	(\$47.64)	(\$60.09)	(\$72.53)	(\$47.64)	(\$60.09)	(\$72.53)	(\$24.89)	(\$37.34)	(\$49.78)	(\$24.89)	(\$37.34)	(\$49.78)	(\$22.75)	(\$22.75)	(\$22.75)	\$202.79	\$249.60	\$296.40	5.00%	\$ 25.54												
Erik Kincaid Technician Group 1 Special Shift	FIELD	9/2/2021	6/30/2022	\$50.93	\$76.40	\$101.86	\$30.04	\$80.97	\$106.44	\$131.90	\$20.01	\$20.01	\$20.01	\$7.30	\$27.31	\$27.31	\$27.31	(\$53.66)	(\$79.13)	(\$104.59)	(\$53.66)	(\$79.13)	(\$104.59)	(\$30.92)	(\$56.39)	(\$81.85)	(\$30.92)	(\$56.39)	(\$81.85)	(\$22.74)	(\$22.74)	(\$22.74)	\$203.56	\$273.21	\$342.85		\$ 20.01												
		7/1/2022	6/30/2023	\$50.93	\$76.40	\$101.86	\$30.04	\$80.97	\$106.44	\$131.90	\$21.01	\$21.01	\$21.01	\$7.30	\$28.31	\$28.31	\$28.31	(\$52.66)	(\$78.13)	(\$103.59)	(\$52.66)	(\$78.13)	(\$103.59)	(\$29.92)	(\$55.39)	(\$80.85)	(\$29.92)	(\$55.39)	(\$80.85)	(\$22.74)	(\$22.74)	(\$22.74)	\$203.66	\$273.31	\$342.96	5.00%	\$ 21.01												
		7/1/2023	6/30/2024	\$50.93	\$76.40	\$101.86	\$30.04	\$80.97	\$106.44	\$131.90	\$22.06	\$22.06	\$22.06	\$7.30	\$29.36	\$29.36	\$29.36	(\$51.61)	(\$77.08)	(\$102.54)	(\$51.61)	(\$77.08)	(\$102.54)	(\$28.87)	(\$44.34)	(\$59.84)	(\$28.87)	(\$44.34)	(\$59.84)	(\$22.74)	(\$22.74)	(\$22.74)	\$203.77	\$273.42	\$343.06	5.00%	\$ 22.06												
		7/1/2024	6/30/2025	\$50.93	\$76.40	\$101.86	\$30.04	\$80.97	\$106.44	\$131.90	\$23.16	\$23.16	\$23.16	\$7.30	\$30.46	\$30.46	\$30.46	(\$50.35)	(\$76.71)	(\$101.44)	(\$50.35)	(\$76.71)	(\$101.44)	(\$27.70)	(\$43.71)	(\$59.24)	(\$27.70)	(\$43.71)	(\$59.24)	(\$22.74)	(\$22.74)	(\$22.74)	\$203.88	\$273.57	\$343.18	5.00%	\$ 23.16												
		7/1/2025	6/30/2026	\$50.93	\$76.40	\$101.86	\$30.04	\$80.97	\$106.44	\$131.90	\$24.32	\$24.32	\$24.32	\$7.30	\$31.62	\$31.62	\$31.62	(\$49.35)	(\$74.82)	(\$100.28)	(\$49.35)	(\$74.82)	(\$100.28)	(\$26.11)	(\$42.56)	(\$58.00)	(\$26.11)	(\$42.56)	(\$58.00)	(\$22.74)	(\$22.74)	(\$22.74)	\$204.00	\$273.63	\$343.30	5.00%	\$ 24.32												
		7/1/2026	12/31/2026	\$50.93	\$76.40	\$101.86	\$30.04	\$80.97	\$106.44	\$131.90	\$25.54	\$25.54	\$25.54	\$7.30	\$32.84	\$32.84	\$32.84	(\$48.13)	(\$73.60)	(\$99.06)	(\$48.13)	(\$73.60)	(\$99.06)	(\$25.39)	(\$50.86)	(\$76.32)	(\$25.39)	(\$50.86)	(\$76.32)	(\$22.74)	(\$22.74)	(\$22.74)	\$204.13	\$273.78	\$343.42	5.00%	\$ 25.54												
Eric Kincaid Special Inspector Group 2	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$20.01	\$30.02	\$40.02	\$7.33	\$27.34	\$37.35	\$47.35	(\$54.91)	(\$71.01)	(\$87.11)	(\$54.91)	(\$71.01)	(\$87.11)	(\$32.20)	(\$48.30)	(\$64.40)	(\$32.20)	(\$48.30)	(\$64.40)	(\$22.71)	(\$22.71)	(\$22.71)	\$206.98	\$261.02	\$315.05		\$ 20.01												
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$21.01	\$31.52	\$42.02	\$7.33	\$28.34	\$38.35	\$48.35	(\$53.91)	(\$69.51)	(\$85.11)	(\$53.91)	(\$69.51)	(\$85.11)	(\$31.20)	(\$46.80)	(\$62.40)	(\$31.20)	(\$46.80)	(\$62.40)	(\$22.71)	(\$22.71)	(\$22.71)	\$207.08	\$260.25	\$313.92	5.00%	\$ 21.01												
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$22.06	\$33.09	\$44.12	\$7.33	\$29.39	\$40.42	\$50.45	(\$52.86)	(\$68.46)	(\$84.06)	(\$52.86)	(\$68.46)	(\$84.06)	(\$30.45)	(\$46.05)	(\$61.65)	(\$30.45)	(\$46.05)	(\$61.65)	(\$22.71)	(\$22.71)	(\$22.71)	\$207.18	\$260.42	\$314.09	5.00%	\$ 22.06												
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$23.16	\$34.74	\$46.32	\$7.33	\$30.49	\$42.07	\$53.65	(\$51.76)	(\$66.29)	(\$80.81)	(\$51.76)	(\$66.29)	(\$80.81)	(\$29.05)	(\$44.58)	(\$59.10)	(\$29.05)	(\$44.58)	(\$59.10)	(\$22.71)	(\$22.71)	(\$22.71)	\$207.30	\$258.61	\$313.91	5.00%	\$ 23.16												
		7/1/2025	6/30/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$24.32	\$36.48	\$48.64	\$7.33	\$31.65	\$43.81	\$55.97	(\$50.60)	(\$64.55)	(\$78.49)	(\$50.60)	(\$64.55)	(\$78.49)	(\$27.89)	(\$41.81)	(\$55.78)	(\$27.89)	(\$41.81)	(\$55.78)	(\$22.71)	(\$22.71)	(\$22.71)	\$207.42	\$257.72	\$316.02	5.00%	\$ 24.32												
		7/1/2026	12/31/20																																														

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT		PRIME		SUB		X		CONTRACT TYPE		Specific Rates of Compensation		(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)																																					
PROJECT NO. 22-1002663		CONTRACT NO.		DATE		10/29/2021		Sub Consultant's Participation Amount		\$																																							
Loaded Rate Calculation Non-Exempt Employee Loaded Billing Rates A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1.1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) Exempt Employee Loaded Billing Rates C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																																																	
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																																																	
<table border="1"> <thead> <tr> <th colspan="2">Normal</th> <th colspan="2">Overtime</th> <th colspan="2">Fringe Benefit %</th> <th colspan="2">Overhead %</th> <th colspan="2">General Administration %</th> <th colspan="2">Combined %</th> </tr> <tr> <th>Normal</th> <th>Overtime</th> <th>58.25%</th> <th>99.79%</th> <th>58.25%</th> <th>99.79%</th> <th>0.00%</th> <th>0.00%</th> <th>0.00%</th> <th>0.00%</th> <th>158.04%</th> <th>158.04%</th> </tr> </thead> <tbody> <tr> <td colspan="2"></td> <td colspan="2"></td> <td colspan="2"></td> <td colspan="2"></td> <td colspan="2"></td> <td colspan="2"></td> </tr> </tbody> </table>														Normal		Overtime		Fringe Benefit %		Overhead %		General Administration %		Combined %		Normal	Overtime	58.25%	99.79%	58.25%	99.79%	0.00%	0.00%	0.00%	0.00%	158.04%	158.04%												
Normal		Overtime		Fringe Benefit %		Overhead %		General Administration %		Combined %																																							
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Normal		Overtime		Fringe Benefit %		Overhead %		General Administration %		Combined %																																							
Normal	Overtime	58.25%	99.79%	58.25%	99.79%	0.00%	0.00%	0.00%	0.00%	158.04%	158.04%																																						
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Normal		Overtime		Fringe Benefit %		Overhead %		General Administration %		Combined %																																							
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Normal		Overtime		Fringe Benefit %		Overhead %		General Administration %		Combined %																																							
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ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE___Specific Rates of Compensation.

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	= Combined %
NORMAL	58.25 %	+ 99.79 %	+ 0.00 %	= 158.04 %
OVERTIME	58.25 %	+ 99.79 %	+ 0.00 %	= 158.04 %
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	= Combined %
NORMAL	58.25 %	+ 99.79 %	+ 0.00 %	= 158.04 %
OVERTIME	58.25 %	+ 99.79 %	+ 0.00 %	= 158.04 %
			Fee	= 10.00 %

Applicable Multiplier Delta Base (Field)	=	2.74
Applicable Multiplier Fringe (Field)	=	2.74

22-1002707

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT _____ Kleinfeider, Inc. _____ PRIME _____ SUB _____ X _____		CONTRACT TYPE _____ Specific Rates of Compensation _____		(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)																																																																																																																																								
PROJECT NO. 22-1002663		CONTRACT NO. _____		DATE 10/29/2021																																																																																																																																								
Loaded Rate Calculation Non-Exempt Employee Loaded Billing Rates A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) B) 1.5x or 2.0x Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5x or 1.0x (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) Exempt Employee Loaded Billing Rates C) Straight Time or 1.5x or 2.0x Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) The PWT differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																																																																																																																																												
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Cameron Massa Technician Group 1 9/2/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2025 7/1/2026 Prevailing Wage Work (non-Exempt)	FIELD 6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2026 12/31/2026	5/30.43 5/30.43 5/30.43 5/30.43 5/30.43 5/30.43	5/75.65 5/75.65 5/75.65 5/75.65 5/75.65 5/75.65	5/100.86 5/100.86 5/100.86 5/100.86 5/100.86 5/100.86	5/30.04 5/30.04 5/30.04 5/30.04 5/30.04 5/30.04	5/80.47 5/80.47 5/80.47 5/80.47 5/80.47 5/80.47	5/105.69 5/105.69 5/105.69 5/105.69 5/105.69 5/105.69	5/130.90 5/130.90 5/130.90 5/130.90 5/130.90 5/130.90	5/22.68 5/22.68 5/22.68 5/22.68 5/22.68 5/22.68	5/34.02 5/34.02 5/34.02 5/34.02 5/34.02 5/34.02	5/45.36 5/45.36 5/45.36 5/45.36 5/45.36 5/45.36	5/8.11 5/8.11 5/8.11 5/8.11 5/8.11 5/8.11	5/30.79 5/30.79 5/30.79 5/30.79 5/30.79 5/30.79	5/42.13 5/42.13 5/42.13 5/42.13 5/42.13 5/42.13	5/53.47 5/53.47 5/53.47 5/53.47 5/53.47 5/53.47	5/(\$49.68) 5/(\$49.68) 5/(\$49.68) 5/(\$49.68) 5/(\$49.68) 5/(\$49.68)	5/(\$63.56) 5/(\$63.56) 5/(\$63.56) 5/(\$63.56) 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ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE___Specific Rates of Compensation.

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$

Sub Consultant's Participation Amount \$

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.25% +	99.79% +	0.00%	158.04%
OVERTIME	58.25% +	99.79% +	0.00%	158.04%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.25% +	99.79% +	0.00%	158.04%
OVERTIME	58.25% +	99.79% +	0.00%	158.04%
			Fee =	10.00%

Applicable Multiplier Delta Base (Field)	=	2.74
Applicable Multiplier Fringe (Field)	=	2.74

[illegible]

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

CONTRACT TYPE___Specific Rates of Compensation.

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

CONTRACT TYPE___Specific Rates of Compensation.

DATE 10/29/2021

Non Exempt Employee Loaded Billing Rates

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

C) Exempt Employee Loaded Billing Rate = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

D) 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.25% +	99.79% +	0.00%	= 158.04%
OVERTIME	58.25% +	99.79% +	0.00%	= 158.04%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.25% +	99.79% +	0.00%	= 158.04%
OVERTIME	58.25% +	99.79% +	0.00%	= 158.04%
			Fee	= 100.00%

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

[illegible]

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.25% +	99.79% +	0.00%	= 158.04%
OVERTIME	58.25% +	99.79% +	0.00%	= 158.04%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	58.25% +	99.79% +	0.00%	= 158.04%
OVERTIME	58.25% +	99.79% +	0.00%	= 158.04%
			Fee	= 10.00%

Applicable Multiplier Delta Base (Field)	=	2.74
Applicable Multiplier Fringe (Field)	=	2.74

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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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT		Kleinfelder, Inc.		PRIME		SUB		X		CONTRACT TYPE - Specific Rates of Compensation										(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)									
PROJECT NO. 22-1002663		CONTRACT NO.		DATE		10/29/2021				Sub Consultant's Participation Amount \$																			
Loaded Rate Calculation																													
Non-Exempt Employee Loaded Billing Rates																													
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																													
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																													
Exempt Employee Loaded Billing Rates																													
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																													
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																													

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

Prime Consultant

Leatherman BioConsulting, Inc.

Contract No. **RFP 22-1002663**

Date **10/29/2021**

ADDRESS **4848 Lakeview Ave. Suite 100E, Yorba Linda, CA 92886**

Phone and email **(714) 701-0863 sandyleatherman@aol.com**

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		120.00%	(= 0% if Included in OH)	0.00%		120.00%
					FEE % =	10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Adam Deluna/Project Biologist	\$89.18	\$133.77	\$178.35	9/2/2021	6/30/2022	\$36.85		
	\$93.64	\$140.45	\$187.27	7/1/2022	6/30/2023	\$38.69	5.00%	
	\$98.32	\$147.48	\$196.64	7/1/2023	6/30/2024	\$40.63	5.00%	
	\$103.23	\$154.85	\$206.47	7/1/2024	6/30/2025	\$42.66	5.00%	
	\$108.40	\$162.59	\$216.79	7/1/2025	6/30/2026	\$44.79	5.00%	
	\$113.81	\$170.72	\$227.63	7/1/2026	6/30/2027	\$47.03	5.00%	
Non-Exempt								
John Simon-Parent/Staff Biologist	\$38.72	\$58.08	\$77.44	9/2/2021	6/30/2022	\$16.00		
	\$40.66	\$60.98	\$81.31	7/1/2022	6/30/2023	\$16.80	5.00%	
	\$42.69	\$64.03	\$85.38	7/1/2023	6/30/2024	\$17.64	5.00%	
	\$44.82	\$67.23	\$89.65	7/1/2024	6/30/2025	\$18.52	5.00%	
	\$47.06	\$70.60	\$94.13	7/1/2025	6/30/2026	\$19.45	5.00%	
	\$49.42	\$74.13	\$98.84	7/1/2026	6/30/2027	\$20.42	5.00%	
Non-Exempt								
Sandra Leatherman/Principal Biologist/ Brian Leatherman/Principal Biologist	\$87.24	\$130.86	\$174.48	9/2/2021	6/30/2022	\$36.05		
	\$91.60	\$137.40	\$183.21	7/1/2022	6/30/2023	\$37.85	5.00%	
	\$96.18	\$144.27	\$192.37	7/1/2023	6/30/2024	\$39.75	5.00%	
	\$100.99	\$151.49	\$201.98	7/1/2024	6/30/2025	\$41.73	5.00%	
	\$106.04	\$159.06	\$212.08	7/1/2025	6/30/2026	\$43.82	5.00%	
	\$111.34	\$167.02	\$222.69	7/1/2026	6/30/2027	\$46.01	5.00%	
Exempt								

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

NOTES:

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

Note: Mark-ups are Not Allowed

Prime Consultant

Leighton Consulting, Inc.

Contract No. CONTRACT/RFP

Date 10/29/2021

ADDRESS
Phone and email

Fringe Benefit % (= 0% if Included in OH)	+	Overhead % 48.40% (= 0% if Included in OH)	+	General Administration % 109.00%	=	Combined Indirect Cost Rate (ICR) % 157.40%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Simon L Saiid, PE, GE Principal Engineer/PM	\$249.33	\$249.33	\$249.33	9/2/2021	6/30/2022	\$88.06		
	\$261.80	\$261.80	\$261.80	7/1/2022	6/30/2023	\$92.46	5.00%	
	\$274.89	\$274.89	\$274.89	7/1/2023	6/30/2024	\$97.09	5.00%	
	\$288.63	\$288.63	\$288.63	7/1/2024	6/30/2025	\$101.94	5.00%	
	\$303.07	\$303.07	\$303.07	7/1/2025	6/30/2026	\$107.04	5.00%	
Exempt	\$318.22	\$318.22	\$318.22	7/1/2026	6/30/2027	\$112.39	5.00%	
Bashir Saiid, PE Sr. Staff Engineer	\$111.84	\$111.84	\$111.84	9/2/2021	6/30/2022	\$39.50		
	\$117.43	\$117.43	\$117.43	7/1/2022	6/30/2023	\$41.48	5.00%	
	\$123.30	\$123.30	\$123.30	7/1/2023	6/30/2024	\$43.55	5.00%	
	\$129.47	\$129.47	\$129.47	7/1/2024	6/30/2025	\$45.73	5.00%	
	\$135.94	\$135.94	\$135.94	7/1/2025	6/30/2026	\$48.01	5.00%	
Exempt	\$142.74	\$142.74	\$142.74	7/1/2026	6/30/2027	\$50.41	5.00%	
James Burnham, PG Operation Manager	\$142.93	\$142.93	\$142.93	9/2/2021	6/30/2022	\$50.48		
	\$150.08	\$150.08	\$150.08	7/1/2022	6/30/2023	\$53.00	5.00%	
	\$157.58	\$157.58	\$157.58	7/1/2023	6/30/2024	\$55.65	5.00%	
	\$165.46	\$165.46	\$165.46	7/1/2024	6/30/2025	\$58.44	5.00%	
	\$173.73	\$173.73	\$173.73	7/1/2025	6/30/2026	\$61.36	5.00%	
Exempt	\$182.42	\$182.42	\$182.42	7/1/2026	6/30/2027	\$64.43	5.00%	
Debbie Meggers Administrative	\$82.65	\$82.65	\$82.65	9/2/2021	6/30/2022	\$29.19		
	\$86.78	\$86.78	\$86.78	7/1/2022	6/30/2023	\$30.65	5.00%	
	\$91.12	\$91.12	\$91.12	7/1/2023	6/30/2024	\$32.18	5.00%	
	\$95.68	\$95.68	\$95.68	7/1/2024	6/30/2025	\$33.79	5.00%	
	\$100.46	\$100.46	\$100.46	7/1/2025	6/30/2026	\$35.48	5.00%	
Exempt	\$105.48	\$105.48	\$105.48	7/1/2026	6/30/2027	\$37.25	5.00%	
Vika Malu Administrative	\$83.53	\$125.29	\$167.05	9/2/2021	6/30/2022	\$29.50		
	\$87.70	\$131.55	\$263.11	7/1/2022	6/30/2023	\$30.98	5.00%	
	\$92.09	\$138.13	\$276.26	7/1/2023	6/30/2024	\$32.52	5.00%	
	\$96.69	\$145.04	\$290.08	7/1/2024	6/30/2025	\$34.15	5.00%	
	\$101.53	\$152.29	\$304.58	7/1/2025	6/30/2026	\$35.86	5.00%	
Non-Exempt	\$106.60	\$159.90	\$319.81	7/1/2026	6/30/2027	\$37.65	5.00%	
Roderick Marcia Associate	\$225.97	\$225.97	\$225.97	9/2/2021	6/30/2022	\$79.81		
	\$237.27	\$237.27	\$237.27	7/1/2022	6/30/2023	\$83.80	5.00%	
	\$249.14	\$249.14	\$249.14	7/1/2023	6/30/2024	\$87.99	5.00%	

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

Note: Mark-ups are Not Allowed

Prime Consultant

ADDRESS **Leighton Consulting, Inc.**
 Phone and email

Contract No. **CONTRACT/RFP**

Date **10/29/2021**

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		48.40%	(= 0% if Included in OH)	109.00%		157.40%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Exempt	\$261.59	\$261.59	\$261.59	7/1/2024	6/30/2025	\$92.39	5.00%	
	\$274.67	\$274.67	\$274.67	7/1/2025	6/30/2026	\$97.01	5.00%	
	\$288.41	\$288.41	\$288.41	7/1/2026	6/30/2027	\$101.86	5.00%	
Jason Choi	\$110.93	\$110.93	\$110.93	9/2/2021	6/30/2022	\$39.18		
Sr. Staff Engineer	\$116.48	\$116.48	\$116.48	7/1/2022	6/30/2023	\$41.14	5.00%	
Exempt	\$122.31	\$122.31	\$122.31	7/1/2023	6/30/2024	\$43.20	5.00%	
	\$128.42	\$128.42	\$128.42	7/1/2024	6/30/2025	\$45.36	5.00%	
	\$134.84	\$134.84	\$134.84	7/1/2025	6/30/2026	\$47.62	5.00%	
	\$141.58	\$141.58	\$141.58	7/1/2026	6/30/2027	\$50.00	5.00%	
Brandon Thomas	\$100.80	\$151.20	\$201.60	9/2/2021	6/30/2022	\$35.60		
Sr. Technician	\$105.84	\$158.76	\$317.51	7/1/2022	6/30/2023	\$37.38	5.00%	
Non-Exempt	\$111.13	\$166.69	\$333.39	7/1/2023	6/30/2024	\$39.25	5.00%	
	\$116.69	\$175.03	\$350.06	7/1/2024	6/30/2025	\$41.21	5.00%	
	\$122.52	\$183.78	\$367.56	7/1/2025	6/30/2026	\$43.27	5.00%	
	\$128.65	\$192.97	\$385.94	7/1/2026	6/30/2027	\$45.44	5.00%	
Adam Cockrill	\$80.38	\$120.58	\$160.77	9/2/2021	6/30/2022	\$28.39		
Sr. Technician	\$84.40	\$126.60	\$253.21	7/1/2022	6/30/2023	\$29.81	5.00%	
Non-Exempt	\$88.62	\$132.93	\$265.87	7/1/2023	6/30/2024	\$31.30	5.00%	
	\$93.05	\$139.58	\$279.16	7/1/2024	6/30/2025	\$32.86	5.00%	
	\$97.71	\$146.56	\$293.12	7/1/2025	6/30/2026	\$34.51	5.00%	
	\$102.59	\$153.89	\$307.78	7/1/2026	6/30/2027	\$36.23	5.00%	
Jose Lopez	\$98.11	\$147.16	\$196.22	9/2/2021	6/30/2022	\$34.65		
Sr. Technician	\$103.01	\$154.52	\$309.04	7/1/2022	6/30/2023	\$36.38	5.00%	
Non-Exempt	\$108.16	\$162.25	\$324.49	7/1/2023	6/30/2024	\$38.20	5.00%	
	\$113.57	\$170.36	\$340.72	7/1/2024	6/30/2025	\$40.11	5.00%	
	\$119.25	\$178.88	\$357.75	7/1/2025	6/30/2026	\$42.12	5.00%	
	\$125.21	\$187.82	\$375.64	7/1/2026	6/30/2027	\$44.22	5.00%	
Jason Bulskov	\$68.80	\$103.20	\$137.61	9/2/2021	6/30/2022	\$24.30		
Technician II	\$72.24	\$108.36	\$216.73	7/1/2022	6/30/2023	\$25.52	5.00%	
Non-Exempt	\$75.86	\$113.78	\$227.57	7/1/2023	6/30/2024	\$26.79	5.00%	
	\$79.65	\$119.47	\$238.94	7/1/2024	6/30/2025	\$28.13	5.00%	
	\$83.63	\$125.45	\$250.89	7/1/2025	6/30/2026	\$29.54	5.00%	
	\$87.81	\$131.72	\$263.44	7/1/2026	6/30/2027	\$31.01	5.00%	

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

Note: Mark-ups are Not Allowed

Prime Consultant

ADDRESS **Leighton Consulting, Inc.**
 Phone and email

Contract No. **CONTRACT/RFP**

Date **10/29/2021**

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		48.40%	(= 0% if Included in OH)	109.00%		157.40%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Scott Watson	\$84.94	\$127.41	\$169.88	9/2/2021	6/30/2022	\$30.00		
Sr. Technician	\$89.19	\$133.78	\$267.57	7/1/2022	6/30/2023	\$31.50	5.00%	
	\$93.65	\$140.47	\$280.95	7/1/2023	6/30/2024	\$33.08	5.00%	
	\$98.33	\$147.50	\$294.99	7/1/2024	6/30/2025	\$34.73	5.00%	
	\$103.25	\$154.87	\$309.74	7/1/2025	6/30/2026	\$36.47	5.00%	
Non-Exempt	\$108.41	\$162.61	\$325.23	7/1/2026	6/30/2027	\$38.29	5.00%	
Jeff Santos	\$69.37	\$104.05	\$138.74	9/2/2021	6/30/2022	\$24.50		
Technician II	\$72.84	\$109.26	\$218.51	7/1/2022	6/30/2023	\$25.73	5.00%	
	\$76.48	\$114.72	\$229.44	7/1/2023	6/30/2024	\$27.01	5.00%	
	\$80.30	\$120.46	\$240.91	7/1/2024	6/30/2025	\$28.36	5.00%	
	\$84.32	\$126.48	\$252.96	7/1/2025	6/30/2026	\$29.78	5.00%	
Non-Exempt	\$88.53	\$132.80	\$265.60	7/1/2026	6/30/2027	\$31.27	5.00%	
Mario Aparicio	\$83.24	\$124.86	\$166.49	9/2/2021	6/30/2022	\$29.40		
Sr. Technician	\$87.41	\$131.11	\$262.22	7/1/2022	6/30/2023	\$30.87	5.00%	
	\$91.78	\$137.66	\$275.33	7/1/2023	6/30/2024	\$32.41	5.00%	
	\$96.36	\$144.55	\$289.09	7/1/2024	6/30/2025	\$34.03	5.00%	
	\$101.18	\$151.77	\$303.55	7/1/2025	6/30/2026	\$35.74	5.00%	
Non-Exempt	\$106.24	\$159.36	\$318.73	7/1/2026	6/30/2027	\$37.52	5.00%	
Manuel Garcia	\$77.30	\$115.95	\$154.59	9/2/2021	6/30/2022	\$27.30		
Technician II	\$81.16	\$121.74	\$243.49	7/1/2022	6/30/2023	\$28.67	5.00%	
	\$85.22	\$127.83	\$255.66	7/1/2023	6/30/2024	\$30.10	5.00%	
	\$89.48	\$134.22	\$268.44	7/1/2024	6/30/2025	\$31.60	5.00%	
	\$93.96	\$140.93	\$281.87	7/1/2025	6/30/2026	\$33.18	5.00%	
Non-Exempt	\$98.65	\$147.98	\$295.96	7/1/2026	6/30/2027	\$34.84	5.00%	
Michael Thompson	\$93.27	\$93.27	\$93.27	9/2/2021	6/30/2022	\$32.94		
Sr. Technician	\$97.93	\$97.93	\$97.93	7/1/2022	6/30/2023	\$34.59	5.00%	
	\$102.83	\$102.83	\$102.83	7/1/2023	6/30/2024	\$36.32	5.00%	
	\$107.97	\$107.97	\$107.97	7/1/2024	6/30/2025	\$38.13	5.00%	
	\$113.37	\$113.37	\$113.37	7/1/2025	6/30/2026	\$40.04	5.00%	
Exempt	\$119.03	\$119.03	\$119.03	7/1/2026	6/30/2027	\$42.04	5.00%	

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

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2)**SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)**

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Prime Consultant

Leighton Consulting, Inc.Contract No. **CONTRACT/RFP**Date **10/29/2021**

ADDRESS

Phone and email

Fringe Benefit %

(= 0% if Included in OH)

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

48.40%

(= 0% if Included in OH)

109.00%**157.40%**

FEE % =

10.00%**BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			

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:

22-1002707

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

Note: Mark-ups are Not Allowed

Prime Consultant

MEADOWS CONSULTING

Contract No. **22-1002663**

Date **10/29/2021**

ADDRESS **2471 WEST 7TH STREET, SAN BERNARDINO, CA 92410**

Phone and email **(909)884-1985 (meadowsconsult@verizon.net)**

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		120.00%	(= 0% if Included in OH)	0.00%		120.00%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
KAREN MEADOWS	\$110.05	\$0.00	\$0.00	9/2/2021	6/30/2022	\$69.63	0	
LABOR COMPLIANCE, CLERICAL	\$114.45	\$0.00	\$0.00	7/1/2022	6/30/2023	\$72.42	5.00%	
	\$119.03	\$0.00	\$0.00	7/1/2023	6/30/2024	\$75.31	5.00%	
	\$123.79	\$0.00	\$0.00	7/1/2024	6/30/2025	\$78.32	5.00%	
	\$128.74	\$0.00	\$0.00	7/1/2025	6/30/2026	\$81.46	5.00%	
Non-Exempt	\$133.89	\$0.00	\$0.00	7/1/2026	6/30/2027	\$84.72	5.00%	

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

NOTES:

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

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates.
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.

3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 9/2/2021. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 9/2/2021. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Note: Mark-ups are Not Allowed

Prime Consultant

MNS Engineers, Inc.

Contract No.

Date 10/29/2021

ADDRESS 201 N. Calle Cesar Chavez, Ste. 300, Santa Barbara, CA 93103

Phone and email 805-692-6921 gchelini@mnsengineers.com

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		51.86% (= 0% if Included in OH)		66.69%		126.26%
					FEE % =	10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Chris Vandrey Land Surveyor	\$149.58	\$149.58	\$149.58	9/2/2021	6/30/2022	\$60.10		
	\$157.06	\$157.06	\$157.06	7/1/2022	6/30/2023	\$63.11	5.00%	
	\$164.92	\$164.92	\$164.92	7/1/2023	6/30/2024	\$66.26	5.00%	
	\$173.16	\$173.16	\$173.16	7/1/2024	6/30/2025	\$69.57	5.00%	
	\$181.82	\$181.82	\$181.82	7/1/2025	6/30/2026	\$73.05	5.00%	
Exempt	\$190.91	\$190.91	\$190.91	7/1/2026	6/30/2027	\$76.70	5.00%	
Mark Reinhardt Land Surveyor	\$281.20	\$281.20	\$281.20	9/2/2021	6/30/2022	\$112.98		
	\$295.26	\$295.26	\$295.26	7/1/2022	6/30/2023	\$118.63	5.00%	
	\$310.02	\$310.02	\$310.02	7/1/2023	6/30/2024	\$124.56	5.00%	
	\$325.52	\$325.52	\$325.52	7/1/2024	6/30/2025	\$130.79	5.00%	
	\$341.80	\$341.80	\$341.80	7/1/2025	6/30/2026	\$137.33	5.00%	
Exempt	\$358.89	\$358.89	\$358.89	7/1/2026	6/30/2027	\$144.19	5.00%	
Fred Tice Land Surveyor	\$165.14	\$165.14	\$165.14	9/2/2021	6/30/2022	\$66.35		
	\$173.40	\$173.40	\$173.40	7/1/2022	6/30/2023	\$69.67	5.00%	
	\$182.07	\$182.07	\$182.07	7/1/2023	6/30/2024	\$73.15	5.00%	
	\$191.17	\$191.17	\$191.17	7/1/2024	6/30/2025	\$76.81	5.00%	
	\$200.73	\$200.73	\$200.73	7/1/2025	6/30/2026	\$80.65	5.00%	
Exempt	\$210.76	\$210.76	\$210.76	7/1/2026	6/30/2027	\$84.68	5.00%	

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

NOTES:

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

Note: Mark-ups are Not Allowed

Prime Consultant

ADDRESS **Ninyo & Moore Geotechnical & Environmental Sciences Consultants**
5710 Ruffin Rd, San Diego, CA 92123
 Phone and email **(858) 576-1000**

Contract No. SBCTA RFP-22-1002663

Date **10/29/2021**

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		82.99%	(= 0% if Included in OH)	54.20%		137.19%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Wilkins, Cobian Soils/Materials Tester Group 1	\$155.11	\$232.67	\$310.22	9/2/2021	6/30/2022	\$59.45		
	\$162.87	\$244.30	\$325.73	7/1/2022	6/30/2023	\$62.42	5.00%	
	\$171.01	\$256.51	\$342.02	7/1/2023	6/30/2024	\$65.54	5.00%	
	\$179.56	\$269.34	\$359.12	7/1/2024	6/30/2025	\$68.82	5.00%	
	\$188.54	\$282.81	\$377.08	7/1/2025	6/30/2026	\$72.26	5.00%	
	\$197.96	\$296.95	\$395.93	7/1/2026	6/30/2027	\$75.87	5.00%	
Non-Exempt Wilkins, Cobian Inspector Group 2	\$159.75	\$239.63	\$319.51	9/2/2021	6/30/2022	\$61.23		
	\$167.74	\$251.61	\$335.48	7/1/2022	6/30/2023	\$64.29	5.00%	
	\$176.13	\$264.19	\$352.26	7/1/2023	6/30/2024	\$67.51	5.00%	
	\$184.94	\$277.40	\$369.87	7/1/2024	6/30/2025	\$70.88	5.00%	
	\$194.18	\$291.27	\$388.37	7/1/2025	6/30/2026	\$74.43	5.00%	
	\$203.89	\$305.84	\$407.78	7/1/2026	6/30/2027	\$78.15	5.00%	
Non-Exempt Engel, Randy Soils/Materials Tester Group 1	\$150.13	\$225.19	\$300.25	9/2/2021	6/30/2022	\$57.54		
	\$157.63	\$236.45	\$315.27	7/1/2022	6/30/2023	\$60.42	5.00%	
	\$165.52	\$248.27	\$331.03	7/1/2023	6/30/2024	\$63.44	5.00%	
	\$173.79	\$260.69	\$347.58	7/1/2024	6/30/2025	\$66.61	5.00%	
	\$182.48	\$273.72	\$364.96	7/1/2025	6/30/2026	\$69.94	5.00%	
Non-Exempt Engel, Randy Inspector Group 2	\$154.77	\$232.16	\$309.54	9/2/2021	6/30/2022	\$59.32		
	\$162.51	\$243.76	\$325.02	7/1/2022	6/30/2023	\$62.29	5.00%	
	\$170.64	\$255.95	\$341.27	7/1/2023	6/30/2024	\$65.40	5.00%	
	\$179.17	\$268.75	\$358.33	7/1/2024	6/30/2025	\$68.67	5.00%	
	\$188.13	\$282.19	\$376.25	7/1/2025	6/30/2026	\$72.10	5.00%	
Non-Exempt Heredia, Hector Soils/Materials Tester Group 1	\$163.51	\$245.27	\$327.02	9/2/2021	6/30/2022	\$62.67		
	\$171.69	\$257.53	\$343.37	7/1/2022	6/30/2023	\$65.80	5.00%	
	\$180.27	\$270.41	\$360.54	7/1/2023	6/30/2024	\$69.09	5.00%	
	\$189.29	\$283.93	\$378.57	7/1/2024	6/30/2025	\$72.55	5.00%	
	\$198.75	\$298.12	\$397.50	7/1/2025	6/30/2026	\$76.18	5.00%	
Non-Exempt Heredia, Hector Inspector Group 2	\$168.16	\$252.23	\$336.31	9/2/2021	6/30/2022	\$64.45		
	\$176.56	\$264.85	\$353.13	7/1/2022	6/30/2023	\$67.67	5.00%	
	\$185.39	\$278.09	\$370.78	7/1/2023	6/30/2024	\$71.06	5.00%	
	\$194.66	\$291.99	\$389.32	7/1/2024	6/30/2025	\$74.61	5.00%	
	\$204.39	\$306.59	\$408.79	7/1/2025	6/30/2026	\$78.34	5.00%	

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

Note: Mark-ups are Not Allowed

Prime Consultant

ADDRESS **Ninyo & Moore Geotechnical & Environmental Sciences Consultants**
5710 Ruffin Rd, San Diego, CA 92123
 Phone and email **(858) 576-1000**

Contract No. SBCTA RFP-22-1002663

Date **10/29/2021**

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		82.99%	(= 0% if Included in OH)	54.20%		137.19%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Levario, Joe Soils/Materials Tester Group 1	\$155.11	\$232.67	\$310.22	9/2/2021	6/30/2022	\$59.45		
	\$162.87	\$244.30	\$325.73	7/1/2022	6/30/2023	\$62.42	5.00%	
	\$171.01	\$256.51	\$342.02	7/1/2023	6/30/2024	\$65.54	5.00%	
	\$179.56	\$269.34	\$359.12	7/1/2024	6/30/2025	\$68.82	5.00%	
	\$188.54	\$282.81	\$377.08	7/1/2025	6/30/2026	\$72.26	5.00%	
Levario, Joe Inspector Group 2	\$159.99	\$239.98	\$319.98	9/2/2021	6/30/2022	\$61.32		
	\$167.99	\$251.98	\$335.98	7/1/2022	6/30/2023	\$64.39	5.00%	
	\$176.39	\$264.58	\$352.78	7/1/2023	6/30/2024	\$67.61	5.00%	
	\$185.21	\$277.81	\$370.42	7/1/2024	6/30/2025	\$70.99	5.00%	
	\$194.47	\$291.70	\$388.94	7/1/2025	6/30/2026	\$74.53	5.00%	
Tolin, Alex Soils/Materials Tester Group 1	\$155.11	\$232.67	\$310.22	9/2/2021	6/30/2022	\$59.45		
	\$162.87	\$244.30	\$325.73	7/1/2022	6/30/2023	\$62.42	5.00%	
	\$171.01	\$256.51	\$342.02	7/1/2023	6/30/2024	\$65.54	5.00%	
	\$179.56	\$269.34	\$359.12	7/1/2024	6/30/2025	\$68.82	5.00%	
	\$188.54	\$282.81	\$377.08	7/1/2025	6/30/2026	\$72.26	5.00%	
Tolin, Alex Inspector Group 2	\$159.75	\$239.63	\$319.51	9/2/2021	6/30/2022	\$61.23		
	\$167.74	\$251.61	\$335.48	7/1/2022	6/30/2023	\$64.29	5.00%	
	\$176.13	\$264.19	\$352.26	7/1/2023	6/30/2024	\$67.51	5.00%	
	\$184.94	\$277.40	\$369.87	7/1/2024	6/30/2025	\$70.88	5.00%	
	\$194.18	\$291.27	\$388.37	7/1/2025	6/30/2026	\$74.43	5.00%	
Tolin, Kevin Soils/Materials Tester Group 1	\$151.54	\$227.30	\$303.07	9/2/2021	6/30/2022	\$58.08		
	\$159.11	\$238.67	\$318.23	7/1/2022	6/30/2023	\$60.98	5.00%	
	\$167.07	\$250.60	\$334.14	7/1/2023	6/30/2024	\$64.03	5.00%	
	\$175.42	\$263.13	\$350.84	7/1/2024	6/30/2025	\$67.23	5.00%	
	\$184.19	\$276.29	\$368.39	7/1/2025	6/30/2026	\$70.60	5.00%	
Tolin, Kevin Inspector Group 2	\$156.18	\$234.27	\$312.36	9/2/2021	6/30/2022	\$59.86		
	\$163.99	\$245.98	\$327.98	7/1/2022	6/30/2023	\$62.85	5.00%	
	\$172.19	\$258.28	\$344.38	7/1/2023	6/30/2024	\$66.00	5.00%	
	\$180.80	\$271.20	\$361.60	7/1/2024	6/30/2025	\$69.30	5.00%	
	\$189.84	\$284.76	\$379.68	7/1/2025	6/30/2026	\$72.76	5.00%	

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

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Prime Consultant

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 Phone and email **(858) 576-1000**

Contract No. SBCTA RFP-22-1002663

Date **10/29/2021**

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		82.99%	(= 0% if Included in OH)	54.20%		137.19%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Dalgity, James	\$96.59	\$144.88	\$193.18	7/1/2026	6/30/2022	\$37.02	0.05	
Laboratory Manager	\$101.42	\$101.42	\$101.42	7/1/2022	6/30/2023	\$38.87	5.00%	
Exempt	\$106.49	\$106.49	\$106.49	7/1/2023	6/30/2024	\$40.81	5.00%	
	\$111.81	\$111.81	\$111.81	7/1/2024	6/30/2025	\$42.86	5.00%	
	\$117.40	\$117.40	\$117.40	7/1/2025	6/30/2026	\$45.00	5.00%	
	\$123.27	\$123.27	\$123.27	7/1/2026	6/30/2027	\$47.25	5.00%	
Recla, Jared	\$150.52	\$225.78	\$301.04	7/1/2027	6/30/2022	\$57.69	0.05	
Field Operations Manager	\$158.04	\$158.04	\$158.04	7/1/2022	6/30/2023	\$60.57	5.00%	
Exempt	\$165.95	\$165.95	\$165.95	7/1/2023	6/30/2024	\$63.60	5.00%	
	\$174.24	\$174.24	\$174.24	7/1/2024	6/30/2025	\$66.78	5.00%	
	\$182.96	\$182.96	\$182.96	7/1/2025	6/30/2026	\$70.12	5.00%	
	\$192.10	\$192.10	\$192.10	7/1/2026	6/30/2027	\$73.63	5.00%	
Meras, David	\$124.19	\$186.29	\$248.39	7/1/2027	6/30/2022	\$47.60	0.05	
Field Operations Manager	\$130.40	\$130.40	\$130.40	7/1/2022	6/30/2023	\$49.98	5.00%	
Exempt	\$136.92	\$136.92	\$136.92	7/1/2023	6/30/2024	\$52.48	5.00%	
	\$143.77	\$143.77	\$143.77	7/1/2024	6/30/2025	\$55.10	5.00%	
	\$150.96	\$150.96	\$150.96	7/1/2025	6/30/2026	\$57.86	5.00%	
	\$158.50	\$158.50	\$158.50	7/1/2026	6/30/2027	\$60.75	5.00%	
Rodriguez, Andy	\$165.57	\$248.36	\$331.15	7/1/2027	6/30/2022	\$63.46	0.05	
Senior Project Manager	\$173.85	\$173.85	\$173.85	7/1/2022	6/30/2023	\$66.63	5.00%	
Exempt	\$182.54	\$182.54	\$182.54	7/1/2023	6/30/2024	\$69.96	5.00%	
	\$191.67	\$191.67	\$191.67	7/1/2024	6/30/2025	\$73.46	5.00%	
	\$201.25	\$201.25	\$201.25	7/1/2025	6/30/2026	\$77.14	5.00%	
	\$211.32	\$211.32	\$211.32	7/1/2026	6/30/2027	\$80.99	5.00%	
Reichert, Randy	\$125.42	\$188.13	\$250.84	7/1/2027	6/30/2022	\$48.07	0.05	
Project Manager	\$131.69	\$131.69	\$131.69	7/1/2022	6/30/2023	\$50.47	5.00%	
Exempt	\$138.27	\$138.27	\$138.27	7/1/2023	6/30/2024	\$53.00	5.00%	
	\$145.19	\$145.19	\$145.19	7/1/2024	6/30/2025	\$55.65	5.00%	
	\$152.45	\$152.45	\$152.45	7/1/2025	6/30/2026	\$58.43	5.00%	
	\$160.07	\$160.07	\$160.07	7/1/2026	6/30/2027	\$61.35	5.00%	

1. Names and classifications of consultant (key staff) team members must be listed. Provide separate sheets for prime and all subconsultant firms.
 22-1002707

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

Note: Mark-ups are Not Allowed

Prime Consultant

Ninyo & Moore Geotechnical & Environmental Sciences Consultants
 ADDRESS 5710 Ruffin Rd, San Diego, CA 92123
 Phone and email (858) 576-1000

Contract No. SBCTA RFP-22-1002663

Date 10/29/2021

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		82.99%	(= 0% if Included in OH)	54.20%		137.19%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			

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:

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT: Ninyo & Moore Geotechnical & Environmental Sciences Consultants

PRIME

SUB

x

PROJECT NO. 22-1002663

CONTRACT NO.

DATE

10/29/2021

CONTRACT TYPE

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Sub Consultant's Participation Amount \$

Loaded Rate Calculation																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
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A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
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C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable DELTA (TOTAL)	DELTA (BASE) = Employee Base - DIR Base			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
					Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe	Total = Base + Fringe		Straight		1.5 OT		2.0 OT		Straight		1.5 OT		2.0 OT		Straight		1.5 OT		2.0 OT					Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
			From	To	Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight							OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
Cobian, Wilkins Soils/Materials Tester Group 1	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$59.45 \$59.45 \$59.45 \$59.45	\$89.18 \$89.18 \$89.18 \$89.18	\$118.90 \$118.90 \$118.90 \$118.90	\$18.19 \$18.19 \$18.19 \$18.19	\$77.64 \$77.64 \$77.64 \$77.64	\$107.37 \$107.37 \$107.37 \$107.37	\$137.09 \$137.09 \$137.09 \$137.09	\$59.45 \$62.42 \$65.54 \$68.82	\$89.18 \$93.63 \$98.31 \$103.23	\$118.90 \$124.84 \$131.08 \$137.64	\$18.19 \$18.19 \$18.19 \$18.19	\$77.64 \$80.61 \$83.73 \$87.01	\$107.37 \$111.82 \$116.50 \$121.42	\$137.09 \$143.03 \$149.27 \$155.83	\$0.00 \$2.97 \$6.09 \$9.37	\$0.00 \$4.45 \$9.13 \$14.06	\$0.00 \$5.94 \$12.18 \$18.74	\$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	\$155.11 \$162.86 \$171.00 \$179.56	\$184.84 \$194.07 \$203.77 \$213.97	\$214.56 \$225.28 \$236.54 \$248.38	5.00% 5.00% 5.00% 5.00%	\$ 59.45 \$ 62.42 \$ 65.54 \$ 68.82	N/A																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025	\$59.45	\$89.18	\$118.90	\$18.19	\$77.64	\$107.37	\$137.09	\$68.82	\$103.23	\$137.64	\$18.19	\$87.01	\$121.42	\$155.83	\$9.37	\$14.06	\$18.74	\$0.00	\$14.06	\$18.74	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

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

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

4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 9/2/2021. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 9/2/2021. Hourly rates for new employees

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Sub Consultant's Participation Amount \$ _____

Page 1 of 4

[illegible]

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT RailPros, Inc. PRIME SUB X
PROJECT NO. RFP No. 22-1002663 CONTRACT NO. TBD DATE October 29, 2021

CONTRACT TYPE Cost per Unit of Work (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)
Sub Consultant's Participation Amount \$ TBD

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	53.47%	73.87%	36.15%	163.49%
OVERTIME	53.47%	73.87%	36.15%	163.49%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	46.27%	39.61%	34.30%	120.18%
OVERTIME	46.27%	39.61%	34.30%	120.18%
		Fee		10.00%

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																																		
Applicable Multiplier Delta Base (Field) = 1.00																																		
Applicable Multiplier Fringe (Field) = 0.00																																		
Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable Delta (TOTAL) =	DELTA (BASE) = Employee Base - DIR Base			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight			Straight			Straight										
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight			
Basem Muallem PE, Sr. Technical Advisor	Office	12/1/2021	12/31/2021																															
1/1/2022		12/31/2022																																
1/1/2023		12/31/2023																																
1/1/2024		12/31/2024																																
Moody Sabet PE, Resident Engineer	Field	9/1/2021	12/31/2021																															
1/1/2022		12/31/2022																																
1/1/2023		12/31/2023																																
1/1/2024		12/31/2024																																
Dan Thompson Resident Engineer	Office	12/1/2021	12/31/2021																															
1/1/2022		12/31/2022																																
1/1/2023		12/31/2023																																
1/1/2024		12/31/2024																																
Julina Corona Assistant Resident Engineer	Field	12/1/2021	12/31/2021																															
1/1/2022		12/31/2022																																
1/1/2023		12/31/2023																																
1/1/2024		12/31/2024																																
Luis Fuentes Inspector	Field	12/1/2021	12/31/2021																															
1/1/2022		12/31/2022																																
1/1/2023		12/31/2023																																
1/1/2024		12/31/2024																																
Carlos McEniry Civil Inspector	Field	12/1/2021	12/31/2021																															
1/1/2022		12/31/2022																																
1/1/2023		12/31/2023																																
1/1/2024		12/31/2024																																
Emmanuel Grospe Discipline Lead	Office	12/1/2021	12/31/2021																															
1/1/2022		12/31/2022																																
1/1/2023		12/31/2023																																
1/1/2024		12/31/2024																																

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 9/2/2021. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 9/2/2021. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
- For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Note: Mark-ups are Not Allowed

Prime Consultant

Reddy Engineering Services, Inc.

Contract No. **RFP 22-1002663**

Date **10/29/2021**

ADDRESS **9655 Granite Ridge Dr. Suite 200, San Diego, CA 92107**

Phone and email **408-309-4762, rafa@reddyengineering.com**

Fringe Benefit %	+	Overhead %	+	General Administration %	=	Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH)		0.00% (= 0% if Included in OH)		0.00%		90.00%
						FEE % = 10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Vinay Reddy, PE	\$146.30	\$146.30	\$146.30	9/2/2021	6/30/2022	\$70.00		
Resident Engineer/Office Engineer	\$153.62	\$153.62	\$153.62	7/1/2022	6/30/2023	\$73.50	5.00%	
	\$161.30	\$161.30	\$161.30	7/1/2023	6/30/2024	\$77.18	5.00%	
	\$169.36	\$169.36	\$169.36	7/1/2024	6/30/2025	\$81.03	5.00%	
	\$177.83	\$177.83	\$177.83	7/1/2025	6/30/2026	\$85.09	5.00%	
Exempt	\$186.72	\$186.72	\$186.72	7/1/2026	6/30/2027	\$89.34	5.00%	
Rafael Lopez, PE	\$146.30	\$146.30	\$146.30	9/2/2021	6/30/2022	\$70.00		
Resident Engineer/Office Engineer	\$153.62	\$153.62	\$153.62	7/1/2022	6/30/2023	\$73.50	5.00%	
	\$161.30	\$161.30	\$161.30	7/1/2023	6/30/2024	\$77.18	5.00%	
	\$169.36	\$169.36	\$169.36	7/1/2024	6/30/2025	\$81.03	5.00%	
	\$177.83	\$177.83	\$177.83	7/1/2025	6/30/2026	\$85.09	5.00%	
Exempt	\$186.72	\$186.72	\$186.72	7/1/2026	6/30/2027	\$89.34	5.00%	
Eric Tallarita, PE, CCM	\$146.30	\$146.30	\$146.30	9/2/2021	6/30/2022	\$70.00		
Resident Engineer/Office Engineer	\$153.62	\$153.62	\$153.62	7/1/2022	6/30/2023	\$73.50	5.00%	
	\$161.30	\$161.30	\$161.30	7/1/2023	6/30/2024	\$77.18	5.00%	
	\$169.36	\$169.36	\$169.36	7/1/2024	6/30/2025	\$81.03	5.00%	
	\$177.83	\$177.83	\$177.83	7/1/2025	6/30/2026	\$85.09	5.00%	
Exempt	\$186.72	\$186.72	\$186.72	7/1/2026	6/30/2027	\$89.34	5.00%	
David Preciado, PLA	\$126.45	\$126.45	\$126.45	9/2/2021	6/30/2022	\$60.50		
Landscape Architect (RLA)	\$132.77	\$132.77	\$132.77	7/1/2022	6/30/2023	\$63.53	5.00%	
	\$139.41	\$139.41	\$139.41	7/1/2023	6/30/2024	\$66.70	5.00%	
	\$146.38	\$146.38	\$146.38	7/1/2024	6/30/2025	\$70.04	5.00%	
	\$153.69	\$153.69	\$153.69	7/1/2025	6/30/2026	\$73.54	5.00%	
Exempt	\$161.38	\$161.38	\$161.38	7/1/2026	6/30/2027	\$77.22	5.00%	

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2)**SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)**
(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)**Note: Mark-ups are Not Allowed**

Prime Consultant

Reddy Engineering Services, Inc.Contract No. **RFP 22-1002663**Date **10/29/2021**ADDRESS **9655 Granite Ridge Dr. Suite 200, San Diego, CA 92107**Phone and email **408-309-4762, rafael@reddyengineering.com**

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH)

0.00%

(= 0% if Included in OH)

0.00%FEE % = **90.00%**
10.00%**BILLING INFORMATION****CALCULATION INFORMATION**

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			

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

NOTES:

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT_Reddy Engineering Services, Inc.

PRIME

SUB

x

CONTRACT TYPE On-call

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. 22-1002663

CONTRACT NO.

DATE 10/29/2021

Sub Consultant's Participation Amount \$

Loaded Rate Calculation

Non Exempt Employee Loaded Billing Rates

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

Exempt Employee Loaded Billing Rates

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

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

Name/Classification	Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable le DELTA (TOTAL)	DELTA (BASE) = Employee Base - DIR Base		DELTA Base = DIR Rate - Employee Base Rate		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Hourly Rate and/or Average Hourly Rate	Hourly Range for Class				
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total + Base + Fringe		Straight			1.5 OT		2.0 OT		Straight		1.5 OT		2.0 OT					Straight		OT (1.5x)	
		Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight				1.5 OT	2.0 OT	Straight	OT (1.5x)
Brian Risher, QSP, CWI Roadway Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$65.00	\$97.50	\$130.00	\$10.09	\$75.09	\$107.59	\$140.09	(\$7.16)	(\$0.76)	\$5.63	(\$7.16)	\$19.19	\$25.58	\$0.00	\$0.00	\$0.00	(\$7.16)	(\$0.76)	\$0.00	\$149.45	\$169.80	\$200.85		\$ 65.00	N/A	
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.25	\$102.38	\$136.50	\$10.09	\$78.34	\$112.47	\$146.59	(\$3.91)	\$4.11	\$12.13	(\$3.91)	\$24.06	\$32.08	\$0.00	\$0.00	\$0.00	(\$3.91)	\$0.00	\$0.00	\$150.07	\$176.77	\$210.89	5.00%	\$ 68.25		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.66	\$107.49	\$143.32	\$10.09	\$81.75	\$117.58	\$153.41	(\$0.50)	\$9.23	\$18.95	(\$0.50)	\$29.18	\$38.90	\$0.00	\$0.00	\$0.00	(\$0.50)	\$0.00	\$0.00	\$150.72	\$185.60	\$221.43	5.00%	\$ 71.66		
Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.24	\$112.86	\$150.48	\$10.09	\$85.33	\$122.95	\$160.57	\$3.08	\$14.60	\$26.11	\$0.00	\$34.55	\$46.06	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$157.25	\$194.87	\$232.49	5.00%	\$ 75.24		
Brian Risher, QSP, CWI Roadway Inspector	FIELD	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$135.85	\$168.35	\$200.85		\$ 65.00	N/A	
		7/1/2022	6/30/2023															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$142.64	\$176.77	\$210.89	5.00%	\$ 68.25		
		7/1/2023	6/30/2024															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$149.77	\$185.60	\$221.43	5.00%	\$ 71.66		
Non-Prevailing Wage Work (non-Exempt)		7/1/2024	6/30/2025															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$157.25	\$194.87	\$232.49	5.00%	\$ 75.24		
David Preciado, PLA Landscape Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$60.50	\$60.50	\$60.50	\$8.93	\$69.43	\$69.43	\$69.43	(\$12.82)	(\$38.93)	(\$65.03)	(\$12.82)	(\$17.82)	(\$43.92)	\$0.00	(\$17.82)	(\$43.92)	(\$12.82)	(\$21.11)	(\$21.11)	\$150.80	\$200.40	\$250.00		\$ 60.50	N/A	
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.53	\$63.53	\$63.53	\$8.93	\$72.46	\$72.46	\$72.46	(\$9.79)	(\$35.90)	(\$62.00)	(\$9.79)	(\$14.79)	(\$40.89)	\$0.00	(\$14.79)	(\$40.89)	(\$9.79)	(\$21.11)	(\$21.11)	\$151.38	\$200.98	\$250.58	5.00%	\$ 63.53		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$66.71	\$66.71	\$66.71	\$8.93	\$75.64	\$75.64	\$75.64	(\$6.61)	(\$32.72)	(\$58.82)	(\$6.61)	(\$11.61)	(\$37.71)	\$0.00	(\$11.61)	(\$37.71)	(\$6.61)	(\$21.11)	(\$21.11)	\$151.98	\$201.58	\$251.18	5.00%	\$ 66.71		
Prevailing Wage Work (Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.05	\$70.05	\$70.05	\$8.93	\$78.98	\$78.98	\$78.98	(\$3.27)	(\$29.38)	(\$55.48)	(\$3.27)	(\$8.27)	(\$34.37)	\$0.00	(\$8.27)	(\$34.37)	(\$3.27)	(\$21.11)	(\$21.11)	\$152.62	\$202.22	\$251.82	5.00%	\$ 70.05		
David Preciado, PLA Landscape Inspector	FIELD	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$126.45	\$126.45	\$126.45		\$ 60.50	N/A	
		7/1/2022	6/30/2023															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$132.78	\$132.78	\$132.78	5.00%	\$ 63.53		
		7/1/2023	6/30/2024															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$139.42	\$139.42	\$139.42	5.00%	\$ 66.71		
Non-Prevailing Wage Work (Exempt)		7/1/2024	6/30/2025															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$146.40	\$146.40	\$146.40	5.00%	\$ 70.05		
Rafael Lopez, PE Asst RE/Roadway Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.00	\$70.00	\$70.00	\$7.92	\$77.92	\$77.92	\$77.92	(\$4.33)	(\$30.44)	(\$56.54)	(\$4.33)	(\$8.32)	(\$34.42)	\$0.00	(\$8.32)	(\$34.42)	(\$4.33)	(\$22.12)	(\$22.12)	\$154.53	\$204.13	\$253.73		\$ 70.00	N/A	
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.50	\$73.50	\$73.50	\$7.92	\$81.42	\$81.42	\$81.42	(\$0.83)	(\$26.94)	(\$53.04)	(\$0.83)	(\$4.82)	(\$30.92)	\$0.00	(\$4.82)	(\$30.92)	(\$0.83)	(\$22.12)	(\$22.12)	\$155.19	\$204.79	\$254.39	5.00%	\$ 73.50		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.18	\$77.18	\$77.18	\$7.92	\$85.10	\$85.10	\$85.10	\$2.85	(\$23.26)	(\$49.36)	\$0.00	(\$1.13)	(\$27.24)	\$0.00	(\$1.13)	(\$27.24)	\$0.00	(\$1.13)	(\$27.24)	\$161.31	\$205.49	\$255.09	5.00%	\$ 77.18		
Prevailing Wage Work (Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.04	\$81.04	\$81.04	\$7.92	\$88.96	\$88.96	\$88.96	\$6.71	(\$19.40)	(\$45.50)	\$0.00	\$2.73	(\$23.38)	\$0.00	\$0.00	(\$23.38)	\$0.00	(\$19.40)	(\$22.12)	\$169.37	\$206.22	\$255.82	5.00%	\$ 81.04		
Rafael Lopez, PE Asst RE/Roadway Inspector	FIELD	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$146.30	\$146.30	\$146.30		\$ 70.00	N/A	
		7/1/2022	6/30/2023															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$153.62	\$153.62	\$153.62	5.00%	\$ 73.50		
		7/1/2023	6/30/2024															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$161.31	\$161.31	\$161.31	5.00%	\$ 77.18		
Non-Prevailing Wage Work (Exempt)		7/1/2024	6/30/2025															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$169.37	\$169.37	\$169.37	5.00%	\$ 81.04		
Vinay Reddy, PE Asst RE/Roadway Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.00	\$70.00	\$70.00	\$7.99	\$77.99	\$77.99	\$77.99	(\$4.26)	(\$30.37)	(\$56.47)	(\$4.26)	(\$8.32)	(\$34.42)	\$0.00	(\$8.32)	(\$34.42)	(\$4.26)	(\$22.05)	(\$22.05)	\$154.39	\$203.99	\$253.59		\$ 70.00	N/A	
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.50	\$73.50	\$73.50	\$7.99	\$81.49	\$81.49	\$81.49	(\$0.76)	(\$26.87)	(\$52.97)	(\$0.76)	(\$4.82)	(\$30.92)	\$0.00	(\$4.82)	(\$30.92)	(\$0.76)	(\$22.05)	(\$22.05)	\$155.06	\$204.66	\$254.26	5.00%	\$ 73.50		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.18	\$77.18	\$77.18	\$7.99	\$85.17	\$85.17	\$85.17	\$2.92	(\$23.19)	(\$49.29)	\$0.00	(\$1.13)	(\$27.24)	\$0.00	(\$1.13)	(\$27.24)	\$0.00	(\$1.13)	(\$27.24)	\$161.31	\$205.36	\$254.96	5.00%	\$ 77.18		
Prevailing Wage Work (Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.04	\$81.04	\$81.04	\$7.99	\$89.03	\$89.03	\$89.03	\$6.78	(\$19.33)	(\$45.43)	\$0.00	\$2.73	(\$23.38)	\$0.00	\$0.00	(\$23.38)	\$0.00	(\$19.33)	(\$22.05)	\$169.37	\$206.09	\$255.69	5.00%	\$ 81.04		
Vinay Reddy, PE Asst RE/Roadway Inspector	FIELD	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$146.30	\$146.30	\$146.30		\$ 70.00	N/A	
		7/1/2022	6/30/2023															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$153.62	\$153.62	\$153.62	5.00%	\$ 73.50		
		7/1/2023	6/30/2024															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$161.31	\$161.31	\$161.31	5.00%	\$ 77.18		
Non-Prevailing Wage Work (Exempt)		7/1/2024	6/30/2025															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$169.37	\$169.37	\$169.37	5.00%	\$ 81.04		
Eric Tallarita, PE, CCM Asst RE/Roadway Inspector/Structures Representative	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.00	\$70.00	\$70.00	\$10.51	\$80.51	\$80.51	\$80.51	(\$1.74)	(\$27.85)	(\$53.95)	(\$1.74)	(\$8.32)	(\$34.42)	\$0.00	(\$8.32)	(\$34.42)	(\$1.74)	(\$19.53)	(\$19.53)	\$149.61	\$199.21	\$248.81		\$ 70.00	N/A	
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.50	\$73.50	\$73.50	\$10.51	\$84.01	\$84.01	\$84.01	\$1.76	(\$24.35)	(\$50.45)	\$0.00	(\$4.82)	(\$30.92)	\$0.00	(\$4.82)	(\$30.92)	\$0.00	(\$19.53)	(\$19.53)	\$153.62	\$199.87	\$249.47	5.00%	\$ 73.50		
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.18	\$77.18	\$77.18	\$10.51	\$87.69	\$87.69	\$87.69	\$5.44	(\$20.67)	(\$46.77)	\$0.00	(\$1.13)	(\$27.24)	\$0.00	(\$1.13)	(\$27.24)	\$0.00	(\$19.53)	(\$19.53)	\$161.31	\$200.57	\$250.17	5.00%	\$ 77.18		
Prevailing Wage Work (Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.04	\$81.04	\$81.04	\$10.51	\$91.55	\$91.55	\$91.55	\$9.30	(\$16.81)	(\$42.91)	\$0.00	\$2.73	(\$23.38)	\$0.00	\$0.00	(\$23.38)	\$0.00	(\$16.81)	(\$19.53)	\$169.37	\$201.30	\$250.90	5.00%	\$ 81.04		
Eric Tallarita, PE, CCM Asst RE/Roadway Inspector/Structures Representative	FIELD	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00	N/A	N														

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Note: Mark-ups are Not Allowed

Prime Consultant

SYRUSA Engineering, Inc.

Contract No. **22-1002663**

Date **10/29/2021**

ADDRESS
Phone and email

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
 (= 0% if Included in OH) **0.00%** (= 0% if Included in OH) **0.00%** **116.27%**
 FEE % = **10.00%**

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Noura Alayyan	\$130.84	\$196.27	\$261.69	9/2/2021	6/30/2022	\$55.00		
OFFICE ENGINEER	\$137.39	\$206.08	\$274.77	7/1/2022	6/30/2023	\$57.75	5.00%	
	\$144.25	\$216.38	\$288.51	7/1/2023	6/30/2024	\$60.64	5.00%	
	\$151.47	\$227.20	\$302.94	7/1/2024	6/30/2025	\$63.67	5.00%	
	\$159.04	\$238.56	\$318.08	7/1/2025	6/30/2026	\$66.85	5.00%	
Non-Exempt	\$166.99	\$250.49	\$333.99	7/1/2026	6/30/2027	\$70.20	5.00%	
Faisal Zahlout, PE	\$309.27	\$309.27	\$309.27	9/2/2021	6/30/2022	\$130.00		
Structures Rep	\$324.73	\$324.73	\$324.73	7/1/2022	6/30/2023	\$136.50	5.00%	
	\$340.97	\$340.97	\$340.97	7/1/2023	6/30/2024	\$143.33	5.00%	
	\$358.01	\$358.01	\$358.01	7/1/2024	6/30/2025	\$150.49	5.00%	
	\$375.91	\$375.91	\$375.91	7/1/2025	6/30/2026	\$158.02	5.00%	
Exempt	\$394.71	\$394.71	\$394.71	7/1/2026	6/30/2027	\$165.92	5.00%	
Jose Corona, PE	\$309.27	\$309.27	\$309.27	9/2/2021	6/30/2022	\$130.00		
PROPOSED CLASSIFICATION	\$324.73	\$324.73	\$324.73	7/1/2022	6/30/2023	\$136.50	5.00%	
	\$340.97	\$340.97	\$340.97	7/1/2023	6/30/2024	\$143.33	5.00%	
	\$358.01	\$358.01	\$358.01	7/1/2024	6/30/2025	\$150.49	5.00%	
	\$375.91	\$375.91	\$375.91	7/1/2025	6/30/2026	\$158.02	5.00%	
Exempt	\$394.71	\$394.71	\$394.71	7/1/2026	6/30/2027	\$165.92	5.00%	

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

NOTES:

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

CONSULTANT <u>SYRUSA Engineering, Inc.</u>		PRIME	<u> </u>	SUB	<u>X</u>
PROJECT NO. <u>22-1002663</u>	CONTRACT NO. <u> </u>			DATE	<u>10/29/2021</u>

Sub Consultant's Participation Amount \$ _____

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1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

CONSULTANT _____ WSP USA, Inc. PRIME _____ SUB _____ X _____
PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. _____ TBD DATE _____ 10/29/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31%	97.20%	0.00%	130.51%
OVERTIME	33.31%	97.20%	0.00%	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73%	59.49%	0.00%	93.22%
OVERTIME	33.73%	59.49%	0.00%	93.22%

Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total						Applicable DELTA Base = DIR Rate - Employee Base Rate						Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)						Loaded Hourly Billing Rates						% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
				From	To	Straight	1.5 OT	2.0 OT	Fringe Benefits	Straight	1.5 OT	2.0 OT	Total Base Salary + Fringe Benefits	Straight	1.5 OT	2.0 OT	Estimated Fringe	Straight	1.5 OT	2.0 OT	Total = Base + Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)								
Richard Bagay Construction Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$64.87	\$97.31	\$129.74	\$18.83	\$83.70	\$116.14	\$148.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$137.88	\$170.31	\$202.75	5.00%	\$ 64.87	N/A											
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.11	\$102.17	\$136.22	\$18.83	\$86.94	\$121.00	\$155.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$144.76	\$178.82	\$212.87	5.00%	\$ 68.11												
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.52	\$107.28	\$143.04	\$18.83	\$90.35	\$126.11	\$161.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.01	\$187.77	\$223.53	5.00%	\$ 71.52												
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.10	\$112.65	\$150.20	\$18.83	\$93.93	\$131.48	\$169.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.62	\$197.17	\$234.72	5.00%	\$ 75.10												
(non-Exempt)		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.86	\$118.29	\$157.72	\$18.83	\$97.69	\$137.12	\$176.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$167.61	\$207.04	\$246.47	5.00%	\$ 78.86	N/A											
		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.80	\$124.20	\$165.60	\$18.83	\$101.63	\$143.03	\$184.43	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$175.98	\$217.38	\$258.78	5.00%	\$ 82.80												
Richard Bagay Construction Inspector	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$64.87	\$97.31	\$129.74	\$18.83	\$83.70	\$116.14	\$148.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$137.88	\$170.31	\$202.75	5.00%	\$ 64.87		N/A										
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$68.11	\$102.17	\$136.22	\$18.83	\$86.94	\$121.00	\$155.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$144.76	\$178.82	\$212.87	5.00%	\$ 68.11												
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$71.52	\$107.28	\$143.04	\$18.83	\$90.35	\$126.11	\$161.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.01	\$187.77	\$223.53	5.00%	\$ 71.52												
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$75.10	\$112.65	\$150.20	\$18.83	\$93.93	\$131.48	\$169.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.62	\$197.17	\$234.72	5.00%	\$ 75.10												
(non-Exempt)		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$78.86	\$118.29	\$157.72	\$18.83	\$97.69	\$137.12	\$176.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$167.61	\$207.04	\$246.47	5.00%	\$ 78.86	N/A											
		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$82.80	\$124.20	\$165.60	\$18.83	\$101.63	\$143.03	\$184.43	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$175.98	\$217.38	\$258.78	5.00%	\$ 82.80												
Richard Bagay Construction Inspector	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$64.87	\$97.31	\$129.74	\$18.83	\$83.70	\$116.14	\$148.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$137.88	\$170.31	\$202.75	5.00%	\$ 64.87		N/A										
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$68.11	\$102.17	\$134.28	\$18.83	\$86.94	\$121.00	\$153.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$144.76	\$178.82	\$212.87	5.00%	\$ 68.11												
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$71.52	\$107.28	\$138.98	\$18.83	\$90.35	\$126.11	\$157.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.01	\$187.77	\$223.53	5.00%	\$ 71.52												
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$75.10	\$112.65	\$143.84	\$18.83	\$93.93	\$131.48	\$162.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.62	\$197.17	\$234.72	5.00%	\$ 75.10												
(non-Exempt)		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$78.86	\$118.29	\$143.84	\$18.83	\$97.69	\$137.12	\$162.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$167.61	\$207.04	\$246.47	5.00%	\$ 78.86	N/A											
		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$82.80	\$124.20	\$143.84	\$18.83	\$101.63	\$143.03	\$162.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$175.98	\$217.38	\$258.78	5.00%	\$ 82.80												
Richard Bagay Construction Inspector	FIELD	9/2/2021	12/31/2021																									\$137.88	\$170.31	\$202.75	5.00%	\$ 64.87		N/A										
Non-Prevailing Wage Work		1/1/2022	12/31/2022																									\$144.76	\$178.82	\$212.87	5.00%	\$ 68.11												
		1/1/2023	12/31/2023																									\$152.01	\$187.77	\$223.53	5.00%	\$ 71.52												
		1/1/2024	12/31/2024																									\$159.62	\$197.17	\$234.72	5.00%	\$ 75.10												
(non-Exempt)		1/1/2025	12/31/2025																									\$167.61	\$207.04	\$246.47	5.00%	\$ 78.86	N/A											
		1/1/2026	12/31/2026																									\$175.98	\$217.38	\$258.78	5.00%	\$ 82.80												

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT WSP USA, Inc. PRIME SUB X
PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. TBD DATE 10/29/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31% +	97.20% +	0.00%	=
OVERTIME	33.31% +	97.20% +	0.00%	=
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73% +	59.49% +	0.00%	=
OVERTIME	33.73% +	59.49% +	0.00%	=
		Fee		=
		Applicable Multiplier Delta Base (Field)		=
		Applicable Multiplier Fringe (Field)		=

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class					
					Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe	Total = Base + Fringe																							
			From	To	Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)									
Kevin Joyce Resident Engineer Group 2 Prevailing Wage Work (non-Exempt)	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.22	\$112.83	\$150.44	\$11.25	\$86.47	\$124.08	\$161.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.87	\$197.48	\$235.09	5.00%	\$ 75.22	N/A	
		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.98	\$118.47	\$157.96	\$11.25	\$90.23	\$129.72	\$169.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$167.87	\$207.36	\$246.85	5.00%	\$ 78.98		
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.93	\$124.40	\$165.86	\$11.25	\$94.18	\$135.65	\$177.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.26	\$217.73	\$259.19	5.00%	\$ 82.93		
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$87.08	\$130.62	\$174.16	\$11.25	\$98.33	\$141.87	\$185.41	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.08	\$228.62	\$272.16	5.00%	\$ 87.08		
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.43	\$137.15	\$182.86	\$11.25	\$102.68	\$148.40	\$194.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$194.33	\$240.04	\$285.76	5.00%	\$ 91.43		
1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$96.00	\$144.00	\$192.00	\$11.25	\$107.25	\$155.25	\$203.25	\$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	\$204.04	\$252.04	\$300.04	5.00%	\$ 96.00			
Kevin Joyce Resident Engineer Group 2 Prevailing Wage Work (non-Exempt)	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$75.22	\$112.83	\$150.44	\$11.25	\$86.47	\$124.08	\$161.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.87	\$197.48	\$235.09	5.00%	\$ 75.22	N/A	
		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$78.98	\$118.47	\$157.96	\$11.25	\$90.23	\$129.72	\$169.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$167.87	\$207.36	\$246.85	5.00%	\$ 78.98		
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$82.93	\$124.40	\$165.86	\$11.25	\$94.18	\$135.65	\$177.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.26	\$217.73	\$259.19	5.00%	\$ 82.93		
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$87.08	\$130.62	\$174.16	\$11.25	\$98.33	\$141.87	\$185.41	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.08	\$228.62	\$272.16	5.00%	\$ 87.08		
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$91.43	\$137.15	\$182.86	\$11.25	\$102.68	\$148.40	\$194.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$194.33	\$240.04	\$285.76	5.00%	\$ 91.43		
1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$96.00	\$144.00	\$192.00	\$11.25	\$107.25	\$155.25	\$203.25	\$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	\$204.04	\$252.04	\$300.04	5.00%	\$ 96.00			
Kevin Joyce Resident Engineer Group 2 Prevailing Wage Work (non-Exempt)	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$75.22	\$112.83	\$129.74	\$11.25	\$86.47	\$116.13	\$148.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.87	\$197.48	\$235.09	5.00%	\$ 75.22	N/A	
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$78.98	\$118.47	\$134.28	\$11.25	\$90.23	\$119.53	\$153.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$167.87	\$207.36	\$246.85	5.00%	\$ 78.98		
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$82.93	\$124.40	\$138.98	\$11.25	\$94.18	\$123.07	\$157.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.26	\$217.73	\$259.19	5.00%	\$ 82.93		
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$87.08	\$130.62	\$143.84	\$11.25	\$98.33	\$126.71	\$162.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.08	\$228.62	\$272.16	5.00%	\$ 87.08		
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$91.43	\$137.15	\$143.84	\$11.25	\$102.68	\$126.71	\$162.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$194.33	\$240.04	\$285.76	5.00%	\$ 91.43		
1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$96.00	\$144.00	\$143.84	\$11.25	\$107.25	\$126.71	\$162.67	\$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	\$204.04	\$252.04	\$300.04	5.00%	\$ 96.00			
Kevin Joyce Resident Engineer Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	12/31/2021																											\$159.87	\$197.48	\$235.09		\$ 75.22	N/A	
		1/1/2022	12/31/2022																												\$167.87	\$207.36	\$246.85	5.00%		\$ 78.98
		1/1/2023	12/31/2023																												\$176.26	\$217.73	\$259.19	5.00%		\$ 82.93
		1/1/2024	12/31/2024																												\$185.08	\$228.62	\$272.16	5.00%		\$ 87.08
		1/1/2025	12/31/2025																												\$194.33	\$240.04	\$285.76	5.00%		\$ 91.43
1/1/2026	12/31/2026																												\$204.04	\$252.04	\$300.04	5.00%	\$ 96.00			
Joe Herrera Office Engineer Non - Prevailing Wage Work (Exempt)	FIELD	9/2/2021	12/31/2021																											\$79.70	\$79.70	\$79.70		\$ 37.50	N/A	
		1/1/2022	12/31/2022																												\$83.70	\$83.70	\$83.70	5.00%		\$ 39.38
		1/1/2023	12/31/2023																												\$87.89	\$87.89	\$87.89	5.00%		\$ 41.35
		1/1/2024	12/31/2024																												\$92.29	\$92.29	\$92.29	5.00%		\$ 43.42
		1/1/2025	12/31/2025																												\$96.90	\$96.90	\$96.90	5.00%		\$ 45.59
1/1/2026	12/31/2026																												\$101.74	\$101.74	\$101.74	5.00%	\$ 47.87			

Issue Date: August 22, 2021
Expiration Date: June 30, 2022

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT WSP USA, Inc. PRIME SUB X
PROJECT NO. SBCTA ON CALL RFP 22-10022663 CONTRACT NO. TBD DATE 10/29/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31%	+	97.20%	= 130.51%
OVERTIME	33.31%	+	97.20%	= 130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73%	+	59.49%	= 93.22%
OVERTIME	33.73%	+	59.49%	= 93.22%
			Fee	= 10.00%

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

Name/Classification		Home Office Personnel/Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class	
						Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe	Total = Base + Fringe		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)				OT (2x)
						Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT																		
David Knorr Roadway Inspector Group 2 Prevailing Wage Work (Exempt)	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$67.61	\$101.42	\$101.42	\$11.57	\$79.18	\$112.99	\$112.99	(\$3.07)	\$0.00	(\$21.48)	\$0.00	\$0.00	(\$3.01)	(\$3.07)	\$0.00	(\$18.47)	\$150.22	\$185.56	\$220.90		\$ 67.61	N/A	
		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.99	\$70.99	\$70.99	\$11.57	\$82.56	\$82.56	\$82.56	\$0.00	(\$25.80)	(\$51.90)	\$0.00	(\$7.33)	(\$33.43)	\$0.00	(\$18.47)	(\$18.47)	\$150.88	\$186.38	\$221.87	5.00%	\$ 70.99		
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.54	\$74.54	\$74.54	\$11.57	\$86.11	\$86.11	\$86.11	\$0.00	(\$22.25)	(\$48.35)	\$0.00	(\$3.77)	(\$29.88)	\$0.00	(\$18.47)	(\$18.47)	\$158.43	\$195.70	\$232.97	5.00%	\$ 74.54		
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.27	\$78.27	\$78.27	\$11.57	\$89.84	\$89.84	\$89.84	\$0.00	(\$18.52)	(\$44.62)	\$0.00	(\$0.05)	(\$26.15)	\$0.00	(\$18.47)	(\$18.47)	\$166.36	\$205.49	\$244.63	5.00%	\$ 78.27		
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.18	\$82.18	\$82.18	\$11.57	\$93.75	\$93.75	\$93.75	\$0.00	(\$14.61)	(\$40.71)	\$0.00	(\$0.00)	(\$22.24)	\$0.00	(\$14.61)	(\$18.47)	\$174.67	\$215.76	\$256.85	5.00%	\$ 82.18		
		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$86.29	\$86.29	\$86.29	\$11.57	\$97.86	\$97.86	\$97.86	\$0.00	(\$10.50)	(\$36.60)	\$0.00	\$0.00	(\$18.13)	\$0.00	(\$10.50)	(\$18.47)	\$183.40	\$226.55	\$269.69	5.00%	\$ 86.29		
David Knorr Roadway Inspector Group 2 Prevailing Wage Work (Exempt)	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$67.61	\$67.61	\$135.22	\$11.57	\$79.18	\$79.18	\$146.79	(\$3.57)	(\$29.93)	\$0.00	\$0.00	(\$11.46)	\$0.00	(\$3.57)	(\$18.47)	\$0.00	\$151.29	\$186.88	\$222.47		\$ 67.61	N/A	
		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$70.99	\$70.99	\$70.99	\$11.57	\$82.56	\$118.06	\$153.55	(\$0.19)	\$0.00	\$0.00	\$0.00	\$0.00	(\$0.19)	\$0.00	\$0.00	\$0.00	\$151.29	\$186.88	\$222.47	5.00%	\$ 70.99		
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$74.54	\$111.81	\$149.08	\$11.57	\$86.11	\$123.38	\$160.65	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$158.43	\$195.70	\$232.97	5.00%	\$ 74.54		
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$78.27	\$117.41	\$156.54	\$11.57	\$89.84	\$128.98	\$168.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$166.36	\$205.49	\$244.63	5.00%	\$ 78.27		
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$82.18	\$123.27	\$164.36	\$11.57	\$93.75	\$93.75	\$93.75	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$174.67	\$215.76	\$256.85	5.00%	\$ 82.18		
		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$86.29	\$129.44	\$172.58	\$11.57	\$97.86	\$141.01	\$184.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.40	\$226.55	\$269.69	5.00%		\$ 86.29
David Knorr Roadway Inspector Group 2 Prevailing Wage Work (Exempt)	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$67.61	\$101.42	\$135.22	\$11.57	\$79.18	\$112.99	\$146.79	(\$4.07)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$4.07)	\$0.00	\$0.00	\$152.35	\$188.19	\$224.03		\$ 67.61	N/A	
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$70.99	\$106.49	\$141.98	\$11.57	\$82.56	\$118.06	\$153.55	(\$0.69)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$0.69)	\$0.00	\$0.00	\$152.35	\$188.19	\$224.03	5.00%	\$ 70.99		
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$74.54	\$111.81	\$149.08	\$11.57	\$86.11	\$123.38	\$160.65	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$158.43	\$195.70	\$232.97	5.00%	\$ 74.54		
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$78.27	\$117.41	\$156.54	\$11.57	\$89.84	\$128.98	\$168.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$166.36	\$205.49	\$244.63	5.00%	\$ 78.27		
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$82.18	\$123.27	\$164.36	\$11.57	\$93.75	\$93.75	\$93.75	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$174.67	\$215.76	\$256.85	5.00%	\$ 82.18		
		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$86.29	\$129.44	\$172.58	\$11.57	\$97.86	\$141.01	\$184.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.40	\$226.55	\$269.69	5.00%		\$ 86.29
David Knorr Roadway Inspector Non - Prevailing Wage Work (Exempt)	FIELD	9/2/2021	12/31/2021																								\$143.70	\$177.50	\$211.31		\$ 67.61	N/A	
		1/1/2022	12/31/2022																									\$150.88	\$186.38	\$221.87	5.00%		\$ 70.99
		1/1/2023	12/31/2023																									\$158.43	\$195.70	\$232.97	5.00%		\$ 74.54
		1/1/2024	12/31/2024																									\$166.36	\$205.49	\$244.63	5.00%		\$ 78.27
		1/1/2025	12/31/2025																									\$174.67	\$215.76	\$256.85	5.00%		\$ 82.18
		1/1/2026	12/31/2026																									\$183.40	\$226.55	\$269.69	5.00%		\$ 86.29

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT _____ WSP USA, Inc. PRIME _____ SUB _____ X
PROJECT NO. SBC TA ON CALL RFP 22-1002663 CONTRACT NO. _____ TBD DATE _____ 10/29/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31%	97.20%	0.00%	130.51%
OVERTIME	33.31%	97.20%	0.00%	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73%	59.49%	0.00%	93.22%
OVERTIME	33.73%	59.49%	0.00%	93.22%
		Fee		10.00%
		Applicable Multiplier Delta Base (Field)		2.13
		Applicable Multiplier Fringe (Field)		2.13

Name/Classification		Home Office Personnel/ Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
						Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe																	
						Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight																1.5 OT	2.0 OT
Ibrahim Massourd, PE, QSD SWPPP Inspector Group 2 Prevailing Wage Work (Exempt)	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$93.34	\$93.34	\$93.34	\$6.73	\$100.07	\$100.07	\$100.07	\$0.00	(\$8.28)	(\$34.39)	\$0.00	\$0.00	(\$11.08)	\$0.00	(\$8.28)	(\$23.31)	\$198.39	\$216.00	\$271.48	5.00%	\$ 93.34	N/A		
		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$96.01	\$98.01	\$98.01	\$6.73	\$104.74	\$104.74	\$104.74	\$0.00	(\$3.61)	(\$29.72)	\$0.00	\$0.00	(\$6.41)	\$0.00	(\$3.61)	(\$23.31)	\$208.31	\$216.00	\$271.48	5.00%	\$ 98.01			
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$102.91	\$102.91	\$102.91	\$6.73	\$109.64	\$109.64	\$109.64	\$0.00	\$0.00	(\$24.82)	\$0.00	\$0.00	(\$1.51)	\$0.00	\$0.00	(\$23.31)	\$218.73	\$218.73	\$271.48	5.00%	\$ 102.91			
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$108.06	\$108.06	\$108.06	\$6.73	\$114.79	\$114.79	\$114.79	\$0.00	\$0.00	(\$19.67)	\$0.00	\$0.00		\$0.00	\$0.00	(\$19.67)	\$229.67	\$229.67	\$271.48	5.00%	\$ 108.06			
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$113.46	\$113.46	\$113.46	\$6.73	\$120.19	\$120.19	\$120.19	\$0.00	\$0.00	(\$14.27)	\$0.00	\$0.00		\$0.00	\$0.00	(\$14.27)	\$241.15	\$241.15	\$271.48	5.00%	\$ 113.46			
1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$119.13	\$119.13	\$119.13	\$6.73	\$125.86	\$125.86	\$125.86	\$0.00	\$0.00	(\$8.60)	\$0.00	\$0.00		\$0.00	\$0.00	(\$8.60)	\$253.20	\$253.20	\$271.48	5.00%	\$ 119.13					
Ibrahim Massourd, PE, QSD SWPPP Inspector Group 2 Prevailing Wage Work (Exempt)	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$75.08	\$105.42	\$30.04	\$82.75	\$105.12	\$135.46	\$93.34	\$93.34	\$93.34	\$6.73	\$100.07	\$100.07	\$100.07	\$0.00	(\$5.05)	(\$35.39)	\$0.00	\$0.00	(\$12.08)	\$0.00	(\$5.05)	(\$23.31)	\$198.39	\$209.12	\$273.61	5.00%	\$ 93.34	N/A		
		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$96.01	\$98.01	\$98.01	\$6.73	\$104.74	\$104.74	\$104.74	\$0.00	(\$4.36)	(\$30.72)	\$0.00	\$0.00	(\$7.41)	\$0.00	(\$4.36)	(\$23.31)	\$208.31	\$217.59	\$273.61	5.00%	\$ 98.01			
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$102.91	\$102.91	\$102.91	\$6.73	\$109.64	\$109.64	\$109.64	\$0.00	\$0.00	(\$25.82)	\$0.00	\$0.00	(\$2.51)	\$0.00	\$0.00	(\$23.31)	\$218.73	\$218.73	\$273.61	5.00%	\$ 102.91			
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$108.06	\$108.06	\$108.06	\$6.73	\$114.79	\$114.79	\$114.79	\$0.00	\$0.00	(\$20.67)	\$0.00	\$0.00		\$0.00	\$0.00	(\$20.67)	\$229.67	\$229.67	\$273.61	5.00%	\$ 108.06			
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$113.46	\$113.46	\$113.46	\$6.73	\$120.19	\$120.19	\$120.19	\$0.00	\$0.00	(\$15.27)	\$0.00	\$0.00		\$0.00	\$0.00	(\$15.27)	\$241.15	\$241.15	\$273.61	5.00%	\$ 113.46			
1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$119.13	\$119.13	\$119.13	\$6.73	\$125.86	\$125.86	\$125.86	\$0.00	\$0.00	(\$9.60)	\$0.00	\$0.00		\$0.00	\$0.00	(\$9.60)	\$253.20	\$253.20	\$273.61	5.00%	\$ 119.13					
Ibrahim Massourd, PE, QSD SWPPP Inspector Group 2 Prevailing Wage Work (Exempt)	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$93.34	\$93.34	\$93.34	\$6.73	\$100.07	\$100.07	\$100.07	\$0.00	(\$9.78)	(\$36.39)	\$0.00	\$0.00	(\$13.08)	\$0.00	(\$9.78)	(\$23.31)	\$198.39	\$219.18	\$275.73	5.00%	\$ 93.34	N/A		
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$96.01	\$98.01	\$98.01	\$6.73	\$104.74	\$104.74	\$104.74	\$0.00	(\$5.11)	(\$31.72)	\$0.00	\$0.00	(\$8.41)	\$0.00	(\$5.11)	(\$23.31)	\$208.31	\$219.18	\$275.73	5.00%	\$ 98.01			
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$102.91	\$102.91	\$102.91	\$6.73	\$109.64	\$109.64	\$109.64	\$0.00	(\$0.21)	(\$26.82)	\$0.00	\$0.00	(\$3.51)	\$0.00	(\$0.21)	(\$23.31)	\$218.73	\$219.18	\$275.73	5.00%	\$ 102.91			
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$108.06	\$108.06	\$108.06	\$6.73	\$114.79	\$114.79	\$114.79	\$0.00	\$0.00	(\$21.67)	\$0.00	\$0.00		\$0.00	\$0.00	(\$21.67)	\$229.67	\$229.67	\$275.73	5.00%	\$ 108.06			
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$113.46	\$113.46	\$113.46	\$6.73	\$120.19	\$120.19	\$120.19	\$0.00	\$0.00	(\$16.27)	\$0.00	\$0.00		\$0.00	\$0.00	(\$16.27)	\$241.15	\$241.15	\$275.73	5.00%	\$ 113.46			
1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$119.13	\$119.13	\$119.13	\$6.73	\$125.86	\$125.86	\$125.86	\$0.00	\$0.00	(\$10.60)	\$0.00	\$0.00		\$0.00	\$0.00	(\$10.60)	\$253.20	\$253.20	\$275.73	5.00%	\$ 119.13					
Ibrahim Massourd, PE, QSD SWPPP Inspector Non - Prevailing Wage Work (Exempt)	FIELD	9/2/2021	12/31/2021																								\$198.39	\$198.39	\$198.39	5.00%	\$ 93.34	N/A		
		1/1/2022	12/31/2022																								\$208.31	\$208.31	\$208.31	5.00%	\$ 98.01			
		1/1/2023	12/31/2023																								\$218.73	\$218.73	\$218.73	5.00%	\$ 102.91			
		1/1/2024	12/31/2024																								\$229.67	\$229.67	\$229.67	5.00%	\$ 108.06			
		1/1/2025	12/31/2025																								\$241.15	\$241.15	\$241.15	5.00%	\$ 113.46			
1/1/2026	12/31/2026																									\$253.20	\$253.20	\$253.20	5.00%	\$ 119.13				

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

WSP USA INC.

CONSULTANT	_____	WSP USA, Inc.	PRIME	_____	SUB	X
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(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. _____ TBD DATE _____ 10/29/2021

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %		General Administration %	Combined %
NORMAL	33.31% +	97.20% +	0.00%		130.51%
OVERTIME	33.31% +	97.20% +	0.00%		130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %		General Administration %	Combined %
NORMAL	33.73% +	59.49% +	0.00%		93.22%
OVERTIME	33.73% +	59.49% +	0.00%		93.22%
			Fee		10.00%
			Applicable Multiplier Delta Base (Field)	=	2.13
			Applicable Multiplier Fringe (Field)	=	2.13

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)									Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
					Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe																		
			Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT																		
			From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)									
David Nguyen, PE,QSD Structures Representative	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$103.50	\$103.50	\$103.50	\$7.05	\$110.55	\$110.55	\$110.55	\$0.00	\$0.00	(\$23.91)	\$0.00	\$0.00	(\$0.92)	\$0.00	\$0.00	\$219.98	\$219.98	\$270.80	5.00%	\$ 103.50	N/A			
1/1/2022		12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$108.68	\$108.68	\$108.68	\$7.05	\$115.73	\$115.73	\$115.73	\$0.00	\$0.00	(\$18.73)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	\$230.99	\$230.99	\$270.80	\$ 108.68						
1/1/2023		12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$114.11	\$114.11	\$114.11	\$7.05	\$121.16	\$121.16	\$121.16	\$0.00	\$0.00	(\$13.30)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	\$242.53	\$242.53	\$270.80	\$ 114.11						
1/1/2024		12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$119.82	\$119.82	\$119.82	\$7.05	\$126.87	\$126.87	\$126.87	\$0.00	\$0.00	(\$7.59)	\$0.00	\$0.00	(\$7.59)	\$0.00	\$0.00	\$254.67	\$254.67	\$270.80	\$ 119.82						
1/1/2025		12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$125.81	\$125.81	\$125.81	\$7.05	\$132.86	\$132.86	\$132.86	\$0.00	\$0.00	(\$1.60)	\$0.00	\$0.00	(\$1.60)	\$0.00	\$0.00	\$267.40	\$267.40	\$270.80	\$ 125.81						
Group 2 Prevailing Wage Work (Exempt)		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$132.10	\$132.10	\$132.10	\$7.05	\$139.15	\$139.15	\$139.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$280.77	\$280.77	\$280.77	5.00%	\$ 132.10				
David Nguyen, PE,QSD Structures Representative	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$103.50	\$103.50	\$103.50	\$7.05	\$110.55	\$110.55	\$110.55	\$0.00	\$0.00	(\$24.91)	\$0.00	\$0.00	(\$1.92)	\$0.00	\$0.00	\$219.98	\$219.98	\$272.93	5.00%	\$ 103.50	N/A			
1/1/2022		12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$108.68	\$108.68	\$108.68	\$7.05	\$115.73	\$115.73	\$115.73	\$0.00	\$0.00	(\$19.73)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	\$230.99	\$230.99	\$272.93	\$ 108.68						
1/1/2023		12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$114.11	\$114.11	\$114.11	\$7.05	\$121.16	\$121.16	\$121.16	\$0.00	\$0.00	(\$14.30)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	\$242.53	\$242.53	\$272.93	\$ 114.11						
1/1/2024		12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$119.82	\$119.82	\$119.82	\$7.05	\$126.87	\$126.87	\$126.87	\$0.00	\$0.00	(\$8.59)	\$0.00	\$0.00	(\$8.59)	\$0.00	\$0.00	\$254.67	\$254.67	\$272.93	\$ 119.82						
1/1/2025		12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$125.81	\$125.81	\$125.81	\$7.05	\$132.86	\$132.86	\$132.86	\$0.00	\$0.00	(\$2.60)	\$0.00	\$0.00	(\$2.60)	\$0.00	\$0.00	\$267.40	\$267.40	\$272.93	\$ 125.81						
Group 2 Prevailing Wage Work (Exempt)		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$132.10	\$132.10	\$132.10	\$7.05	\$139.15	\$139.15	\$139.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$280.77	\$280.77	\$280.77	5.00%	\$ 132.10				
David Nguyen, PE,QSD Structures Representative	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$103.50	\$103.50	\$103.50	\$7.05	\$110.55	\$110.55	\$110.55	\$0.00	\$0.00	(\$25.91)	\$0.00	\$0.00	(\$2.92)	\$0.00	\$0.00	\$219.98	\$219.98	\$275.05	5.00%	\$ 103.50	N/A			
1/1/2022		12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$108.68	\$108.68	\$108.68	\$7.05	\$115.73	\$115.73	\$115.73	\$0.00	\$0.00	(\$20.73)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	\$230.99	\$230.99	\$275.05	\$ 108.68						
1/1/2023		12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$114.11	\$114.11	\$114.11	\$7.05	\$121.16	\$121.16	\$121.16	\$0.00	\$0.00	(\$15.30)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	\$242.53	\$242.53	\$275.05	\$ 114.11						
1/1/2024		12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$119.82	\$119.82	\$119.82	\$7.05	\$126.87	\$126.87	\$126.87	\$0.00	\$0.00	(\$9.59)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	\$254.67	\$254.67	\$275.05	\$ 119.82						
1/1/2025		12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$125.81	\$125.81	\$125.81	\$7.05	\$132.86	\$132.86	\$132.86	\$0.00	\$0.00	(\$3.60)	\$0.00	\$0.00	(\$3.60)	\$0.00	\$0.00	\$267.40	\$267.40	\$275.05	\$ 125.81						
Group 2 Prevailing Wage Work (Exempt)		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$132.10	\$132.10	\$132.10	\$7.05	\$139.15	\$139.15	\$139.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$280.77	\$280.77	\$280.77	5.00%	\$ 132.10				
David Nguyen, PE,QSD Structures Representative	FIELD	9/2/2021	12/31/2021																						\$219.98	\$219.98	\$219.98	5.00%	\$ 103.50	N/A				
1/1/2022		12/31/2022																							\$230.99	\$230.99	\$230.99		\$ 108.68					
1/1/2023		12/31/2023																								\$242.53	\$242.53		\$242.53		\$ 114.11			
1/1/2024		12/31/2024																								\$254.67	\$254.67		\$254.67		\$ 119.82			
1/1/2025		12/31/2025																								\$267.40	\$267.40		\$267.40		\$ 125.81			
Non-Prevailing Wage Work (Exempt)		1/1/2026	12/31/2026																						\$280.77	\$280.77	\$280.77	5.00%	\$ 132.10					
April Patera, PE Project Manager	FIELD	9/2/2021	12/31/2021																						\$198.41	\$198.41	\$198.41	5.00%	\$ 93.35	N/A				
1/1/2022		12/31/2022																							\$208.33	\$208.33	\$208.33		\$ 98.02					
1/1/2023		12/31/2023																								\$218.75	\$218.75		\$218.75		\$ 102.92			
1/1/2024		12/31/2024																								\$229.69	\$229.69		\$229.69		\$ 108.07			
1/1/2025		12/31/2025																								\$241.17	\$241.17		\$241.17		\$ 113.47			
Non - Prevailing Wage Work (Exempt)		1/1/2026	12/31/2026																							\$253.22	\$253.22	\$253.22	5.00%	\$ 119.14				
Bahrood Pirzadeh, PE, QSD Resident Engineer	FIELD	9/2/2021	12/31/2021																						\$229.31	\$229.31	\$229.31	5.00%	\$ 107.89	N/A				
1/1/2022		12/31/2022																							\$240.77	\$240.77	\$240.77		\$ 113.28					
1/1/2023		12/31/2023																								\$252.80	\$252.80		\$252.80		\$ 118.94			
1/1/2024		12/31/2024																								\$265.44	\$265.44		\$265.44		\$ 124.89			
1/1/2025		12/31/2025																								\$278.71	\$278.71		\$278.71		\$ 131.13			
Non - Prevailing Wage Work (Exempt)		1/1/2026	12/31/2026																	</														

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT _____ WSP USA, Inc. PRIME _____ SUB _____ X
PROJECT NO. _____ SBCTA ON CALL RFP 22-1002663 CONTRACT NO. _____ TBD DATE _____ 10/29/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31%	97.20%	0.00%	130.51%
OVERTIME	33.31%	97.20%	0.00%	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73%	59.49%	0.00%	93.22%
OVERTIME	33.73%	59.49%	0.00%	93.22%
Fee				10.00%
Applicable Multiplier Delta Base (Field)				2.13
Applicable Multiplier Fringe (Field)				2.13

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class	
					Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total + Base + Fringe																
			From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)					
Veronica Seyde, QSD,Tor SWPPP Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.89	\$91.89	\$91.89	\$9.57	\$101.46	\$101.46	\$101.46	\$0.00	(\$6.89)	(\$33.00)	\$0.00	\$0.00	(\$12.53)	\$0.00	(\$6.89)	(\$20.47)	\$195.30	\$209.96	\$265.44	5.00%	\$ 91.89	N/A
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$96.48	\$96.48	\$96.48	\$9.57	\$106.05	\$106.05	\$106.05	\$0.00	(\$2.30)	(\$28.41)	\$0.00	\$0.00	(\$3.12)	\$0.00	(\$2.30)	(\$20.47)	\$205.06	\$209.96	\$265.44	5.00%	\$ 96.48	
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$101.30	\$101.30	\$101.30	\$9.57	\$110.87	\$110.87	\$110.87	\$0.00	(\$3.00)	(\$23.59)	\$0.00	\$0.00	(\$3.12)	\$0.00	(\$3.00)	(\$20.47)	\$215.31	\$215.31	\$265.44	5.00%	\$ 101.30	
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$106.37	\$106.37	\$106.37	\$9.57	\$115.94	\$115.94	\$115.94	\$0.00	(\$0.00)	(\$18.52)	\$0.00	\$0.00	(\$18.52)	\$0.00	(\$0.00)	(\$20.47)	\$226.08	\$226.08	\$265.44	5.00%	\$ 106.37	
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$111.69	\$111.69	\$111.69	\$9.57	\$121.26	\$121.26	\$121.26	\$0.00	(\$0.00)	(\$13.20)	\$0.00	\$0.00	(\$13.20)	\$0.00	(\$0.00)	(\$20.47)	\$237.39	\$237.39	\$265.44	5.00%	\$ 111.69	
(Exempt)		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$117.27	\$117.27	\$117.27	\$9.57	\$126.84	\$126.84	\$126.84	\$0.00	(\$0.00)	(\$7.62)	\$0.00	\$0.00	(\$7.62)	\$0.00	(\$0.00)	(\$20.47)	\$249.25	\$249.25	\$265.44	5.00%	\$ 117.27	
Veronica Seyde, QSD,Tor SWPPP Inspector	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$91.89	\$91.89	\$91.89	\$9.57	\$101.46	\$101.46	\$101.46	\$0.00	(\$7.64)	(\$34.00)	\$0.00	\$0.00	(\$13.53)	\$0.00	(\$7.64)	(\$20.47)	\$195.30	\$211.55	\$267.57	5.00%	\$ 91.89	N/A
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$96.48	\$96.48	\$96.48	\$9.57	\$106.05	\$106.05	\$106.05	\$0.00	(\$3.05)	(\$29.41)	\$0.00	\$0.00	(\$8.94)	\$0.00	(\$3.05)	(\$20.47)	\$205.06	\$211.55	\$267.57	5.00%	\$ 96.48	
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$101.30	\$101.30	\$101.30	\$9.57	\$110.87	\$110.87	\$110.87	\$0.00	(\$0.00)	(\$24.59)	\$0.00	\$0.00	(\$4.12)	\$0.00	(\$0.00)	(\$20.47)	\$215.31	\$215.31	\$267.57	5.00%	\$ 101.30	
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$106.37	\$106.37	\$106.37	\$9.57	\$115.94	\$115.94	\$115.94	\$0.00	(\$0.00)	(\$19.52)	\$0.00	\$0.00	(\$19.52)	\$0.00	(\$0.00)	(\$20.47)	\$226.08	\$226.08	\$267.57	5.00%	\$ 106.37	
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$111.69	\$111.69	\$111.69	\$9.57	\$121.26	\$121.26	\$121.26	\$0.00	(\$0.00)	(\$14.20)	\$0.00	\$0.00	(\$14.20)	\$0.00	(\$0.00)	(\$20.47)	\$237.39	\$237.39	\$267.57	5.00%	\$ 111.69	
(Exempt)		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$117.27	\$117.27	\$117.27	\$9.57	\$126.84	\$126.84	\$126.84	\$0.00	(\$0.00)	(\$8.62)	\$0.00	\$0.00	(\$8.62)	\$0.00	(\$0.00)	(\$20.47)	\$249.25	\$249.25	\$267.57	5.00%	\$ 117.27	
Veronica Seyde, QSD,Tor SWPPP Inspector	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$91.89	\$91.89	\$91.89	\$9.57	\$83.69	\$101.46	\$101.46	\$0.00	(\$8.39)	(\$35.00)	\$0.00	\$0.00	(\$14.53)	\$0.00	(\$8.39)	(\$20.47)	\$195.30	\$213.15	\$269.69	5.00%	\$ 91.89	N/A
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$96.48	\$96.48	\$96.48	\$9.57	\$86.96	\$106.05	\$106.05	\$0.00	(\$3.80)	(\$30.41)	\$0.00	\$0.00	(\$9.94)	\$0.00	(\$3.80)	(\$20.47)	\$205.06	\$213.15	\$269.69	5.00%	\$ 96.48	
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$101.30	\$101.30	\$101.30	\$9.57	\$88.32	\$110.87	\$110.87	\$0.00	(\$0.00)	(\$25.59)	\$0.00	\$0.00	(\$5.12)	\$0.00	(\$0.00)	(\$20.47)	\$215.31	\$215.31	\$269.69	5.00%	\$ 101.30	
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$106.37	\$106.37	\$106.37	\$9.57	\$90.75	\$115.94	\$115.94	\$0.00	(\$0.00)	(\$20.52)	\$0.00	\$0.00	(\$0.05)	\$0.00	(\$0.00)	(\$20.47)	\$226.08	\$226.08	\$269.69	5.00%	\$ 106.37	
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$111.69	\$111.69	\$111.69	\$9.57	\$90.75	\$121.26	\$121.26	\$0.00	(\$0.00)	(\$15.20)	\$0.00	\$0.00	(\$15.20)	\$0.00	(\$0.00)	(\$20.47)	\$237.39	\$237.39	\$269.69	5.00%	\$ 111.69	
(Exempt)		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$117.27	\$117.27	\$117.27	\$9.57	\$90.75	\$126.84	\$126.84	\$0.00	(\$0.00)	(\$9.62)	\$0.00	\$0.00	(\$9.62)	\$0.00	(\$0.00)	(\$20.47)	\$249.25	\$249.25	\$269.69	5.00%	\$ 117.27	
Veronica Seyde, QSD,Tor SWPPP Inspector	FIELD	9/2/2021	12/31/2021																								\$195.30	\$195.30	\$195.30	5.00%	\$ 91.89	N/A
Group 2 Non-Prevailing Wage Work		1/1/2022	12/31/2022																								\$205.06	\$205.06	\$205.06	5.00%	\$ 96.48	
		1/1/2023	12/31/2023																								\$215.31	\$215.31	\$215.31	5.00%	\$ 101.30	
		1/1/2024	12/31/2024																								\$226.08	\$226.08	\$226.08	5.00%	\$ 106.37	
		1/1/2025	12/31/2025																								\$237.39	\$237.39	\$237.39	5.00%	\$ 111.69	
(Exempt)		1/1/2026	12/31/2026																								\$249.25	\$249.25	\$249.25	5.00%	\$ 117.27	
David Brady Roadway Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.60	\$69.60	\$69.60	\$13.83	\$83.43	\$83.43	\$83.43	\$0.00	(\$24.93)	(\$51.03)	\$0.00	(\$8.72)	(\$34.82)	\$0.00	(\$16.21)	(\$16.21)	\$147.93	\$200.91	\$256.39	5.00%	\$ 69.60	N/A
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.08	\$73.08	\$73.08	\$13.83	\$86.91	\$86.91	\$86.91	\$0.00	(\$21.45)	(\$47.55)	\$0.00	(\$5.24)	(\$31.34)	\$0.00	(\$16.21)	(\$16.21)	\$155.33	\$200.91	\$256.39	5.00%	\$ 73.08	
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$76.73	\$76.73	\$76.73	\$13.83	\$90.56	\$90.56	\$90.56	\$0.00	(\$17.80)	(\$27.69)	\$0.00	(\$1.58)	(\$27.69)	\$0.00	(\$16.21)	(\$16.21)	\$163.08	\$200.91	\$256.39	5.00%	\$ 76.73	
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.57	\$80.57	\$80.57	\$13.83	\$94.40	\$94.40	\$94.40	\$0.00	(\$13.96)	(\$40.06)	\$0.00	\$0.00	(\$23.85)	\$0.00	(\$13.96)	(\$16.21)	\$171.25	\$200.91	\$256.39	5.00%	\$ 80.57	
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$84.60	\$84.60	\$84.60	\$13.83	\$98.43	\$98.43	\$98.43	\$0.00	(\$9.93)	(\$36.03)	\$0.00	\$0.00	(\$19.82)	\$0.00	(\$9.93)	(\$16.21)	\$179.81	\$200.91	\$256.39	5.00%	\$ 84.60	
(Exempt)		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$88.83	\$88.83	\$88.83	\$13.83	\$102.66	\$102.66	\$102.66	\$0.00	(\$5.69)	(\$31.80)	\$0.00	\$0.00	(\$15.59)	\$0.00	(\$5.69)	(\$16.21)	\$188.80	\$200.91	\$256.39	5.00%	\$ 88.83	
David Brady Roadway Inspector	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$69.60	\$69.60	\$69.60	\$13.83	\$83.43	\$83.43	\$83.43	\$0.00	(\$25.68)	(\$52.03)	\$0.00	(\$9.47)	(\$35.82)	\$0.00	(\$16.21)	(\$16.21)	\$147.93	\$202.50	\$258.51	5.00%	\$ 69.60	N/A
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$73.08	\$73.08	\$73.08	\$13.83	\$86.91	\$86.91	\$86.91	\$0.00	(\$22.20)	(\$48.55)	\$0.00	(\$5.99)	(\$32.34)	\$0.00	(\$16.21)	(\$16.21)	\$155.33	\$202.50	\$258.51	5.00%	\$ 73.08	
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$76.73	\$76.73	\$76.73	\$13.83	\$90.56	\$90.56	\$90.56	\$0.00	(\$18.55)	(\$44.90)	\$0.00	(\$2.33)	(\$28.65)	\$0.00	(\$16.21)	(\$16.21)	\$163.08	\$202.50	\$258.51	5.00%	\$ 76.73	
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$80.57	\$80.57	\$80.57	\$13.83	\$94.40	\$94.40	\$94.40	\$0.00	(\$14.71)	(\$41.06)	\$0.00	(\$0.00)	(\$24.68)	\$0.00	(\$14.71)	(\$16.21)	\$171.25	\$202.50	\$258.51	5.00%	\$ 80.57	
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$84.60	\$84.60	\$84.60	\$13.83	\$98.43	\$98.43	\$98.43	\$0.00	(\$10.68)	(\$37.03)	\$0.00	\$0.00	(\$20.82)	\$0.00	(\$10.68)	(\$16.21)	\$179.81	\$202.50	\$258.51	5.00%	\$ 84.60	
(Exempt)		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$88.83	\$88.83	\$88.83	\$13.83	\$102.66	\$102.66	\$102.66	\$0.00	(\$6.44)	(\$32.80)	\$0.00	\$0.00	(\$16.59)	\$0.00	(\$6.44)	(\$16.21)	\$188.80	\$202.50	\$258.51	5.00%	\$ 88.83	
David Brady Roadway Inspector	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$69.60	\$69.60	\$69.60	\$13.83	\$83.43	\$83.43	\$83.43	\$0.00	(\$26.43)	(\$53.03)	\$0.00	(\$10.22)	(\$36.82)	\$0.00	(\$16.21)	(\$16.21)	\$147.93	\$204.09	\$260.64	5.00%	\$ 69.60	N/A
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$73.08	\$73.08	\$73.08	\$13.83	\$86.91	\$86.91	\$86.91	\$0.00	(\$22.95)	(\$49.55)	\$0.00	(\$6.74)	(\$33.34)	\$0.00	(\$16.21)	(\$16.21)	\$155.33	\$204.0				

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT WSP USA, Inc. PRIME SUB X
PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. TBD DATE 10/29/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %			
NORMAL	33.31%	+	97.20%	+	0.00%	=	130.51%
OVERTIME	33.31%	+	97.20%	+	0.00%	=	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %			
NORMAL	33.73%	+	59.49%	+	0.00%	=	93.22%
OVERTIME	33.73%	+	59.49%	+	0.00%	=	93.22%
			Fee	=	10.00%		

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

Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates				% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
						Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe																		
						Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight																	1.5 OT	2.0 OT
From	To	Straight	1.5 OT	2.0 OT	Fringe Benefits	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Estimate Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)								
Robert Santonastaso Civil Inspector (Infrastructure)	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.07	\$81.07	\$81.07	\$8.80	\$89.87	\$89.87	\$89.87	\$0.00	(\$18.49)	(\$44.59)	\$0.00	\$0.00	(\$23.35)	\$0.00	(\$18.49)	(\$21.24)	\$172.31	\$211.60	\$267.08	5.00%	\$ 81.07	N/A			
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.12	\$85.12	\$85.12	\$8.80	\$93.92	\$93.92	\$93.92	\$0.00	(\$14.44)	(\$40.54)	\$0.00	\$0.00	(\$19.30)	\$0.00	(\$14.44)	(\$21.24)	\$180.92	\$211.60	\$267.08	5.00%	\$ 85.12				
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.38	\$89.38	\$89.38	\$8.80	\$98.18	\$98.18	\$98.18	\$0.00	(\$10.18)	(\$36.28)	\$0.00	\$0.00	(\$15.04)	\$0.00	(\$10.18)	(\$21.24)	\$189.97	\$211.60	\$267.08	5.00%	\$ 89.38				
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$93.85	\$93.85	\$93.85	\$8.80	\$102.65	\$102.65	\$102.65	\$0.00	(\$5.71)	(\$31.81)	\$0.00	\$0.00	(\$10.57)	\$0.00	(\$5.71)	(\$21.24)	\$199.47	\$211.60	\$267.08	5.00%	\$ 93.85				
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$98.54	\$98.54	\$98.54	\$8.80	\$107.34	\$107.34	\$107.34	\$0.00	(\$1.01)	(\$27.12)	\$0.00	\$0.00	(\$5.88)	\$0.00	(\$1.01)	(\$21.24)	\$209.44	\$211.60	\$267.08	5.00%	\$ 98.54				
(Exempt)		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$103.47	\$103.47	\$103.47	\$8.80	\$112.27	\$112.27	\$112.27	\$0.00	\$0.00	(\$22.19)	\$0.00	\$0.00	(\$0.95)	\$0.00	\$0.00	(\$21.24)	\$219.92	\$219.92	\$267.08	5.00%	\$ 103.47				
Robert Santonastaso Civil Inspector (Infrastructure)	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$81.07	\$81.07	\$81.07	\$8.80	\$89.87	\$89.87	\$89.87	\$0.00	(\$19.24)	(\$45.59)	\$0.00	\$0.00	(\$24.35)	\$0.00	(\$19.24)	(\$21.24)	\$172.31	\$213.19	\$269.21	5.00%	\$ 81.07	N/A			
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$85.12	\$85.12	\$85.12	\$8.80	\$93.92	\$93.92	\$93.92	\$0.00	(\$15.19)	(\$41.54)	\$0.00	\$0.00	(\$20.30)	\$0.00	(\$15.19)	(\$21.24)	\$180.92	\$213.19	\$269.21	5.00%	\$ 85.12				
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$89.38	\$89.38	\$89.38	\$8.80	\$98.18	\$98.18	\$98.18	\$0.00	(\$10.93)	(\$37.28)	\$0.00	\$0.00	(\$16.04)	\$0.00	(\$10.93)	(\$21.24)	\$189.97	\$213.19	\$269.21	5.00%	\$ 89.38				
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$93.85	\$93.85	\$93.85	\$8.80	\$102.65	\$102.65	\$102.65	\$0.00	(\$6.46)	(\$32.81)	\$0.00	\$0.00	(\$11.57)	\$0.00	(\$6.46)	(\$21.24)	\$199.47	\$213.19	\$269.21	5.00%	\$ 93.85				
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$98.54	\$98.54	\$98.54	\$8.80	\$107.34	\$107.34	\$107.34	\$0.00	(\$1.76)	(\$28.12)	\$0.00	\$0.00	(\$6.88)	\$0.00	(\$1.76)	(\$21.24)	\$209.44	\$213.19	\$269.21	5.00%	\$ 98.54				
(Exempt)		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$103.47	\$103.47	\$103.47	\$8.80	\$112.27	\$112.27	\$112.27	\$0.00	\$0.00	(\$23.19)	\$0.00	\$0.00	(\$1.95)	\$0.00	\$0.00	(\$21.24)	\$219.92	\$219.92	\$269.21	5.00%	\$ 103.47				
Robert Santonastaso Civil Inspector (Infrastructure)	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$81.07	\$81.07	\$81.07	\$8.80	\$89.87	\$89.87	\$89.87	\$0.00	(\$19.99)	(\$46.59)	\$0.00	\$0.00	(\$25.35)	\$0.00	(\$19.99)	(\$21.24)	\$172.31	\$214.78	\$271.33	5.00%	\$ 81.07	N/A			
Group 2 Prevailing Wage Work		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$85.12	\$85.12	\$85.12	\$8.80	\$93.92	\$93.92	\$93.92	\$0.00	(\$15.94)	(\$42.54)	\$0.00	\$0.00	(\$21.30)	\$0.00	(\$15.94)	(\$21.24)	\$180.92	\$214.78	\$271.33	5.00%	\$ 85.12				
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$89.38	\$89.38	\$89.38	\$8.80	\$98.18	\$98.18	\$98.18	\$0.00	(\$11.68)	(\$38.28)	\$0.00	\$0.00	(\$17.04)	\$0.00	(\$11.68)	(\$21.24)	\$189.97	\$214.78	\$271.33	5.00%	\$ 89.38				
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$93.85	\$93.85	\$93.85	\$8.80	\$102.65	\$102.65	\$102.65	\$0.00	(\$7.21)	(\$33.81)	\$0.00	\$0.00	(\$12.57)	\$0.00	(\$7.21)	(\$21.24)	\$199.47	\$214.78	\$271.33	5.00%	\$ 93.85				
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$98.54	\$98.54	\$98.54	\$8.80	\$107.34	\$107.34	\$107.34	\$0.00	(\$2.51)	(\$29.12)	\$0.00	\$0.00	(\$7.88)	\$0.00	(\$2.51)	(\$21.24)	\$209.44	\$214.78	\$271.33	5.00%	\$ 98.54				
(Exempt)		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$103.47	\$103.47	\$103.47	\$8.80	\$112.27	\$112.27	\$112.27	\$0.00	\$0.00	(\$24.19)	\$0.00	\$0.00	(\$2.95)	\$0.00	\$0.00	(\$21.24)	\$219.92	\$219.92	\$271.33	5.00%	\$ 103.47				
Robert Santonastaso Civil Inspector (Infrastructure)	FIELD	9/2/2021	12/31/2021																								\$172.31	\$172.31	\$172.31		\$ 81.07	N/A			
Non-Prevailing Wage Work		1/1/2022	12/31/2022																								\$180.92	\$180.92	\$180.92	5.00%	\$ 85.12				
		1/1/2023	12/31/2023																								\$189.97	\$189.97	\$189.97	5.00%	\$ 89.38				
		1/1/2024	12/31/2024																								\$199.47	\$199.47	\$199.47	5.00%	\$ 93.85				
		1/1/2025	12/31/2025																								\$209.44	\$209.44	\$209.44	5.00%	\$ 98.54				
(Exempt)		1/1/2026	12/31/2026																								\$219.92	\$219.92	\$219.92	5.00%	\$ 103.47				

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

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

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Reid Gerritsen, CWI Source Inspector	FIELD	9/2/2021	6/30/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$47.50	\$71.25	\$95.00	\$11.49	\$58.99	\$82.74	\$106.49	(\$24.26)	(\$27.12)	(\$29.97)	(\$24.26)	(\$27.12)	(\$29.97)	(\$5.71)	(\$8.57)	(\$11.42)	(\$5.71)	(\$8.57)	(\$11.42)	(\$18.55)	(\$18.55)	(\$18.55)	\$109.73	\$133.48	\$157.23		\$ 47.50	
		7/1/2022	6/30/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$49.88	\$74.82	\$99.76	\$11.49	\$61.37	\$86.31	\$111.25	(\$21.88)	(\$23.55)	(\$25.21)	(\$21.88)	(\$23.55)	(\$25.21)	(\$3.33)	(\$4.99)	(\$6.66)	(\$3.33)	(\$4.99)	(\$6.66)	(\$18.55)	(\$18.55)	(\$18.55)	\$115.22	\$140.16	\$165.10	5.00%	\$ 49.88	N/A
		7/1/2023	6/30/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$52.37	\$78.56	\$104.74	\$11.49	\$63.86	\$90.05	\$116.23	(\$19.39)	(\$19.81)	(\$20.23)	(\$19.39)	(\$19.81)	(\$20.23)	(\$0.84)	(\$1.26)	(\$1.68)	(\$0.84)	(\$1.26)	(\$1.68)	(\$18.55)	(\$18.55)	(\$18.55)	\$120.97	\$147.16	\$173.34	5.00%	\$ 52.37	
		7/1/2024	6/30/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$54.99	\$82.49	\$109.98	\$11.49	\$66.48	\$93.98	\$121.47	(\$16.77)	(\$15.88)	(\$14.99)	(\$16.77)	(\$15.88)	(\$14.99)	\$1.78	\$2.67	\$3.56	\$0.00	\$0.00	\$0.00	(\$16.77)	(\$15.88)	(\$14.99)	\$127.03	\$154.52	\$182.02	5.00%	\$ 54.99	
Prevailing Wage Work (non-Exempt)																																						
Reid Gerritsen, CWI Source Inspector	FIELD	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00													\$109.73	\$133.48	\$157.23		\$ 47.50	
		7/1/2022	6/30/2023															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$115.22	\$140.16	\$165.10	5.00%	\$ 49.88	N/A
		7/1/2023	6/30/2024															\$0.00	\$0.00	\$0.00													\$120.97	\$147.16	\$173.34	5.00%	\$ 52.37	
		7/1/2024	6/30/2025															\$0.00	\$0.00	\$0.00													\$127.03	\$154.52	\$182.02	5.00%	\$ 54.99	
Non-Prevailing Wage Work (non-Exempt)																																						
Richard Corona Source Inspector	FIELD	9/2/2021	6/30/2022	\$34.21	\$51.32	\$68.42	\$30.04	\$64.25	\$81.36	\$98.46	\$45.00	\$67.50	\$90.00	\$11.49	\$56.49	\$78.99	\$101.49	(\$7.76)	(\$2.36)	\$3.03	(\$7.76)	(\$2.36)	\$0.00	\$10.79	\$16.19	\$21.58	\$0.00	\$0.00	\$0.00	(\$7.76)	(\$2.36)	\$0.00	\$103.95	\$126.45	\$148.95		\$ 45.00	
		7/1/2022	6/30/2023	\$34.21	\$51.32	\$68.42	\$30.04	\$64.25	\$81.36	\$98.46	\$47.25	\$70.88	\$94.50	\$11.49	\$58.74	\$82.37	\$105.99	(\$5.51)	\$1.01	\$7.53	(\$5.51)	\$0.00	\$13.04	\$19.56	\$26.08	\$0.00	\$0.00	\$0.00	(\$5.51)	\$0.00	\$0.00	\$109.15	\$126.45	\$156.40	5.00%	\$ 47.25	N/A	
		7/1/2023	6/30/2024	\$34.21	\$51.32	\$68.42	\$30.04	\$64.25	\$81.36	\$98.46	\$49.61	\$74.42	\$99.22	\$11.49	\$61.10	\$85.91	\$110.71	(\$3.15)	\$4.55	\$12.25	(\$3.15)	\$0.00	\$15.40	\$23.10	\$30.80	\$0.00	\$0.00	\$0.00	(\$3.15)	\$0.00	\$0.00	\$114.60	\$139.40	\$164.21	5.00%	\$ 49.61		
		7/1/2024	6/30/2025	\$34.21	\$51.32	\$68.42	\$30.04	\$64.25	\$81.36	\$98.46	\$52.09	\$78.14	\$104.18	\$11.49	\$63.58	\$89.63	\$115.67	(\$0.67)	\$8.27	\$17.21	(\$0.67)	\$0.00	\$0.00	\$17.88	\$26.82	\$35.76	\$0.00	\$0.00	\$0.00	(\$0.67)	\$0.00	\$0.00	\$120.33	\$146.37	\$172.42	5.00%	\$ 52.09	
Prevailing Wage Work (non-Exempt)																																						
Richard Corona Source Inspector	FIELD	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00													\$103.95	\$126.45	\$148.95		\$ 45.00	
		7/1/2022	6/30/2023															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$109.15	\$132.77	\$156.40	5.00%	\$ 47.25	N/A
		7/1/2023	6/30/2024															\$0.00	\$0.00	\$0.00													\$114.60	\$139.40	\$164.21	5.00%	\$ 49.61	
		7/1/2024	6/30/2025															\$0.00	\$0.00	\$0.00													\$120.33	\$146.37	\$172.42	5.00%	\$ 52.09	
Non-Prevailing Wage Work (non-Exempt)																																						
Derick Hobbs Construction Office Engineer	FIELD	9/2/2021	6/30/2022	\$51.43	\$77.15	\$102.86	\$15.41	\$66.84	\$92.56	\$118.27	\$30.00	\$45.00	\$60.00	\$11.49	\$41.49	\$56.49	\$71.49	(\$25.35)	(\$36.07)	(\$46.78)	(\$25.35)	(\$36.07)	(\$46.78)	(\$21.43)	(\$32.15)	(\$42.86)	(\$21.43)	(\$32.15)	(\$42.86)	(\$3.92)	(\$3.92)	(\$3.92)	\$69.30	\$84.30	\$99.30		\$ 30.00	
		7/1/2022	6/30/2023	\$51.43	\$77.15	\$102.86	\$15.41	\$66.84	\$92.56	\$118.27	\$31.50	\$47.25	\$63.00	\$11.49	\$42.99	\$58.74	\$74.49	(\$23.85)	(\$33.82)	(\$43.78)	(\$23.85)	(\$33.82)	(\$43.78)	(\$19.93)	(\$29.90)	(\$39.86)	(\$19.93)	(\$29.90)	(\$39.86)	(\$3.92)	(\$3.92)	(\$3.92)	\$72.77	\$88.52	\$104.27	5.00%	\$ 31.50	N/A
		7/1/2023	6/30/2024	\$51.43	\$77.15	\$102.86	\$15.41	\$66.84	\$92.56	\$118.27	\$33.08	\$49.62	\$66.16	\$11.49	\$44.57	\$61.11	\$77.65	(\$22.27)	(\$31.45)	(\$40.62)	(\$22.27)	(\$31.45)	(\$40.62)	(\$18.35)	(\$27.53)	(\$36.70)	(\$18.35)	(\$27.53)	(\$36.70)	(\$3.92)	(\$3.92)	(\$3.92)	\$76.41	\$92.95	\$109.49	5.00%	\$ 33.08	
		7/1/2024	6/30/2025	\$51.43	\$77.15	\$102.86	\$15.41	\$66.84	\$92.56	\$118.27	\$34.73	\$52.10	\$69.46	\$11.49	\$46.22	\$63.59	\$80.95	(\$20.62)	(\$28.97)	(\$37.32)	(\$20.62)	(\$28.97)	(\$37.32)	(\$16.70)	(\$25.05)	(\$33.40)	(\$16.70)	(\$25.05)	(\$33.40)	(\$3.92)	(\$3.92)	(\$3.92)	\$80.23	\$97.59	\$114.96	5.00%	\$ 34.73	
Prevailing Wage Work (non-Exempt)																																						
Derick Hobbs Construction Office Engineer	FIELD	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00													\$86.63	\$105.38	\$124.13		\$ 37.50	
		7/1/2022	6/30/2023															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$90.97	\$110.66	\$130.35	5.00%	\$ 39.38	N/A
		7/1/2023	6/30/2024															\$0.00	\$0.00	\$0.00													\$95.52	\$116.19	\$136.87	5.00%	\$ 41.35	
		7/1/2024	6/30/2025															\$0.00	\$0.00	\$0.00													\$100.30	\$122.01	\$143.72	5.00%	\$ 43.42	
Non-Prevailing Wage Work (non-Exempt)																																						
CWI, CGA SMR/Contract Manager	FIELD	9/2/2021	6/30/2022															\$0.00	\$0.00	\$0.00													\$190.58	\$190.58	\$190.58		\$ 82.50	
		7/1/2022	6/30/2023															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$200.12	\$200.12	\$200.12	5.00%	\$ 86.63	
		7/1/2023	6/30/2024															\$0.00	\$0.00	\$0.00													\$210.12	\$210.12	\$210.12	5.00%	\$ 90.96	N/A
		7/1/2024	6/30/2025															\$0.00	\$0.00	\$0.00													\$220.63	\$220.63	\$220.63	5.00%	\$ 95.51	
Non-Prevailing Wage Work (Exempt)																																						

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 9/02/2021. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 9/02/2021. Hourly rates for new employees hired after the
- Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 5 hours in any one day or one way travel will be billed as follows

Billing rate for travel time = 1 loaded Rate Formula "C" above.

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 4

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

Note: Mark-ups are Not Allowed

Consultant ZT Consulting Group Inc.



Prime Consultant



Subconsultant



2nd Tier Subconsultant

Project No. SBCTA On-Call CM

Contract No. TBD

Participation Amount TBD

Date 10/29/2021

For Combined Rate	Fringe Benefit % + General & Administrative %	= 110.00%	Combined ICR%
OR			
For Home Office Rate	Fringe Benefit % + General & Administrative %	= 110.00%	Home Office ICR%
For Field Office Rate	Fringe Benefit % + General & Administrative %	= 110.00%	Field Office ICR%

OH Rate Fee	=	10%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ³	% or \$ Increase ^(a)	Hourly Range - for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	To			
Farzad Tasbihgoo (*), PE, CQA, CWI, PCI III Senior Quality Engineer Exempt	\$190.58	\$190.58	\$190.58	09/02/2021	12/31/2021	\$82.50	0.0%	
	\$200.10	\$200.10	\$200.10	01/01/2022	12/31/2022	\$86.63	5.0%	
	\$210.11	\$210.11	\$210.11	01/01/2023	12/31/2023	\$90.96	5.0%	
Andrew Soria (**), ACI I, PCI III QA Source Inspector Non-Exempt	\$125.90	\$153.15	\$180.40	09/02/2021	12/31/2021	\$54.50	0.0%	
	\$132.19	\$160.80	\$189.41	01/01/2022	12/31/2022	\$57.23	5.0%	
	\$138.80	\$168.84	\$198.89	01/01/2023	12/31/2023	\$60.09	5.0%	
Dan Chang (**), CWI, ACI, PCI II, UT/MT QA Source Inspector Non-Exempt	\$138.60	\$168.60	\$198.60	09/02/2021	12/31/2021	\$60.00	0.0%	
	\$145.53	\$177.03	\$208.53	01/01/2022	12/31/2022	\$63.00	5.0%	
	\$152.81	\$185.88	\$218.96	01/01/2023	12/31/2023	\$66.15	5.0%	
Reid Gerritsen (**), ACI I, PCI III QA Source Inspector Non-Exempt	\$109.73	\$133.48	\$157.23	09/02/2021	12/31/2021	\$47.50	0.0%	
	\$115.21	\$140.15	\$165.09	01/01/2022	12/31/2022	\$49.88	5.0%	
	\$120.97	\$147.16	\$173.34	01/01/2023	12/31/2023	\$52.37	5.0%	
Paul Mortsof (**), ACI, PCI II QA Source Inspector Non-Exempt	\$107.42	\$130.67	\$153.92	09/02/2021	12/31/2021	\$46.50	0.0%	
	\$112.79	\$137.20	\$161.61	01/01/2022	12/31/2022	\$48.83	5.0%	
	\$118.43	\$144.06	\$169.69	01/01/2023	12/31/2023	\$51.27	5.0%	
David Ramirez, ACI I, PCI II QA Inspector Non-Exempt	\$103.95	\$103.95	\$103.95	09/02/2021	12/31/2021	\$45.00	0.0%	
	\$109.15	\$109.15	\$109.15	01/01/2022	12/31/2022	\$47.25	5.0%	
	\$114.60	\$114.60	\$114.60	01/01/2023	12/31/2023	\$49.61	5.0%	
Derick Hobbs, RIT Assistant Quality Engineer	\$88.94	\$108.19	\$127.44	09/02/2021	12/31/2021	\$38.50	0.0%	
	\$93.38	\$113.59	\$133.81	01/01/2022	12/31/2022	\$40.43	5.0%	

Non-Exempt	\$98.05	\$119.27	\$140.50	01/01/2023	12/31/2023	\$42.45	5.0%
Richard Corona	\$103.95	\$126.45	\$148.95	09/02/2021	12/31/2021	\$45.00	0.0%
QA Technician	\$109.15	\$132.77	\$156.40	01/01/2022	12/31/2022	\$47.25	5.0%
Non-Exempt	\$114.60	\$139.41	\$164.22	01/01/2023	12/31/2023	\$49.61	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

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

Consultant ZT Consutling Group Inc.

Prime TRC

☒ Subconsultant

☐ 2nd Tier Subconsultant

PROJECT NO. RFP 22-1002663

Contract TBD

Participation Amount \$

TBD

Date 10/29/2021

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Epoxy Coated Bars	TBD	EA Test	\$ 100.00	TBD
Elastomer Seal	TBD	EA Test	\$ 1,200.00	TBD
Splices - Mechanical or Hoops	TBD	EA Test	\$ 150.00	TBD
Bearing Pads	TBD	EA Test	\$ 575.00	TBD
Structural Fasteners - Anchor Rods\	TBD	One Set	\$ 350.00	TBD
Structural Fasteners - High Strength Bolts	TBD	One Set	\$ 350.00	TBD
Strands	TBD	EA Test	\$ 180.00	TBD
PT Anchorage	TBD	EA Test	\$ 125.00	TBD
Travel oer Note 6	TBD	Oer Trip	TBD	TBD
Mileage	TBD	Miles	TBD	TBD
ZT Consulting Group, Inc. ODCs=				TBD

IMPORTANT NOTES:

1. List direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentations.
2. Proposed items should be consistently billed directly to all clients (Commercial entities, Federal Govt., State Govt., and Local Govt. Agency), and not just when the client will pay for them as a direct cost.
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.
7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is 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.

CONSULTANT TRC Engineers, Inc. PRIME X SUB _____
PROJECT NO. RFP 22-1002663 CONTRACT NO. _____ DATE 10/29/2021

TRC Engineers, Inc.			ABBA			Arcadis			Atkins North America, Inc.		
DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST
Special Tooling			Special Tooling			Special Tooling			Special Tooling		
A.			A.			A.			A.		
B.			B.			B.			B.		
C.			C.			C.			C.		
Travel			Travel			Travel			Travel		
A. Per diem per Caltrans guidelines			A. Personal Vehicle Miles			A. Vehicle			A. Mileage (IRS rate)		
B. Company Vehicles	Mo	\$710	B. Field Vehicle (Audited)			B.			B. MI&E (GSA Rat)		
C. Personal Vehicles (Mileage)			C.			C.			C. Lodging (GSA Rate)		
Other									Fleet Vehicles		
A. FCCM *	% Labor	0.24%							Flights		
									at cost		
									TBD		
Caliworks			David Evans and Associates			Dynamic Engineering Services, Inc.			Epic Land Solutions, Inc.		
DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST
Special Tooling			Special Tooling			Special Tooling			Special Tooling		
A.			Reprographics (External Services)			A.			A.		
B.			A. Reprographics	EA	(1)	B.			B.		
C.			C.			C.			C.		
Travel			Travel			Travel			Travel		
A. Vehicle		N/C	A. Vehicles - Company	EA	(2)	A. Per diem per Caltrans guidelines		Note 2	A. Personal Vehicle Miles		
B.			Equipment Expenses			B. Mileage Reimbursement*		Per IRS	B. Field Vehicle (Audited)		
C.			A. 3D Laser Scanning Equipment - Terrestrial	DAY	\$655	C.			Postage and Overnight Delivery		
			Reimbursables						Property Ownership and Tenant Data		
			A. Traffic Control Measures	EA	(1)				Outside Services (Vendors and Subconsultants)		
			B. Government Fees and Filing Fees	EA	(1)						
			C. Subsurface Utility Investigations	EA	(1)						
EXP U.S. Services			FCG			Ghirardelli			Guida Surveying		
DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST
Communications			Special Tooling			Special Tooling			Mileage Costs		
A. Printing & Reproduction *		N/C	A.			A.			(FCCM = 0.90%)	Hourly	\$0.0090
B.Cell Phone		N/C	B.			B.			Agency Fees/Permit Fees	At Cost	\$0.00
Computer			C.			C.			Outside Reproductions/Printing	At Cost	\$0.00
A. Laptop		N/C	Travel			Travel			Shipping/Deliveries	EA	\$25.00
Vehicles			A. Vehicle		N/C	A. Per diem per Caltrans guidelines		Note 2			
A. Vehicle	1	\$1100/month	B.								
Delivery Services			C.								
A. FEDEX/UPS/ IS Postal *		N/C									
Miscellaneous											
A.Travel Expenses	Each	Note 2									
* Extensive printing/shipping	Each	Actual									
Kleinfelder Construction Services, Inc.			KLF (Kleinfelder Material Testing)			Leatherman BioConsulting, Inc.			Leighton Consulting, Inc.		
DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST
Special Tooling			Special Tooling			Special Tooling			Special Tooling		
A.			A. Laboratory Test Rates - Per Attached			A.			Geotechnical and materials laboratory		(see attached)
B.			B. Equipment Rental and Supplies	EA	at cost	B.			(see attached 4-page unit-rate laboratory testing fee schedule)		
C.			C. Per Diem	EA	at cost	C.			C.		
Travel			Travel			Travel			Travel		

Contract Summary Sheet

General Contract Information

Contract No: 22-1002708 Amendment No.: _____
 Contract Class: Payable Department: Project Delivery
 Vendor No.: 01610 Vendor Name: WSP USA Inc.
 Description: Construction Management On-Call Services

List Any Related Contract Nos.: _____

Dollar Amount							
Original Contract		\$	5,000,000.00	Original Contingency		\$	-
Prior Amendments		\$	-	Prior Amendments		\$	-
Current Amendment		\$	-	Current Amendment		\$	-
Total/Revised Contract Value		\$	5,000,000.00	Total Contingency Value		\$	-
	Total Dollar Authority (Contract Value and Contingency)					\$	5,000,000.00

Contract Authorization

Board of Directors Date: 12/1/2021 Board Item # 8138

Contract Management (Internal Purposes Only)

Other Contracts Sole Source? No No Budget Adjustment
 Federal/State/Local Construction Management Monthly

Accounts Payable

Estimated Start Date: 12/1/2021 Expiration Date: 11/30/2026 Revised Expiration Date: _____
 NHS: Yes QMP/QAP: N/A Prevailing Wage: Yes

								Total Contract Funding:		Total Contingency:			
		Sub-											
		Fund	Prog	Task	Task	Object	Revenue	PA Level	Revenue Code Name	\$	5,000,000.00	\$	-
GL:										-		-	
GL:										-		-	
GL:										-		-	
GL:										-		-	
GL:										-		-	
GL:										-		-	
GL:										-		-	
GL:										-		-	
GL:										-		-	
GL:										-		-	

Khalid Bazmi

Henry Stultz

Project Manager (Print Name)

Task Manager (Print Name)

Additional Notes: Umbrella \$5,000,000 contract expenditure authority shared between contracts 22-1002663, 22-1002705, 22-1002706, 22-1002707, and 22-1002708. Funding strings are TBD and will be determined for each CTO based on project funding.

CONTRACT No. 22-1002708

BY AND BETWEEN

SAN BERNARDINO COUNTY TRANSPORTATION AUTHORITY

AND

WSP USA INC.

FOR

CONSTRUCTION MANAGEMENT SERVICES ON-CALL SERVICES

This contract (referred to as “Contract” or “Agreement”), is made and entered into by and between the San Bernardino County Transportation Authority (“SBCTA” or “LOCAL AGENCY”) whose address is 1170 W. 3rd Street, 2nd Floor, San Bernardino, California 92410-1715; and WSP USA Inc. (“CONSULTANT”) whose address is: 862 E Hospitality Lane, Suite 350, San Bernardino, CA 92408. SBCTA and CONSULTANT are each a “Party” and collectively the “Parties”.

RECITALS:

WHEREAS, SBCTA requires work as described in Exhibit A of this Contract; and

WHEREAS, CONSULTANT has confirmed that CONSULTANT has the requisite professional qualifications, personnel and experience and is fully capable and qualified to perform the work identified herein; and

WHEREAS, CONSULTANT desires to perform all work identified herein and to do so for the compensation and in accordance with the terms and conditions set forth herein.

NOW, THEREFORE, the Parties agree as follows:

ARTICLE I. INTRODUCTION

- A. The work to be performed under this Contract is set forth in Exhibit A “Scope of Work” and Exhibit B “CONSULTANT’s Approved Cost Proposal” (“Cost Proposal”) dated 10/28/21 (collectively the “Work” or “Services”).
- B. CONSULTANT and the agents and employees of CONSULTANT, in the performance of this Contract, shall act in an independent capacity and not as officers or employees or agents of SBCTA.
- C. Without the written consent of SBCTA, this Contract is not assignable by CONSULTANT either in whole or in part. SBCTA may assign its rights and obligations under this Contract in whole or in part to any related or successor agency.

- D. No alteration or variations of the terms of this Contract shall be valid, unless made in writing and signed by the Parties; and no oral understanding or agreement not incorporated herein shall be binding on any of the Parties.
- E. The consideration to be paid to CONSULTANT as provided in this Contract shall be in compensation for all of CONSULTANT's expenses incurred in the performance hereof, including travel and per diem, unless otherwise expressly so provided.
- F. SBCTA's Project Manager or Contract Administrator for this Contract is Khalid Bazmi. Contract Administrator delegates authority to issue the Notice to Proceed to SBCTA's Procurement Manager.

ARTICLE II. PROJECT DESCRIPTION/SCOPE OF WORK

CONSULTANT agrees to perform the Work in accordance with all applicable professional architectural, engineering, construction management, land surveying and/or materials testing standards which are generally accepted in the State of California, in accordance with the terms and conditions expressed herein and in the sequence, time, and manner defined herein. The word "Work", as used herein, includes without limitation, the performance, fulfillment and discharge by CONSULTANT of all obligations, duties, tasks, and Work imposed upon or assumed by CONSULTANT hereunder. The Work performed under this Contract shall be completed to the satisfaction of SBCTA, with its satisfaction being based on prevailing applicable professional standards. Scope of Work is sometimes referred to as Statement of Work in this Contract. The Scope of Work is more fully described in Exhibit A.

ARTICLE III. CONSULTANT's REPORTS OR MEETINGS

- A. CONSULTANT shall submit progress reports to SBCTA at least once a month. The report should be sufficiently detailed for Contract Administrator to determine if CONSULTANT is performing to expectations and is on schedule, to provide communication of interim findings, and to sufficiently address any difficulties or special problems encountered so remedies can be developed.
- B. CONSULTANT's project manager shall meet with SBCTA's Contract Administrator, as needed, to discuss progress on the Contract.

ARTICLE IV. PERFORMANCE PERIOD

- A. This Contract shall go into effect on (12/01/2021), contingent upon approval by LOCAL AGENCY, and CONSULTANT shall commence work after notification to proceed by LOCAL AGENCY'S Contract Administrator. The Contract shall end on November 30, 2026, unless extended by contract amendment.
- B. CONSULTANT is advised that any recommendation for contract award is not binding on LOCAL AGENCY until the Contract is fully executed and approved by LOCAL AGENCY.

- C. The period of performance for each specific project shall be in accordance with the Task Order for that project. If work on a Task Order is in progress on the expiration date of this Contract, the terms of the Contract shall be extended by appropriate amendment.

ARTICLE V. ALLOWABLE COSTS AND PAYMENTS

- A. CONSULTANT will be reimbursed for hours worked at the hourly rates specified in CONSULTANT's Cost Proposal (Exhibit B). The specified hourly rates shall include direct salary costs, employee benefits, overhead, and fee. These rates are not adjustable for the performance period set forth in this Contract.
- B. In addition, CONSULTANT will be reimbursed for incurred (actual) direct costs other than salary costs that are in the Cost Proposal and identified in the Cost Proposal and in the executed Task Order.
- C. Specific projects will be assigned to CONSULTANT through issuance of Task Orders.
- D. After a project to be performed under this Contract is identified by LOCAL AGENCY, LOCAL AGENCY will prepare a draft Task Order; less the cost estimate. A draft Task Order will identify the scope of services, expected results, project deliverables, period of performance, project schedule and will designate a LOCAL AGENCY Project Coordinator. The draft Task Order will be delivered to CONSULTANT for review. CONSULTANT shall return the draft Task Order within ten (10) calendar days along with a Cost Estimate, including a written estimate of the number of hours and hourly rates per staff person, any anticipated reimbursable expense, overhead, fee if any, and total dollar amount. After agreement has been reached on the negotiable items and total cost; the finalized Task Order shall be signed by both LOCAL AGENCY and CONSULTANT.
- E. Task Orders may be negotiated for a lump sum (Firm Fixed Price) or for specific rates of compensation, both of which must be based on the labor and other rates set forth in CONSULTANT's Cost Proposal.
- F. Reimbursement for transportation and subsistence costs shall not exceed the rates as specified in the approved Cost Proposal.
- G. When milestone cost estimates are included in the approved Cost Proposal, CONSULTANT shall obtain prior written approval for a revised milestone cost estimate from the Contract Administrator before exceeding such estimate.
- H. Progress payments for each Task Order will be made monthly in arrears based on services provided and actual costs incurred.
- I. CONSULTANT shall not commence performance of work or services until this Contract has been approved by LOCAL AGENCY, and notification to proceed has been issued by LOCAL AGENCY'S Contract Administrator. No payment will be made prior to approval or for any Work performed prior to approval of this Contract.

- J. A Task Order is of no force or effect until returned to LOCAL AGENCY and signed by an authorized representative of LOCAL AGENCY. No expenditures are authorized on a project and Work shall not commence until a Task Order for that project has been executed by LOCAL AGENCY.
- K. CONSULTANT will be reimbursed, as promptly as fiscal procedures will permit upon receipt by LOCAL AGENCY'S Contract Administrator of itemized invoices in triplicate. Separate invoices itemizing all costs are required for all Work performed under each Task Order. Invoices shall be submitted no later than 45 calendar days after the performance of Work for which CONSULTANT is billing, or upon completion of the Task Order. Invoices shall detail the Work performed on each milestone, on each project as applicable. Invoices shall follow the format stipulated for the approved Cost Proposal and shall reference this Contract number, project title and Task Order number. Credits due LOCAL AGENCY that include any equipment purchased under the provisions of Article XI Equipment Purchase of this Contract, must be reimbursed by CONSULTANT prior to the expiration or termination of this Contract. Invoices shall be emailed to LOCAL AGENCY's Contract Administrator and to ap@gosbcta.com.
- L. The total amount payable by LOCAL AGENCY for an individual Task Order shall not exceed the amount agreed to in the Task Order, unless authorized by appropriate amendment.
- M. If the Consultant fails to satisfactorily complete a deliverable according to the schedule set forth in a Task Order, no payment will be made until the deliverable has been satisfactorily completed.
- N. Task Orders may not be used to amend this Agreement and may not exceed the scope of work under this Agreement.
- O. The total amount payable to LOCAL AGENCY for all Task Orders resulting from this Contract shall not exceed \$5,000,000. It is understood and agreed that there is no guarantee, either expressed or implied that this dollar amount will be authorized under this Contract through Task Orders.

ARTICLE VI. TERMINATION

- A. LOCAL AGENCY reserves the right to terminate this Contract upon thirty (30) calendar days written notice to CONSULTANT with the reasons for termination stated in the notice.
- B. LOCAL AGENCY may terminate this Contract with CONSULTANT should CONSULTANT fail to perform the covenants herein contained at the time and in the manner herein provided. In the event of such termination, LOCAL AGENCY may proceed with the Work in manner deemed proper by LOCAL AGENCY. If LOCAL AGENCY

terminates this Contract with CONSULTANT, LOCAL AGENCY shall pay CONSULTANT the sum due to CONSULTANT under this Contract prior to termination, unless the cost of completion to LOCAL AGENCY exceeds the funds remaining in the Contract. In which case the overage shall be deducted from any sum due CONSULTANT under this Contract and the balance, if any, shall be paid to CONSULTANT upon demand.

ARTICLE VII. COST PRINCIPLES AND ADMINISTRATIVE REQUIREMENTS

- A. CONSULTANT agrees that the Contract Cost Principles and Procedures, 48 CFR, Federal Acquisition Regulations System, Chapter 1, Part 31.000 et seq., shall be used to determine the cost allowability of individual items.
- B. CONSULTANT also agrees to comply with federal procedures in accordance with 49 CFR, Part 18, Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments.
- C. Any costs for which payment has been made to CONSULTANT that are determined by subsequent audit to be unallowable under 49 CFR, Part 18 and 48 CFR, Federal Acquisition Regulations System, Chapter 1, Part 31.000 et seq., are subject to repayment by CONSULTANT to LOCAL AGENCY.

ARTICLE VIII. RETENTION OF RECORDS/AUDIT

- A. For the purpose of determining compliance with Public Contract Code 10115, et seq. and Title 21, California Code of Regulations, Chapter 21, Section 2500 et seq., when applicable and other matters connected with the performance of the Contract pursuant to Government Code 8546.7; CONSULTANT, subconsultants, and LOCAL AGENCY shall maintain and make available for inspection all books, documents papers, accounting records, and other evidence pertaining to the performance of the Contract, including but not limited to, the costs, of administering the Contract. All parties shall make such materials available at their respective offices at all reasonable times during the contract period and for three years from the date of final payment under the Contract. The state, State Auditor, LOCAL AGENCY, FHWA, or any duly authorized representative of the Federal Government shall have access to any books, records, and documents of CONSULTANT and its certified public accountants' (CPA) work papers that are pertinent to the Contract and indirect cost rates (ICR) for audit, examinations, excerpts, and transactions, and copies thereof shall be furnished if requested.
- B. **Per 2 CFR Ch. II § 200.333 Retention requirements for records.** Financial records, supporting documents, statistical records, and all other non-Federal entity records pertinent to a Federal award must be retained for a period of three years from the date of submission of the final expenditure report or, for Federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the Federal awarding agency or pass through entity in the case of a subrecipient. Federal awarding agencies and pass-through entities must not impose any other record retention requirements upon non-Federal entities.

ARTICLE IX. AUDIT REVIEW PROCEDURES

- A. Any dispute concerning a question of fact arising under an interim or post audit of this Contract that is not disposed of by agreement, shall be reviewed by LOCAL AGENCY'S Chief Financial Officer.
- B. Not later than 30 days after issuance of the final audit report, CONSULTANT may request a review by LOCAL AGENCY'S Chief Financial Officer of unresolved audit issues. The request for review will be submitted in writing.
- C. Neither the pendency of a dispute nor its consideration by LOCAL AGENCY will excuse CONSULTANT from full and timely performance, in accordance with the terms of this Contract.
- D. CONSULTANT and subconsultant contracts, including cost proposals and ICR, are subject to audits or reviews such as, but not limited to, a contract audit, an incurred cost audit, an ICR Audit, or a CPA ICR audit work paper review. If selected for audit or review, the Contract, Cost Proposal and ICR and related work papers, if applicable, will be reviewed to verify compliance with 48 CFR, Part 31 and other related laws and regulations. In the instances of a CPA ICR audit work paper review it is CONSULTANT's responsibility to ensure federal, state, or local government officials are allowed full access to the CPA's work papers including making copies as necessary. The Contract, Cost Proposal, and ICR shall be adjusted by CONSULTANT and approved by LOCAL AGENCY contract manager to conform to the audit or review recommendations. CONSULTANT agrees that individual terms of costs identified in the audit report shall be incorporated into the Contract by this reference if directed by LOCAL AGENCY at its sole discretion. Refusal by CONSULTANT to incorporate audit or review recommendations, or to ensure that the federal, state or local governments have access to CPA work papers, will be considered a breach of contract terms and cause for termination of the Contract and disallowance of prior reimbursed costs.

ARTICLE X. SUBCONTRACTING

- A. Nothing contained in this Contract or otherwise, shall create any contractual relation between LOCAL AGENCY and any subconsultant(s), and no subcontract shall relieve CONSULTANT of its responsibilities and obligations hereunder. CONSULTANT agrees to be as fully responsible to LOCAL AGENCY for the acts and omissions of its subconsultant(s) and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by CONSULTANT. CONSULTANT's obligation to pay its subconsultant(s) is an independent obligation from LOCAL AGENCY'S obligation to make payments to the CONSULTANT.

- B. CONSULTANT shall perform the Work contemplated with resources available within its own organization and no portion of the Work pertinent to this Contract shall be subcontracted without written authorization by LOCAL AGENCY's Contract Administrator, except that, which is expressly identified in the approval Cost Proposal.
- C. CONSULTANT shall pay its subconsultants within ten (10) calendar days from receipt of each payment made to CONSULTANT by LOCAL AGENCY.
- D. All subcontracts entered into as a result of this Contract shall contain all the provisions stipulated in this Contract to be applicable to subconsultants.
- E. Any substitution of subconsultant(s) must be approved in writing by LOCAL AGENCY's Contract Administrator prior to the start of work by the subconsultant(s).

ARTICLE XI. EQUIPMENT PURCHASE

- A. Prior authorization in writing by LOCAL AGENCY's Contract Administrator shall be required before CONSULTANT enters into any unbudgeted purchase order, or subcontract exceeding \$5,000 for supplies, equipment, or CONSULTANT services. CONSULTANT shall provide an evaluation of the necessity or desirability of incurring such costs.
- B. For purchase of any item, service or consulting work not covered in CONSULTANT's Cost Proposal and exceeding \$5,000 prior authorization by LOCAL AGENCY's Contract Administrator; three competitive quotations must be submitted with the request, or the absence of bidding must be adequately justified.
- C. Any equipment purchased as a result of this Contract is subject to the following: "CONSULTANT shall maintain an inventory of all nonexpendable property. Nonexpendable property is defined as having a useful life of at least two years and an acquisition cost of \$5,000 or more. If the purchased equipment needs replacement and is sold or traded in, LOCAL AGENCY shall receive a proper refund or credit at the conclusion of the Contract, or if the Contract is terminated, CONSULTANT may either keep the equipment and credit LOCAL AGENCY in an amount equal to its fair market value, or sell such equipment at the best price obtainable at a public or private sale, in accordance with established LOCAL AGENCY procedures; and credit LOCAL AGENCY in an amount equal to the sales price. If CONSULTANT elects to keep the equipment, fair market value shall be determined at CONSULTANT's expense, on the basis of a competent independent appraisal of such equipment. Appraisals shall be obtained from an appraiser mutually agreeable to by LOCAL AGENCY and CONSULTANT, if it is determined to sell the equipment, the terms and conditions of such sale must be approved in advance by LOCAL AGENCY." 49 CFR, Part 18 requires a credit to Federal funds when participating equipment with a fair market value greater than \$5,000 is credited to the project.

ARTICLE XII. STATE PREVAILING WAGE RATES

- A. CONSULTANT shall comply with the State of California's General Prevailing Wage Rate requirements in accordance with California Labor Code, Section 1770, and all Federal, State, and local laws and ordinances applicable to the Work.
- B. Any subcontract entered into as a result of this Contract, if for more than \$25,000 for public works construction or more than \$15,000 for the alteration, demolition, repair, or maintenance of public works, shall contain all of the provisions of this Article, unless the awarding agency has an approved labor compliance program by the Director of Industrial Relations.
- C. When prevailing wages apply to the services described in the scope of work, transportation and subsistence costs shall be reimbursed at the minimum rates set by the Department of Industrial Relations (DIR) as outlined in the applicable Prevailing Wage Determination. See <http://www.dir.ca.gov>.

ARTICLE XIII. CONFLICT OF INTEREST

- A. CONSULTANT shall disclose any financial, business, or other relationship with LOCAL AGENCY that may have an impact upon the outcome of this Contract, or any ensuing LOCAL AGENCY construction project. CONSULTANT shall also list current clients who may have a financial interest in the outcome of this Contract, or any ensuing LOCAL AGENCY construction project, which will follow.
- B. CONSULTANT hereby certifies that it does not now have, nor shall it acquire any financial or business interest that would conflict with the performance of services under this Contract.
- C. CONSULTANT hereby certifies that neither CONSULTANT, its employees, nor any firm affiliated with CONSULTANT providing services on this project prepared the Plans, Specifications, and Estimate for any construction project included within this Contract. An affiliated firm is one, which is subject to the control of the same persons through joint-ownership, or otherwise.
- D. CONSULTANT further certifies that neither CONSULTANT, nor any firm affiliated with CONSULTANT, will bid on any construction subcontracts included within the construction contract. Additionally, CONSULTANT certifies that no person working under this Contract is also employed by the construction contractor for any project included within this Contract.
- E. Except for subconsultants whose services are limited to materials testing, no subconsultant who is providing service on this Contract shall have provided services on the design of any project included within this contract.

ARTICLE XIV. REBATES, KICKBACKS OR OTHER UNLAWFUL CONSIDERATION

CONSULTANT warrants that this Contract was not obtained or secured through rebates, kickbacks or other unlawful consideration, either promised or paid to any LOCAL AGENCY employee. For breach or violation of this warranty, LOCAL AGENCY shall have the right in its

discretion; to terminate the Contract without liability; to pay only for the value of the work actually performed; or to deduct from the contract price; or otherwise recover the full amount of such rebate, kickback or other unlawful consideration.

ARTICLE XV. PROHIBITION OF EXPENDING LOCAL AGENCY STATE OR FEDERAL FUNDS FOR LOBBYING

A. CONSULTANT certifies to the best of his or her knowledge and belief that:

1. No state, federal or local agency appropriated funds have been paid, or will be paid by-or-on behalf of CONSULTANT to any person for influencing or attempting to influence an officer or employee of any state or federal agency; a Member of the State Legislature or United States Congress; an officer or employee of the Legislature or Congress; or any employee of a Member of the Legislature or Congress, in connection with the awarding of any state or federal contract; the making of any state or federal grant; the making of any state or federal loan; the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any state or federal contract, grant, loan, or cooperative agreement.
2. If any funds other than federal appropriated funds have been paid, or will be paid to any person for influencing or attempting to influence an officer or employee of any federal agency; a Member of Congress; an officer or employee of Congress, or an employee of a Member of Congress; in connection with this federal contract, grant, loan, or cooperative agreement; CONSULTANT shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.

B. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

C. CONSULTANT also agrees by signing this document that he or she shall require that the language of this certification be included in all lower-tier subcontracts, which exceed \$100,000 and that all such sub-recipients shall certify and disclose accordingly.

ARTICLE XVI. STATEMENT OF COMPLIANCE

A. CONSULTANT's signature affixed herein, and dated, shall constitute a certification under penalty of perjury under the laws of the State of California that CONSULTANT has, unless exempt, complied with, the nondiscrimination program requirements of Government Code Section 12990 and Title 2, California Code of Regulations Section 11102.

B. During the performance of this Contract, Consultant and its subconsultants shall not unlawfully discriminate, harass, or allow harassment against any employee or applicant for employment because of sex, race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (e.g., cancer), age (over 40), marital status, and denial of family care leave. Consultant and subconsultants shall insure that the evaluation and treatment of their employees and

applicants for employment are free from such discrimination and harassment. Consultant and subconsultants shall comply with the provisions of the Fair Employment and Housing Act (Gov. Code §12990 (a-f) et seq.) and the applicable regulations promulgated thereunder (California Code of Regulations, Title 2, Section 11005 et seq.). The applicable regulations of the Fair Employment and Housing Commission implementing Government Code Section 12990 (a-f), set forth in Chapter 5 of Division 4.1 of Title 2 of the California Code of Regulations (2 CCR Sec. 11099 et seq.), are incorporated into this Contract by reference and made a part hereof as if set forth in full. Consultant and its subconsultants shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other Agreement.

- C. The Consultant shall comply with regulations relative to Title VI (nondiscrimination in federally-assisted programs of the Department of Transportation – Title 49 Code of Federal Regulations, Part 21 - Effectuation of Title VI of the 1964 Civil Rights Act). Title VI provides that the recipients of federal assistance will implement and maintain a policy of nondiscrimination in which no person in the state of California shall, on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, gender, sex, marital status, gender identity, gender expression, sexual orientation, age, or military and veteran status, be excluded from participation in, denied the benefits of or subject to discrimination under any program or activity by the recipients of federal assistance or their assignees and successors in interest.
- D. The Consultant, with regard to the work performed by it during the Agreement shall act in accordance with Title VI. Specifically, the Consultant shall not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in the selection and retention of Subconsultants, including procurement of materials and leases of equipment. The Consultant shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the U.S. DOT's Regulations, including employment practices when the Agreement covers a program whose goal is employment.

ARTICLE XVII. DEBARMENT AND SUSPENSION CERTIFICATION

- A. CONSULTANT's signature affixed herein, shall constitute a certification under penalty of perjury under the laws of the State of California, that CONSULTANT has complied with Title 2 CFR, Part 180, "OMB Guidelines to Agencies on Government-wide Debarment and Suspension (nonprocurement)", which certifies that he/she or any person associated therewith in the capacity of owner, partner, director, officer, or manager, is not currently under suspension, debarment, voluntary exclusion, or determination of ineligibility by any federal agency; has not been suspended, debarred, voluntarily excluded, or determined ineligible by any federal agency within the past three (3) years; does not have a proposed debarment pending; and has not been indicted, convicted, or had a civil judgment rendered against it by a court of competent jurisdiction in any matter involving fraud or official misconduct within the past three (3) years. Any exceptions to this certification must be disclosed to LOCAL AGENCY.
- B. Exceptions will not necessarily result in denial of recommendation for award, but will be considered in determining CONSULTANT responsibility. Disclosures must indicate to whom exceptions apply, initiating agency, and dates of action.

- C. Exceptions to the Federal Government Excluded Parties List System maintained by the General Services Administration are to be determined by the Federal Highway Administration.

ARTICLE XVIII. FUNDING REQUIREMENTS

- A. It is mutually understood between the Parties that this Contract may have been written before ascertaining the availability of funds or appropriation of funds, for the mutual benefit of both Parties, in order to avoid program or fiscal delays that would occur if the Contract were executed after that determination was made.
- B. This Contract is valid and enforceable only, if sufficient funds are made available to SBCTA for the purpose of this Contract. In addition, this Contract is subject to any additional restrictions, limitations, conditions, or any statute enacted by Congress, State Legislature, or SBCTA governing board that may affect the provisions, terms, or funding of this Contract in any manner.
- C. It is mutually agreed that if sufficient funds are not appropriated, this Contract may be amended to reflect any reduction in funds.
- D. SBCTA has the option to terminate the Contract under the 30-day cancellation clause or by mutual agreement, or to amend the Contract to reflect any reduction of funds.

ARTICLE XIX. CHANGE IN TERMS

- A. This Contract may be amended or modified only by mutual written agreement of the Parties.
- B. CONSULTANT shall only commence Work covered by an amendment after the amendment is executed and the NTP has been provided by SBCTA's Procurement Analyst.
- C. There shall be no change in CONSULTANT's Project Manager or members of the project team, as listed in the CONSULTANT's Approved Cost Proposal, without prior written approval of SBCTA.

ARTICLE XX. DISADVANTAGED BUSINESS ENTERPRISES (DBE) PARTICIPATION

- A. CONSULTANTS must give consideration to DBE firms as specified in 23 CFR §172.5(b), 49 CFR, Part 26. If the Contract has a DBE goal, CONSULTANT must meet the DBE goal by using DBEs as subconsultants or documenting a good faith effort to have met the goal. If a DBE subconsultant is unable to perform, CONSULTANT must make a good faith effort to replace the subconsultant with another DBE subconsultant if the goal is not otherwise met. A DBE may be terminated only with written approval by SBCTA and only for the reasons specified in 49 CFR 26.53(f). Prior to requesting SBCTA's consent for the proposed termination, CONSULTANT must meet the procedural requirements specified in 49 CFR 26.53(f).

- B. SBCTA, as a recipient of federal financial assistance, is required to implement a Disadvantaged Business Program in accordance with federal regulations at 49 CFR Part 26 issued by the U.S. Department of Transportation (DOT). The contract goal range for this project pursuant to the CONSULTANT's Approved Cost Proposal is 6%. CONSULTANT must furnish all documentation satisfactory to SBCTA that the work committed to DBEs was actually performed by DBEs. Requests for progress payments must include a summary of payments (Form 315Caltrans Form Exhibit 9-F) actually made to DBEs during the invoice period, which includes a total of all payments made to all subconsultants under this Contract. DBE participation shall be credited toward the overall DBE goal only when payments are actually made to the DBE firms. CONSULTANT shall submit on the 15th of every month to SBCTA's Procurement Analyst, Form 315Exhibit 9-F form per the Caltrans Exhibit 9-F Instructions. Upon completion of the Contract, CONSULTANT shall submit "Final Report-Utilization of Disadvantaged Business Enterprises--First Tier Subconsultants" Form 17-F with the final invoice. Failure to submit the required reports shall result in SBCTA imposing a penalty of \$100 per day, per report.
- C. CONSULTANT shall carry out all applicable requirements of 49 CFR Part 26 in the award and administration of this DOT-assisted Contract. Failure by CONSULTANT to carry out these requirements is a material breach of this Contract, which may result in SBCTA exercising the right to impose administrative remedies, which shall include, but shall not be limited to the following: withholding of payment due to CONSULTANT equivalent to the difference between the actual DBE attainment and the Contract DBE goal; suspension of payment to CONSULTANT of any other monies held by SBCTA; and termination of the Contract, in whole or in part. The administrative remedies shall not apply if the CONSULTANT is able to demonstrate, to the satisfaction of SBCTA, that it exercised Good Faith Efforts in an attempt to meet the Contract DBE goal.
- D. SBCTA will bring to the attention of the DOT Operating Administration, in writing, any false, fraudulent, or dishonest conduct in connection with SBCTA's administration of Caltrans' DBE program, to enable the DOT Operating Administration to take the necessary and appropriate steps (e.g. referral to the Department of Justice for criminal prosecution, referral to the DOT Inspector General, or action under suspension and debarment or Program Fraud and Civil Penalties rules) as provided in Title 49 CFR, Part 26, Section 26.109. SBCTA also will consider similar action under its own legal authorities, including, but not limited to, responsibility determinations in future contracts.

ARTICLE XXI. CONTINGENT FEE

CONSULTANT warrants, by execution of this Contract, that no person or selling agency has been employed or retained to solicit or secure this Contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by CONSULTANT for the purpose of securing business. For breach or violation of this warranty, SBCTA has the right to terminate the Contract without liability, pay only for the value of the Work actually performed, or in its

discretion, to deduct from the contract price or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingent fee.

ARTICLE XXII. DISPUTES

- A. Any dispute, other than audit, concerning a question of fact arising under this Contract that is not disposed of by agreement shall be decided by a committee consisting of SBCTA's Procurement Analyst and SBCTA's Program Manager who may consider written or verbal information submitted by CONSULTANT.
- B. Not later than 30 days after completion of all Work under the Contract, CONSULTANT may request review by SBCTA's Executive Director of unresolved claims or disputes, other than audit. The request for review will be submitted in writing.
- C. Neither the pendency of a dispute nor its consideration by SBCTA's Executive Director excuses CONSULTANT from full and timely performance in accordance with the terms of this Contract.

ARTICLE XXIII. INSPECTION OF WORK

CONSULTANT and any subconsultant shall permit SBCTA, the state, and the FHWA if federal participating funds are used in this Contract, to review and inspect the project activities and files at all reasonable times during the performance period of this Contract, including review and inspection on a daily basis.

ARTICLE XXIV. SAFETY

- A. CONSULTANT shall comply with OSHA regulations applicable to CONSULTANT regarding necessary safety equipment or procedures. CONSULTANT shall comply with safety instructions issued by SBCTA and SBCTA representatives. CONSULTANT personnel shall wear hard hats and safety vests at all times while at the construction project site.
- B. Pursuant to the authority contained in Section 591 of the Vehicle Code, SBCTA has determined that such areas are within the limits of the Project and are open to public traffic. CONSULTANT shall comply with all of the requirements set forth in Divisions 11, 12, 13, 14, and 15 of the Vehicle Code. CONSULTANT shall take all reasonably necessary precautions for safe operation of its vehicles and the protection of the traveling public from injury and damage from such vehicles.
- C. Any subcontract entered into as a result of this Contract, shall contain all of the provisions of this Article.
- D. CONSULTANT must have a Division of Occupational Safety and Health (CAL-OSHA) permit(s), as outlined in California Labor Code Sections 6500 and 6705, prior to the initiation of any practices, work, method, operation, or process related to the construction or excavation of trenches which are five feet or deeper.

ARTICLE XXV. INSURANCE

A. Prior to commencing the Work, subject to the provisions of Article XXV.B “General Provisions”, and at all times during the performance of the Work and for such additional periods as required herein, CONSULTANT and all sub-consultants of every tier performing any Work under this contract shall, at CONSULTANT’s and sub-consultant’s sole expense, procure and maintain broad form insurance coverage at least as broad as the following minimum requirements specified below:

1.1. Professional Liability. The policies must include the following:

- A limit of liability not less than \$2,000,000 per claim
- An annual aggregate limit of not less than \$4,000,000
- Coverage shall be appropriate for the CONSULTANT’S profession and provided services to include coverage for errors and omissions arising out of the CONSULTANT’S professional services, or services of any person employed by the CONSULTANT, or any person for whose acts, errors, mistakes or omissions the CONSULTANT may be legally liable.
- If Coverage is on a claims made basis:
 - Policy shall contain a retroactive date for coverage of prior acts, which date will be prior to the date the CONSULTANT begins to perform Work under this Contract.
 - CONSULTANT shall secure and maintain “tail” coverage for a minimum of three (3) years after Contract completion.

1.2. Worker’s Compensation/Employer’s Liability. The policies must include the following:

- Coverage A. Statutory Benefits
- Coverage B. Employer’s Liability
- Bodily Injury by accident - \$1,000,000 per accident
- Bodily Injury by disease - \$1,000,000 policy limit/\$1,000,000 each employee

Such policies shall contain a waiver of subrogation in favor of the parties named as Indemnites below. Such insurance shall be in strict accordance with the applicable workers’ compensation laws in effect during performance of the Work by CONSULTANT or any subconsultant of any tier. All subconsultants of any tier performing any portion of the Work for CONSULTANT shall also obtain and maintain the same insurance coverage as specified in this subparagraph, with a waiver of subrogation in favor of CONSULTANT and all parties named as Indemnites below. Where coverage is provided through the California State Compensation Insurance Fund, the requirement for a minimum A.M. Best rating does not apply.

1.3. Commercial General Liability. The policy must include the following:

- Consultant shall maintain commercial general liability (CGL) insurance (Insurance Services Office (ISO) Form CG 00 01), and if necessary excess/umbrella commercial liability insurance, with a combined limit of liability of not less than **\$3,000,000 each occurrence**. If the contract value is equal to or in excess of \$25,000,000, then the combined limit of liability shall be no less than **\$25,000,000 each occurrence**.
- The policy shall, at a minimum, include coverage for any and all of the following: bodily injury, property damage, personal injury, broad form contractual liability (including coverage to the maximum extent possible for the indemnifications in this Contract), premises-operations (including explosion, collapse and underground coverage), duty to defend in addition to (without reducing) the limits of the policy(ies), and products and completed operations.
 - \$2,000,000 per occurrence limit for property damage or bodily injury
 - \$1,000,000 per occurrence limit for personal injury and advertising injury
 - \$2,000,000 per occurrence limits for products/completed operations coverage (ISO Form 20 37 10 01) if SBCTA's Risk Manager determines it is in SBCTA's best interests to require such coverage,
- If a general aggregate applies, it shall apply separately to this project/location. The project name must be indicated under "Description of Operations/Locations" (ISO Form CG 25 03 or CG 2504).
- Coverage is to be on an "occurrence" form. "Claims made" and "modified occurrence" forms are not acceptable.
- A copy of the declaration page or endorsement page listing all policy endorsements for the CGL policy must be included.

All subconsultants of any tier performing any portion of the Work for CONSULTANT shall also obtain and maintain the CGL insurance coverage with limits not less than:

- Each occurrence limit: \$1,000,000
- General aggregate limit: \$2,000,000
- Personal injury and advertising limit \$1,000,000
- Products-completed operations aggregate limit \$2,000,000

All subconsultants' and sub-subconsultants' deductibles or self-insured retentions must be acceptable to SBCTA's Risk Manager.

1.4. Umbrella/Excess CGL. The policy must include the following:

- If the CONSULTANT elects to include an umbrella or excess policy to cover any of the total limits required beyond the primary commercial general liability policy limits and/or the primary commercial automobile liability policy limits, then the policy must include the following:

- The umbrella or excess policy shall follow form over the CONSULTANT's primary general liability coverage and shall provide a separate aggregate limit for products and completed operations coverage.
- The umbrella or excess policy shall not contain any restrictions or exclusions beyond what is contained in the primary policy.
- The umbrella or excess policy shall contain a clause stating that it takes effect (drops down) in the event the primary limits are impaired or exhausted.
- The umbrella or excess policy must also extend coverage over the automobile policy if it is to be used in combination with the primary automobile policy to meet the total insurance requirement limits.

There shall be no statement limiting the coverage provided to the parties listed as additionally insureds or as indemnitees below.

1.5. Commercial Auto. The policy must include the following:

- A total limit of liability of not less than **\$3,000,000** each accident. This total limits of liability may be met by combining the limits of the primary auto policy with an umbrella or excess policy in accordance with subparagraph 4 (Umbrella/Excess CGL) of Section A of this Article.
- Such insurance shall cover liability arising out of any vehicle, including owned, hired, leased, borrowed and non-owned vehicles assigned to or used in performance of the CONSULTANT services.
- Combined Bodily Injury and Property Damage Liability insurance
The commercial automobile liability insurance shall be written on the most recent edition of ISO Form CA 00 01 or equivalent acceptable to SBCTA.

1.6. Pollution Liability. Purposely omitted

1.7. Railroad Protective Liability. The policy must include the following:

- Should the CONSULTANT need to perform activities in a railroad right-of-way, SBCTA's Risk Manager and/or a railroad operator may require CONSULTANT to provide Railroad Protective Liability.
- In such a case, the policy shall be in amounts and coverages and from issuers, acceptable to SBCTA's Risk Manager in his/her sole discretion.
- Depending on facts and circumstances, and the terms and conditions of the policy involved, SBCTA's Risk Manager may choose to find that the CONSULTANT satisfactorily meets this requirement by obtaining one of the following: a) an acceptable Railroad Protective Liability specific policy; b) a waiver of any railroad liability exclusion from the CONSULTANT's existing general liability policy; or c) acceptable general liability insurance without a railroad exclusion.

B. General Provisions

- 1.1 Qualifications of Insurance Carriers. If policies are written by insurer carrier authorized and admitted to do business in the state of California, then the insurer carriers must have a current A.M. Best rating of A-VIII or better and if policies are written by insurance carriers that are non- admitted but authorized to conduct business in the state of California, then they must meet the current A.M. Best rating of A-X or better, unless otherwise approved in writing by SBCTA's Risk Manager.
- 1.2 Additional Insurance Coverage. All policies, except those for Workers' Compensation and Professional Liability insurance, shall be endorsed by ISO Form CG 20 10 11 85, or if not available, then ISO Form CG 20 38, to name San Bernardino County Transportation Authority and its officers, directors, members, employees, agents and volunteers, as additional insureds ("Additional Insureds"). With respect to general liability arising out of or connected with work or operations performed by or on behalf of the CONSULTANT under this Contract, coverage for such Additional Insureds shall not extend to liability to the extent prohibited by section 11580.04 of the Insurance Code. The additional insured endorsements shall not limit the scope of coverage for SBCTA to vicarious liability but shall allow coverage for SBCTA to the full extent provided by the policy.
- 1.3 Proof of Coverage. Evidence of insurance in a form acceptable to SBCTA's Risk Manager, including declarations pages of each policy, certificates of insurance and the required additional insured endorsements, shall be provided to SBCTA's Procurement Analyst prior to issuance of the NTP or prior to commencing any Work, as SBCTA specifies. Certificate(s) of insurance, as evidence of the required insurance shall: be executed by a duly authorized representative of each insurer; show compliance with the insurance requirements set forth in this Article; set forth deductible amounts applicable to each policy; list all exclusions which are added by endorsement to each policy; and also include the Contract Number and the SBCTA Project Manager's name on the face of the certificate. If requested in writing by SBCTA, CONSULTANT shall submit complete copies of all required insurance policies within ten (10) business days of a written request by SBCTA.
- 1.4 Deductibles and Self-Insured Retention. Regardless of the allowance of exclusions or deductibles by SBCTA, CONTRACTOR shall be responsible for any deductible or self- insured retention (SIR) amount and shall warrant that the coverage provided to SBCTA is consistent with the requirements of this Article. CONTRACTOR will pay, and shall require its sub-CONTRACTORS to pay, all deductibles, co-pay obligations, premiums and any other sums due under the insurance required in this Article. Any deductibles or self-insured retentions must be declared to and approved in writing by SBCTA's Risk Manager. At the option of SBCTA, if the deductible or SIR is greater than \$ 50,000 or five (5) percent of the amount of coverage required under this Contract, whichever is less, the CONTRACTOR shall guarantee that either: (1) the insurer shall reduce or eliminate such deductibles or

self-insured retentions as respects to SBCTA, its directors, officials, officers, employees and agents; or, (2) the CONTRACTOR shall procure a bond guaranteeing the amount of the deductible or self-insured retention. SBCTA will have the right, but not the obligation, to pay any deductible or SIR due under any insurance policy. If SBCTA pays any sums due under any insurance required above, SBCTA may withhold said sums from any amounts due to CONTRACTOR. The Contractor's policies will neither obligate nor prohibit SBCTA or any other Additional Insured, from paying any portion of any Contractor's deductible or SIR.

- 1.5 CONSULTANT's and Subconsultants' Insurance will be Primary. All policies required to be maintained by the CONSULTANT or any subconsultant with the exception of Professional Liability and Worker's Compensation shall be endorsed, with a form at least as broad as ISO Form CG 20 01 04 13), to be primary coverage, and any coverage carried by any of the Additional Insureds shall be excess and non-contributory. Further, none of CONSULTANT's or subconsultants' pollution, automobile, general liability or other liability policies (primary or excess) will contain any cross-liability exclusion barring coverage for claims by an additional insured against a named insured.
- 1.6 Waiver of Subrogation Rights. To the fullest extent permitted by law, CONSULTANT hereby waives all rights of recovery under subrogation against the Additional Insureds named herein, and any other consultant, subconsultant or sub-subconsultant performing work or rendering services on behalf of SBCTA, in connection with the planning, development and construction of the Project. To the fullest extent permitted by law, CONSULTANT shall require similar written express waivers and insurance clauses from each of its subconsultants of every tier. CONSULTANT shall require all of the policies and coverages required in this Article to waive all rights of subrogation against the Additional Insureds (ISO Form CG 24 04 05 09). Such insurance and coverages provided shall not prohibit CONSULTANT from waiving the right of subrogation prior to a loss or claim.
- 1.7 Cancellation. If any insurance company elects to cancel or non-renew coverage for any reason, CONSULTANT will provide SBCTA thirty (30) days prior written notice of such cancellation or nonrenewal. If the policy is cancelled for nonpayment of premium, CONSULTANT will provide SBCTA ten (10) days prior written notice. In any event, CONSULTANT will provide SBCTA with a copy of any notice of termination or notice of any other change to any insurance coverage required herein which CONSULTANT receives within one business day after CONSULTANT receives it by submitting it to SBCTA at procurement@gosbcta.com to the attention of SBCTA's Procurement Analyst, and by depositing a copy of the notice in the U.S. Mail in accordance with the notice provisions of this Contract.
- 1.8 Enforcement. SBCTA may take any steps as are necessary to assure CONSULTANT's compliance with its insurance obligations as identified within

this Article. Failure to continuously maintain insurance coverage as provided herein is a material breach of contract. In the event the CONSULTANT fails to obtain or maintain any insurance coverage required, SBCTA may, but is not required to, maintain this coverage and charge the expense to the CONSULTANT or withhold such expense from amounts owed CONSULTANT, or terminate this Contract. The insurance required or provided shall in no way limit or relieve CONSULTANT of its duties and responsibility under the Contract, including but not limited to obligation to indemnify, defend and hold harmless the Indemnitees named below. Insurance coverage in the minimum amounts set forth herein shall not be construed to relieve CONSULTANT for liability in excess of such coverage, nor shall it preclude SBCTA from taking other actions as available to it under any other provision of the Contract or law. Nothing contained herein shall relieve CONSULTANT, or any subconsultant of any tier of their obligations to exercise due care in the performance of their duties in connection with the Work, and to complete the Work in strict compliance with the Contract.

- 1.9 No Waiver. Failure of SBCTA to enforce in a timely manner any of the provisions of this Article shall not act as a waiver to enforcement of any of these provisions at a later date.
- 1.10 Subconsultant Insurance. Insurance required of the CONSULTANT shall be also provided by subconsultants or by CONSULTANT on behalf of all subconsultants to cover their services performed under this Contract. CONSULTANT may reduce types and the amounts of insurance limits provided by subconsultants to be proportionate to the amount of the subconsultant's contract and the level of liability exposure for the specific type of work performed by the subconsultant. CONSULTANT shall be held responsible for all modifications, deviations, or omissions in these insurance requirements as they apply to subconsultant.
- 1.11 Higher limits. If CONSULTANT maintains higher limits than the minimums shown above, SBCTA shall be entitled to coverage for the higher limits maintained by CONSULTANT. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to SBCTA.
- 1.12 Special Risks or Circumstances. SBCTA, acting through its Executive Director, reserves the right to modify any or all of the above insurance requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

ARTICLE XXVI. INDEMNITY

- A. To the extent, but only to the extent, that CONSULTANT's Work falls within the scope of Civil Code Section 2782.8, the following indemnification is applicable:

CONSULTANT shall indemnify and defend (with legal counsel reasonably approved by SBCTA) San Bernardino County Transportation Authority and its directors, officers, employees, agents and volunteers, from any and all losses, damages, liability, actions,

and/or costs for claims that arise out of, pertain to or are related to the negligence, recklessness, or willful misconduct of the design professional to the maximum extent permitted by Civil Code Section 2782.8.

- B. For all other Work and obligations under this Contract, CONSULTANT agrees to indemnify, defend (with legal counsel reasonably approved by SBCTA) and hold harmless SBCTA and its directors, officers, employees, agents and volunteers (“Indemnitees”), from any and all claims, actions, losses, damages and/or liability (“Claims”) arising out of or related to any act or omission of CONSULTANT or any of its officers, employees, agents, subconsultants or volunteers, and for any costs or expenses incurred by Indemnitees on account of any such Claims except where such indemnification is prohibited by law. This indemnification provision shall apply regardless of the existence or degree of fault of Indemnitees. CONSULTANT’s indemnification obligation applies to an Indemnitee’s “active” as well as “passive” negligence but does not apply to an Indemnitee’s “sole negligence” or “willful misconduct” within the meaning of Civil Code Section 2782.

ARTICLE XXVII. OWNERSHIP OF DATA

- A. Upon completion of all Work under this Contract, ownership and title to all reports, documents, plans, specifications, and estimates produced as part of this Contract will automatically be vested in SBCTA, and no further agreement will be necessary to transfer ownership to SBCTA. CONSULTANT shall furnish SBCTA all necessary copies as needed to complete the review and approval process.
- B. It is understood and agreed that all calculations, drawings and specifications, whether in hard copy or machine-readable form, are intended for one-time use in the construction of the Project for which this Contract has been entered into.
- C. CONSULTANT is not liable for claims, liabilities, or losses arising out of or connected with the modification or misuse by SBCTA of the machine-readable information and data provided by CONSULTANT under this Contract; further, CONSULTANT is not liable for claims, liabilities, or losses arising out of or connected with any use by SBCTA of the project documentation on other projects or additions to this project, or for the completion of this project by others, except only such use as may be authorized in writing by CONSULTANT.
- D. Applicable patent rights provisions regarding rights to inventions shall be included in the Contract as appropriate (48 CFR 27, Subpart 27.3, Patent Rights under Government Contracts for federal-aid contracts).
- E. SBCTA may permit copyrighting reports or other agreement products. If copyrights are permitted, the agreement shall provide that the FHWA shall have the royalty-free nonexclusive and irrevocable right to reproduce, publish, or otherwise use, and to authorize others to use, the work for government purposes.
- F. Any subcontract in excess of \$25,000 entered into as a result of this Contract, shall contain all of the provisions of this Article.

ARTICLE XXVIII. CLAIMS FILED BY SBCTA's CONSTRUCTION CONTRACTOR

- A. If claims are filed by SBCTA's construction contractor relating to Work performed by CONSULTANT's personnel and additional information or assistance from CONSULTANT's personnel is required in order to evaluate or defend against such claims, CONSULTANT agrees to make its personnel available for consultation with SBCTA and legal staff, and for testimony, if necessary, at depositions, administrative proceedings, trial or arbitration proceedings.
- B. CONSULTANT's personnel that SBCTA considers essential to assist in defending against construction contractor claims will be made available on reasonable notice from SBCTA. Consultation or testimony will be reimbursed at the same rates, including travel costs that are being paid for the CONSULTANT's personnel services under this Contract.
- C. Services of CONSULTANT's personnel in connection with SBCTA's construction contractor claims will be performed pursuant to a written contract amendment, if necessary, extending the termination date of this Contract in order to resolve the construction claims.
- D. Any subcontract in excess of \$25,000 entered into as a result of this Contract, shall contain all of the provisions of this Article.

ARTICLE XXIX. CONFIDENTIALITY OF DATA

- A. All financial, statistical, personal, technical, or other data and information relative to SBCTA's operations which are designated confidential by SBCTA and made available to CONSULTANT in order to carry out this Contract shall be protected by CONSULTANT from unauthorized use and disclosure.
- B. Permission to disclose information on one occasion or at a public hearing held by SBCTA relating to the Contract shall not authorize CONSULTANT to further disclose such information or disseminate the same on any other occasion.
- C. CONSULTANT shall not comment publicly to the press or any other media, including social media, regarding the Contract or SBCTA's actions on the same, except to SBCTA's staff, CONSULTANT's own personnel involved in the performance of this Contract, at public hearings or in response to questions from a SBCTA Board Committee or other public meeting approved by SBCTA.
- D. CONSULTANT shall not issue any news release or public relations item of any nature whatsoever regarding Work performed or to be performed under this Contract without prior review of the contents thereof by SBCTA and receipt of SBCTA's written permission.
- E. Any SBCTA communications or materials to which CONSULTANT or its subconsultants or agents have access, or materials prepared by CONSULTANT under the terms of this Contract, shall be held in confidence by CONSULTANT, who shall exercise reasonable precautions to prevent the disclosure of confidential information to anyone except as expressly authorized by SBCTA. Any communications with or work product of SBCTA's legal counsel to which CONSULTANT or its subconsultants or agents have access in

performing Work under this Contract shall be subject to attorney-client privilege and attorney work product doctrine and shall be confidential. CONSULTANT shall not release any reports, information or promotional material or allow for the use of any photos related to this Contract for any purpose without prior written approval of SBCTA.

- F. Any subcontract entered into as a result of this Contract shall contain all of the provisions of this Article.
- G. CONSULTANT agrees to inform itself and make its employees, agents and subconsultants aware of the requirements of SBCTA's privacy confidentiality policies, and to abide by the same. CONSULTANT further agrees to require all employees, agents, and subconsultants assigned to any SBCTA project or task to sign and adhere to a SBCTA Confidentiality Agreement as directed by SBCTA personnel. CONSULTANT acknowledges and agrees that its duties and obligations under this provision specifically pertain to, but is not to, all of its employees, agents, and subconsultants who may have access to Personally Identifiable Information ("PII") and/or Sensitive Security Information ("SSI") within the custody or control of SBCTA.

ARTICLE XXX. NATIONAL LABOR RELATIONS BOARD CERTIFICATION

In accordance with Public Contract Code Section 10296, CONSULTANT hereby states under penalty of perjury that no more than one final unappealable finding of contempt of court by a federal court has been issued against CONSULTANT within the immediately preceding two-year period, because of CONSULTANT's failure to comply with an order of a federal court that ordered CONSULTANT to comply with an order of the National Labor Relations Board.

ARTICLE XXXI. EVALUATION OF CONSULTANT

CONSULTANT's performance may be evaluated by SBCTA. A copy of the evaluation will be sent to CONSULTANT for comments. The evaluation together with the comments shall be retained as part of the Contract file. This information may be used when evaluating the firm on future proposal submittals.

ARTICLE XXXII. RETENTION OF FUNDS

- A. Any subcontract entered into as a result of this Contract shall contain all of the provisions of this Article.
- B. Retention.
 - 1. As partial security against CONSULTANT's failure to perform under this CONTRACT, SBCTA shall withhold a retention of five percent (5%) of the total amount of each invoice from CONSULTANT up to \$250,000. All retained funds shall be released by SBCTA within sixty (60) calendar days after the last to occur of:

- a. SBCTA's payment of the final invoice, unless SBCTA elects to audit CONSULTANT's records in accordance with this Contract. If SBCTA elects to audit, then retain funds shall be paid to CONSULTANT with thirty (30) calendar days of completion of the audit in an amount reflecting any adjustments required by the audit; or
 - b. Final resolution of all Stop Notices, claims for payment and/or other claims arising out of the Work performed under the Contract.
2. CONSULTANT, or subconsultant, shall return all monies withheld in retention from a subconsultant within thirty (30) days after receiving payment for Work satisfactorily completed and accepted including incremental acceptances of portions of the Work by SBCTA. Federal law (49 CFR 26.29) requires that any delay or postponement of payment over thirty (30) days may take place only for good cause and with SBCTA's prior written approval. Any violation of this provision shall subject the violating CONSULTANT or subconsultant to the penalties, sanctions and other remedies specified in Section 7108.5 of the Business and Professions Code. These requirements shall not be construed to limit or impair any contractual, administrative, or judicial remedies otherwise available to CONSULTANT or subconsultant in the event of a dispute involving late payment or non-payment by CONSULTANT, deficient subconsultant performance, or noncompliance by a subconsultant. This provision applies to both DBE and non-DBE consultants and subconsultants.

ARTICLE XXXIII. RESPONSIBILITY OF CONSULTANT

- A. CONSULTANT shall be responsible for the professional quality, technical accuracy, and the assurance of compliance with all applicable federal, state, and local laws and regulations, and other Work furnished by CONSULTANT under the Contract. The Contract includes reference to the appropriate standards for design or other standards for Work performance stipulated in the Contract.
- B. In addition to any other requirements of this Contract or duties and obligations imposed on CONSULTANT by law, CONSULTANT shall, as an integral part of its Work, employ quality control procedures that identify potential risks and uncertainties related to scope, schedule, cost, quality and safety of the Project and the Work performed by CONSULTANT within the areas of CONSULTANT's expertise. Risks that may be encountered include, but are not limited to, soil conditions, constructability, factors of safety, impact on adjacent properties, public safety, and environmental considerations. At any time during performance of the Scope of Work, should CONSULTANT observe, encounter, or identify any unusual circumstances or uncertainties which could pose potential risk to SANBAG or the Project, CONSULTANT shall immediately document such matters and notify SBCTA in writing. CONSULTANT shall also similarly notify SBCTA in regard to the possibility of any natural catastrophe, potential failure, or any situation that exceeds environmental, design, and/or construction assumptions and could precipitate a failure of any structure or other part of the Project. Notifications under this paragraph shall be specific, clear and timely, and in a form which will enable SBCTA to understand and evaluate the magnitude and effect of the risk and/or uncertainties involved.

- C. When a modification to a construction contract is required because of an error or deficiency in the design Work provided under this Contract, CONSULTANT shall be responsible for any and all additional costs associated with the construction contract or the construction of the Project.
- D. SBCTA shall advise CONSULTANT of CONSULTANT's responsibility for additional costs as described above and shall collect the amount due, including but not limited to withholding of payments if the recoverable cost will exceed the administrative cost involved or is otherwise in SBCTA's best interest. SBCTA shall include in the Contract Audit File a written statement of the reasons for the decision to recover or not recover the costs from CONSULTANT.
- E. CONSULTANT shall document the results of the Work to the satisfaction of SBCTA, and if applicable, Caltrans and FHWA. This may include preparation of progress and final reports, plans, specifications and estimates, or similar evidence of attainment of SBCTA's objectives.
- F. As applicable, the responsible consultant/engineer shall sign all plans, specifications, estimates (PS&E) and engineering data furnished by him/her, certify as-built drawings, and where appropriate, indicate his/her California registration or license number.

ARTICLE XXXIV. TECHNICAL DIRECTION

- A. Performance of Work under this Contract shall be subject to the technical direction of SBCTA's Project Manager. The term "Technical Direction" is defined to include, without limitation:
 - 1. Directions to CONSULTANT which redirect the Contract effort, shift work emphasis between work areas or tasks, require pursuit of certain lines of inquiry, fill in details or otherwise serve to accomplish the contractual Scope of Work.
 - 2. Provision of written information to CONSULTANT which assists in the interpretation of drawings, reports, or technical portions of the Scope of Work described herein.
 - 3. Review and, where required by the Contract, approval of technical reports, drawings, specifications and technical information to be delivered by CONSULTANT to SBCTA under the Contract.
 - 4. SBCTA may modify this Contract for certain administrative modifications without issuing a written amendment. Administrative modifications as defined herein are limited to: substitutions of personnel identified in this Contract, including Key Personnel and project personnel and subconsultants; modifications to hourly rates, classifications, and names of personnel in Exhibit B; and modifications of the address of the CONSULTANT. All administrative modifications shall be documented in writing between the Parties.

- B. Technical Direction must be within the Scope of Work under this Contract. SBCTA does not have the authority to, and may not, issue any Technical Direction which:
1. Increases or decreases the Scope of Work;
 2. Directs CONSULTANT to perform Work outside the original intent of the Scope of Work;
 3. In any manner causes an increase or decrease in the Contract price as identified in this Contract, or the time required for Contract performance;
 4. Changes any of the expressed terms, conditions or specifications of the Contract; unless identified herein;
 5. Interferes with the CONSULTANT's right to perform the terms and conditions of the Contract; or
 6. Approves any demand or claim for additional payment.
- C. Failure of CONSULTANT and SBCTA's Project Manager to agree that the Technical Direction is within the scope of the Contract, or a failure to agree upon the Contract action to be taken, shall be subject to the provisions of the "DISPUTES" Article herein.
- D. All Technical Direction shall be issued in writing by SBCTA's Project Manager.
- E. CONSULTANT shall proceed promptly with the performance of Technical Direction, in the manner prescribed by this Article and within their authority under the provisions of this Article. If, in the opinion of CONSULTANT, any instruction or direction by SBCTA falls within one of the categories defined in B.1. through B.6. of this Article, CONSULTANT shall not proceed but shall notify SBCTA in writing within five (5) working days after receipt of any such instruction or direction and shall request SBCTA to modify the Contract accordingly. Upon receiving the notification from the CONSULTANT, SBCTA's Project Manager shall:
1. Advise CONSULTANT in writing within thirty (30) calendar days after receipt of the CONSULTANT's letter that the Technical Direction is or is not within the scope of this Contract.
 2. Advise CONSULTANT within a reasonable time whether SBCTA will or will not issue a written amendment.
- F. There shall be no changes in CONSULTANT's Key Personnel as identified herein, without prior written approval by SBCTA's Project Manager.

ARTICLE XXXV. KEY PERSONNEL

The personnel specified below are considered to be essential to the Work being performed under this Contract. Prior to diverting any of the specified individuals to other projects, or reallocating any tasks or hours of Work that are the responsibility of key personnel to other personnel,

CONSULTANT shall notify SBCTA in writing and shall submit justifications (including proposed substitutions, resumes and payroll information to support any changes to the labor rate) in sufficient detail to permit evaluation of the impact on the Project. Diversion or reallocation of key personnel shall not be made without prior written consent of SBCTA's Project Manager. CONSULTANT shall not substitute any key personnel without the prior written consent of SBCTA's Project Manager. In the event that the Parties cannot agree as to the substitution of key personnel, SBCTA may terminate the Contract.

Key Personnel are:

Name	Job Classification/Function
Ken Loncharich, PE, QSD	Contract Project Manager
Javier Galindo, PE	Quality Control Manager
Derich Sukow, PE	Quality Control Manager
Kenneth Oh, PE, PMP	Resident Engineer

ARTICLE XXXVI. REPRESENTATIONS

All Work supplied by CONSULTANT under this Contract shall be supplied by personnel who are qualified, careful, skilled, experienced and competent in their respective trades or professions. CONSULTANT agrees that they are supplying professional services, findings, and/or recommendations in the performance of this Contract and agrees with SBCTA that the same shall conform to professional and engineering and environmental principles and standards that are generally accepted in the profession in the State of California.

ARTICLE XXXVII. ADDITIONAL TERMINATION PROVISIONS

- A. In addition to the terms of Article VI, the following provisions apply to termination of the Contract.
- B. Termination for Convenience – SBCTA's Executive Director shall have the right at any time, with or without cause, to terminate further performance of Work by giving thirty (30) calendar days written notice to CONSULTANT specifying the date of termination. On the date of termination stated in said notice, CONSULTANT shall promptly discontinue performance of Work and shall preserve Work in progress and completed Work, pending SBCTA's instruction, and shall turn over such Work in accordance with SBCTA's instructions.
 - 1. CONSULTANT shall deliver to SBCTA all deliverables prepared by CONSULTANT or its subconsultants or furnished to CONSULTANT by SBCTA. Upon such delivery, CONSULTANT may then invoice SBCTA for payment in accordance with the terms of this Contract.
 - 2. If CONSULTANT has fully and completely performed all obligations under this Contract up to the date of termination, CONSULTANT shall be entitled to receive from SBCTA as complete and full settlement for such termination a pro rata share of the Contract cost based upon the percentage of all contracted Work satisfactorily executed to the date of termination.

3. CONSULTANT shall be entitled to receive the actual costs incurred by CONSULTANT to return CONSULTANT's tools and equipment, if any, to it or its suppliers' premises, or to turn over Work in progress in accordance with SBCTA's instructions plus the actual cost necessarily incurred in effecting the termination.
- C. Termination for Cause – In the event CONSULTANT shall file a petition in bankruptcy court, or shall make a general assignment for the benefit of its creditors, or if a petition in bankruptcy shall be filed against CONSULTANT or a receiver shall be appointed on account of its insolvency, or if CONSULTANT shall default in the performance of any express obligation to be performed by it under this Contract and shall fail to immediately correct (or if immediate correction is not possible, shall fail to commence and diligently continue action to correct) such default within ten (10) calendar days following written notice, SBCTA may, without prejudice to any other rights or remedies SBCTA may have, and in compliance with applicable Bankruptcy Laws: (a) hold in abeyance further payments to CONSULTANT; (b) stop any Work of CONSULTANT or its subconsultants related to such failure until such failure is remedied; and/or (c) terminate this Contract by written notice to CONSULTANT specifying the date of termination. In the event of such termination by SBCTA, SBCTA may take possession of the products and finished Work by whatever method SBCTA may deem expedient.
1. A waiver by SBCTA of one default of CONSULTANT shall not be considered to be a waiver of any subsequent default of CONSULTANT of the same or any other provision, nor be deemed to waive, amend, or modify this Contract.
 2. CONSULTANT shall deliver to SBCTA all finished and unfinished deliverables under this Contract prepared by CONSULTANT or its subconsultants or furnished to CONSULTANT by SBCTA within ten (10) working days of said notice.
- D. All claims for compensation or reimbursement of costs under any of the foregoing provisions shall be supported by documentation submitted to SBCTA, satisfactory in form and content to SBCTA and verified by SBCTA. In no event shall CONSULTANT be entitled to any payment for prospective profits or any damages because of such termination.

ARTICLE XXXVIII. OPTION TERMS

SBCTA at its sole discretion may extend the original term of the Contract by exercising up to (1) one year option term. The maximum term of this Contract, including the option term if exercised, will not exceed November 30, 2027.

ARTICLE XXXIX. ADDITIONAL PAYMENT TERMS.

A. STATEMENT WITH INVOICES.

CONSULTANT shall include a statement and release with each invoice, satisfactory to SBCTA, that CONSULTANT has fully performed the Work invoiced pursuant to this Contract for the period covered, that all information included with the invoice is true and correct, and that all payments to and claims of CONSULTANT and its subconsultants for

Work during the period will be satisfied upon the making of such payment. SBCTA shall not be obligated to make payments to CONSULTANT until CONSULTANT furnishes such statement and release.

B. JUNE INVOICES.

The invoice for Work performed in the month of June shall be submitted by July 10th.

ARTICLE XL. TAXES, DUTIES AND FEES

Except to the extent expressly provided elsewhere in this Contract, CONSULTANT shall pay when due, and the compensation set forth herein shall be inclusive of all: a) local, municipal, state, and federal sales and use taxes; b) excise taxes; c) taxes on personal property owned by CONSULTANT; and d) other governmental fees and taxes or charges of whatever nature applicable to CONSULTANT to enable it to conduct business.

ARTICLE XLI. PERMITS AND LICENSES

CONSULTANT shall, without additional compensation, keep current all governmental permits, certificates and licenses (including professional licenses) and required registrations necessary for CONSULTANT to perform Work identified herein.

ARTICLE XLII. CONFLICT OF INTEREST CODE

CONSULTANT is obligated to fully disclose to SBCTA, in writing, any conflict of interest issues as soon as they are known to CONSULTANT. CONSULTANT agrees that CONSULTANT's staff designated by SBCTA's Executive Director as "Consultants" under the Political Reform Act and SBCTA's Conflict of Interest Code shall timely file Statements of Economic Interest with the SBCTA Clerk of the Board as required for the term of the Contract.

ARTICLE XLIII. NOTIFICATION

All notices hereunder and communications regarding the interpretation of the terms of this Contract and changes thereto, shall be effected by the mailing thereof by registered or certified mail, return receipt requested, postage prepaid, and addressed as follows:

To CONSULTANT	To SBCTA
862 E Hospitality Lane, Suite # 350	1170 W. 3rd Street, 2nd Floor
San Bernardino, CA 92408	San Bernardino, CA 92410-1715
Attn: Ken Loncharich, PE	Attn: Henry Stultz
	cc: Procurement Manager
Phone: (909) 888-1106	Phone: (909) 884-8276

ARTICLE XLIV. STOP WORK ORDER

Upon failure of CONSULTANT or its subconsultants to comply with any of the requirements of this Contract, SBCTA shall have the right to stop any or all Work affected by such failure until such failure is remedied or to terminate this Contract in accordance with the "TERMINATION" provisions in Articles VI and XXXVII.

ARTICLE XLV. CLAIMS

SBCTA shall not be bound to any adjustments in the Contract amount or schedule unless expressly agreed to by SBCTA in writing. SBCTA shall not be liable to CONSULTANT for any claim asserted by CONSULTANT after final payment has been made under this Contract.

ARTICLE XLVI. ERRORS AND OMISSIONS

CONSULTANT shall be responsible for the professional quality, technical accuracy, and coordination of all Work required under this Contract. CONSULTANT shall be liable for SBCTA costs resulting from errors or deficiencies in Work furnished under this Contract, including but not limited to any fines, penalties, damages, and costs associated with a modification to a construction contract required because of an error or deficiency in the Work provided by CONSULTANT under this Contract.

ARTICLE XLVII. WARRANTY

CONSULTANT warrants that all Work performed shall be in accordance with the Contract and all applicable professional standards. In the event of a breach of this provision, CONSULTANT shall take the necessary actions to correct the breach at CONSULTANT's sole expense. If CONSULTANT does not take the necessary action to correct the breach, SBCTA, without waiving any other rights or remedies it may have, may take the necessary steps to correct the breach, and CONSULTANT shall promptly reimburse SBCTA for all expenses and costs incurred.

ARTICLE XLVIII. INDEPENDENT CONTRACTOR

CONSULTANT is and shall be at all times an independent contractor. Accordingly, all Work provided by CONSULTANT shall be done and performed by CONSULTANT under the sole supervision, direction and control of CONSULTANT. SBCTA shall rely on CONSULTANT for results only, and shall have no right at any time to direct or supervise CONSULTANT or CONSULTANT's employees in the performance of Work or as to the manner, means and methods by which Work is performed. All personnel furnished by CONSULTANT under this Contract and all representatives of CONSULTANT shall be and remain the employees or agents of CONSULTANT or of CONSULTANT's subconsultant(s) at all times, and shall not at any time or for any purpose whatsoever be considered employees or agents of SBCTA.

ARTICLE XLIX. ATTORNEYS' FEES

If any legal action is instituted to enforce or declare any Party's rights under the Contract, each Party, including the prevailing Party, must bear its own costs and attorneys' fees. This Article shall not apply to those costs and attorneys' fees directly arising from any third party legal action against a Party hereto and payable under the "Indemnity" provision of the Contract.

ARTICLE L. GOVERNING LAW AND VENUE

This Contract shall be subject to the law and jurisdiction of the State of California. The Parties acknowledge and agree that this Contract was entered into and intended to be performed in whole or substantial part in San Bernardino County, California. The Parties agree that the venue for any

action or claim brought by any Party to this Contract will be the Superior Court of California, San Bernardino County. Each Party hereby waives any law or rule of court which would allow them to request or demand a change of venue. If any action or claim concerning this Contract is brought by any third party, the Parties hereto agree to use their best efforts to obtain a change of venue to the Superior Court of California, San Bernardino County.

ARTICLE LI. FEDERAL, STATE AND LOCAL LAWS

CONSULTANT warrants that in the performance of this Contract, it shall comply with all applicable federal, state and local laws, ordinances, rules and regulations.

ARTICLE LII. PRECEDENCE

- A. The Contract consists of the Contract Articles, Exhibit A "Scope of Work," Exhibit B "CONSULTANT's Approved Cost Proposal," SBCTA's Request For Proposals and CONSULTANT's Proposal, all of which are incorporated into this Contract by this reference.
- B. The following order of precedence shall apply: first, the Contract Articles, second, Exhibits A and B; third, SBCTA's Request For Proposals; and last, CONSULTANT's Proposal.
- C. In the event of an express conflict between the documents listed in this Article, or between any other documents which are a part of the Contract, CONSULTANT shall notify SBCTA in writing within three (3) business days of its discovery of the conflict and shall comply with SBCTA's resolution of the conflict.

ARTICLE LIII. GRATUITIES

CONSULTANT, its employees, agents, or representatives shall not offer or give to any officer, official, agent or employee of SBCTA any gift, entertainment, payment, loan, or other gratuity.

ARTICLE LIV. REVIEW AND ACCEPTANCE

All Work performed by CONSULTANT shall be subject to periodic review and approval by SBCTA at any and all places where such performance may be carried on. Failure of SBCTA to make such review or to discover defective work shall not prejudice the rights of SBCTA at the time of final acceptance. All Work performed by CONSULTANT shall be subject to periodic and final review and acceptance by SBCTA upon completion of all Work.

ARTICLE LV. DRUG FREE WORKPLACE

CONSULTANT agrees to comply with the Drug-Free Workplace Act of 1990 (Government Code Section 8350 et seq.).

ARTICLE LVI. FORCE MAJEURE

CONSULTANT shall not be in default under this Contract in the event that the Work performed by CONSULTANT is temporarily interrupted or discontinued for any of the following reasons: riots, wars, sabotage, acts of terrorism, civil disturbances, insurrection, explosion, pandemics,

quarantines, acts of God, acts of government or governmental restraint, and natural disasters such as floods, earthquakes, landslides, and fires, or other catastrophic events which are beyond the reasonable control of CONSULTANT and which CONSULTANT could not reasonably be expected to have prevented or controlled. "Other catastrophic events" does not include the financial inability of CONSULTANT to perform or failure of CONSULTANT to obtain either any necessary permits or licenses from other governmental agencies or the right to use the facilities of any public utility where such failure is due solely to the acts or omissions of CONSULTANT.

ARTICLE LVII. COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT

CONSULTANT shall comply with all applicable provisions of the Americans With Disabilities Act (42 U.S.C. § 12101 et seq.) in performing Work under this Contract.

ARTICLE LVIII. CLEAN AIR

CONSULTANT shall comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. §§ 7401 et seq. and the Federal Water Pollution Control Act (33 U.S.C. 1251-1387) as amended. CONSULTANT shall report each violation to SBCTA, who will in turn report each violation as required to assure notification to the Federal Awarding Agency and the appropriate EPA Regional Office. CONSULTANT agrees to include this requirement in all of its subcontracts which exceed \$100,000.

ARTICLE LIX. ENTIRE DOCUMENT

- A. This Contract constitutes the sole and only agreement governing the Work and supersedes any prior understandings, written or oral, between the Parties respecting the Project. All previous proposals, offers and other communications, written or oral, relative to this Contract, are superseded except to the extent that they have been expressly incorporated into this Contract.
- B. No agent, official, employee or representative of SBCTA has any authority to bind SBCTA to any affirmation, representation or warranty outside of, or in conflict with, the stated terms of this Contract, and CONSULTANT hereby stipulates that it has not relied, and will not rely, on same.
- C. Both Parties have been represented or had the full opportunity to be represented by legal counsel of their own choosing in the negotiation and preparation of this Contract. Therefore, the language in all parts of this Contract will be construed, in all cases, according to its fair meaning, and not for or against either Party.

ARTICLE LX. CONTRACT

The two Parties to this Contract, who are the CONSULTANT and SBCTA, hereby agree that this Contract constitutes the entire agreement which is made and concluded in duplicate between the two Parties. Both of these Parties for and in consideration of the payments to be made, conditions mentioned, and Work to be performed, each agree to diligently perform in accordance with the terms and conditions of this Contract as evidenced by the signatures below.

-----SIGNATURES ARE ON THE FOLLOWING PAGE-----

IN WITNESS WHEREOF, the Parties hereto have executed this Contract on the day and year written below.

WSP USA INC.

By: _____
Allan Tanjuaquio, PE
Senior Vice President

Date: _____

By: _____
Hillary Jassey
Secretary

Date: _____

**SAN BERNARDINO COUNTY
TRANSPORTATION AUTHORITY**

By: _____
Curt Hagman
President, Board of Directors

Date: _____

APPROVED AS TO FORM

By: _____
Juanda Daniel
Assistant General Counsel

Date: _____

CONCURRENCE

By: _____
Jeffery Hill
Procurement Manager

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT WSP USA, Inc. PRIME ☒ SUB ☐
PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. _____ DATE 10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31%	97.20%	0.00%	130.51%
OVERTIME	33.31%	97.20%	0.00%	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73%	59.49%	0.00%	93.22%
OVERTIME	33.73%	59.49%	0.00%	93.22%
		Fee		10.00%
		Applicable Multiplier Delta Base (Field)		2.13
		Applicable Multiplier Fringe (Field)		2.13

Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates				% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
						Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe																		
						Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight																	1.5 OT	2.0 OT
				From	To	Straight	1.5 OT	2.0 OT	Fringe Benefits	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Estimate Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)				OT (2x)	
Richard Baggey Construction Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$64.87	\$97.31	\$129.74	\$18.83	\$83.70	\$116.14	\$148.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$137.88	\$170.31	\$202.75			N/A			
		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$67.14	\$100.71	\$134.28	\$18.83	\$85.97	\$119.54	\$153.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$142.70	\$176.27	\$209.84	3.50%	\$ 64.87				
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.49	\$104.24	\$138.98	\$18.83	\$88.32	\$123.07	\$157.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$147.70	\$182.44	\$217.19	3.50%	\$ 69.49				
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.92	\$107.88	\$143.84	\$18.83	\$90.75	\$126.71	\$162.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.86	\$188.82	\$224.78	3.50%	\$ 71.92				
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.44	\$111.66	\$148.88	\$18.83	\$93.27	\$130.49	\$167.71	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$158.22	\$195.44	\$232.66	3.50%	\$ 74.44				
		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.05	\$115.58	\$154.10	\$18.83	\$95.88	\$134.41	\$172.93	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$163.76	\$202.29	\$240.81	3.50%	\$ 77.05				
(non-Exempt)	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$64.87	\$97.31	\$129.74	\$18.83	\$83.70	\$116.14	\$148.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$137.88	\$170.31	\$202.75			N/A			
		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$67.14	\$100.71	\$134.28	\$18.83	\$85.97	\$119.54	\$153.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$142.70	\$176.27	\$209.84	3.50%	\$ 67.14				
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$69.49	\$104.24	\$138.98	\$18.83	\$88.32	\$123.07	\$157.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$147.70	\$182.44	\$217.19	3.50%	\$ 69.49				
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$71.92	\$107.88	\$143.84	\$18.83	\$90.75	\$126.71	\$162.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.86	\$188.82	\$224.78	3.50%	\$ 71.92				
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$74.44	\$111.66	\$148.88	\$18.83	\$93.27	\$130.49	\$167.71	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$158.22	\$195.44	\$232.66	3.50%	\$ 74.44				
		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$77.05	\$115.58	\$154.10	\$18.83	\$95.88	\$134.41	\$172.93	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$163.76	\$202.29	\$240.81	3.50%	\$ 77.05				
Richard Baggey Construction Inspector	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$64.87	\$97.31	\$129.74	\$18.83	\$83.70	\$116.14	\$148.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$137.88	\$170.31	\$202.75			N/A			
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$67.14	\$100.71	\$134.28	\$18.83	\$85.97	\$119.54	\$153.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$142.70	\$176.27	\$209.84	3.50%	\$ 67.14				
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$69.49	\$104.24	\$138.98	\$18.83	\$88.32	\$123.07	\$157.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$147.70	\$182.44	\$217.19	3.50%	\$ 69.49				
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$71.92	\$107.88	\$143.84	\$18.83	\$90.75	\$126.71	\$162.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.86	\$188.82	\$224.78	3.50%	\$ 71.92				
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$74.44	\$111.66	\$148.88	\$18.83	\$93.27	\$130.49	\$167.71	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$158.22	\$195.44	\$232.66	3.50%	\$ 74.44				
		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$77.05	\$115.58	\$154.10	\$18.83	\$95.88	\$134.41	\$172.93	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$163.76	\$202.29	\$240.81	3.50%	\$ 77.05				
(non-Exempt)	FIELD	9/2/2021	12/31/2021																								\$137.88	\$170.31	\$202.75	3.50%	\$ 64.87	N/A			
		1/1/2022	12/31/2022																								\$142.70	\$176.27	\$209.84	3.50%	\$ 67.14				
		1/1/2023	12/31/2023																								\$147.70	\$182.44	\$217.19	3.50%	\$ 69.49				
		1/1/2024	12/31/2024																								\$152.86	\$188.82	\$224.78	3.50%	\$ 71.92				
		1/1/2025	12/31/2025																								\$158.22	\$195.44	\$232.66	3.50%	\$ 74.44				
		1/1/2026	12/31/2026																								\$163.76	\$202.29	\$240.81	3.50%	\$ 77.05				

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT WSP USA, Inc. PRIME X SUB
PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. DATE 10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		33.31%	97.20%	0.00%	130.51%
OVERTIME		33.31%	97.20%	0.00%	130.51%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL		33.73%	59.49%	0.00%	93.22%
OVERTIME		33.73%	59.49%	0.00%	93.22%

Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
						Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe																	
						Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight																1.5 OT	2.0 OT
Kevin Joyce Sr Inspector Group 2 Prevailing Wage Work (non-Exempt)	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.22	\$112.83	\$150.44	\$11.25	\$86.47	\$124.08	\$161.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.87	\$197.48	\$235.09	3.50%	\$ 75.22	N/A	
		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.85	\$116.78	\$155.70	\$11.25	\$89.10	\$128.03	\$166.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$165.46	\$204.39	\$243.31	3.50%	\$ 77.85		
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.57	\$120.86	\$161.14	\$11.25	\$91.82	\$132.11	\$172.39	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.25	\$211.53	\$251.82	3.50%	\$ 80.57		
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$83.39	\$125.09	\$166.78	\$11.25	\$94.64	\$136.34	\$178.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$177.24	\$218.93	\$260.63	3.50%	\$ 83.39		
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$86.31	\$129.47	\$172.62	\$11.25	\$97.56	\$140.72	\$183.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.45	\$226.60	\$269.76	3.50%		\$ 86.31
1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.33	\$134.00	\$178.66	\$11.25	\$100.58	\$145.25	\$189.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$189.86	\$234.53	\$279.19	3.50%	\$ 89.33			
Kevin Joyce Inspector Group 2 Prevailing Wage Work (non-Exempt)	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$75.22	\$112.83	\$150.44	\$11.25	\$86.47	\$124.08	\$161.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.87	\$197.48	\$235.09	3.50%	\$ 75.22	N/A	
		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$77.85	\$116.78	\$155.70	\$11.25	\$89.10	\$128.03	\$166.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$165.46	\$204.39	\$243.31	3.50%	\$ 77.85		
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$80.57	\$120.86	\$161.14	\$11.25	\$91.82	\$132.11	\$172.39	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.25	\$211.53	\$251.82	3.50%	\$ 80.57		
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$83.39	\$125.09	\$166.78	\$11.25	\$94.64	\$136.34	\$178.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$177.24	\$218.93	\$260.63	3.50%	\$ 83.39		
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$86.31	\$129.47	\$172.62	\$11.25	\$97.56	\$140.72	\$183.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.45	\$226.60	\$269.76	3.50%		\$ 86.31
1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$89.33	\$134.00	\$178.66	\$11.25	\$100.58	\$145.25	\$189.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$189.86	\$234.53	\$279.19	3.50%	\$ 89.33			
Kevin Joyce Inspector Group 2 Prevailing Wage Work (non-Exempt)	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$75.22	\$112.83	\$150.44	\$11.25	\$86.47	\$124.08	\$161.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.87	\$197.48	\$235.09	3.50%	\$ 75.22	N/A	
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$77.85	\$116.78	\$155.70	\$11.25	\$89.10	\$128.03	\$166.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$165.46	\$204.39	\$243.31	3.50%	\$ 77.85		
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$80.57	\$120.86	\$161.14	\$11.25	\$91.82	\$132.11	\$172.39	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.25	\$211.53	\$251.82	3.50%	\$ 80.57		
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$83.39	\$125.09	\$166.78	\$11.25	\$94.64	\$136.34	\$178.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$177.24	\$218.93	\$260.63	3.50%	\$ 83.39		
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$86.31	\$129.47	\$172.62	\$11.25	\$97.56	\$140.72	\$183.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.45	\$226.60	\$269.76	3.50%		\$ 86.31
1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$89.33	\$134.00	\$178.66	\$11.25	\$100.58	\$145.25	\$189.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$189.86	\$234.53	\$279.19	3.50%	\$ 89.33			
Kevin Joyce Sr Inspector Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	12/31/2021															\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$159.87	\$197.48	\$235.09	3.50%	\$ 75.22	N/A	
		1/1/2022	12/31/2022															\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$165.46	\$204.39	\$243.31	3.50%	\$ 77.85		
		1/1/2023	12/31/2023															\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.25	\$211.53	\$251.82	3.50%	\$ 80.57		
		1/1/2024	12/31/2024															\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$177.24	\$218.93	\$260.63	3.50%	\$ 83.39		
		1/1/2025	12/31/2025															\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.45	\$226.60	\$269.76	3.50%	\$ 86.31		
1/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$189.86	\$234.53	\$279.19	3.50%	\$ 89.33			
Mark Winter, PE, QSD ARE/PM Group 2 Prevailing Wage Work (non-Exempt)	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.68	\$122.52	\$163.36	\$17.22	\$98.90	\$139.74	\$180.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$173.60	\$214.44	\$255.28	3.50%	\$ 81.68	N/A	
		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$84.54	\$126.81	\$169.08	\$17.22	\$101.76	\$144.03	\$186.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.68	\$221.95	\$264.22	3.50%	\$ 84.54		
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$87.50	\$131.25	\$175.00	\$17.22	\$104.72	\$148.47	\$192.22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.97	\$229.72	\$273.47	3.50%	\$ 87.50		
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$90.56	\$135.84	\$181.12	\$17.22	\$107.78	\$153.06	\$198.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$192.48	\$237.76	\$283.04	3.50%	\$ 90.56		
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$93.73	\$140.60	\$187.46	\$17.22	\$110.95	\$157.82	\$204.68	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$199.22	\$246.08	\$292.95	3.50%	\$ 93.73		
1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$97.01	\$145.52	\$194.02	\$17.22	\$114.23	\$162.74	\$211.24	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$206.19	\$254.69	\$303.20	3.50%	\$ 97.01			
Mark Winter, PE, QSD ARE/PM Group 2 Prevailing Wage Work (non-Exempt)	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$81.68	\$122.52	\$163.36	\$17.22	\$98.90	\$139.74	\$180.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$173.60	\$214.44	\$255.28	3.50%	\$ 81.68	N/A	
		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$84.54	\$126.81	\$169.08	\$17.22	\$101.76	\$144.03	\$186.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.68	\$221.95	\$264.22	3.50%	\$ 84.54		
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$87.50	\$131.25	\$175.00	\$17.22	\$104.72	\$148.47	\$192.22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.97	\$229.72	\$273.47	3.50%	\$ 87.50		
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$90.56	\$135.84	\$181.12	\$17.22	\$107.78	\$153.06	\$198.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$192.48	\$237.76	\$283.04	3.50%	\$ 90.56		
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$93.73	\$140.60	\$187.46	\$17.22	\$110.95	\$157.82	\$204.68	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$199.22	\$246.08	\$292.95	3.50%	\$ 93.73		
1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$97.01	\$145.52	\$194.02	\$17.22	\$114.23	\$162.74	\$211.24	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$206.19	\$254.69	\$303.20	3.50%	\$ 97.01			
Mark Winter, PE, QSD ARE/PM Group 2 Prevailing Wage Work (non-Exempt)	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$81.68	\$122.52	\$163.36	\$17.22	\$98.90	\$139.74	\$180.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0								

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT	WSP USA, Inc.	PRIME	X	SUB
PROJECT NO.	SBCTA ON CALL RFP 22-1002663	CONTRACT NO.		DATE

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31%	97.20%	0.00%	130.51%
OVERTIME	33.31%	97.20%	0.00%	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73%	59.49%	0.00%	93.22%
OVERTIME	33.73%	59.49%	0.00%	93.22%

Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total						Applicable DELTA Base = DIR Rate - Employee Base Rate						Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)						Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
						Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Base Salary			Estimate Fringe	Total = Base + Fringe			Base Salary			Estimate Fringe	Total = Base + Fringe										
						Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)						
						From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)				
Renan Cruz, RCE Civil/Structures Inspector Group 2 Prevailing Wage Work (non-Exempt)	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$71.38	\$107.07	\$142.76	\$10.96	\$82.34	\$118.03	\$153.72	(\$0.41)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$152.58	\$188.48	\$224.37	3.50%	\$ 71.38	N/A						
		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$73.88	\$110.82	\$147.76	\$10.96	\$84.84	\$121.78	\$158.72	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$157.03	\$193.97	\$230.91	3.50%	\$ 73.88							
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$76.47	\$114.71	\$152.94	\$10.96	\$87.43	\$125.67	\$163.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$162.53	\$200.77	\$239.00	3.50%	\$ 76.47							
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$79.15	\$118.73	\$158.30	\$10.96	\$90.11	\$129.69	\$169.26	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$168.23	\$207.80	\$247.38	3.50%	\$ 79.15							
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$81.92	\$122.88	\$163.84	\$10.96	\$92.88	\$133.84	\$174.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$174.11	\$215.07	\$256.03	3.50%	\$ 81.92							
		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$84.79	\$127.19	\$169.58	\$10.96	\$95.75	\$138.15	\$180.54	\$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	\$180.21	\$222.61	\$265.00	3.50%		\$ 84.79					
Renan Cruz, RCE Civil/Structures Inspector Group 2 Prevailing Wage Work (non-Exempt)	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$71.38	\$107.07	\$142.76	\$10.96	\$82.34	\$118.03	\$153.72	(\$0.91)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$153.65	\$189.79	\$225.94	3.50%	\$ 71.38	N/A						
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$73.88	\$110.82	\$147.76	\$10.96	\$84.84	\$121.78	\$158.72	\$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	\$157.03	\$193.97	\$230.91	3.50%		\$ 73.88					
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$76.47	\$114.71	\$152.94	\$10.96	\$87.43	\$125.67	\$163.90	\$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	\$162.53	\$200.77	\$239.00	3.50%		\$ 76.47					
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$79.15	\$118.73	\$158.30	\$10.96	\$90.11	\$129.69	\$169.26	\$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	\$168.23	\$207.80	\$247.38	3.50%		\$ 79.15					
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$81.92	\$122.88	\$163.84	\$10.96	\$92.88	\$133.84	\$174.80	\$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	\$174.11	\$215.07	\$256.03	3.50%		\$ 81.92					
		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$84.79	\$127.19	\$169.58	\$10.96	\$95.75	\$138.15	\$180.54	\$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	\$180.21	\$222.61	\$265.00		3.50%	\$ 84.79				
Renan Cruz, RCE Civil/Structures Inspector Group 2 Non-Prevailing Wage Work (non-Exempt)	FIELD	9/2/2021	12/31/2021																											\$151.71	\$187.40	\$223.09	3.50%	\$ 71.38	N/A						
		1/1/2022	12/31/2022																												\$157.03	\$193.97	\$230.91	3.50%		\$ 73.88					
		1/1/2023	12/31/2023																												\$162.53	\$200.77	\$239.00	3.50%		\$ 76.47					
		1/1/2024	12/31/2024																												\$168.23	\$207.80	\$247.38	3.50%		\$ 79.15					
		1/1/2025	12/31/2025																												\$174.11	\$215.07	\$256.03	3.50%		\$ 81.92					
		1/1/2026	12/31/2026																												\$180.21	\$222.61	\$265.00	3.50%		\$ 84.79					
Jeff Douglas Civil Inspector Group 2 Prevailing Wage Work (non-Exempt)	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.21	\$103.82	\$138.42	\$14.77	\$83.98	\$118.59	\$153.19	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$147.10	\$181.71	\$216.31	3.50%	\$ 69.21	N/A						
		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.63	\$107.45	\$143.26	\$14.77	\$86.40	\$122.22	\$158.03	\$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	\$152.24	\$188.06	\$223.87	3.50%		\$ 71.63					
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.14	\$111.21	\$148.28	\$14.77	\$88.91	\$125.98	\$163.05	\$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	\$157.58	\$194.65	\$231.72	3.50%		\$ 74.14					
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$76.73	\$115.10	\$153.46	\$14.77	\$91.50	\$129.87	\$168.23	\$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	\$163.08	\$201.45	\$239.81	3.50%		\$ 76.73					
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.42	\$119.13	\$158.84	\$14.77	\$94.19	\$133.90	\$173.61	\$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	\$168.80	\$208.51	\$248.22	3.50%		\$ 79.42					
		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.20	\$123.30	\$164.40	\$14.77	\$96.97	\$138.07	\$179.17	\$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	\$174.71	\$215.81	\$256.91		3.50%	\$ 82.20				
Jeff Douglas Civil Inspector Group 2 Prevailing Wage Work (non-Exempt)	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$69.21	\$103.82	\$138.42	\$14.77	\$83.98	\$118.59	\$153.19	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$147.10	\$181.71	\$216.31	3.50%	\$ 69.21	N/A						
		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$71.63	\$107.45	\$143.26	\$14.77	\$86.40	\$122.22	\$158.03	\$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	\$152.24	\$188.06	\$223.87	3.50%		\$ 71.63					
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$74.14	\$111.21	\$148.28	\$14.77	\$88.91	\$125.98	\$163.05	\$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	\$157.58	\$194.65	\$231.72	3.50%		\$ 74.14					
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$76.73	\$115.10	\$153.46	\$14.77	\$91.50	\$129.87	\$168.23	\$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	\$163.08	\$201.45	\$239.81	3.50%		\$ 76.73					
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$79.42	\$119.13	\$158.84	\$14.77	\$94.19	\$133.90	\$173.61	\$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	\$168.80	\$208.51	\$248.22	3.50%		\$ 79.42					
		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$82.20	\$123.30	\$164.40	\$14.77	\$96.97	\$138.07	\$179.17	\$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	\$174.71	\$215.81	\$256.91		3.50%	\$ 82.20				
Jeff Douglas Civil Inspector Group 2 Prevailing Wage Work (non-Exempt)	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$69.21	\$103.82	\$138.42	\$14.77	\$83.98	\$118.59	\$153.19	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$147.10	\$181.71	\$216.31	3.50%	\$ 69.21	N/A						
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$71.63	\$107.45	\$143.26	\$14.77	\$86.40	\$122.22	\$158.03	\$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	\$152.24	\$188.06	\$223.87	3.50%		\$ 71.63					
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$74.14	\$111.21	\$148.28	\$14.77	\$88.91	\$125.98	\$163.05	\$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	\$157.58	\$194.65	\$231.72	3.50%		\$ 74.14					
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$76.73	\$115.10	\$153.46	\$14.77	\$91.50	\$129.87	\$168.23	\$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	\$163.08	\$201.45	\$239.81	3.50%		\$ 76.73					
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$79.42	\$119.13	\$158.84	\$14.77	\$94.19	\$133.90	\$173.61	\$0.00	\$0.00																						

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT	WSP USA, Inc.	PRIME	X	SUB
PROJECT NO.	SBCTA ON CALL RFP 22-1002663	CONTRACT NO.		DATE
				10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31%	97.20%	0.00%	130.51%
OVERTIME	33.31%	97.20%	0.00%	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73%	59.49%	0.00%	93.22%
OVERTIME	33.73%	59.49%	0.00%	93.22%

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class	
					Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total - Base + Fringe																
			From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)					
			Group 2 Civil Inspector	PW WORK MULTI SHIFT	1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$75.79	\$113.69	\$151.58	\$9.42	\$85.21	\$123.11	\$161.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$161.09	\$198.98				\$236.88
Prevailing Wage Work		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$78.44	\$117.66	\$156.88	\$9.42	\$87.86	\$127.08	\$166.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$166.72	\$205.94	\$245.16	3.50%	\$ 78.44				
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$81.19	\$121.79	\$162.38	\$9.42	\$90.61	\$131.21	\$171.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$172.56	\$213.16	\$253.75	3.50%	\$ 81.19				
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$84.03	\$126.05	\$168.06	\$9.42	\$93.45	\$135.47	\$177.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$178.60	\$220.61	\$262.63	3.50%	\$ 84.03				
(non-Exempt)		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$86.97	\$130.46	\$173.94	\$9.42	\$96.39	\$139.88	\$183.36	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$184.85	\$228.33	\$271.82	3.50%	\$ 86.97				
Brice Ehoff Civil Inspector	FIELD	9/2/2021	12/31/2021																													
Non-Prevailing Wage Work		1/1/2022	12/31/2022																													
		1/1/2023	12/31/2023																													
		1/1/2024	12/31/2024																													
		1/1/2025	12/31/2025																													
		1/1/2026	12/31/2026																													
Oliver Lopez Civil Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.05	\$106.58	\$142.10	\$7.61	\$78.66	\$114.19	\$149.71	(\$3.59)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$3.59)	\$0.00	\$0.00	\$158.64	\$195.96	\$233.28	3.50%	\$ 71.05	N/A
Group 2		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.54	\$110.31	\$147.08	\$7.61	\$81.15	\$117.92	\$154.69	(\$1.10)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$1.10)	\$0.00	\$0.00	\$158.64	\$195.96	\$233.28	3.50%	\$ 73.54	
Prevailing Wage Work		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$76.11	\$114.17	\$152.22	\$7.61	\$83.72	\$121.78	\$159.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$161.77	\$199.82	\$237.88	3.50%	\$ 76.11		
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.77	\$118.16	\$157.54	\$7.61	\$86.38	\$125.77	\$165.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$167.42	\$206.80	\$246.19	3.50%	\$ 78.77		
(non-Exempt)		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.53	\$122.30	\$163.06	\$7.61	\$89.14	\$129.91	\$170.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$173.29	\$214.05	\$254.82	3.50%	\$ 81.53		
		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$84.38	\$126.57	\$168.76	\$7.61	\$91.99	\$134.18	\$176.37	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.34	\$221.53	\$263.72	3.50%	\$ 84.38		
Oliver Lopez Civil Inspector	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$71.05	\$106.58	\$142.10	\$7.61	\$78.66	\$114.19	\$149.71	(\$4.09)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$4.09)	\$0.00	\$0.00	\$159.70	\$197.27	\$234.84	3.50%	\$ 71.05	N/A
Group 2		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$73.54	\$110.31	\$147.08	\$7.61	\$81.15	\$117.92	\$154.69	(\$1.60)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$1.60)	\$0.00	\$0.00	\$159.70	\$197.27	\$234.84	3.50%	\$ 73.54	
Prevailing Wage Work		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$76.11	\$114.17	\$152.22	\$7.61	\$83.72	\$121.78	\$159.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$161.77	\$199.82	\$237.88	3.50%	\$ 76.11		
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$78.77	\$118.16	\$157.54	\$7.61	\$86.38	\$125.77	\$165.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$167.42	\$206.80	\$246.19	3.50%	\$ 78.77		
(non-Exempt)		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$81.53	\$122.30	\$163.06	\$7.61	\$89.14	\$129.91	\$170.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$173.29	\$214.05	\$254.82	3.50%	\$ 81.53		
		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$84.38	\$126.57	\$168.76	\$7.61	\$91.99	\$134.18	\$176.37	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.34	\$221.53	\$263.72	3.50%	\$ 84.38		
Oliver Lopez Civil Inspector	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$71.05	\$106.58	\$142.10	\$7.61	\$78.66	\$114.19	\$149.71	(\$4.59)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$4.59)	\$0.00	\$0.00	\$160.77	\$198.59	\$236.41	3.50%	\$ 71.05	N/A
Group 2		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$73.54	\$110.31	\$147.08	\$7.61	\$81.15	\$117.92	\$154.69	(\$2.10)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$2.10)	\$0.00	\$0.00	\$160.77	\$198.59	\$236.41	3.50%	\$ 73.54	
Prevailing Wage Work		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$76.11	\$114.17	\$152.22	\$7.61	\$83.72	\$121.78	\$159.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$161.77	\$199.82	\$237.88	3.50%	\$ 76.11		
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$78.77	\$118.16	\$157.54	\$7.61	\$86.38	\$125.77	\$165.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$167.42	\$206.80	\$246.19	3.50%	\$ 78.77		
(non-Exempt)		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$81.53	\$122.30	\$163.06	\$7.61	\$89.14	\$129.91	\$170.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$173.29	\$214.05	\$254.82	3.50%	\$ 81.53		
		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$84.38	\$126.57	\$168.76	\$7.61	\$91.99	\$134.18	\$176.37	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.34	\$221.53	\$263.72	3.50%	\$ 84.38		
Oliver Lopez Civil Inspector	FIELD	9/2/2021	12/31/2021																													
Non-Prevailing Wage Work		1/1/2022	12/31/2022																													
		1/1/2023	12/31/2023																													
		1/1/2024	12/31/2024																													
		1/1/2025	12/31/2025																													
		1/1/2026	12/31/2026																													
Jabara Mitwasi Civil Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$76.59	\$114.89	\$153.18	\$8.12	\$84.71	\$123.01	\$161.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$162.79	\$201.08	\$239.38	3.50%	\$ 76.59	N/A
Group 2		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$79.27	\$118.91	\$158.54	\$8.12	\$87.39	\$127.03	\$166.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$168.48	\$208.12	\$247.75	3.50%	\$ 79.27		
Prevailing Wage Work		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$82.04	\$123.06	\$164.08	\$8.12	\$90.16	\$131.18	\$172.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$174.37	\$215.39	\$256.41	3.50%	\$ 82.04		
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$84.91	\$127.37	\$169.82	\$8.12	\$93.03	\$135.49	\$177.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$180.47	\$225.92	\$265.38	3.50%	\$ 84.91		
(non-Exempt)		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$87.88	\$131.82	\$175.76	\$8.12	\$96.00	\$139.94	\$183.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$186.78	\$230.72	\$274.66	3.50%	\$ 87.88		
		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$90.96	\$136.44	\$181.92	\$8.12	\$99.08	\$144.56	\$190.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$193.33	\$238.81	\$284.29	3.50%	\$ 90.96		
Jabara Mitwasi Civil Inspector	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$76.59	\$114.89	\$153.18	\$8.12	\$84.71	\$123.01	\$161.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$162.79	\$201.08	\$239.38	3.50%	\$ 76.59	N/A
Group 2		1/1/2022	12/31/2022	\$52.71</																												

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT	WSP USA, Inc.	PRIME	X	SUB
PROJECT NO.	SBCTA ON CALL RFP 22-1002663	CONTRACT NO.		DATE
				10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

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NORMAL	33.31%	97.20%	0.00%	130.51%
OVERTIME	33.31%	97.20%	0.00%	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73%	59.49%	0.00%	93.22%
OVERTIME	33.73%	59.49%	0.00%	93.22%

Name/Classification			Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total						Applicable DELTA Base = DIR Rate - Employee Base Rate						Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)						Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
						Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Base Salary			Total = Base + Fringe			Base Salary			Total = Base + Fringe																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
						From	To	Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
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(non-Exempt)				1/1/2025	12/31/2025																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
Maher Subeh Civil Inspector Group 2 Prevailing Wage Work			FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.00	\$123.00	\$164.00	\$8.62	\$90.62	\$131.62	\$172.62	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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

Issue Date: August 22, 2021

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT	WSP USA, Inc.	PRIME	X	SUB
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(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. SBCTA ON CALL RFP 22-1002663	CONTRACT NO.	DATE	10/28/2021
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Loaded Rate Calculation Non Exempt Employee Loaded Billing Rates A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)									
Exempt Employee Loaded Billing Rates C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)									
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.									

Home Office Personnel: NORMAL OVERTIME	Fringe Benefit %	Overhead %	General Administration %	Combined %
	33.31% +	97.20% +	0.00% =	130.51%
	33.31% +	97.20% +	0.00% =	130.51%
Field Office Personnel: NORMAL OVERTIME	Fringe Benefit %	Overhead %	General Administration %	Combined %
	33.73% +	59.49% +	0.00% =	93.22%
	33.73% +	59.49% +	0.00% =	93.22%
		Fee		10.00%
		Applicable Multiplier Delta Base (Field)		2.13
		Applicable Multiplier Fringe (Field)		2.13

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

Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)									Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
						Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			2.0 OT	Estimate Fringe	Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT						
						Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT			Straight	1.5 OT	2.0 OT															
				From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Estimate Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)					
(non-Exempt)		1/1/2025	12/31/2025	\$52.21	\$78.32	\$134.46	\$30.04	\$82.25	\$108.36	\$134.46	\$86.70	\$130.05	\$173.40	\$8.02	\$94.72	\$138.07	\$181.42	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$184.27	\$227.62	\$270.97	3.50%	\$ 86.70				
		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$89.73	\$134.60	\$179.46	\$8.02	\$97.75	\$142.62	\$187.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.71	\$235.58	\$280.44	3.50%	\$ 89.73				
Jose Francisco Villaseor Civil Inspector Group 2 Prevailing Wage Work	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$75.56	\$113.34	\$151.12	\$8.02	\$83.58	\$121.36	\$159.14	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160.60	\$198.38	\$236.16	3.50%	\$ 75.56				
		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$78.20	\$117.30	\$156.40	\$8.02	\$86.22	\$125.32	\$164.42	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$166.21	\$205.31	\$244.41	3.50%	\$ 78.20				
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$80.94	\$121.41	\$161.88	\$8.02	\$88.96	\$129.43	\$169.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$172.03	\$212.50	\$252.97	3.50%	\$ 80.94	N/A			
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$83.77	\$125.66	\$167.54	\$8.02	\$91.79	\$133.68	\$175.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$178.05	\$219.93	\$261.82	3.50%	\$ 83.77			
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$86.70	\$130.05	\$173.40	\$8.02	\$94.72	\$138.07	\$181.42	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$184.27	\$227.62	\$270.97	3.50%	\$ 86.70		
(non-Exempt)		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$89.73	\$134.60	\$179.46	\$8.02	\$97.75	\$142.62	\$187.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.71	\$235.58	\$280.44	3.50%	\$ 89.73			
Jose Francisco Villaseor Civil Inspector Group 2 Prevailing Wage Work	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$75.56	\$113.34	\$151.12	\$8.02	\$83.58	\$121.36	\$159.14	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160.60	\$198.38	\$236.16	3.50%	\$ 75.56				
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$78.20	\$117.30	\$156.40	\$8.02	\$86.22	\$125.32	\$164.42	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$166.21	\$205.31	\$244.41	3.50%	\$ 78.20				
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$80.94	\$121.41	\$161.88	\$8.02	\$88.96	\$129.43	\$169.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$172.03	\$212.50	\$252.97	3.50%	\$ 80.94	N/A			
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$83.77	\$125.66	\$167.54	\$8.02	\$91.79	\$133.68	\$175.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$178.05	\$219.93	\$261.82	3.50%	\$ 83.77			
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$86.70	\$130.05	\$173.40	\$8.02	\$94.72	\$138.07	\$181.42	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$184.27	\$227.62	\$270.97	3.50%	\$ 86.70		
(non-Exempt)		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$89.73	\$134.60	\$179.46	\$8.02	\$97.75	\$142.62	\$187.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.71	\$235.58	\$280.44	3.50%	\$ 89.73			
Jose Francisco Villaseor Civil Inspector Non-Prevailing Wage Work	FIELD	9/2/2021	12/31/2021																								\$160.60	\$198.38	\$236.16		\$ 75.56				
		1/1/2022	12/31/2022																								\$166.21	\$205.31	\$244.41	3.50%	\$ 78.20				
		1/1/2023	12/31/2023																								\$172.03	\$212.50	\$252.97	3.50%	\$ 80.94	N/A			
		1/1/2024	12/31/2024																								\$178.05	\$219.93	\$261.82	3.50%	\$ 83.77				
		1/1/2025	12/31/2025																								\$184.27	\$227.62	\$270.97	3.50%	\$ 86.70				
(non-Exempt)		1/1/2026	12/31/2026																								\$190.71	\$235.58	\$280.44	3.50%	\$ 89.73				
Matthew Bohlander Structures/Rdwy Inspector Group 2 Prevailing Wage Work	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$61.65	\$92.48	\$123.30	\$18.13	\$79.78	\$110.61	\$141.43										\$136.28	\$168.34	\$200.40	3.50%	\$ 61.65				
		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.81	\$95.72	\$127.62	\$18.13	\$81.94	\$113.85	\$145.75	(\$3.47)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$136.28	\$168.34	\$200.40	3.50%	\$ 63.81	N/A			
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$66.04	\$99.06	\$132.08	\$18.13	\$84.17	\$117.19	\$150.21	(\$0.31)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$140.36	\$173.38	\$206.40	3.50%	\$ 66.04				
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.35	\$102.53	\$136.70	\$18.13	\$86.48	\$120.66	\$154.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$145.27	\$179.45	\$213.62	3.50%	\$ 68.35				
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.74	\$106.11	\$141.48	\$18.13	\$88.87	\$124.24	\$159.61	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$150.35	\$185.72	\$221.09	3.50%	\$ 70.74				
(non-Exempt)		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.22	\$109.83	\$146.44	\$18.13	\$91.35	\$127.96	\$164.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$155.62	\$192.23	\$228.84	3.50%	\$ 73.22				
Matthew Bohlander Structures/Rdwy Inspector Group 2 Prevailing Wage Work	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$61.65	\$92.48	\$123.30	\$18.13	\$79.78	\$110.61	\$141.43	(\$2.97)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$137.34	\$169.65	\$201.96	3.50%	\$ 61.65				
		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$63.81	\$95.72	\$127.62	\$18.13	\$81.94	\$113.85	\$145.75	(\$0.81)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$137.34	\$169.65	\$201.96	3.50%	\$ 63.81	N/A			
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$66.04	\$99.06	\$132.08	\$18.13	\$84.17	\$117.19	\$150.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$140.36	\$173.38	\$206.40	3.50%	\$ 66.04				
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$68.35	\$102.53	\$136.70	\$18.13	\$86.48	\$120.66	\$154.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$145.27	\$179.45	\$213.62	3.50%	\$ 68.35				
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$70.74	\$106.11	\$141.48	\$18.13	\$88.87	\$124.24	\$159.61	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$150.35	\$185.72	\$221.09	3.50%	\$ 70.74				
(non-Exempt)		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$73.22	\$109.83	\$146.44	\$18.13	\$91.35	\$127.96	\$164.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$155.62	\$192.23	\$228.84	3.50%	\$ 73.22				
Matthew Bohlander Structures/Rdwy Inspector Group 2 Prevailing Wage Work	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$61.65	\$92.48	\$123.30	\$18.13	\$79.78	\$110.61	\$141.43	(\$3.47)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$138.41	\$170.97	\$203.53	3.50%	\$ 61.65				
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$63.81	\$95.72	\$127.62	\$18.13	\$81.94	\$113.85	\$145.75	(\$1.31)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$138.41	\$170.97	\$203.53	3.50%	\$ 63.81	N/A			
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$66.04	\$99.06	\$132.08	\$18.13	\$84.17	\$117.19	\$150.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$140.36	\$173.38	\$206.40	3.50%	\$ 66.04				
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$68.35	\$102.53	\$136.70	\$18.13	\$86.48	\$120.66	\$154.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$145.27	\$179.45	\$213.62	3.50%	\$ 68.35				
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$70.74	\$106.11	\$141.48	\$18.13	\$88.87	\$124.24	\$159.61	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$150.35	\$185.72	\$221.09	3.50%	\$ 70.74				
(non-Exempt)		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$73.22	\$109.83	\$146.44	\$18.13	\$91.35	\$127.96	\$164.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$155.62	\$192.23	\$228.84						

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

WSP USA INC.

CONSULTANT _____ WSP USA, Inc.

PRIME X SUB

DATE 10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31% +	97.20% +	0.00% =	130.51%
OVERTIME	33.31% +	97.20% +	0.00% =	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73% +	59.49% +	0.00% =	93.22%
OVERTIME	33.73% +	59.49% +	0.00% =	93.22%
		Fee	=	10.00%
		Applicable Multiplier Delta Base (Field)	=	2.13
		Applicable Multiplier Fringe (Field)	=	2.13

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)									Employee Actual Rate (triple benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
					Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total + Base + Fringe																		
					Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT																
			From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)						
(non-Exempt)																																		
Jeffrey Cowling, CESSWI, QSP Rdwy/SWPPP Inspector Group 2 Prevailing Wage Work	FIELD PW WORK MULTI SHIFT	9/2/2021 1/1/2022 1/1/2023 1/1/2024 1/1/2025 1/1/2026	12/31/2021 12/31/2022 12/31/2023 12/31/2024 12/31/2025 12/31/2026	\$53.21 \$53.21 \$53.21 \$53.21 \$53.21 \$53.21	\$79.82 \$79.82 \$79.82 \$79.82 \$79.82 \$79.82	\$106.42 \$106.42 \$106.42 \$106.42 \$106.42 \$106.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$83.25 \$83.25 \$83.25 \$83.25 \$83.25 \$83.25	\$109.86 \$109.86 \$109.86 \$109.86 \$109.86 \$109.86	\$136.46 \$136.46 \$136.46 \$136.46 \$136.46 \$136.46	\$72.96 \$75.51 \$78.15 \$80.89 \$83.72 \$86.65	\$109.44 \$113.27 \$117.23 \$121.34 \$125.58 \$129.98	\$145.92 \$151.02 \$156.30 \$161.78 \$167.44 \$173.30	\$10.30 \$10.30 \$10.30 \$10.30 \$10.30 \$10.30	\$83.26 \$85.81 \$88.45 \$91.19 \$94.02 \$96.95	\$119.74 \$123.57 \$127.53 \$131.64 \$135.88 \$140.28	\$156.22 \$161.32 \$166.80 \$172.08 \$177.74 \$183.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$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	\$155.07 \$160.49 \$166.10 \$171.93 \$177.94 \$184.17	\$191.55 \$198.25 \$205.18 \$212.37 \$219.80 \$227.49	\$228.03 \$236.00 \$244.25 \$252.82 \$261.66 \$270.82	3.50% 3.50% 3.50% 3.50% 3.50% 3.50%	\$ 72.96 \$ 75.51 \$ 78.15 \$ 80.89 \$ 83.72 \$ 86.65		N/A				
Jeffrey Cowling, CESSWI, QSP Rdwy/SWPPP Inspector Group 2 Non-Prevailing Wage Work	FIELD	9/2/2021 1/1/2022 1/1/2023 1/1/2024 1/1/2025 1/1/2026	12/31/2021 12/31/2022 12/31/2023 12/31/2024 12/31/2025 12/31/2026																															
Bret Parrick Roadway Inspector Group 2 Prevailing Wage Work	FIELD PW WORK REGULAR SHIFT	9/2/2021 1/1/2022 1/1/2023 1/1/2024 1/1/2025 1/1/2026	12/31/2021 12/31/2022 12/31/2023 12/31/2024 12/31/2025 12/31/2026	\$52.21 \$52.21 \$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46 \$134.46 \$134.46	\$73.50 \$76.07 \$78.73 \$81.49 \$84.34 \$87.29	\$110.25 \$114.11 \$118.10 \$122.24 \$126.51 \$130.94	\$147.00 \$152.14 \$157.46 \$162.98 \$168.68 \$174.58	\$9.66 \$9.66 \$9.66 \$9.66 \$9.66 \$9.66	\$83.16 \$85.73 \$88.39 \$91.15 \$94.00 \$96.95	\$119.91 \$123.77 \$127.76 \$131.90 \$136.17 \$140.60	\$156.66 \$161.80 \$167.12 \$172.64 \$178.34 \$184.24	\$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	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$156.22 \$161.68 \$167.33 \$173.20 \$179.26 \$185.53	\$192.97 \$199.72 \$206.70 \$213.95 \$221.43 \$229.17	\$229.72 \$237.75 \$246.06 \$254.69 \$263.60 \$272.82	3.50% 3.50% 3.50% 3.50% 3.50% 3.50%	\$ 73.50 \$ 76.07 \$ 78.73 \$ 81.49 \$ 84.34 \$ 87.29		N/A				
Bret Parrick Roadway Inspector Group 2 Prevailing Wage Work	FIELD PW WORK SPECIAL SHIFT	9/2/2021 1/1/2022 1/1/2023 1/1/2024 1/1/2025 1/1/2026	12/31/2021 12/31/2022 12/31/2023 12/31/2024 12/31/2025 12/31/2026	\$52.71 \$52.71 \$52.71 \$52.71 \$52.71 \$52.71	\$79.07 \$79.07 \$79.07 \$79.07 \$79.07 \$79.07	\$105.42 \$105.42 \$105.42 \$105.42 \$105.42 \$105.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.75 \$82.75 \$82.75 \$82.75 \$82.75 \$82.75	\$109.11 \$109.11 \$109.11 \$109.11 \$109.11 \$109.11	\$135.46 \$135.46 \$135.46 \$135.46 \$135.46 \$135.46	\$73.50 \$76.07 \$78.73 \$81.49 \$84.34 \$87.29	\$110.25 \$114.11 \$118.10 \$122.24 \$126.51 \$130.94	\$147.00 \$152.14 \$157.46 \$162.98 \$168.68 \$174.58	\$9.66 \$9.66 \$9.66 \$9.66 \$9.66 \$9.66	\$83.16 \$85.73 \$88.39 \$91.15 \$94.00 \$96.95	\$119.91 \$123.77 \$127.76 \$131.90 \$136.17 \$140.60	\$156.66 \$161.80 \$167.12 \$172.64 \$178.34 \$184.24	\$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	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$156.22 \$161.68 \$167.33 \$173.20 \$179.26 \$185.53	\$192.97 \$199.72 \$206.70 \$213.95 \$221.43 \$229.17	\$229.72 \$237.75 \$246.06 \$254.69 \$263.60 \$272.82	3.50% 3.50% 3.50% 3.50% 3.50% 3.50%	\$ 73.50 \$ 76.07 \$ 78.73 \$ 81.49 \$ 84.34 \$ 87.29		N/A				
Bret Parrick Roadway Inspector Group 2 Prevailing Wage Work	FIELD PW WORK MULTI SHIFT	9/2/2021 1/1/2022 1/1/2023 1/1/2024 1/1/2025 1/1/2026	12/31/2021 12/31/2022 12/31/2023 12/31/2024 12/31/2025 12/31/2026	\$53.21 \$53.21 \$53.21 \$53.21 \$53.21 \$53.21	\$79.82 \$79.82 \$79.82 \$79.82 \$79.82 \$79.82	\$106.42 \$106.42 \$106.42 \$106.42 \$106.42 \$106.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$83.25 \$83.25 \$83.25 \$83.25 \$83.25 \$83.25	\$109.86 \$109.86 \$109.86 \$109.86 \$109.86 \$109.86	\$136.46 \$136.46 \$136.46 \$136.46 \$136.46 \$136.46	\$73.50 \$76.07 \$78.73 \$81.49 \$84.34 \$87.29	\$110.25 \$114.11 \$118.10 \$122.24 \$126.51 \$130.94	\$147.00 \$152.14 \$157.46 \$162.98 \$168.68 \$174.58	\$9.66 \$9.66 \$9.66 \$9.66 \$9.66 \$9.66	\$83.16 \$85.73 \$88.39 \$91.15 \$94.00 \$96.95	\$119.91 \$123.77 \$127.76 \$131.90 \$136.17 \$140.60	\$156.66 \$161.80 \$167.12 \$172.64 \$178.34 \$184.24	\$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	\$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	\$156.22 \$161.68 \$167.33 \$173.20 \$179.26 \$185.53	\$192.97 \$199.72 \$206.70 \$213.95 \$221.43 \$229.17	\$229.72 \$237.75 \$246.06 \$254.69 \$263.60 \$272.82	3.50% 3.50% 3.50% 3.50% 3.50% 3.50%	\$ 73.50 \$ 76.07 \$ 78.73 \$ 81.49 \$ 84.34 \$ 87.29		N/A			
Bret Parrick Roadway Inspector Group 2 Non-Prevailing Wage Work	FIELD	9/2/2021 1/1/2022 1/1/2023 1/1/2024 1/1/2025 1/1/2026	12/31/2021 12/31/2022 12/31/2023 12/31/2024 12/31/2025 12/31/2026																															
Roy Robbert, PE Roadway Inspector Group 2 Prevailing Wage Work	FIELD PW WORK REGULAR SHIFT	9/2/2021 1/1/2022 1/1/2023 1/1/2024 1/1/2025 1/1/2026	12/31/2021 12/31/2022 12/31/2023 12/31/2024 12/31/2025 12/31/2026	\$52.21 \$52.21 \$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46 \$134.46 \$134.46	\$66.69 \$69.02 \$71.44 \$73.94 \$76.53 \$79.21	\$100.04 \$103.53 \$107.16 \$110.91 \$114.80 \$118.82	\$133.38 \$138.04 \$142.88 \$147.88 \$153.06 \$158.42	\$17.16 \$17.16 \$17.16 \$17.16 \$17.16 \$17.16	\$83.85 \$86.18 \$88.60 \$91.10 \$93.69 \$96.37	\$117.20 \$120.69 \$124.32 \$128.07 \$131.96 \$135.98	\$150.54 \$155.20 \$160.04 \$165.04 \$170.22 \$175.58	\$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 \$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	\$141.74 \$146.70 \$151.84 \$157.15 \$162.66 \$168.35	\$175.09 \$181.21 \$187.56 \$194.12 \$200.92 \$207.96	\$208.43 \$215.72 \$223.28 \$231.09 \$238.19 \$247.56	3.50% 3.50% 3.50% 3.50% 3.50% 3.50%	\$ 66.69 \$ 69.02 \$ 71.44 \$ 73.94 \$ 76.53 \$ 79.21		N/A				
Roy Robbert, PE Roadway Inspector Group 2 Prevailing Wage Work	FIELD PW WORK SPECIAL SHIFT	9/2/2021 1/1/2022 1/1/2023 1/1/2024 1/1/2025 1/1/2026	12/31/2021 12/31/2022 12/31/2023 12/31/2024 12/31/2025 12/31/2026	\$52.71 \$52.71 \$52.71 \$52.71 \$52.71 \$52.71	\$79.07 \$79.07 \$79.07 \$79.07 \$79.07 \$79.07	\$105.42 \$105.42 \$105.42 \$105.42 \$105.42 \$105.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$82.75 \$82.75 \$82.75 \$82.75 \$82.75 \$82.75	\$109.11 \$109.11 \$109.11 \$109.11 \$109.11 \$109.11	\$135.46 \$135.46 \$135.46 \$135.46 \$135.46 \$135.46	\$66.69 \$69.02 \$71.44 \$73.94 \$76.53 \$79.21	\$100.04 \$103.53 \$107.16 \$110.91 \$114.80 \$118.82	\$133.38 \$138.04 \$142.88 \$147.88 \$153.06 \$158.42	\$17.16 \$17.16 \$17.16 \$17.16 \$17.16 \$17.16	\$83.85 \$86.18 \$88.60 \$91.10 \$93.69 \$96.37	\$117.20 \$120.69 \$124.32 \$128.07 \$131.96 \$135.98	\$150.54 \$155.20 \$160.04 \$165.04 \$170.22 \$175.58	\$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 \$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	\$141.74 \$146.70 \$151.84 \$157.15 \$162.66 \$168.35	\$175.09 \$181.21 \$187.56 \$194.12 \$200.92 \$207.96	\$208.43 \$215.72 \$223.28 \$231.09 \$238.19 \$247.56	3.50% 3.50% 3.50% 3.50% 3.50% 3.50%	\$ 66.69 \$ 69.02 \$ 71.44 \$ 73.94 \$ 76.53 \$ 79.21		N/A				
Roy Robbert, PE Roadway Inspector Group 2 Prevailing Wage Work	FIELD PW WORK MULTI SHIFT	9/2/2021 1/1/2022 1/1/2023 1/1/2024 1/1/2025 1/1/2026	12/31/2021 12/31/2022 12/31/2023 12/31/2024 12/31/2025 12/31/2026	\$53.21 \$53.21 \$53.21 \$53.21 \$53.21 \$53.21	\$79.82 \$79.82 \$79.82 \$79.82 \$79.82 \$79.82	\$106.42 \$106.42 \$106.42 \$106.42 \$106.42 \$106.42	\$30.04 \$30.04 \$30.04 \$30.04 \$30.04 \$30.04	\$83.25 \$83.25 \$83.25 \$83.25 \$83.25 \$83.25	\$109.86 \$109.86 \$109.86 \$109.86 \$109.86 \$109.86	\$136.46 \$136.46 \$136.46 \$136.46 \$136.46 \$136.46	\$66.69 \$69.02 \$71.44 \$73.94 \$76.53 \$79.21	\$100.04 \$103.53 \$107.16 \$110.91 \$114.80 \$118.82	\$133.38 \$138.04 \$142.88 \$147.88 \$153.06 \$158.42	\$17.16 \$17.16 \$17.16 \$17.16 \$17.16 \$17.16	\$83.85 \$86.18 \$88.60 \$91.10 \$93.69 \$96.37	\$117.20 \$120.69 \$124.32 \$128.07 \$131.96 \$135.98	\$150.54 \$155.20 \$160.04 \$165.04 \$170.22 \$175.58	\$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 \$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	\$141.74 \$146.70 \$151.84 \$157.15 \$162.66 \$168.35	\$175.09 \$181.21 \$187.56 \$194.12 \$200.92 \$207.96	\$208.43 \$215.72 \$223.28 \$231.09 \$238.19 \$247.56	3.50% 3.50% 3.50% 3.50% 3.50% 3.50%	\$ 66.69 \$ 69.02 \$ 71.44 \$ 73.94 \$ 76.53 \$ 79.21		N/A				

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT WSP USA, Inc. PRIME X SUB
PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. DATE 10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31%	97.20%	0.00%	130.51%
OVERTIME	33.31%	97.20%	0.00%	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73%	59.49%	0.00%	93.22%
OVERTIME	33.73%	59.49%	0.00%	93.22%

Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
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EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT	WSP USA, Inc.	PRIME	X	SUB
PROJECT NO.	SBCTA ON CALL RFP 22-1002663	CONTRACT NO.		DATE
				10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31%	+ 97.20%	+ 0.00%	= 130.51%
OVERTIME	33.31%	+ 97.20%	+ 0.00%	= 130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73%	+ 59.49%	+ 0.00%	= 93.22%
OVERTIME	33.73%	+ 59.49%	+ 0.00%	= 93.22%
			Fee	= 10.00%

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

Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
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						Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight																1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
Structures Representative Group 2 Prevailing Wage Work (non-Exempt)	PW WORK REGULAR SHIFT	1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$97.29	\$145.94	\$194.58	\$3.94	\$101.23	\$149.88	\$198.52	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$

Issue Date: August 22, 2021

Expiration Date: June 30, 2022

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

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

CONSULTANT	WSP USA, Inc.	PRIME	X	SUB
PROJECT NO.	SBCTA ON CALL RFP 22-1002663	CONTRACT NO.		DATE
				10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31%	+ 97.20%	+ 0.00%	= 130.51%
OVERTIME	33.31%	+ 97.20%	+ 0.00%	= 130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73%	+ 59.49%	+ 0.00%	= 93.22%
OVERTIME	33.73%	+ 59.49%	+ 0.00%	= 93.22%
			Fee	= 10.00%

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

Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class	
						Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)					
						Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT										Straight				1.5 OT
Group 2 Prevailing Wage Work (Exempt)	David Knorr Roadway Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$67.61	\$67.61	\$67.61	\$11.57	\$79.18	\$79.18	\$79.18	(\$3.07)	(\$29.18)	(\$55.28)	\$0.00	(\$10.71)	(\$36.81)	(\$3.07)	(\$18.47)	(\$18.47)	\$150.22	\$185.56	\$220.90	3.50%	\$ 67.61	N/A
	1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.98	\$69.98	\$69.98	\$11.57	\$81.55	\$81.55	\$81.55	(\$0.70)	(\$26.81)	(\$52.91)	\$0.00	(\$8.33)	(\$34.44)	(\$0.70)	(\$18.47)	(\$18.47)	\$150.22	\$185.56	\$220.90	3.50%	\$ 69.98			
	1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.43	\$72.43	\$72.43	\$11.57	\$84.00	\$84.00	\$84.00	\$0.00	(\$24.36)	(\$50.46)	\$0.00	(\$5.88)	(\$31.99)	\$0.00	(\$18.47)	(\$18.47)	\$153.94	\$190.16	\$226.37	3.50%	\$ 72.43			
	1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.97	\$74.97	\$74.97	\$11.57	\$86.54	\$86.54	\$86.54	\$0.00	(\$21.82)	(\$47.92)	\$0.00	(\$3.35)	(\$29.45)	\$0.00	(\$18.47)	(\$18.47)	\$159.34	\$196.83	\$234.31	3.50%	\$ 74.97			
	1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.59	\$77.59	\$77.59	\$11.57	\$89.16	\$89.16	\$89.16	\$0.00	(\$19.20)	(\$45.30)	\$0.00	(\$0.72)	(\$26.83)	\$0.00	(\$18.47)	(\$18.47)	\$164.91	\$203.71	\$242.50	3.50%	\$ 77.59			
1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.31	\$80.31	\$80.31	\$11.57	\$91.88	\$91.88	\$91.88	\$0.00	(\$16.48)	(\$42.58)	\$0.00	\$0.00	(\$24.11)	\$0.00	(\$16.48)	(\$18.47)	\$170.69	\$210.85	\$251.00	3.50%	\$ 80.31				
Group 2 Prevailing Wage Work (Exempt)	David Knorr Roadway Inspector	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$67.61	\$67.61	\$67.61	\$11.57	\$79.18	\$79.18	\$79.18	(\$3.57)	(\$29.93)	(\$56.28)	\$0.00	(\$11.46)	(\$37.81)	(\$3.57)	(\$18.47)	(\$18.47)	\$151.29	\$186.88	\$222.47	3.50%	\$ 67.61	N/A
	1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$69.98	\$69.98	\$69.98	\$11.57	\$81.55	\$81.55	\$81.55	(\$1.20)	(\$27.56)	(\$53.91)	\$0.00	(\$9.08)	(\$35.44)	(\$1.20)	(\$18.47)	(\$18.47)	\$151.29	\$186.88	\$222.47	3.50%	\$ 69.98			
	1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$72.43	\$72.43	\$72.43	\$11.57	\$84.00	\$84.00	\$84.00	\$0.00	(\$25.11)	(\$51.46)	\$0.00	(\$6.63)	(\$32.99)	\$0.00	(\$18.47)	(\$18.47)	\$153.94	\$190.16	\$226.37	3.50%	\$ 72.43			
	1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$74.97	\$74.97	\$74.97	\$11.57	\$86.54	\$86.54	\$86.54	\$0.00	(\$22.57)	(\$48.92)	\$0.00	(\$4.10)	(\$30.45)	\$0.00	(\$18.47)	(\$18.47)	\$159.34	\$196.83	\$234.31	3.50%	\$ 74.97			
	1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$77.59	\$77.59	\$77.59	\$11.57	\$89.16	\$89.16	\$89.16	\$0.00	(\$19.95)	(\$46.30)	\$0.00	(\$1.47)	(\$27.83)	\$0.00	(\$18.47)	(\$18.47)	\$164.91	\$203.71	\$242.50	3.50%	\$ 77.59			
1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$80.31	\$80.31	\$80.31	\$11.57	\$91.88	\$91.88	\$91.88	\$0.00	(\$17.23)	(\$43.58)	\$0.00	\$0.00	(\$25.11)	\$0.00	(\$17.23)	(\$18.47)	\$170.69	\$210.85	\$251.00	3.50%	\$ 80.31				
Group 2 Prevailing Wage Work (Exempt)	David Knorr Roadway Inspector	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$67.61	\$67.61	\$67.61	\$11.57	\$79.18	\$79.18	\$79.18	(\$4.07)	(\$30.68)	(\$57.28)	\$0.00	(\$12.21)	(\$38.81)	(\$4.07)	(\$18.47)	(\$18.47)	\$152.35	\$188.19	\$224.03	3.50%	\$ 67.61	N/A
	1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$69.98	\$69.98	\$69.98	\$11.57	\$81.55	\$81.55	\$81.55	(\$1.70)	(\$28.31)	(\$54.91)	\$0.00	(\$9.83)	(\$36.44)	(\$1.70)	(\$18.47)	(\$18.47)	\$152.35	\$188.19	\$224.03	3.50%	\$ 69.98			
	1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$72.43	\$72.43	\$72.43	\$11.57	\$84.00	\$84.00	\$84.00	\$0.00	(\$25.86)	(\$52.46)	\$0.00	(\$7.38)	(\$33.99)	\$0.00	(\$18.47)	(\$18.47)	\$153.94	\$190.16	\$226.37	3.50%	\$ 72.43			
	1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$74.97	\$74.97	\$74.97	\$11.57	\$86.54	\$86.54	\$86.54	\$0.00	(\$23.32)	(\$49.92)	\$0.00	(\$4.85)	(\$31.45)	\$0.00	(\$18.47)	(\$18.47)	\$159.34	\$196.83	\$234.31	3.50%	\$ 74.97			
	1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$77.59	\$77.59	\$77.59	\$11.57	\$89.16	\$89.16	\$89.16	\$0.00	(\$20.70)	(\$47.30)	\$0.00	(\$2.22)	(\$28.83)	\$0.00	(\$18.47)	(\$18.47)	\$164.91	\$203.71	\$242.50	3.50%	\$ 77.59			
1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$80.31	\$80.31	\$80.31	\$11.57	\$91.88	\$91.88	\$91.88	\$0.00	(\$17.98)	(\$44.58)	\$0.00	\$0.00	(\$26.11)	\$0.00	(\$17.98)	(\$18.47)	\$170.69	\$210.85	\$251.00	3.50%	\$ 80.31				
Group 2 Non - Prevailing Wage Work (Exempt)	David Knorr Roadway Inspector	FIELD	9/2/2021	12/31/2021																								\$143.70	\$177.50	\$211.31	3.50%	\$ 67.61	N/A
	1/1/2022	12/31/2022																										\$148.74	\$183.73	\$218.72	3.50%	\$ 69.98	
	1/1/2023	12/31/2023																										\$153.94	\$190.16	\$226.37	3.50%	\$ 72.43	
	1/1/2024	12/31/2024																										\$159.34	\$196.83	\$234.31	3.50%	\$ 74.97	
	1/1/2025	12/31/2025																										\$164.91	\$203.71	\$242.50	3.50%	\$ 77.59	
1/1/2026	12/31/2026																										\$170.69	\$210.85	\$251.00	3.50%	\$ 80.31		

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT WSP USA, Inc. PRIME X SUB

PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. DATE 10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31%	97.20%	0.00%	130.51%
OVERTIME	33.31%	97.20%	0.00%	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73%	59.49%	0.00%	93.22%
OVERTIME	33.73%	59.49%	0.00%	93.22%
		Fee		10.00%
		Applicable Multiplier Delta Base (Field)		2.13
		Applicable Multiplier Fringe (Field)		2.13

Name/Classification		Home Office Personnel/ Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates				% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
						Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe																
				From	To	Straight	1.5 OT	2.0 OT		Fringe Benefits	Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Estimate Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT			
Ibrahim Massourd, PE, QSD SWPPP Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$93.34	\$93.34	\$93.34	\$6.73	\$100.07	\$100.07	\$100.07	\$0.00	(\$8.28)	(\$34.39)	\$0.00	\$0.00	(\$11.08)	\$0.00	(\$8.28)	(\$23.31)	\$198.39	\$216.00	\$271.48		\$ 93.34	N/A	
		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$96.61	\$96.61	\$96.61	\$6.73	\$103.34	\$103.34	\$103.34	\$0.00	(\$5.01)	(\$31.12)	\$0.00	\$0.00	(\$7.81)	\$0.00	(\$5.01)	(\$23.31)	\$205.34	\$216.00	\$271.48	3.50%	\$ 96.61		
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$99.99	\$99.99	\$99.99	\$6.73	\$106.72	\$106.72	\$106.72	\$0.00	(\$1.63)	(\$27.74)	\$0.00	\$0.00	(\$4.43)	\$0.00	(\$1.63)	(\$23.31)	\$212.52	\$216.00	\$271.48	3.50%	\$ 99.99		
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$103.49	\$103.49	\$103.49	\$6.73	\$110.22	\$110.22	\$110.22	\$0.00	\$0.00	(\$24.24)	\$0.00	\$0.00	(\$0.93)	\$0.00	(\$0.93)	(\$23.31)	\$219.96	\$219.96	\$271.48	3.50%	\$ 103.49		
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$107.11	\$107.11	\$107.11	\$6.73	\$113.84	\$113.84	\$113.84	\$0.00	\$0.00	(\$20.62)	\$0.00	\$0.00	\$0.00	\$0.00	(\$20.62)	\$227.65	\$227.65	\$271.48	3.50%	\$ 107.11			
(Exempt)		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$110.86	\$110.86	\$110.86	\$6.73	\$117.59	\$117.59	\$117.59	\$0.00	\$0.00	(\$16.87)	\$0.00	\$0.00	\$0.00	\$0.00	(\$16.87)	\$235.62	\$235.62	\$271.48	3.50%	\$ 110.86			
Ibrahim Massourd, PE, QSD SWPPP Inspector	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$75.08	\$105.42	\$30.04	\$82.75	\$105.12	\$135.46	\$93.34	\$93.34	\$93.34	\$6.73	\$100.07	\$100.07	\$100.07	\$0.00	(\$5.05)	(\$35.39)	\$0.00	\$0.00	(\$12.08)	\$0.00	(\$5.05)	(\$23.31)	\$198.39	\$209.12	\$273.61		\$ 93.34	N/A	
		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$96.61	\$96.61	\$96.61	\$6.73	\$103.34	\$103.34	\$103.34	\$0.00	(\$5.76)	(\$32.12)	\$0.00	\$0.00	(\$8.81)	\$0.00	(\$5.76)	(\$23.31)	\$205.34	\$217.59	\$273.61	3.50%	\$ 96.61		
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$99.99	\$99.99	\$99.99	\$6.73	\$106.72	\$106.72	\$106.72	\$0.00	(\$2.38)	(\$28.74)	\$0.00	\$0.00	(\$5.43)	\$0.00	(\$2.38)	(\$23.31)	\$212.52	\$217.59	\$273.61	3.50%	\$ 99.99		
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$103.49	\$103.49	\$103.49	\$6.73	\$110.22	\$110.22	\$110.22	\$0.00	\$0.00	(\$25.24)	\$0.00	\$0.00	(\$1.93)	\$0.00	(\$1.93)	(\$23.31)	\$219.96	\$219.96	\$273.61	3.50%	\$ 103.49		
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$107.11	\$107.11	\$107.11	\$6.73	\$113.84	\$113.84	\$113.84	\$0.00	\$0.00	(\$21.62)	\$0.00	\$0.00	\$0.00	\$0.00	(\$21.62)	\$227.65	\$227.65	\$273.61	3.50%	\$ 107.11			
(Exempt)		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$110.86	\$110.86	\$110.86	\$6.73	\$117.59	\$117.59	\$117.59	\$0.00	\$0.00	(\$17.87)	\$0.00	\$0.00	\$0.00	\$0.00	(\$17.87)	\$235.62	\$235.62	\$273.61	3.50%	\$ 110.86			
Ibrahim Massourd, PE, QSD SWPPP Inspector	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$93.34	\$93.34	\$93.34	\$6.73	\$100.07	\$100.07	\$100.07	\$0.00	(\$9.78)	(\$36.39)	\$0.00	\$0.00	(\$13.08)	\$0.00	(\$9.78)	(\$23.31)	\$198.39	\$219.18	\$275.73		\$ 93.34	N/A	
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$96.61	\$96.61	\$96.61	\$6.73	\$103.34	\$103.34	\$103.34	\$0.00	(\$6.51)	(\$33.12)	\$0.00	\$0.00	(\$9.81)	\$0.00	(\$6.51)	(\$23.31)	\$205.34	\$219.18	\$275.73	3.50%	\$ 96.61		
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$99.99	\$99.99	\$99.99	\$6.73	\$106.72	\$106.72	\$106.72	\$0.00	(\$3.13)	(\$29.74)	\$0.00	\$0.00	(\$6.43)	\$0.00	(\$3.13)	(\$23.31)	\$212.52	\$219.18	\$275.73	3.50%	\$ 99.99		
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$103.49	\$103.49	\$103.49	\$6.73	\$110.22	\$110.22	\$110.22	\$0.00	\$0.00	(\$26.24)	\$0.00	\$0.00	(\$2.93)	\$0.00	(\$2.93)	(\$23.31)	\$219.96	\$219.96	\$275.73	3.50%	\$ 103.49		
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$107.11	\$107.11	\$107.11	\$6.73	\$113.84	\$113.84	\$113.84	\$0.00	\$0.00	(\$22.62)	\$0.00	\$0.00	\$0.00	\$0.00	(\$22.62)	\$227.65	\$227.65	\$275.73	3.50%	\$ 107.11			
(Exempt)		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$110.86	\$110.86	\$110.86	\$6.73	\$117.59	\$117.59	\$117.59	\$0.00	\$0.00	(\$18.87)	\$0.00	\$0.00	\$0.00	\$0.00	(\$18.87)	\$235.62	\$235.62	\$275.73	3.50%	\$ 110.86			
Ibrahim Massourd, PE, QSD SWPPP Inspector	FIELD	9/2/2021	12/31/2021																								\$198.39	\$198.39	\$198.39		\$ 93.34	N/A	
		1/1/2022	12/31/2022																								\$205.34	\$205.34	\$205.34	3.50%	\$ 96.61		
		1/1/2023	12/31/2023																								\$212.52	\$212.52	\$212.52	3.50%	\$ 99.99		
		1/1/2024	12/31/2024																								\$219.96	\$219.96	\$219.96	3.50%	\$ 103.49		
		1/1/2025	12/31/2025																								\$227.65	\$227.65	\$227.65	3.50%	\$ 107.11		
(Exempt)		1/1/2026	12/31/2026																								\$235.62	\$235.62	\$235.62	3.50%	\$ 110.86		

Issue Date: August 22, 2021
Expiration Date: June 30, 2022

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT WSP USA, Inc. PRIME ☒ SUB ☐
PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. _____ DATE 10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31%	97.20%	0.00%	130.51%
OVERTIME	33.31%	97.20%	0.00%	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73%	59.49%	0.00%	93.22%
OVERTIME	33.73%	59.49%	0.00%	93.22%

Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
						Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe																	
						Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight																1.5 OT	2.0 OT
				From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)								
Group 2 Prevailing Wage Work (Exempt)	David Nguyen, PE,QSD Structures Representative FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$103.50	\$103.50	\$103.50	\$7.05	\$110.55	\$110.55	\$110.55	\$0.00	\$0.00	(\$23.91)	\$0.00	\$0.00	(\$0.92)	\$0.00	\$0.00	(\$22.99)	\$219.98	\$219.98	\$270.80	3.50%	\$ 103.50	N/A		
		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$107.12	\$107.12	\$107.12	\$7.05	\$114.17	\$114.17	\$114.17	\$0.00	\$0.00	(\$20.29)	\$0.00	\$0.00	\$0.00	\$0.00	(\$20.29)	\$227.67	\$227.67	\$270.80	3.50%	\$ 107.12				
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$110.87	\$110.87	\$110.87	\$7.05	\$117.92	\$117.92	\$117.92	\$0.00	\$0.00	(\$16.54)	\$0.00	\$0.00	\$0.00	\$0.00	(\$16.54)	\$235.65	\$235.65	\$270.80	3.50%	\$ 110.87				
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$114.75	\$114.75	\$114.75	\$7.05	\$121.80	\$121.80	\$121.80	\$0.00	\$0.00	(\$12.66)	\$0.00	\$0.00	\$0.00	\$0.00	(\$12.66)	\$243.89	\$243.89	\$270.80	3.50%	\$ 114.75				
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$118.77	\$118.77	\$118.77	\$7.05	\$125.82	\$125.82	\$125.82	\$0.00	\$0.00	(\$8.64)	\$0.00	\$0.00	\$0.00	\$0.00	(\$8.64)	\$252.44	\$252.44	\$270.80	3.50%	\$ 118.77				
1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$122.93	\$122.93	\$122.93	\$7.05	\$129.98	\$129.98	\$129.98	\$0.00	\$0.00	(\$4.48)	\$0.00	\$0.00	\$0.00	\$0.00	(\$4.48)	\$261.28	\$261.28	\$270.80	3.50%	\$ 122.93						
Group 2 Prevailing Wage Work (Exempt)	David Nguyen, PE,QSD Structures Representative FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$103.50	\$103.50	\$103.50	\$7.05	\$110.55	\$110.55	\$110.55	\$0.00	\$0.00	(\$24.91)	\$0.00	\$0.00	(\$1.92)	\$0.00	\$0.00	(\$22.99)	\$219.98	\$219.98	\$272.93	3.50%	\$ 103.50	N/A		
		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$107.12	\$107.12	\$107.12	\$7.05	\$114.17	\$114.17	\$114.17	\$0.00	\$0.00	(\$21.29)	\$0.00	\$0.00	\$0.00	\$0.00	(\$21.29)	\$227.67	\$227.67	\$272.93	3.50%	\$ 107.12				
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$110.87	\$110.87	\$110.87	\$7.05	\$117.92	\$117.92	\$117.92	\$0.00	\$0.00	(\$17.54)	\$0.00	\$0.00	\$0.00	\$0.00	(\$17.54)	\$235.65	\$235.65	\$272.93	3.50%	\$ 110.87				
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$114.75	\$114.75	\$114.75	\$7.05	\$121.80	\$121.80	\$121.80	\$0.00	\$0.00	(\$13.66)	\$0.00	\$0.00	\$0.00	\$0.00	(\$13.66)	\$243.89	\$243.89	\$272.93	3.50%	\$ 114.75				
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$118.77	\$118.77	\$118.77	\$7.05	\$125.82	\$125.82	\$125.82	\$0.00	\$0.00	(\$9.64)	\$0.00	\$0.00	\$0.00	\$0.00	(\$9.64)	\$252.44	\$252.44	\$272.93	3.50%	\$ 118.77				
1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$122.93	\$122.93	\$122.93	\$7.05	\$129.98	\$129.98	\$129.98	\$0.00	\$0.00	(\$5.48)	\$0.00	\$0.00	\$0.00	\$0.00	(\$5.48)	\$261.28	\$261.28	\$272.93	3.50%	\$ 122.93						
Group 2 Prevailing Wage Work (Exempt)	David Nguyen, PE,QSD Structures Representative FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$103.50	\$103.50	\$103.50	\$7.05	\$110.55	\$110.55	\$110.55	\$0.00	\$0.00	(\$25.91)	\$0.00	\$0.00	(\$2.92)	\$0.00	\$0.00	(\$22.99)	\$219.98	\$219.98	\$275.05	3.50%	\$ 103.50	N/A		
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$107.12	\$107.12	\$107.12	\$7.05	\$114.17	\$114.17	\$114.17	\$0.00	\$0.00	(\$22.29)	\$0.00	\$0.00	\$0.00	\$0.00	(\$22.29)	\$227.67	\$227.67	\$275.05	3.50%	\$ 107.12				
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$110.87	\$110.87	\$110.87	\$7.05	\$117.92	\$117.92	\$117.92	\$0.00	\$0.00	(\$18.54)	\$0.00	\$0.00	\$0.00	\$0.00	(\$18.54)	\$235.65	\$235.65	\$275.05	3.50%	\$ 110.87				
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$114.75	\$114.75	\$114.75	\$7.05	\$121.80	\$121.80	\$121.80	\$0.00	\$0.00	(\$14.66)	\$0.00	\$0.00	\$0.00	\$0.00	(\$14.66)	\$243.89	\$243.89	\$275.05	3.50%	\$ 114.75				
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$118.77	\$118.77	\$118.77	\$7.05	\$125.82	\$125.82	\$125.82	\$0.00	\$0.00	(\$10.64)	\$0.00	\$0.00	\$0.00	\$0.00	(\$10.64)	\$252.44	\$252.44	\$275.05	3.50%	\$ 118.77				
1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$122.93	\$122.93	\$122.93	\$7.05	\$129.98	\$129.98	\$129.98	\$0.00	\$0.00	(\$6.48)	\$0.00	\$0.00	\$0.00	\$0.00	(\$6.48)	\$261.28	\$261.28	\$275.05	3.50%	\$ 122.93						
Non-Prevailing Wage Work (Exempt)	David Nguyen, PE,QSD Structures Representative	9/2/2021	12/31/2021																								\$219.98	\$219.98	\$219.98	3.50%	\$ 103.50	N/A		
		1/1/2022	12/31/2022																								\$227.67	\$227.67	\$227.67	3.50%	\$ 107.12			
		1/1/2023	12/31/2023																								\$235.65	\$235.65	\$235.65	3.50%	\$ 110.87			
		1/1/2024	12/31/2024																								\$243.89	\$243.89	\$243.89	3.50%	\$ 114.75			
		1/1/2025	12/31/2025																								\$252.44	\$252.44	\$252.44	3.50%	\$ 118.77			
1/1/2026	12/31/2026																									\$261.28	\$261.28	\$261.28	3.50%	\$ 122.93				

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT WSP USA, Inc. PRIME X SUB
PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. DATE 10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %		Combined %
NORMAL		33.31% +	97.20% +	0.00%		=
OVERTIME		33.31% +	97.20% +	0.00%		=
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %		Combined %
NORMAL		33.73% +	59.49% +	0.00%		=
OVERTIME		33.73% +	59.49% +	0.00%		=

Applicable Multiplier Delta Base (Field) = 2.13																																
Applicable Multiplier Fringe (Field) = 2.13																																
Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
						Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe															
						Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight			
Veronica Seyde, QSD,ToR SWPPP Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.89	\$91.89	\$91.89	\$9.57	\$101.46	\$101.46	\$101.46	\$0.00	(\$6.89)	(\$33.00)	\$0.00	\$0.00	(\$12.53)	\$0.00	(\$6.89)	(\$20.47)	\$195.30	\$209.96	\$265.44	3.50%	\$ 91.89	N/A
		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$95.11	\$95.11	\$95.11	\$9.57	\$104.68	\$104.68	\$104.68	\$0.00	(\$3.67)	(\$29.78)	\$0.00	\$0.00	(\$9.31)	\$0.00	(\$3.67)	(\$20.47)	\$202.15	\$209.96	\$265.44	3.50%	\$ 95.11	
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$98.44	\$98.44	\$98.44	\$9.57	\$108.01	\$108.01	\$108.01	\$0.00	(\$0.34)	(\$26.45)	\$0.00	\$0.00	(\$5.98)	\$0.00	(\$0.34)	(\$20.47)	\$209.23	\$209.96	\$265.44	3.50%	\$ 98.44	
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$101.89	\$101.89	\$101.89	\$9.57	\$111.46	\$111.46	\$111.46	\$0.00	\$0.00	(\$23.00)	\$0.00	\$0.00	(\$2.53)	\$0.00	\$0.00	(\$20.47)	\$216.56	\$216.56	\$265.44	3.50%	\$ 101.89	
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$105.46	\$105.46	\$105.46	\$9.57	\$115.03	\$115.03	\$115.03	\$0.00	\$0.00	(\$19.43)	\$0.00	\$0.00	(\$1.43)	\$0.00	\$0.00	(\$20.47)	\$224.15	\$224.15	\$265.44	3.50%	\$ 105.46	
(Exempt)		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$109.15	\$109.15	\$109.15	\$9.57	\$118.72	\$118.72	\$118.72	\$0.00	\$0.00	(\$15.74)	\$0.00	\$0.00	\$0.00	\$0.00	(\$15.74)	\$231.99	\$231.99	\$265.44	3.50%	\$ 109.15		
Veronica Seyde, QSD,ToR SWPPP Inspector	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$91.89	\$91.89	\$91.89	\$9.57	\$101.46	\$101.46	\$101.46	\$0.00	(\$7.64)	(\$34.00)	\$0.00	\$0.00	(\$13.53)	\$0.00	(\$7.64)	(\$20.47)	\$195.30	\$211.55	\$267.57	3.50%	\$ 91.89	N/A
		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$95.11	\$95.11	\$95.11	\$9.57	\$104.68	\$104.68	\$104.68	\$0.00	(\$4.42)	(\$30.78)	\$0.00	\$0.00	(\$10.31)	\$0.00	(\$4.42)	(\$20.47)	\$202.15	\$211.55	\$267.57	3.50%	\$ 95.11	
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$98.44	\$98.44	\$98.44	\$9.57	\$108.01	\$108.01	\$108.01	\$0.00	(\$1.10)	(\$27.45)	\$0.00	\$0.00	(\$6.98)	\$0.00	(\$1.10)	(\$20.47)	\$209.23	\$211.55	\$267.57	3.50%	\$ 98.44	
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$101.89	\$101.89	\$101.89	\$9.57	\$111.46	\$111.46	\$111.46	\$0.00	\$0.00	(\$24.00)	\$0.00	\$0.00	(\$3.53)	\$0.00	\$0.00	(\$20.47)	\$216.56	\$216.56	\$267.57	3.50%	\$ 101.89	
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$105.46	\$105.46	\$105.46	\$9.57	\$115.03	\$115.03	\$115.03	\$0.00	\$0.00	(\$20.43)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	(\$20.47)	\$224.15	\$224.15	\$267.57	3.50%	\$ 105.46	
(Exempt)		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$109.15	\$109.15	\$109.15	\$9.57	\$118.72	\$118.72	\$118.72	\$0.00	\$0.00	(\$16.74)	\$0.00	\$0.00	\$0.00	\$0.00	(\$16.74)	\$231.99	\$231.99	\$267.57	3.50%	\$ 109.15		
Veronica Seyde, QSD,ToR SWPPP Inspector	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$91.89	\$91.89	\$91.89	\$9.57	\$83.69	\$101.46	\$101.46	\$0.00	(\$8.39)	(\$35.00)	\$0.00	\$0.00	(\$14.53)	\$0.00	(\$8.39)	(\$20.47)	\$195.30	\$213.15	\$269.69	3.50%	\$ 91.89	N/A
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$95.11	\$95.11	\$95.11	\$9.57	\$86.96	\$104.68	\$104.68	\$0.00	(\$5.17)	(\$31.78)	\$0.00	\$0.00	(\$11.31)	\$0.00	(\$5.17)	(\$20.47)	\$202.15	\$213.15	\$269.69	3.50%	\$ 95.11	
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$98.44	\$98.44	\$98.44	\$9.57	\$88.32	\$108.01	\$108.01	\$0.00	(\$1.85)	(\$28.45)	\$0.00	\$0.00	(\$7.98)	\$0.00	(\$1.85)	(\$20.47)	\$209.23	\$213.15	\$269.69	3.50%	\$ 98.44	
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$101.89	\$101.89	\$101.89	\$9.57	\$90.75	\$111.46	\$111.46	\$0.00	\$0.00	(\$25.00)	\$0.00	\$0.00	(\$4.53)	\$0.00	\$0.00	(\$20.47)	\$216.56	\$216.56	\$269.69	3.50%	\$ 101.89	
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$105.46	\$105.46	\$105.46	\$9.57	\$90.75	\$115.03	\$115.03	\$0.00	\$0.00	(\$21.43)	\$0.00	\$0.00	(\$0.96)	\$0.00	\$0.00	(\$20.47)	\$224.15	\$224.15	\$269.69	3.50%	\$ 105.46	
(Exempt)		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$109.15	\$109.15	\$109.15	\$9.57	\$90.75	\$118.72	\$118.72	\$0.00	\$0.00	(\$17.74)	\$0.00	\$0.00	\$0.00	\$0.00	(\$17.74)	\$231.99	\$231.99	\$269.69	3.50%	\$ 109.15		
Veronica Seyde, QSD,ToR SWPPP Inspector	FIELD	9/2/2021	12/31/2021																								\$195.30	\$195.30	\$195.30		\$ 91.89	N/A
		1/1/2022	12/31/2022																								\$202.15	\$202.15	\$202.15	3.50%	\$ 95.11	
		1/1/2023	12/31/2023																								\$209.23	\$209.23	\$209.23	3.50%	\$ 98.44	
		1/1/2024	12/31/2024																								\$216.56	\$216.56	\$216.56	3.50%	\$ 101.89	
		1/1/2025	12/31/2025																								\$224.15	\$224.15	\$224.15	3.50%	\$ 105.46	
(Exempt)		1/1/2026	12/31/2026																								\$231.99	\$231.99	\$231.99	3.50%	\$ 109.15	
David Brady Roadway Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.60	\$69.60	\$69.60	\$13.83	\$83.43	\$83.43	\$83.43	\$0.00	(\$24.93)	(\$51.03)	\$0.00	(\$8.72)	(\$34.82)	\$0.00	(\$16.21)	(\$16.21)	\$147.93	\$200.91	\$256.39	3.50%	\$ 69.60	N/A
		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.04	\$72.04	\$72.04	\$13.83	\$85.87	\$85.87	\$85.87	\$0.00	(\$22.49)	(\$48.59)	\$0.00	(\$6.27)	(\$32.38)	\$0.00	(\$16.21)	(\$16.21)	\$153.12	\$200.91	\$256.39	3.50%	\$ 72.04	
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.56	\$74.56	\$74.56	\$13.83	\$88.39	\$88.39	\$88.39	\$0.00	(\$19.97)	(\$46.07)	\$0.00	(\$3.76)	(\$29.86)	\$0.00	(\$16.21)	(\$16.21)	\$158.47	\$200.91	\$256.39	3.50%	\$ 74.56	
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.87	\$77.87	\$77.87	\$13.83	\$91.00	\$91.00	\$91.00	\$0.00	(\$18.11)	(\$44.46)	\$0.00	(\$1.15)	(\$25.55)	\$0.00	(\$16.21)	(\$16.21)	\$164.02	\$200.91	\$256.39	3.50%	\$ 77.87	
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.87	\$79.87	\$79.87	\$13.83	\$93.70	\$93.70	\$93.70	\$0.00	(\$15.41)	(\$41.76)	\$0.00	\$0.00	(\$25.55)	\$0.00	(\$15.41)	(\$16.21)	\$169.76	\$202.50	\$258.51	3.50%	\$ 79.87	
(Exempt)		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$82.67	\$82.67	\$82.67	\$13.83	\$96.50	\$96.50	\$96.50	\$0.00	(\$12.61)	(\$38.96)	\$0.00	\$0.00	(\$22.75)	\$0.00	(\$12.61)	(\$16.21)	\$175.71	\$202.50	\$258.51	3.50%	\$ 82.67	
David Brady Roadway Inspector	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$69.60	\$69.60	\$69.60	\$13.83	\$83.43	\$83.43	\$83.43	\$0.00	(\$26.43)	(\$53.03)	\$0.00	(\$10.22)	(\$36.82)	\$0.00	(\$16.21)	(\$16.21)	\$147.93	\$204.09	\$260.64	3.50%	\$ 69.60	N/A
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$72.04	\$72.04	\$72.04	\$13.83	\$85.87	\$85.87	\$85.87	\$0.00	(\$23.99)	(\$50.59)	\$0.00	(\$7.77)	(\$34.38)	\$0.00	(\$16.21)	(\$16.21)	\$153.12	\$204.09	\$260.64	3.50%	\$ 72.04	
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$74.56	\$74.56	\$74.56	\$13.83	\$88.39	\$88.39	\$88.39	\$0.00	(\$21.47)	(\$48.07)	\$0.00	(\$5.26)	(\$31.86)	\$0.00	(\$16.21)	(\$16.21)	\$158.47	\$204.09	\$260.64	3.50%	\$ 74.56	
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$77.17	\$77.17	\$77.17	\$13.83	\$91.00	\$91.00	\$91.00	\$0.00	(\$18.86)	(\$45.46)	\$0.00	(\$2.65)	(\$29.25)	\$0.00	(\$16.21)	(\$16.21)	\$164.02	\$204.09	\$260.64	3.50%	\$ 77.17	
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$79.87	\$79.87	\$79.87	\$13.83	\$93.70	\$93.70	\$93.70	\$0.00	(\$16.16)	(\$42.76)	\$0.00	\$0.00	(\$26.55)	\$0.00	(\$16.16)	(\$16.21)	\$169.76	\$204.09	\$260.64	3.50%	\$ 79.87	
(Exempt)		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$82.67	\$82.67	\$82.67	\$13.83	\$96.50	\$96.50	\$96.50	\$0.00	(\$13.36)	(\$39.96)	\$0.00	\$0.00	(\$23.75)	\$0.00	(\$13.36)	(\$16.21)	\$175.71	\$204.09	\$260.64	3.50%	\$ 82.67	
David Brady Roadway Inspector	FIELD	9/2/2021	12/31/2021																								\$147.93	\$147.93	\$147.93		\$ 69.60	N/A
		1/1/2022	12/31/2022																								\$153.12	\$153.12	\$153.12	3.50%	\$ 72.04	
		1/1/2023	12/31/2023																								\$158.47	\$158.47	\$158.47	3.50%	\$ 74.56	
		1/1/2024	12/31/2024																								\$164.02	\$164.02	\$164.02	3.50%	\$ 77.17	
		1/1/2025	12/31/2025																								\$169.76	\$169.76	\$169.76</			

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT	WSP USA, Inc.	PRIME	X	SUB
PROJECT NO.	SBCTA ON CALL RFP 22-1002663	CONTRACT NO.		DATE
				10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %				
NORMAL		33.31%	+	97.20%	+	0.00%	=	130.51%	
OVERTIME		33.31%	+	97.20%	+	0.00%	=	130.51%	
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %				
NORMAL		33.73%	+	59.49%	+	0.00%	=	93.22%	
OVERTIME		33.73%	+	59.49%	+	0.00%	=	93.22%	
							Fee	=	10.00%

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class							
			From		To		Base Salary		Fringe Benefits		Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe		Total = Base + Fringe		Straight		1.5 OT		2.0 OT		Straight		1.5 OT				2.0 OT		Straight		OT (1.5x)		OT (2x)	
Group 2 Prevailing Wage Work (Exempt)	PW WORK SPECIAL SHIFT	1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$83.91	\$83.91	\$83.91	\$8.80	\$92.71	\$92.71	\$92.71	\$0.00	(\$16.40)	(\$42.75)	\$0.00	\$0.00	(\$21.51)	\$0.00	(\$16.40)	(\$21.24)	\$178.34	\$213.19	\$269.21	3.50%	\$ 83.91	N/A						
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$86.85	\$86.85	\$86.85	\$8.80	\$95.65	\$95.65	\$95.65	\$0.00	(\$13.46)	(\$39.81)	\$0.00	\$0.00	(\$18.57)	\$0.00	(\$13.46)	(\$21.24)	\$184.59	\$213.19	\$269.21	3.50%	\$ 86.85							
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$89.89	\$89.89	\$89.89	\$8.80	\$98.69	\$98.69	\$98.69	\$0.00	(\$10.42)	(\$36.77)	\$0.00	\$0.00	(\$15.53)	\$0.00	(\$10.42)	(\$21.24)	\$191.05	\$213.19	\$269.21	3.50%	\$ 89.89							
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$93.04	\$93.04	\$93.04	\$8.80	\$101.84	\$101.84	\$101.84	\$0.00	(\$7.26)	(\$33.62)	\$0.00	\$0.00	(\$12.38)	\$0.00	(\$7.26)	(\$21.24)	\$197.75	\$213.19	\$269.21	3.50%	\$ 93.04							
Group 2 Prevailing Wage Work (Exempt)	FIELD PW WORK MULTI SHIFT	1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$81.07	\$81.07	\$81.07	\$8.80	\$89.87	\$89.87	\$89.87	\$0.00	(\$19.99)	(\$46.59)	\$0.00	\$0.00	(\$25.35)	\$0.00	(\$19.99)	(\$21.24)	\$172.31	\$214.78	\$271.33	3.50%	\$ 81.07	N/A						
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$83.91	\$83.91	\$83.91	\$8.80	\$92.71	\$92.71	\$92.71	\$0.00	(\$17.15)	(\$43.75)	\$0.00	\$0.00	(\$22.51)	\$0.00	(\$17.15)	(\$21.24)	\$178.34	\$214.78	\$271.33	3.50%	\$ 83.91							
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$86.85	\$86.85	\$86.85	\$8.80	\$95.65	\$95.65	\$95.65	\$0.00	(\$14.21)	(\$40.81)	\$0.00	\$0.00	(\$19.57)	\$0.00	(\$14.21)	(\$21.24)	\$184.59	\$214.78	\$271.33	3.50%	\$ 86.85							
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$89.89	\$89.89	\$89.89	\$8.80	\$98.69	\$98.69	\$98.69	\$0.00	(\$11.17)	(\$37.77)	\$0.00	\$0.00	(\$16.53)	\$0.00	(\$11.17)	(\$21.24)	\$191.05	\$214.78	\$271.33	3.50%	\$ 89.89							
Group 2 Prevailing Wage Work (Exempt)	FIELD	1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$81.07	\$81.07	\$81.07	\$8.80	\$89.87	\$89.87	\$89.87	\$0.00	(\$19.99)	(\$46.59)	\$0.00	\$0.00	(\$25.35)	\$0.00	(\$19.99)	(\$21.24)	\$172.31	\$214.78	\$271.33	3.50%	\$ 81.07	N/A						
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$83.91	\$83.91	\$83.91	\$8.80	\$92.71	\$92.71	\$92.71	\$0.00	(\$17.15)	(\$43.75)	\$0.00	\$0.00	(\$22.51)	\$0.00	(\$17.15)	(\$21.24)	\$178.34	\$214.78	\$271.33	3.50%	\$ 83.91							
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$86.85	\$86.85	\$86.85	\$8.80	\$95.65	\$95.65	\$95.65	\$0.00	(\$14.21)	(\$40.81)	\$0.00	\$0.00	(\$19.57)	\$0.00	(\$14.21)	(\$21.24)	\$184.59	\$214.78	\$271.33	3.50%	\$ 86.85							
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$89.89	\$89.89	\$89.89	\$8.80	\$98.69	\$98.69	\$98.69	\$0.00	(\$11.17)	(\$37.77)	\$0.00	\$0.00	(\$16.53)	\$0.00	(\$11.17)	(\$21.24)	\$191.05	\$214.78	\$271.33	3.50%	\$ 89.89							
Non-Prevailing Wage Work (Exempt)	FIELD	1/1/2022	12/31/2022																																			
		1/1/2023	12/31/2023																																			
		1/1/2024	12/31/2024																																			
		1/1/2025	12/31/2025																																			
Group 2 Prevailing Wage Work (Exempt)	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$45.00	\$45.00	\$45.00	\$6.80	\$51.80	\$51.80	\$51.80	(\$30.45)	(\$56.56)	(\$82.66)	(\$7.21)	(\$33.32)	(\$59.42)	(\$23.24)	(\$23.24)	(\$23.24)	\$160.36	\$215.85	\$271.33	3.50%	\$ 45.00	N/A						
		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$46.58	\$46.58	\$46.58	\$6.80	\$53.38	\$53.38	\$53.38	(\$28.87)	(\$54.98)	(\$81.08)	(\$5.63)	(\$31.74)	(\$57.84)	(\$23.24)	(\$23.24)	(\$23.24)	\$160.36	\$215.85	\$271.33	3.50%	\$ 46.58							
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$48.21	\$48.21	\$48.21	\$6.80	\$55.01	\$55.01	\$55.01	(\$27.24)	(\$53.35)	(\$79.45)	(\$4.00)	(\$30.11)	(\$56.21)	(\$23.24)	(\$23.24)	(\$23.24)	\$160.36	\$215.85	\$271.33	3.50%	\$ 48.21							
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$49.90	\$49.90	\$49.90	\$6.80	\$56.70	\$56.70	\$56.70	(\$25.55)	(\$51.66)	(\$77.76)	(\$2.31)	(\$26.42)	(\$54.52)	(\$23.24)	(\$23.24)	(\$23.24)	\$160.36	\$215.85	\$271.33	3.50%	\$ 49.90							
Group 2 Prevailing Wage Work (Exempt)	FIELD	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$45.00	\$45.00	\$45.00	\$6.80	\$51.80	\$51.80	\$51.80	(\$30.95)	(\$57.31)	(\$83.66)	(\$7.71)	(\$34.07)	(\$60.42)	(\$23.24)	(\$23.24)	(\$23.24)	\$161.43	\$217.44	\$273.46	3.50%	\$ 45.00	N/A						
		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$46.58	\$46.58	\$46.58	\$6.80	\$53.38	\$53.38	\$53.38	(\$29.37)	(\$55.73)	(\$82.08)	(\$6.13)	(\$32.49)	(\$58.84)	(\$23.24)	(\$23.24)	(\$23.24)	\$161.43	\$217.44	\$273.46	3.50%	\$ 46.58							
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$48.21	\$48.21	\$48.21	\$6.80	\$55.01	\$55.01	\$55.01	(\$28.24)	(\$54.85)	(\$81.45)	(\$5.00)	(\$31.61)	(\$58.21)	(\$23.24)	(\$23.24)	(\$23.24)	\$161.43	\$217.44	\$273.46	3.50%	\$ 48.21							
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$51.65	\$51.65	\$51.65	\$6.80	\$58.45	\$58.45	\$58.45	(\$24.30)	(\$50.66)	(\$77.01)	(\$1.06)	(\$27.42)	(\$53.77)	(\$23.24)	(\$23.24)	(\$23.24)	\$161.43	\$217.44	\$273.46	3.50%	\$ 51.65							
Group 2 Prevailing Wage Work (Exempt)	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$45.00	\$45.00	\$45.00	\$6.80	\$51.80	\$51.80	\$51.80	(\$31.45)	(\$58.06)	(\$84.66)	(\$8.21)	(\$34.82)	(\$61.42)	(\$23.24)	(\$23.24)	(\$23.24)	\$162.49	\$219.04	\$275.58	3.50%	\$ 45.00	N/A						
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$46.58	\$46.58	\$46.58	\$6.80	\$53.38	\$53.38	\$53.38	(\$29.87)	(\$56.48)	(\$83.08)	(\$6.63)	(\$33.24)	(\$59.84)	(\$23.24)	(\$23.24)	(\$23.24)	\$162.49	\$219.04	\$275.58	3.50%	\$ 46.58							
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$48.21	\$48.21	\$48.21	\$6.80	\$55.01	\$55.01	\$55.01	(\$28.24)	(\$54.85)	(\$81.45)	(\$5.00)	(\$31.61)	(\$58.21)	(\$23.24)	(\$23.24)	(\$23.24)	\$162.49	\$219.04	\$275.58	3.50%	\$ 48.21							
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$49.90	\$49.90	\$49.90	\$6.80	\$56.70	\$56.70	\$56.70	(\$26.55)	(\$53.16)	(\$79.76)	(\$3.31)	(\$29.52)	(\$56.52)	(\$23.24)	(\$23.24)	(\$23.24)	\$162.49	\$219.04	\$275.58	3.50%	\$ 49.90							
Group 2 Prevailing Wage Work (Exempt)	FIELD	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$45.00	\$45.00	\$45.00	\$6.80	\$51.80	\$51.80	\$51.80	(\$31.45)	(\$58.06)	(\$84.66)	(\$8.21)	(\$34.82)	(\$61.42)	(\$23.24)	(\$23.24)	(\$23.24)	\$162.49	\$219.04	\$275.58	3.50%	\$ 45.00	N/A						
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$46.58	\$46.58	\$46.58	\$6.80	\$53.38	\$53.38	\$53.38	(\$29.87)	(\$56.48)	(\$83.08)	(\$6.63)	(\$33.24)	(\$59.84)	(\$23.24)	(\$23.24)	(\$23.24)	\$162.49	\$219.04	\$275.58	3.50%	\$ 46.58							
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$48.21	\$48.21	\$48.21	\$6.80	\$55.01	\$55.01	\$55.01	(\$28.24)	(\$54.85)	(\$81.45)	(\$5.00)	(\$31.61)	(\$58.21)	(\$23.24)	(\$23.24)	(\$23.24)	\$162.49	\$219.04	\$275.58	3.50%	\$ 48.21							
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$49.90	\$49.90	\$49.90	\$6.80	\$56.70	\$56.70	\$56.70	(\$26.55)	(\$53.16)	(\$79.76)	(\$3.31)	(\$29.52)	(\$56.52)	(\$23.24)	(\$23.24)	(\$23.24)	\$162.49	\$219.04	\$275.58	3.50%	\$ 49.90							
Group 2 Prevailing Wage Work (Exempt)	FIELD	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$45.00	\$45.00	\$45.00	\$6.80	\$51.80	\$51.80	\$51.80	(\$31.45)	(\$58.06)	(\$84.66)	(\$8.21)	(\$34.82)	(\$61.42)	(\$23.24)	(\$23.24)	(\$23.24)	\$162.49	\$219.04	\$275.58	3.50%	\$ 45.00	N/A						
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$46.58	\$46.58	\$46.58	\$6.80	\$53.38	\$53.38	\$53.38	(\$29.87)	(\$56.48)	(\$83.08)	(\$6.63)	(\$33.24)	(\$59.84)	(\$23.24)	(\$23.24)	(\$23.24)	\$162.49	\$219.04	\$275.58	3.50%	\$ 46.58							
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$48.21	\$48.21	\$48.21	\$6.80	\$55.01	\$55.01	\$55.01	(\$28.24)	(\$54.85)	(\$81.45)	(\$5.00)	(\$31.61)	(\$58.21)	(\$23.24)	(\$23.24)	(\$23.24)	\$162.49	\$219.04	\$275.58	3.50%	\$ 48.21							
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$49.90	\$49.90	\$49.90	\$6.80	\$56.70	\$56.70	\$56.70	(\$26.55)	(\$53.16)	(\$79.76)	(\$3.31)	(\$29.52)	(\$56.52)	(\$23.24)	(\$23.24)	(\$23.24)	\$162.49	\$219.04	\$275.58	3.50%	\$ 49.90							
Group 2 Prevailing Wage Work (Exempt)	FIELD	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$45.00	\$45.00	\$45.00	\$6.80	\$51.80	\$51.80	\$51.80	(\$31.45)	(\$58.06)	(\$84.66)	(\$8.21)	(\$34.82)	(\$61.42)	(\$23.24)	(\$23.24)	(\$23.24)	\$162.49	\$219.04	\$275.58	3.50%	\$ 45.00							

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT	WSP USA, Inc.	PRIME	X	SUB
PROJECT NO.	SBCTA ON CALL RFP 22-1002663	CONTRACT NO.		DATE
				10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31%	97.20%	0.00%	130.51%
OVERTIME	33.31%	97.20%	0.00%	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73%	59.49%	0.00%	93.22%
OVERTIME	33.73%	59.49%	0.00%	93.22%
		Fee		10.00%
		Applicable Multiplier Delta Base (Field)		2.13
		Applicable Multiplier Fringe (Field)		2.13

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
		From	To	Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe	Total = Base + Fringe		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)							
				Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT													2.0 OT	Straight				1.5 OT	2.0 OT
Omar Jasim, PhD Civil/Rdwy Inspector (Infrastructure)	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$60.40	\$60.40	\$60.40	\$13.00	\$73.40	\$73.40	\$73.40	(\$9.85)	(\$36.46)	(\$63.06)	\$0.00	(\$19.42)	(\$46.02)	(\$9.85)	(\$17.04)	(\$17.04)	\$149.31	\$205.86	\$262.40	3.50%	\$ 60.40	N/A
1/1/2022		12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$62.51	\$62.51	\$62.51	\$13.00	\$75.51	\$75.51	\$75.51	(\$7.74)	(\$34.35)	(\$60.95)	\$0.00	(\$17.31)	(\$43.91)	(\$7.74)	(\$17.04)	(\$17.04)	\$149.31	\$205.86	\$262.40	3.50%	\$ 62.51		
1/1/2023		12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$64.70	\$64.70	\$64.70	\$13.00	\$77.70	\$77.70	\$77.70	(\$5.55)	(\$32.16)	(\$58.76)	\$0.00	(\$15.12)	(\$41.72)	(\$5.55)	(\$17.04)	(\$17.04)	\$149.31	\$205.86	\$262.40	3.50%	\$ 64.70		
1/1/2024		12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$66.96	\$66.96	\$66.96	\$13.00	\$79.96	\$79.96	\$79.96	(\$3.29)	(\$29.90)	(\$56.50)	\$0.00	(\$12.86)	(\$39.46)	(\$3.29)	(\$17.04)	(\$17.04)	\$149.31	\$205.86	\$262.40	3.50%	\$ 66.96		
1/1/2025		12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$69.30	\$69.30	\$69.30	\$13.00	\$82.30	\$82.30	\$82.30	(\$0.95)	(\$27.56)	(\$54.16)	\$0.00	(\$10.52)	(\$37.12)	(\$0.95)	(\$17.04)	(\$17.04)	\$149.31	\$205.86	\$262.40	3.50%	\$ 69.30		
(Exempt)		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$71.73	\$71.73	\$71.73	\$13.00	\$84.73	\$84.73	\$84.73	\$0.00	(\$25.13)	(\$51.73)	\$0.00	(\$8.08)	(\$34.69)	\$0.00	(\$17.04)	(\$17.04)	\$152.46	\$205.86	\$262.40	3.50%	\$ 71.73	
Omar Jasim, PhD Civil/Rdwy Inspector (Infrastructure)	FIELD	9/2/2021	12/31/2021																							\$128.38	\$128.38	\$128.38	3.50%	\$ 60.40	N/A	
1/1/2022		12/31/2022																								\$132.86	\$132.86	\$132.86	3.50%	\$ 62.51		
1/1/2023		12/31/2023																								\$137.51	\$137.51	\$137.51	3.50%	\$ 64.70		
1/1/2024		12/31/2024																								\$142.32	\$142.32	\$142.32	3.50%	\$ 66.96		
1/1/2025		12/31/2025																								\$147.29	\$147.29	\$147.29	3.50%	\$ 69.30		
(Exempt)		1/1/2026	12/31/2026																							\$152.46	\$152.46	\$152.46	3.50%	\$ 71.73		
Robert Gana Roadway Inspector	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$47.63	\$47.63	\$47.63	\$9.08	\$56.71	\$56.71	\$56.71	(\$25.54)	(\$51.65)	(\$77.75)	(\$4.58)	(\$30.69)	(\$56.79)	(\$20.96)	(\$20.96)	(\$20.96)	\$155.52	\$211.00	\$266.49	3.50%	\$ 47.63	N/A
1/1/2022		12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$49.30	\$49.30	\$49.30	\$9.08	\$58.38	\$58.38	\$58.38	(\$23.87)	(\$49.98)	(\$76.08)	(\$2.91)	(\$29.02)	(\$55.12)	(\$20.96)	(\$20.96)	(\$20.96)	\$155.52	\$211.00	\$266.49	3.50%	\$ 49.30		
1/1/2023		12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$51.03	\$51.03	\$51.03	\$9.08	\$60.11	\$60.11	\$60.11	(\$22.14)	(\$48.25)	(\$74.35)	(\$1.18)	(\$27.29)	(\$53.39)	(\$20.96)	(\$20.96)	(\$20.96)	\$155.52	\$211.00	\$266.49	3.50%	\$ 51.03		
1/1/2024		12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$52.82	\$52.82	\$52.82	\$9.08	\$61.90	\$61.90	\$61.90	(\$20.35)	(\$46.46)	(\$72.56)	\$0.00	(\$25.50)	(\$51.60)	(\$20.35)	(\$20.96)	(\$20.96)	\$155.52	\$211.00	\$266.49	3.50%	\$ 52.82		
1/1/2025		12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$54.67	\$54.67	\$54.67	\$9.08	\$63.75	\$63.75	\$63.75	(\$18.50)	(\$44.61)	(\$70.71)	\$0.00	(\$23.65)	(\$49.75)	(\$18.50)	(\$20.96)	(\$20.96)	\$155.52	\$211.00	\$266.49	3.50%	\$ 54.67		
(Exempt)		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$56.58	\$56.58	\$56.58	\$9.08	\$65.75	\$65.75	\$65.66	(\$16.59)	(\$42.70)	(\$68.80)	\$0.00	(\$21.74)	(\$47.84)	(\$16.59)	(\$20.96)	(\$20.96)	\$155.52	\$211.00	\$266.49	3.50%	\$ 56.58	
Robert Gana Roadway Inspector	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$47.63	\$47.63	\$47.63	\$9.08	\$56.71	\$56.71	\$56.71	(\$26.04)	(\$52.40)	(\$78.75)	(\$5.08)	(\$31.44)	(\$57.79)	(\$20.96)	(\$20.96)	(\$20.96)	\$156.58	\$212.60	\$268.61	3.50%	\$ 47.63	N/A
1/1/2022		12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$49.30	\$49.30	\$49.30	\$9.08	\$58.38	\$58.38	\$58.38	(\$24.37)	(\$50.73)	(\$77.08)	(\$3.41)	(\$29.77)	(\$56.12)	(\$20.96)	(\$20.96)	(\$20.96)	\$156.58	\$212.60	\$268.61	3.50%	\$ 49.30		
1/1/2023		12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$51.03	\$51.03	\$51.03	\$9.08	\$60.11	\$60.11	\$60.11	(\$22.64)	(\$49.00)	(\$75.35)	(\$1.68)	(\$28.04)	(\$53.39)	(\$20.96)	(\$20.96)	(\$20.96)	\$156.58	\$212.60	\$268.61	3.50%	\$ 51.03		
1/1/2024		12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$52.82	\$52.82	\$52.82	\$9.08	\$61.90	\$61.90	\$61.90	(\$20.85)	(\$47.21)	(\$73.56)	\$0.00	(\$26.25)	(\$52.60)	(\$20.85)	(\$20.96)	(\$20.96)	\$156.58	\$212.60	\$268.61	3.50%	\$ 52.82		
1/1/2025		12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$54.67	\$54.67	\$54.67	\$9.08	\$63.75	\$63.75	\$63.75	(\$19.00)	(\$45.36)	(\$71.71)	\$0.00	(\$24.40)	(\$50.75)	(\$19.00)	(\$20.96)	(\$20.96)	\$156.58	\$212.60	\$268.61	3.50%	\$ 54.67		
(Exempt)		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$56.58	\$56.58	\$56.58	\$9.08	\$65.66	\$65.66	\$65.66	(\$17.09)	(\$43.45)	(\$69.80)	\$0.00	(\$22.49)	(\$48.84)	(\$17.09)	(\$20.96)	(\$20.96)	\$156.58	\$212.60	\$268.61	3.50%	\$ 56.58	
Robert Gana Roadway Inspector	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$47.63	\$47.63	\$47.63	\$9.08	\$56.71	\$56.71	\$56.71	(\$26.54)	(\$53.15)	(\$79.75)	(\$5.58)	(\$32.19)	(\$58.79)	(\$20.96)	(\$20.96)	(\$20.96)	\$157.64	\$214.19	\$270.74	3.50%	\$ 47.63	N/A
1/1/2022		12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$49.30	\$49.30	\$49.30	\$9.08	\$58.38	\$58.38	\$58.38	(\$24.87)	(\$51.48)	(\$78.08)	(\$3.91)	(\$30.52)	(\$57.12)	(\$20.96)	(\$20.96)	(\$20.96)	\$157.64	\$214.19	\$270.74	3.50%	\$ 49.30		
1/1/2023		12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$51.03	\$51.03	\$51.03	\$9.08	\$60.11	\$60.11	\$60.11	(\$23.14)	(\$49.75)	(\$76.35)	(\$2.18)	(\$28.79)	(\$55.39)	(\$20.96)	(\$20.96)	(\$20.96)	\$157.64	\$214.19	\$270.74	3.50%	\$ 51.03		
1/1/2024		12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$52.82	\$52.82	\$52.82	\$9.08	\$61.90	\$61.90	\$61.90	(\$21.35)	(\$47.96)	(\$74.56)	(\$0.39)	(\$27.00)	(\$53.60)	(\$20.96)	(\$20.96)	(\$20.96)	\$157.64	\$214.19	\$270.74	3.50%	\$ 52.82		
1/1/2025		12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$54.67	\$54.67	\$54.67	\$9.08	\$63.75	\$63.75	\$63.75	(\$19.50)	(\$46.11)	(\$72.71)	\$0.00	(\$25.15)	(\$51.75)	(\$19.50)	(\$20.96)	(\$20.96)	\$157.64	\$214.19	\$270.74	3.50%	\$ 54.67		
(Exempt)		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$56.58	\$56.58	\$56.58	\$9.08	\$65.66	\$65.66	\$65.66	(\$17.59)	(\$44.20)	(\$70.80)	\$0.00	(\$23.24)	(\$49.84)	(\$17.59)	(\$20.96)	(\$20.96)	\$157.64	\$214.19	\$270.74	3.50%	\$ 56.58	
Robert Gana Roadway Inspector	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$57.02	\$57.02	\$57.02	\$7.53	\$64.55	\$64.55	\$64.55	(\$17.70)	(\$43.81)	(\$69.91)	\$0.00	(\$19.30)	(\$45.40)	(\$17.70)	(\$22.51)	(\$22.51)	\$158.81	\$214.30	\$269.78	3.50%	\$ 57.02	N/A
1/1/2022		12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$59.02	\$59.02	\$59.02	\$7.53	\$66.55	\$66.55	\$66.55	(\$15.63)	(\$39.74)	(\$67.91)	\$0.00	(\$17.23)	(\$43.33)	(\$15.63)	(\$22.51)	(\$22.51)	\$158.81	\$214.30	\$269.78	3.50%	\$ 59.02		
1/1/2023		12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$61.09	\$61.09	\$61.09	\$7.53	\$68.62	\$68.62	\$68.62	(\$13.60)	(\$39.74)	(\$65.84)	\$0.00	(\$15.09)	(\$41.19)	(\$13.60)	(\$22.51)	(\$22.51)	\$158.81	\$214.30	\$269.78	3.50%	\$ 61.09		
1/1/2024		12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.23	\$63.23	\$63.23	\$7.53	\$70.76	\$70.76	\$70.76	(\$11.49)	(\$37.60)	(\$63.70)	\$0.00	(\$15.09)	(\$41.19)	(\$11.49)	(\$22.51)	(\$22.51)	\$158.81	\$214.30	\$269.78	3.50%	\$ 63.23		
1/1/2025		12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$65.44	\$65.44	\$65.44	\$7.53	\$72.97	\$72.97	\$72.97	(\$9.26)	(\$36.39)	(\$61.49)	\$0.00	(\$12.86)	(\$38.98)	(\$9.26)	(\$22.51)	(\$22.51)	\$158.81	\$214.30	\$269.78	3.50%	\$ 65.44		
(Exempt)		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$67.73	\$67.73	\$67.73	\$7.53	\$75.26	\$75.26	\$75.26	(\$6.99)	(\$33.10)	(\$59.20)	\$0.00	(\$10.59)	(\$36.69)	(\$6.99)	(\$22.51)	(\$22.51)	\$158.81	\$214.30	\$269.78	3.50%	\$ 67.73	
Steven Goldsmith Assist RE/PM Roadway Inspector	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$57.02	\$57.02	\$57.02	\$7.53	\$64.55	\$64.55	\$64.55	(\$18.20)	(\$44.56)	(\$70.91)	\$0.00	(\$22.05)	(\$48.40)	(\$18.20)	(\$22.51)	(\$22.51)	\$159.87	\$215.89	\$271.90	3.50%	\$ 57.02	N/A
1/1/2022		12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46																							

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT WSP USA, Inc. PRIME X SUB

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. DATE 10/28/2021

Loaded Rate Calculation														Home Office Personnel:										Fringe Benefit %		Overhead %		General Administration %		Combined %																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
Non Exempt Employee Loaded Billing Rates														NORMAL		OVERTIME		Fringe Benefit %		Overhead %		General Administration %		Combined %																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)														1.5X or 2.0X Overtime = (Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)		NORMAL		OVERTIME		Fringe Benefit %		Overhead %		General Administration %		Combined %																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Exempt Employee Loaded Billing Rates														C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)		NORMAL		OVERTIME		Fringe Benefit %		Overhead %		General Administration %		Combined %																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total						Applicable DELTA Base = DIR Rate - Employee Base Rate						Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)						Loaded Hourly Billing Rates						% Escalation Increase		Actual Hourly Rate and/or Average Hourly Rate		Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
						Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total + Base + Fringe			Straight			1.5 OT			2.0 OT			Straight			1.5 OT			2.0 OT			Straight			OT (1.5x)							OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
						Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Non-Prevailing Wage Work				1/1/2024	12/31/2024																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT_____	WSP USA, Inc.	PRIME	X	SUB
PROJECT NO. SBCTA ON CALL RFP 22-1002663	CONTRACT NO. _____	DATE _____	10/28/2021	

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %				
NORMAL		33.31%	+	97.20%	+	0.00%	=	130.51%	
OVERTIME		33.31%	+	97.20%	+	0.00%	=	130.51%	
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %				
NORMAL		33.73%	+	59.49%	+	0.00%	=	93.22%	
OVERTIME		33.73%	+	59.49%	+	0.00%	=	93.22%	
							Fee	=	10.00%

Name/Classification			Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)					Employee Actual Rate (fringe benefits vary year over year)					Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class	
							Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe	Total - Base + Fringe		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT							
							Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT																2.0 OT
Group 2 Prevailing Wage Work (Exempt)	PW WORK SPECIAL SHIFT	1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$102.37	\$102.37	\$102.37	\$122.28	\$114.65	\$114.65	\$114.65	\$0.00	\$0.00	(\$20.81)	\$0.00	\$0.00	(\$3.05)	\$0.00	\$0.00	(\$17.76)	\$217.58	\$217.58	\$261.81	3.50%	\$ 102.37	N/A
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$105.95	\$105.95	\$105.95	\$122.28	\$118.23	\$118.23	\$118.23	\$0.00	\$0.00	(\$17.23)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$17.23)	\$225.19	\$225.19	\$261.81	3.50%	\$ 105.95	
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$106.66	\$106.66	\$106.66	\$122.28	\$121.94	\$121.94	\$121.94	\$0.00	\$0.00	(\$15.52)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$15.52)	\$233.07	\$233.07	\$261.81	3.50%	\$ 109.66	
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$113.50	\$113.50	\$113.50	\$122.28	\$125.78	\$125.78	\$125.78	\$0.00	\$0.00	(\$9.68)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$9.68)	\$241.24	\$241.24	\$261.81	3.50%	\$ 113.50	
		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$117.47	\$117.47	\$117.47	\$122.28	\$129.75	\$129.75	\$129.75	\$0.00	\$0.00	(\$5.71)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$5.71)	\$249.67	\$249.67	\$261.81	3.50%	\$ 117.47	
Group 2 Prevailing Wage Work (Exempt)	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$98.91	\$98.91	\$98.91	\$122.28	\$111.19	\$111.19	\$111.19	\$0.00	\$0.00	(\$25.27)	\$0.00	\$0.00	(\$7.51)	\$0.00	\$0.00	(\$17.76)	\$210.23	\$210.23	\$263.93	3.50%	\$ 98.91	N/A
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$102.37	\$102.37	\$102.37	\$122.28	\$114.65	\$114.65	\$114.65	\$0.00	\$0.00	(\$21.81)	\$0.00	\$0.00	(\$4.05)	\$0.00	\$0.00	(\$17.76)	\$217.58	\$217.58	\$263.93	3.50%	\$ 102.37	
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$105.95	\$105.95	\$105.95	\$122.28	\$118.23	\$118.23	\$118.23	\$0.00	\$0.00	(\$15.23)	\$0.00	\$0.00	(\$0.47)	\$0.00	\$0.00	(\$17.76)	\$225.19	\$225.19	\$263.93	3.50%	\$ 105.95	
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$109.66	\$109.66	\$109.66	\$122.28	\$121.94	\$121.94	\$121.94	\$0.00	\$0.00	(\$14.52)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$14.52)	\$233.07	\$233.07	\$263.93	3.50%	\$ 109.66	
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$113.50	\$113.50	\$113.50	\$122.28	\$125.78	\$125.78	\$125.78	\$0.00	\$0.00	(\$10.68)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$10.68)	\$241.24	\$241.24	\$263.93	3.50%	\$ 113.50	
1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$117.47	\$117.47	\$117.47	\$122.28	\$129.75	\$129.75	\$129.75	\$0.00	\$0.00	(\$6.71)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$6.71)	\$249.67	\$249.67	\$263.93	3.50%	\$ 117.47			
Non-Prevailing Wage Work (Exempt)	FIELD	9/2/2021	12/31/2021																								\$210.23	\$210.23	\$210.23		\$ 98.91	N/A
		1/1/2022	12/31/2022																								\$217.58	\$217.58	\$217.58	3.50%	\$ 102.37	
		1/1/2023	12/31/2023																								\$225.19	\$225.19	\$225.19	3.50%	\$ 105.95	
		1/1/2024	12/31/2024																								\$233.07	\$233.07	\$233.07	3.50%	\$ 109.66	
		1/1/2025	12/31/2025																								\$241.24	\$241.24	\$241.24	3.50%	\$ 113.50	
1/1/2026	12/31/2026																									\$249.67	\$249.67	\$249.67	3.50%	\$ 117.47		
Group 2 Prevailing Wage Work (Exempt)	FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$100.72	\$100.72	\$100.72	\$106.68	\$111.40	\$111.40	\$111.40	\$0.00	\$0.00	(\$23.06)	\$0.00	\$0.00	(\$3.70)	\$0.00	\$0.00	(\$19.36)	\$214.07	\$214.07	\$263.08	3.50%	\$ 100.72	N/A
		1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$104.25	\$104.25	\$104.25	\$106.68	\$114.93	\$114.93	\$114.93	\$0.00	\$0.00	(\$19.53)	\$0.00	\$0.00	(\$0.17)	\$0.00	\$0.00	(\$19.36)	\$221.58	\$221.58	\$263.08	3.50%	\$ 104.25	
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$107.90	\$107.90	\$107.90	\$106.68	\$118.58	\$118.58	\$118.58	\$0.00	\$0.00	(\$15.88)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$15.88)	\$229.33	\$229.33	\$263.08	3.50%	\$ 107.90	
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$111.68	\$111.68	\$111.68	\$106.68	\$122.36	\$122.36	\$122.36	\$0.00	\$0.00	(\$12.10)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$12.10)	\$237.37	\$237.37	\$263.08	3.50%	\$ 111.68	
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$115.59	\$115.59	\$115.59	\$106.68	\$126.27	\$126.27	\$126.27	\$0.00	\$0.00	(\$8.19)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$8.19)	\$245.68	\$245.68	\$263.08	3.50%	\$ 115.59	
1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$119.64	\$119.64	\$119.64	\$106.68	\$130.32	\$130.32	\$130.32	\$0.00	\$0.00	(\$4.14)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$4.14)	\$254.29	\$254.29	\$263.08	3.50%	\$ 119.64			
Group 2 Prevailing Wage Work (Exempt)	FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$100.72	\$100.72	\$100.72	\$106.68	\$111.40	\$111.40	\$111.40	\$0.00	\$0.00	(\$24.06)	\$0.00	\$0.00	(\$4.70)	\$0.00	\$0.00	(\$19.36)	\$214.07	\$214.07	\$265.21	3.50%	\$ 100.72	N/A
		1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$104.25	\$104.25	\$104.25	\$106.68	\$114.93	\$114.93	\$114.93	\$0.00	\$0.00	(\$20.53)	\$0.00	\$0.00	(\$1.17)	\$0.00	\$0.00	(\$19.36)	\$221.58	\$221.58	\$265.21	3.50%	\$ 104.25	
		1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$107.90	\$107.90	\$107.90	\$106.68	\$118.58	\$118.58	\$118.58	\$0.00	\$0.00	(\$16.88)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$16.88)	\$229.33	\$229.33	\$265.21	3.50%	\$ 107.90	
		1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$111.68	\$111.68	\$111.68	\$106.68	\$122.36	\$122.36	\$122.36	\$0.00	\$0.00	(\$13.10)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$13.10)	\$237.37	\$237.37	\$265.21	3.50%	\$ 111.68	
		1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$115.59	\$115.59	\$115.59	\$106.68	\$126.27	\$126.27	\$126.27	\$0.00	\$0.00	(\$9.19)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$9.19)	\$245.68	\$245.68	\$265.21	3.50%	\$ 115.59	
1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$119.64	\$119.64	\$119.64	\$106.68	\$130.32	\$130.32	\$130.32	\$0.00	\$0.00	(\$5.14)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$5.14)	\$254.29	\$254.29	\$265.21	3.50%	\$ 119.64			
Group 2 Prevailing Wage Work (Exempt)	FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$100.72	\$100.72	\$100.72	\$106.68	\$111.40	\$111.40	\$111.40	\$0.00	\$0.00	(\$25.06)	\$0.00	\$0.00	(\$5.70)	\$0.00	\$0.00	(\$19.36)	\$214.07	\$214.07	\$267.34	3.50%	\$ 100.72	N/A
		1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$104.25	\$104.25	\$104.25	\$106.68	\$114.93	\$114.93	\$114.93	\$0.00	\$0.00	(\$21.53)	\$0.00	\$0.00	(\$2.17)	\$0.00	\$0.00	(\$19.36)	\$221.58	\$221.58	\$267.34	3.50%	\$ 104.25	
		1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$107.90	\$107.90	\$107.90	\$106.68	\$118.58	\$118.58	\$118.58	\$0.00	\$0.00	(\$17.88)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$17.88)	\$229.33	\$229.33	\$267.34	3.50%	\$ 107.90	
		1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$111.68	\$111.68	\$111.68	\$106.68	\$122.36	\$122.36	\$122.36	\$0.00	\$0.00	(\$14.10)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$14.10)	\$237.37	\$237.37	\$267.34	3.50%	\$ 111.68	
		1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$115.59	\$115.59	\$115.59	\$106.68	\$126.27	\$126.27	\$126.27	\$0.00	\$0.00	(\$0.19)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$0.19)	\$245.68	\$245.68	\$267.34	3.50%	\$ 115.59	
1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$119.64	\$119.64	\$119.64	\$106.68	\$130.32	\$130.32	\$130.32	\$0.00	\$0.00	(\$6.14)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$6.14)	\$254.29	\$254.29	\$267.34	3.50%	\$ 119.64			
Non-Prevailing Wage Work (Exempt)	FIELD	9/2/2021	12/31/2021																								\$214.07	\$214.07	\$214.07		\$ 100.72	N/A
		1/1/2022	12/31/2022																								\$221.58	\$221.58	\$221.58	3.50%	\$ 104.25	
		1/1/2023	12/31/2023																								\$229.33	\$229.33	\$229.33	3.50%	\$ 107.90	
		1/1/2024	12/31/2024																								\$237.37	\$237.37	\$237.37	3.50%	\$ 111.68	
		1/1/2025	12/31/2025																													

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT	WSP USA, Inc.	PRIME	X	SUB
PROJECT NO.	SBCTA ON CALL RFP 22-1002663	CONTRACT NO.		DATE
				10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31% +	97.20% +	0.00% +	= 130.51%
OVERTIME	33.31% +	97.20% +	0.00% +	= 130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73% +	59.49% +	0.00% +	= 93.22%
OVERTIME	33.73% +	59.49% +	0.00% +	= 93.22%

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
					Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
			From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT										Straight				1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Ken Blake, PE Structure Rep/RE		FIELD	9/2/2021	12/31/2021																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								</

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT	WSP USA, Inc.	PRIME	X	SUB
PROJECT NO.	SBCTA ON CALL RFP 22-1002663	CONTRACT NO.		DATE
				10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31%	97.20%	0.00%	130.51%
OVERTIME	33.31%	97.20%	0.00%	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73%	59.49%	0.00%	93.22%
OVERTIME	33.73%	59.49%	0.00%	93.22%

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

Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class	
						Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe	Total = Base + Fringe																			
						Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT																	
		From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)									
(Exempt)				1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$112.84	\$112.84	\$112.84	\$3.97	\$116.81	\$116.81	\$116.81	\$0.00	\$0.00	(\$17.65)	\$0.00	\$0.00	\$0.00	\$0.00	(\$17.65)	\$239.83	\$239.83	\$277.35	3.50%	\$ 112.84	
Robert Nichols, PE, CCM Asst RE/PM		FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$95.00	\$95.00	\$95.00	\$3.97	\$98.97	\$98.97	\$98.97	\$0.00	(\$10.14)	(\$36.49)	\$0.00	\$0.00	(\$10.42)	\$0.00	(\$10.14)	(\$26.07)	\$201.91	\$223.46	\$279.47	3.50%	\$ 95.00	N/A
			1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$98.33	\$98.33	\$98.33	\$3.97	\$102.30	\$102.30	\$102.30	\$0.00	(\$6.80)	(\$33.16)	\$0.00	\$0.00	(\$7.09)	\$0.00	(\$6.80)	(\$26.07)	\$208.99	\$223.46	\$279.47	3.50%	\$ 98.33	
			1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$101.77	\$101.77	\$101.77	\$3.97	\$105.74	\$105.74	\$105.74	\$0.00	(\$3.36)	(\$29.72)	\$0.00	\$0.00	(\$3.65)	\$0.00	(\$3.36)	(\$26.07)	\$216.30	\$223.46	\$279.47	3.50%	\$ 101.77	
			1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$105.33	\$105.33	\$105.33	\$3.97	\$109.30	\$109.30	\$109.30	\$0.00	\$0.00	(\$26.16)	\$0.00	\$0.00	(\$0.09)	\$0.00	\$0.00	(\$26.07)	\$223.87	\$223.87	\$279.47	3.50%	\$ 105.33	
			1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$109.02	\$109.02	\$109.02	\$3.97	\$112.99	\$112.99	\$112.99	\$0.00	\$0.00	(\$22.47)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	(\$22.47)	\$231.71	\$231.71	\$279.47	3.50%	\$ 109.02	
		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$112.84	\$112.84	\$112.84	\$3.97	\$116.81	\$116.81	\$116.81	\$0.00	\$0.00	(\$18.65)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$18.65)	\$239.83	\$239.83	\$279.47	3.50%	\$ 112.84		
(Exempt)																																	
Robert Nichols, PE, CCM Asst RE/PM		FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$95.00	\$95.00	\$95.00	\$3.97	\$98.97	\$98.97	\$98.97	\$0.00	(\$10.89)	(\$37.49)	\$0.00	\$0.00	(\$11.42)	\$0.00	(\$10.89)	(\$26.07)	\$201.91	\$225.05	\$281.60	3.50%	\$ 95.00	N/A
			1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$98.33	\$98.33	\$98.33	\$3.97	\$102.30	\$102.30	\$102.30	\$0.00	(\$7.55)	(\$34.16)	\$0.00	\$0.00	(\$8.09)	\$0.00	(\$7.55)	(\$26.07)	\$208.99	\$225.05	\$281.60	3.50%	\$ 98.33	
			1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$101.77	\$101.77	\$101.77	\$3.97	\$105.74	\$105.74	\$105.74	\$0.00	(\$4.11)	(\$30.72)	\$0.00	\$0.00	(\$4.65)	\$0.00	(\$4.11)	(\$26.07)	\$216.30	\$225.05	\$281.60	3.50%	\$ 101.77	
			1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$105.33	\$105.33	\$105.33	\$3.97	\$109.30	\$109.30	\$109.30	\$0.00	(\$0.55)	(\$27.16)	\$0.00	\$0.00	(\$1.09)	\$0.00	(\$0.55)	(\$26.07)	\$223.87	\$225.05	\$281.60	3.50%	\$ 105.33	
			1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$109.02	\$109.02	\$109.02	\$3.97	\$112.99	\$112.99	\$112.99	\$0.00	\$0.00	(\$23.47)	\$0.00	\$0.00	(\$0.00)	\$0.00	\$0.00	(\$23.47)	\$231.71	\$231.71	\$281.60	3.50%	\$ 109.02	
		1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$112.84	\$112.84	\$112.84	\$3.97	\$116.81	\$116.81	\$116.81	\$0.00	\$0.00	(\$19.65)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$19.65)	\$239.83	\$239.83	\$281.60	3.50%	\$ 112.84		
(Exempt)																																	
Robert Nichols, PE, CCM Asst RE/PM		FIELD	9/2/2021	12/31/2021																								\$201.91	\$201.91	\$201.91	3.50%	\$ 95.00	N/A
			1/1/2022	12/31/2022																								\$208.99	\$208.99	\$208.99	3.50%	\$ 98.33	
			1/1/2023	12/31/2023																								\$216.30	\$216.30	\$216.30	3.50%	\$ 101.77	
			1/1/2024	12/31/2024																								\$223.87	\$223.87	\$223.87	3.50%	\$ 105.33	
			1/1/2025	12/31/2025																								\$231.71	\$231.71	\$231.71	3.50%	\$ 109.02	
		1/1/2026	12/31/2026																								\$239.83	\$239.83	\$239.83	3.50%	\$ 112.84		
(Exempt)																																	
Theresa Dickerson Archaeologist/Env Compliance		FIELD PW WORK REGULAR SHIFT	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.29	\$74.29	\$74.29	\$14.08	\$88.37	\$88.37	\$88.37	\$0.00	(\$19.99)	(\$46.09)	\$0.00	(\$4.02)	(\$30.13)	\$0.00	(\$15.96)	(\$15.96)	\$157.90	\$200.37	\$255.86	3.50%	\$ 74.29	N/A
			1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$76.89	\$76.89	\$76.89	\$14.08	\$90.97	\$90.97	\$90.97	\$0.00	(\$17.39)	(\$43.49)	\$0.00	(\$1.43)	(\$27.53)	\$0.00	(\$15.96)	(\$15.96)	\$163.42	\$200.37	\$255.86	3.50%	\$ 76.89	
			1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$79.58	\$79.58	\$79.58	\$14.08	\$93.66	\$93.66	\$93.66	\$0.00	(\$14.70)	(\$40.80)	\$0.00	\$0.00	(\$24.84)	\$0.00	(\$14.70)	(\$15.96)	\$169.14	\$200.37	\$255.86	3.50%	\$ 79.58	
			1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.37	\$82.37	\$82.37	\$14.08	\$96.45	\$96.45	\$96.45	\$0.00	(\$11.91)	(\$38.01)	\$0.00	\$0.00	(\$22.05)	\$0.00	(\$11.91)	(\$15.96)	\$175.07	\$200.37	\$255.86	3.50%	\$ 82.37	
			1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.25	\$85.25	\$85.25	\$14.08	\$99.33	\$99.33	\$99.33	\$0.00	(\$9.02)	(\$35.13)	\$0.00	\$0.00	(\$19.17)	\$0.00	(\$9.02)	(\$15.96)	\$181.19	\$200.37	\$255.86	3.50%	\$ 85.25	
		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$88.23	\$88.23	\$88.23	\$14.08	\$102.31	\$102.31	\$102.31	\$0.00	(\$6.04)	(\$32.15)	\$0.00	\$0.00	(\$16.19)	\$0.00	(\$6.04)	(\$15.96)	\$187.53	\$200.37	\$255.86	3.50%	\$ 88.23		
(Exempt)																																	
Theresa Dickerson Archaeologist/Env Compliance		FIELD PW WORK SPECIAL SHIFT	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$74.29	\$74.29	\$74.29	\$14.08	\$88.37	\$88.37	\$88.37	\$0.00	(\$20.74)	(\$47.09)	\$0.00	(\$4.77)	(\$31.13)	\$0.00	(\$15.96)	(\$15.96)	\$157.90	\$201.97	\$257.98	3.50%	\$ 74.29	N/A
			1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$76.89	\$76.89	\$76.89	\$14.08	\$90.97	\$90.97	\$90.97	\$0.00	(\$18.14)	(\$44.49)	\$0.00	(\$2.18)	(\$28.53)	\$0.00	(\$15.96)	(\$15.96)	\$163.42	\$201.97	\$257.98	3.50%	\$ 76.89	
			1/1/2023	12/31/2023	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$79.58	\$79.58	\$79.58	\$14.08	\$93.66	\$93.66	\$93.66	\$0.00	(\$15.45)	(\$41.80)	\$0.00	\$0.00	(\$25.84)	\$0.00	(\$15.45)	(\$15.96)	\$169.14	\$201.97	\$257.98	3.50%	\$ 79.58	
			1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$82.37	\$82.37	\$82.37	\$14.08	\$96.45	\$96.45	\$96.45	\$0.00	(\$12.66)	(\$39.01)	\$0.00	(\$23.05)	(\$15.96)	\$0.00	(\$12.66)	(\$15.96)	\$175.07	\$201.97	\$257.98	3.50%	\$ 82.37	
			1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$85.25	\$85.25	\$85.25	\$14.08	\$99.33	\$99.33	\$99.33	\$0.00	(\$9.77)	(\$36.13)	\$0.00	\$0.00	(\$20.17)	\$0.00	(\$9.77)	(\$15.96)	\$181.19	\$201.97	\$257.98	3.50%	\$ 85.25	
		1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$88.23	\$88.23	\$88.23	\$14.08	\$102.31	\$102.31	\$102.31	\$0.00	(\$6.79)	(\$33.15)	\$0.00	\$0.00	(\$17.19)	\$0.00	(\$6.79)	(\$15.96)	\$187.53	\$201.97	\$257.98	3.50%	\$ 88.23		
(Exempt)																																	
Theresa Dickerson Archaeologist/Env Compliance		FIELD PW WORK MULTI SHIFT	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$74.29	\$74.29	\$74.29	\$14.08	\$88.37	\$88.37	\$88.37	\$0.00	(\$21.49)	(\$48.09)	\$0.00	(\$5.52)	(\$32.13)	\$0.00	(\$15.96)	(\$15.96)	\$157.90	\$203.56	\$260.11	3.50%	\$ 74.29	N/A
			1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$76.89	\$76.89	\$76.89	\$14.08	\$90.97	\$90.97	\$90.97	\$0.00	(\$18.89)	(\$45.49)	\$0.00	(\$2.93)	(\$29.53)	\$0.00	(\$15.96)	(\$15.96)	\$163.42	\$203.56	\$260.11	3.50%	\$ 76.89	
			1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$79.58	\$79.58	\$79.58	\$14.08	\$93.66	\$93.66	\$93.66	\$0.00	(\$16.20)	(\$42.80)	\$0.00	(\$0.23)	(\$26.84)	\$0.00	(\$15.96)	(\$15.96)	\$169.14	\$203.56	\$260.11	3.50%	\$ 79.58	
			1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$82.37	\$82.37	\$82.37	\$14.08	\$96.45	\$96.45	\$96.45	\$0.00	(\$13.41)	(\$40.01)	\$0.00	(\$24.05)	(\$24.05)	\$0.00	(\$13.41)	(\$15.96)	\$175.07	\$203.56	\$260.11	3.50%	\$ 82.37	
			1/1/2025	12/31/																													

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

WSP USA INC.

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT	WSP USA, Inc.	PRIME	X	SUB
PROJECT NO.	SBCTA ON CALL RFP 22-1002663	CONTRACT NO.		DATE
				10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %		Combined %	
NORMAL		33.31%	97.20%	0.00%		130.51%	
OVERTIME		33.31%	97.20%	0.00%		130.51%	
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %		Combined %	
NORMAL		33.73%	59.49%	0.00%		93.22%	
OVERTIME		33.73%	59.49%	0.00%		93.22%	

Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total						Applicable DELTA Base = DIR Rate - Employee Base Rate						Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)						Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class								
						Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight			1.5 OT			2.0 OT			Straight			1.5 OT			2.0 OT			Straight				1.5 OT			2.0 OT				
						Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)												
						From	To	Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)				OT (2x)							
Helen Peralta Landscape Inspector		FIELD	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$65.00	\$65.00	\$65.00	\$7.05	\$72.05	\$72.05	\$72.05	(\$10.20)	(\$36.31)	(\$62.41)	\$0.00	(\$13.32)	(\$39.42)	(\$10.20)	(\$22.99)	(\$22.99)	\$159.83	\$215.32	\$270.80	3.50%	\$ 65.00	N/A																
Group 2		REGULAR	1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$67.28	\$67.28	\$67.28	\$7.05	\$74.33	\$74.33	\$74.33	(\$7.92)	(\$34.03)	(\$60.13)	\$0.00	(\$11.04)	(\$37.14)	(\$7.92)	(\$22.99)	(\$22.99)	\$159.83	\$215.32	\$270.80	3.50%	\$ 67.28																	
Prevailing Wage Work		SHIFT	1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.63	\$69.63	\$69.63	\$7.05	\$76.68	\$76.68	\$76.68	(\$5.57)	(\$31.08)	(\$57.78)	\$0.00	(\$8.69)	(\$34.79)	(\$5.57)	(\$22.99)	(\$22.99)	\$159.83	\$215.32	\$270.80	3.50%	\$ 69.63																	
(Exempt)			1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.07	\$72.07	\$72.07	\$7.05	\$79.12	\$79.12	\$79.12	(\$3.13)	(\$29.83)	(\$55.82)	\$0.00	(\$6.25)	(\$32.93)	(\$3.13)	(\$22.99)	(\$22.99)	\$159.83	\$215.32	\$270.80	3.50%	\$ 72.07																	
			1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.59	\$74.59	\$74.59	\$7.05	\$81.64	\$81.64	\$81.64	(\$0.61)	(\$26.72)	(\$52.81)	\$0.00	(\$3.72)	(\$29.83)	(\$0.61)	(\$22.99)	(\$22.99)	\$159.83	\$215.32	\$270.80	3.50%	\$ 74.59																	
Helen Peralta Landscape Inspector		FIELD	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$65.00	\$65.00	\$65.00	\$7.05	\$72.05	\$72.05	\$72.05	(\$10.70)	(\$37.06)	(\$63.41)	\$0.00	(\$14.07)	(\$40.42)	(\$10.70)	(\$22.99)	(\$22.99)	\$160.89	\$216.91	\$272.93	3.50%	\$ 65.00	N/A																
Group 2		SPECIAL	1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$67.28	\$67.28	\$67.28	\$7.05	\$74.33	\$74.33	\$74.33	(\$8.42)	(\$34.78)	(\$61.13)	\$0.00	(\$11.79)	(\$38.14)	(\$8.42)	(\$22.99)	(\$22.99)	\$160.89	\$216.91	\$272.93	3.50%	\$ 67.28																	
Prevailing Wage Work		SHIFT	1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$69.63	\$69.63	\$69.63	\$7.05	\$76.68	\$76.68	\$76.68	(\$6.07)	(\$32.43)	(\$58.78)	\$0.00	(\$9.44)	(\$35.79)	(\$6.07)	(\$22.99)	(\$22.99)	\$160.89	\$216.91	\$272.93	3.50%	\$ 69.63																	
(Exempt)			1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$72.07	\$72.07	\$72.07	\$7.05	\$79.12	\$79.12	\$79.12	(\$3.63)	(\$29.99)	(\$56.34)	\$0.00	(\$7.00)	(\$33.35)	(\$3.63)	(\$22.99)	(\$22.99)	\$160.89	\$216.91	\$272.93	3.50%	\$ 72.07																	
			1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$74.59	\$74.59	\$74.59	\$7.05	\$81.64	\$81.64	\$81.64	(\$1.11)	(\$27.47)	(\$53.82)	\$0.00	(\$4.47)	(\$30.83)	(\$1.11)	(\$22.99)	(\$22.99)	\$160.89	\$216.91	\$272.93	3.50%	\$ 74.59																	
Helen Peralta Landscape Inspector		FIELD	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$65.00	\$65.00	\$65.00	\$7.05	\$72.05	\$72.05	\$72.05	(\$11.20)	(\$37.81)	(\$64.41)	\$0.00	(\$14.82)	(\$41.42)	(\$11.20)	(\$22.99)	(\$22.99)	\$161.96	\$218.50	\$275.05	3.50%	\$ 65.00	N/A																
Group 2		MULTI SHIFT	1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$67.28	\$67.28	\$67.28	\$7.05	\$74.33	\$74.33	\$74.33	(\$8.92)	(\$35.53)	(\$62.13)	\$0.00	(\$12.54)	(\$39.14)	(\$8.92)	(\$22.99)	(\$22.99)	\$161.96	\$218.50	\$275.05	3.50%	\$ 67.28																	
Prevailing Wage Work		SHIFT	1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$69.63	\$69.63	\$69.63	\$7.05	\$76.68	\$76.68	\$76.68	(\$6.57)	(\$33.18)	(\$59.78)	\$0.00	(\$10.19)	(\$36.79)	(\$6.57)	(\$22.99)	(\$22.99)	\$161.96	\$218.50	\$275.05	3.50%	\$ 69.63																	
(Exempt)			1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$72.07	\$72.07	\$72.07	\$7.05	\$79.12	\$79.12	\$79.12	(\$4.13)	(\$30.74)	(\$57.34)	\$0.00	(\$7.75)	(\$34.35)	(\$4.13)	(\$22.99)	(\$22.99)	\$161.96	\$218.50	\$275.05	3.50%	\$ 72.07																	
			1/1/2026	12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$74.59	\$74.59	\$74.59	\$7.05	\$81.64	\$81.64	\$81.64	(\$1.61)	(\$28.22)	(\$54.82)	\$0.00	(\$5.22)	(\$31.83)	(\$1.61)	(\$22.99)	(\$22.99)	\$161.96	\$218.50	\$275.05	3.50%	\$ 74.59																	
Helen Peralta Landscape Inspector		FIELD	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$65.00	\$65.00	\$65.00	\$7.05	\$72.05	\$72.05	\$72.05	(\$11.20)	(\$37.81)	(\$64.41)	\$0.00	(\$14.82)	(\$41.42)	(\$11.20)	(\$22.99)	(\$22.99)	\$161.96	\$218.50	\$275.05	3.50%	\$ 65.00	N/A																
Non-Prevailing Wage Work			1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$67.28	\$67.28	\$67.28	\$7.05	\$74.33	\$74.33	\$74.33	(\$8.92)	(\$35.53)	(\$62.13)	\$0.00	(\$12.54)	(\$39.14)	(\$8.92)	(\$22.99)	(\$22.99)	\$161.96	\$218.50	\$275.05	3.50%	\$ 67.28																	
(Exempt)			1/1/2023	12/31/2023	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$69.63	\$69.63	\$69.63	\$7.05	\$76.68	\$76.68	\$76.68	(\$6.57)	(\$33.18)	(\$59.78)	\$0.00	(\$10.19)	(\$36.79)	(\$6.57)	(\$22.99)	(\$22.99)	\$161.96	\$218.50	\$275.05	3.50%	\$ 69.63																	
			1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$72.07	\$72.07	\$72.07	\$7.05	\$79.12	\$79.12	\$79.12	(\$4.13)	(\$30.74)	(\$57.34)	\$0.00	(\$7.75)	(\$34.35)	(\$4.13)	(\$22.99)	(\$22.99)	\$161.96	\$218.50	\$275.05	3.50%	\$ 72.07																	
			1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$74.59	\$74.59	\$74.59	\$7.05	\$81.64	\$81.64	\$81.64	(\$1.61)	(\$28.22)	(\$54.82)	\$0.00	(\$5.22)	(\$31.83)	(\$1.61)	(\$22.99)	(\$22.99)	\$161.96	\$218.50	\$275.05	3.50%	\$ 74.59																	
Tony Chu, PE Structures/SWPPP		FIELD	9/2/2021	12/31/2021	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$94.09	\$94.09	\$94.09	\$3.95	\$98.04	\$98.04	\$98.04	\$0.00	(\$10.32)	(\$36.42)	\$0.00	(\$10.33)	(\$36.42)	(\$10.32)	(\$26.09)	(\$26.09)	\$199.98	\$221.90	\$277.39	3.50%	\$ 94.09	N/A																
Group 2		REGULAR	1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$97.38	\$97.38	\$97.38	\$3.95	\$101.33	\$101.33	\$101.33	\$0.00	(\$7.02)	(\$33.13)	\$0.00	(\$0.00)	(\$33.13)	(\$7.02)	(\$26.09)	(\$26.09)	\$206.97	\$221.90	\$277.39	3.50%	\$ 97.38																	
Prevailing Wage Work		SHIFT	1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$100.79	\$100.79	\$100.79	\$3.95	\$104.74	\$104.74	\$104.74	\$0.00	(\$0.08)	(\$26.19)	\$0.00	(\$0.00)	(\$26.19)	(\$0.08)	(\$26.09)	(\$26.09)	\$214.22	\$221.90	\$277.39	3.50%	\$ 100.79																	
(Exempt)			1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$104.32	\$104.32	\$104.32	\$3.95	\$108.27	\$108.27	\$108.27	\$0.00	(\$0.00)	(\$26.19)	\$0.00	(\$0.00)	(\$26.19)	(\$0.00)	(\$0.00)	(\$26.19)	(\$26.19)	\$221.72	\$221.90	\$277.39	3.50%		\$ 104.32															
			1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$107.97	\$107.97	\$107.97	\$3.95	\$111.92	\$111.92	\$111.92	\$0.00	(\$2.54)	(\$22.54)	\$0.00	(\$0.00)	(\$22.54)	(\$2.54)	(\$26.09)	(\$26.09)	\$229.48	\$229.48	\$277.39	3.50%	\$ 107.97																	
Tony Chu, PE		FIELD	9/2/2021	12/31/2021	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$94.09	\$94.09	\$94.09	\$3.95	\$98.04	\$98.04	\$98.04	\$0.00	(\$11.07)	(\$37.42)	\$0.00	(\$11.07)	(\$37.42)	(\$11.07)	(\$26.09)	(\$26.09)	\$199.98	\$223.50	\$279.51	3.50%	\$ 94.09	N/A																
Group 2		SPECIAL	1/1/2022	12/31/2022	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$97.38	\$97.38	\$97.38	\$3.95	\$101.33	\$101.33	\$101.33	\$0.00	(\$7.77)	(\$30.72)	\$0.00	(\$0.00)	(\$30.72)	(\$7.77)	(\$26.09)	(\$26.09)	\$206.97	\$223.50	\$279.51	3.50%	\$ 97.38																	
Prevailing Wage Work		SHIFT	1/1/2024	12/31/2024	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$100.79	\$100.79	\$100.79	\$3.95	\$104.74	\$104.74	\$104.74	\$0.00	(\$4.36)	(\$34.13)	\$0.00	(\$0.00)	(\$34.13)	(\$4.36)	(\$26.09)	(\$26.09)	\$214.22	\$223.50	\$279.51	3.50%	\$ 100.79																	
(Exempt)			1/1/2025	12/31/2025	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$104.32	\$104.32	\$104.32	\$3.95	\$108.27	\$108.27	\$108.27	\$0.00	(\$0.00)	(\$30.83)	\$0.00	(\$0.00)	(\$30.83)	(\$0.00)	(\$0.00)	(\$30.83)	(\$30.83)	\$221.72	\$223.50	\$279.51	3.50%		\$ 104.32															
			1/1/2026	12/31/2026	\$52.71	\$79.07	\$105.42	\$30.04	\$82.75	\$109.11	\$135.46	\$107.97	\$107.97	\$107.97	\$3.95	\$111.92	\$111.92	\$111.92	\$0.00	(\$0.00)	(\$23.54)	\$0.00	(\$0.00)	(\$23.54)	(\$23.54)	(\$26.09)	(\$26.09)	\$229.48	\$229.48	\$279.51	3.50%	\$ 107.97																	
Tony Chu, PE		FIELD	9/2/2021	12/31/2021	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$94.09	\$94.09	\$94.09	\$3.95	\$98.04	\$98.04	\$98.04	\$0.00	(\$11.82)	(\$38.42)	\$0.00	(\$11.82)	(\$38.42)	(\$11.82)	(\$26.09)	(\$26.09)	\$199.98	\$225.09	\$281.64	3.50%	\$ 94.09	N/A																
Group 2		MULTI SHIFT	1/1/2022	12/31/2022	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$97.38	\$97.38	\$97.38	\$3.95	\$101.33	\$101.33	\$101.33	\$0.00	(\$8.52)	(\$35.12)	\$0.00	(\$0.00)	(\$35.12)	(\$8.52)	(\$26.09)	(\$26.09)	\$206.97	\$225.09	\$281.64	3.50%	\$ 97.38																	
Prevailing Wage Work		SHIFT	1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$100.79	\$100.79	\$100.79	\$3.95	\$104.74	\$104.74	\$104.74	\$0.00	(\$5.11)	(\$31.73)	\$0.00	(\$0.00)	(\$31.73)	(\$5.11)	(\$26.09)	(\$26.09)	\$214.22	\$225.09	\$281.64	3.50%	\$ 100.79																	
(Exempt)			1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$104.32	\$104.32	\$104.32	\$3.95	\$108.2																																	

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

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

CONSULTANT WSP USA, Inc. PRIME X SUB

PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. DATE 10/28/2021

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31%	+	0.00%	=
OVERTIME	33.31%	+	0.00%	=
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73%	+	0.00%	=
OVERTIME	33.73%	+	0.00%	=

Name/Classification		Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates				% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class	
					Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe																	
			From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)				OT (2x)
Prevailing Wage Work		SHIFT	1/1/2024	12/31/2024	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$91.47	\$91.47	\$8.67	\$100.14	\$100.14	\$100.14	\$0.00	(\$9.71)	(\$36.32)	\$0.00	\$0.00	(\$14.95)	\$0.00	(\$9.71)	(\$21.37)	\$194.41	\$215.06	\$271.61	3.50%	\$ 91.47	N/A	
(Exempt)			1/1/2025	12/31/2025	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$94.67	\$94.67	\$8.67	\$103.34	\$103.34	\$103.34	\$0.00	(\$6.51)	(\$33.12)	\$0.00	\$0.00	(\$11.75)	\$0.00	(\$6.51)	(\$21.37)	\$201.21	\$215.06	\$271.61	3.50%	\$ 94.67		
1/1/2026			12/31/2026	\$53.21	\$79.82	\$106.42	\$30.04	\$83.25	\$109.86	\$136.46	\$97.98	\$97.98	\$8.67	\$106.65	\$106.65	\$106.65	\$0.00	(\$3.20)	(\$29.81)	\$0.00	\$0.00	(\$8.44)	\$0.00	(\$3.20)	(\$21.37)	\$208.25	\$215.06	\$271.61	3.50%	\$ 97.98			
Reza Ghalambor		FIELD	9/2/2021	12/31/2021																													\$ 82.50
			1/1/2022	12/31/2022																												\$ 86.39	
			1/1/2023	12/31/2023																												\$ 88.38	
Non-Prevailing Wage Work			1/1/2024	12/31/2024																												\$ 91.47	
			1/1/2025	12/31/2025																												\$ 94.67	
(Exempt)			1/1/2026	12/31/2026																												\$ 97.98	
Ken Loncharich, Oem QSD Contract PM Resident Engineer		FIELD	9/2/2021	12/31/2021																												\$ 142.51	
			1/1/2022	12/31/2022																												\$ 147.50	
			1/1/2023	12/31/2023																												\$ 152.66	
Non-Prevailing Wage Work			1/1/2024	12/31/2024																												\$ 158.00	
			1/1/2025	12/31/2025																												\$ 163.33	
(Exempt)			1/1/2026	12/31/2026																												\$ 169.25	
Javier Galindo, PE QC Manager Project Manager		FIELD	9/2/2021	12/31/2021																												\$ 137.02	
			1/1/2022	12/31/2022																												\$ 141.82	
			1/1/2023	12/31/2023																												\$ 146.79	
Non-Prevailing Wage Work			1/1/2024	12/31/2024																												\$ 151.92	
			1/1/2025	12/31/2025																												\$ 157.24	
(Exempt)			1/1/2026	12/31/2026																												\$ 162.74	
Derich Suckow QC Manager		FIELD	9/2/2021	12/31/2021																												\$ 156.00	
			1/1/2022	12/31/2022																												\$ 161.46	
			1/1/2023	12/31/2023																												\$ 167.11	
Non-Prevailing Wage Work			1/1/2024	12/31/2024																												\$ 172.96	
			1/1/2025	12/31/2025																												\$ 179.01	
(Exempt)			1/1/2026	12/31/2026																												\$ 185.28	
April Penara, PE Project Manager		FIELD	9/2/2021	12/31/2021																												\$ 93.35	
			1/1/2022	12/31/2022																												\$ 96.62	
			1/1/2023	12/31/2023																													

WSP USA INC.

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT _____	WSP USA, Inc.	PRIME	X	SUB
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(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. _____ DATE 10/28/2021

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

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

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.31% +	97.20% +	0.00% =	130.51%
OVERTIME	33.31% +	97.20% +	0.00% =	130.51%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	33.73% +	59.49% +	0.00% =	93.22%
OVERTIME	33.73% +	59.49% +	0.00% =	93.22%
			Fee	10.00%
			Applicable Multiplier Delta Base (Field)	= 2.13
			Applicable Multiplier Fringe (Field)	= 2.13

[illegible]

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT: B&R Consulting Engineers Inc.

PRIME _____ SUB _____ X _____

CONTRACT TYPE _____

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. SBCTA ON CALL RFP 22-1002663

CONTRACT NO. _____

DATE 10/28/2021

Sub Consultant's Participation Amount \$ _____

Loaded Rate Calculation

Non Exempt Employee Loaded Billing Rates

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)
 B) 1.5X or 2.0X Overtime = (Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + \$X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)
 C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR			Applicable to DELTA (TOTAL)	DELTA (BASE) = Employee Base - DIR Base			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class	
				Base Salary		Fringe Benefits		Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe		Total + Base + Fringe		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)				
		From	To	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT				Straight																1.5 OT
Nahro Saoud, PE Structure Representative	FIELD	1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$100.00	\$150.00	\$200.00	\$1.05	\$101.05	\$151.05	\$201.05	\$18.80	\$42.70	\$66.59	\$0.00	\$71.69	\$95.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$201.40	\$251.40	\$301.40	3.50%	\$ 100.00	N/A
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$103.50	\$155.25	\$207.00	\$1.05	\$104.55	\$156.30	\$208.05	\$22.30	\$47.95	\$73.59	\$0.00	\$76.94	\$102.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$208.45	\$260.20	\$311.95	3.50%	\$ 103.50	
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$107.12	\$160.68	\$214.24	\$1.05	\$108.17	\$161.73	\$215.29	\$25.92	\$53.38	\$80.83	\$0.00	\$82.37	\$109.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$215.74	\$269.30	\$322.86	3.50%	\$ 107.12	
Prevailing Wage Work (non-Exempt)		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$110.87	\$166.31	\$221.74	\$1.05	\$111.92	\$167.36	\$222.79	\$29.67	\$59.00	\$88.33	\$0.00	\$87.99	\$117.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$223.29	\$278.73	\$334.16	3.50%	\$ 110.87	
		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$114.75	\$172.13	\$229.50	\$1.05	\$115.80	\$173.18	\$230.55	\$33.55	\$64.82	\$96.09	\$0.00	\$93.81	\$125.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$231.11	\$288.48	\$345.86	3.50%	\$ 114.75	
Nahro Saoud, PE Structure Representative	FIELD	1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$100.00	\$150.00	\$200.00	\$1.05	\$101.05	\$151.05	\$201.05	\$18.80	\$42.70	\$66.59										\$201.40	\$251.40	\$301.40	3.50%	\$ 100.00	N/A
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$103.50	\$155.25	\$207.00	\$1.05	\$104.55	\$156.30	\$208.05	\$22.30	\$47.95	\$73.59	N/A	N/A	N/A							\$208.45	\$260.20	\$311.95	3.50%	\$ 103.50	
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$107.12	\$160.68	\$214.24	\$1.05	\$108.17	\$161.73	\$215.29	\$25.92	\$53.38	\$80.83										\$215.74	\$269.30	\$322.86	3.50%	\$ 107.12	
Non-Prevailing Wage Work (non-Exempt)		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$110.87	\$166.31	\$221.74	\$1.05	\$111.92	\$167.36	\$222.79	\$29.67	\$59.00	\$88.33										\$223.29	\$278.73	\$334.16	3.50%	\$ 110.87	
		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$114.75	\$172.13	\$229.50	\$1.05	\$115.80	\$173.18	\$230.55	\$33.55	\$64.82	\$96.09										\$231.11	\$288.48	\$345.86	3.50%	\$ 114.75	
Lorrain Rodriguez Roadway Inspector/ Office Engineer	FIELD	1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$83.00	\$124.50	\$166.00	\$1.05	\$84.05	\$125.55	\$167.05	\$1.80	\$17.20	\$32.59	\$0.00	\$46.19	\$61.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$167.16	\$208.66	\$250.16	3.50%	\$ 83.00	N/A
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.91	\$128.87	\$171.82	\$1.05	\$86.96	\$129.92	\$172.87	\$4.71	\$21.56	\$38.41	\$0.00	\$50.55	\$67.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$173.02	\$215.98	\$258.93	3.50%	\$ 85.91	
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$88.92	\$133.38	\$177.84	\$1.05	\$89.97	\$134.43	\$178.89	\$7.72	\$26.08	\$44.43	\$0.00	\$55.07	\$73.42	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$179.08	\$223.54	\$268.00	3.50%	\$ 88.92	
Prevailing Wage Work (non-Exempt)		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$92.03	\$138.05	\$184.06	\$1.05	\$93.08	\$139.10	\$185.11	\$10.83	\$30.74	\$50.65	\$0.00	\$59.73	\$79.64	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.35	\$231.36	\$277.38	3.50%	\$ 92.03	
		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$95.25	\$142.88	\$190.50	\$1.05	\$96.30	\$143.93	\$191.55	\$14.05	\$35.57	\$57.09	\$0.00	\$64.56	\$86.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$191.83	\$239.46	\$287.08	3.50%	\$ 95.25	
Lorrain Rodriguez Roadway Inspector/ Office Engineer	FIELD	1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$83.00	\$124.50	\$166.00	\$1.05	\$84.05	\$125.55	\$167.05	\$1.80	\$17.20	\$32.59										\$167.16	\$208.66	\$250.16			
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.91	\$128.87	\$171.82	\$1.05	\$86.96	\$129.92	\$172.87	\$4.71	\$21.56	\$38.41	N/A	N/A	N/A							\$173.02	\$215.98	\$258.93	3.50%	\$ 85.91	
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$88.92	\$133.38	\$177.84	\$1.05	\$89.97	\$134.43	\$178.89	\$7.72	\$26.08	\$44.43										\$179.08	\$223.54	\$268.00	3.50%	\$ 88.92	N/A
Non-Prevailing Wage Work (non-Exempt)		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$92.03	\$138.05	\$184.06	\$1.05	\$93.08	\$139.10	\$185.11	\$10.83	\$30.74	\$50.65										\$185.35	\$231.36	\$277.38	3.50%	\$ 92.03	
		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$95.25	\$142.88	\$190.50	\$1.05	\$96.30	\$143.93	\$191.55	\$14.05	\$35.57	\$57.09										\$191.83	\$239.46	\$287.08	3.50%	\$ 95.25	
Oscar Effekhari Roadway Inspector	FIELD	1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.00	\$127.50	\$170.00	\$1.05	\$86.05	\$128.55	\$171.05	\$3.80	\$20.20	\$36.59	\$0.00	\$49.19	\$65.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.19	\$213.69	\$256.19			
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$87.98	\$131.97	\$175.96	\$1.05	\$89.03	\$133.02	\$177.01	\$6.78	\$24.67	\$42.55	\$0.00	\$53.66	\$71.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$177.19	\$221.18	\$265.17	3.50%	\$ 87.98	
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.06	\$136.59	\$182.12	\$1.05	\$92.11	\$137.64	\$183.17	\$9.86	\$29.29	\$48.71	\$0.00	\$58.28	\$77.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.39	\$228.92	\$274.45	3.50%	\$ 91.06	N/A
Prevailing Wage Work (non-Exempt)		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$94.25	\$141.38	\$188.50	\$1.05	\$95.30	\$142.43	\$189.55	\$13.05	\$34.07	\$55.09	\$0.00	\$63.06	\$84.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$189.82	\$236.94	\$284.07	3.50%	\$ 94.25	
		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$97.55	\$146.33	\$195.10	\$1.05	\$98.60	\$147.38	\$196.15	\$16.35	\$39.02	\$61.69	\$0.00	\$68.01	\$90.68	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$196.47	\$245.24	\$294.02	3.50%	\$ 97.55	
Oscar Effekhari	FIELD	1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.00	\$127.50	\$170.00	\$1.05	\$86.05	\$128.55	\$171.05	\$3.80	\$20.20	\$36.59										\$171.19	\$213.69	\$256.19			
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$87.98	\$131.97	\$175.96	\$1.05	\$89.03	\$133.02	\$177.01	\$6.78	\$24.67	\$42.55	N/A	N/A	N/A							\$177.19	\$221.18	\$265.17	3.50%	\$ 87.98	
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$91.06	\$136.59	\$182.12	\$1.05	\$92.11	\$137.64	\$183.17	\$9.86	\$29.29	\$48.71										\$183.39	\$228.92	\$274.45	3.50%	\$ 91.06	N/A
Non-Prevailing Wage Work (non-Exempt)		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$94.25	\$141.38	\$188.50	\$1.05	\$95.30	\$142.43	\$189.55	\$13.05	\$34.07	\$55.09										\$189.82	\$236.94	\$284.07	3.50%	\$ 94.25	
		1/1/2026	12/31/2026	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$97.55	\$146.33	\$195.10	\$1.05	\$98.60	\$147.38	\$196.15	\$16.35	\$39.02	\$61.69										\$196.47	\$245.24	\$294.02	3.50%	\$ 97.55	
Sheraz Alkhatbeh Office Engineer	OFFICE	1/1/2022	12/31/2022															\$0.00	\$0.00	\$0.00									\$120.84	\$150.84	\$180.84				
		1/1/2023	12/31/2023																\$0.00	\$0.00	\$0.00	N/A	N/A	N/A						\$125.07	\$156.12	\$187.17	3.50%	\$ 62.10	
		1/1/2024	12/31/2024																	\$0.00	\$0.00	\$0.00								\$129.44	\$161.57	\$193.71	3.50%	\$ 64.27	N/A
Non-Prevailing Wage Work (non-Exempt)		1/1/2025	12/31/2025																	\$0.00	\$0.00	\$0.00								\$133.97	\$167.23	\$200.49	3.50%	\$ 66.52	
		1/1/2026	12/31/2026																\$0.00	\$0.00	\$0.00								\$138.66	\$173.09	\$207.51	3.50%	\$ 68.85		
Gordon Fisher Roadway Inspector/ SWPPP Inspector (QSP)	FIELD	1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.00	\$127.50	\$170.00	\$1.05	\$86.05	\$128.55	\$171.05	\$3.80	\$20.20	\$36.59	\$0.00	\$49.19	\$65.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.19	\$213.69	\$256.19			
		1/1/2023</																																	

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT__DAVID EVANS AND ASSOCIATES, INC.____PRIME____SUB____x____CONTRACT TYPE____(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. SBCTA ON CALL RFP 22-1002663CONTRACT NO.____DATE10/28/2021Sub Consultant's Participation Amount \$_____

Loaded Rate Calculation																				Home Office Personnel:										Field Office Personnel:									
Non Exempt Employee Loaded Billing Rates																				Fringe Benefit %										Overhead %									
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																				55.00% + 115.40% + 0.00% = 170.40%										55.00% + 115.40% + 0.00% = 170.40%									
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																				55.00% + 115.40% + 0.00% = 170.40%										55.00% + 115.40% + 0.00% = 170.40%									
Exempt Employee Loaded Billing Rates																				Fringe Benefit %										Overhead %									
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																				55.00% + 115.40% + 0.00% = 170.40%										55.00% + 115.40% + 0.00% = 170.40%									
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																																							
Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable DELTA (TOTAL)			DELTA (BASE) = Employee Base - DIR Base			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class				
			Base Salary		Fringe Benefits		Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe		Total = Base + Fringe		Straight			Straight			Straight			Straight			Straight			Straight									
			From	To	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT	1.5 OT	2.0 OT									
Robert D. Vasquez, PLS Consultant Task Manager Non-Prevailing Wage Work Exempt	OFFICE	9/2/2021	6/30/2022																																				
		7/1/2022	6/30/2023																																				
		7/1/2023	6/30/2024																																				
		7/1/2024	6/30/2025																																				
Brian Gilooy, PLS Project Surveyor Non-Prevailing Wage Work Exempt	OFFICE	9/2/2021	6/30/2022																																				
		7/1/2022	6/30/2023																																				
		7/1/2023	6/30/2024																																				
		7/1/2024	6/30/2025																																				
Joseph Wideman, PLS Project Surveyor Non-Prevailing Wage Work Exempt	OFFICE	9/2/2021	6/30/2022																																				
		7/1/2022	6/30/2023																																				
		7/1/2023	6/30/2024																																				
		7/1/2024	6/30/2025																																				
Anthony Rios, PLS Project Surveyor Non-Prevailing Wage Work Non Exempt	OFFICE	9/2/2021	6/30/2022																																				
		7/1/2022	6/30/2023																																				
		7/1/2023	6/30/2024																																				
		7/1/2024	6/30/2025																																				
Jeremy Schiff, LSIT Task Lead Non-Prevailing Wage Work Non Exempt	OFFICE	9/2/2021	6/30/2022																																				
		7/1/2022	6/30/2023																																				
		7/1/2023	6/30/2024																																				
		7/1/2024	6/30/2025																																				
Karen Rios Survey CADD Non-Prevailing Wage Work Non Exempt	OFFICE	9/2/2021	6/30/2022																																				
		7/1/2022	6/30/2023																																				
		7/1/2023	6/30/2024																																				
		7/1/2024	6/30/2025																																				
Felicia Mantz Project Coordinator Non-Prevailing Wage Work Non Exempt	OFFICE	9/2/2021	6/30/2022																																				
		7/1/2022	6/30/2023																																				
		7/1/2023	6/30/2024																																				
		7/1/2024	6/30/2025																																				
Jerry Woodrow, PLS Project Surveyor/Party Chief*	FIELD	9/2/2021	6/30/2022	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$60.43	\$90.65	\$120.86	\$30.07	\$90.50	\$150.93	\$150.93	\$6.87	\$40.52	\$13.74	\$0.00	\$10.31	\$13.74	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
		7/1/2022	6/30/2023	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$62.24	\$93.36	\$124.48	\$30.07	\$92.31	\$123.43	\$154.55	\$8.68	\$13.02	\$17.36	\$0.00	\$13.02	\$17.36	\$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			
		7/1/2023	6/30/2024	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$64.11	\$96.17	\$128.22	\$30.07	\$94.18	\$126.24	\$158.29	\$10.55	\$15.83	\$21.10	\$0.00	\$15.83	\$21.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
		7/1/2024	6/30/2025	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$66.03	\$99.05	\$132.06	\$30.07	\$96.10	\$129.12	\$162.13	\$12.47	\$18.71	\$24.94	\$0.00	\$18.71	\$24.94	\$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		
Chris Dominguez Certified Party Chief *	FIELD	9/2/2021	6/30/2022	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$57.31	\$85.97	\$114.62	\$30.07	\$87.38	\$116.04	\$144.69	\$3.75	\$5.63	\$7.50	\$0.00	\$5.63	\$7.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
		7/1/2022	6/30/2023	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$59.03	\$88.55	\$118.06	\$30.07	\$89.10	\$118.62	\$148.13	\$5.47	\$8.21	\$10.94	\$0.00	\$8.21	\$10.94	\$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			
		7/1/2023	6/30/2024	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$60.80	\$91.20	\$121.60	\$30.07	\$90.87	\$121.27	\$151.67	\$7.24	\$10.86	\$14.48	\$0.00	\$10.86	\$14.48	\$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		
		7/1/2024	6/30/2025	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$62.62	\$93.93	\$125.24	\$30.07	\$92.69	\$124.00	\$155.31	\$9.06	\$13.59	\$18.12	\$0.00	\$13.59	\$18.12	\$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		
Jeffrey Botton, LSIT Certified Party Chief *	FIELD	9/2/2021	6/30/2022	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$57.31	\$85.97	\$114.62	\$30.07	\$87.38	\$116.04	\$144.69	\$3.75	\$5.63	\$7.50	\$0.00	\$5.63	\$7.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
		7/1/2022	6/30/2023	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$59.03	\$88.55	\$118.06	\$30.07	\$89.10	\$118.62	\$148.13	\$5.47	\$8.21	\$10.94	\$0.00	\$8.21	\$10.94	\$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		
		7/1/2023	6/30/2024	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$60.80	\$91.20	\$121.60	\$30.07	\$90.87	\$121.27	\$151.67	\$7.24	\$10.86	\$14.48	\$0.00	\$10.86	\$14.48	\$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	
		7/1/2024	6/30/2025	\$53.56	\$80.34	\$107.12	\$30.07	\$83.63	\$110.41	\$137.19	\$62.62	\$93.93	\$125.24	\$30.07	\$92.69	\$124.00	\$155.31	\$9.06	\$13.59	\$18.12	\$0.00	\$13.59	\$18.12	\$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	
Jeffrey Botton, LSIT Instrumentman*	FIELD	9/2/2021	6/30/2022	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$51.86	\$77.79	\$103.72	\$29.90	\$81.76	\$107.69	\$133.62	\$1.40	\$2.10	\$2.80	\$0.00	\$2.10	\$2.80	\$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			
		7/1/2022	6/30/2023	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$53.42	\$80.13	\$106.84	\$29.90	\$83.32	\$110.03	\$136.74	\$0.00	\$4.44	\$5.92	\$0.00	\$4.44	\$5.92	\$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		
		7/1/2023	6/30/2024	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$55.02	\$82.53	\$110.04	\$30.09	\$84.92	\$112.43	\$139.94	\$4.56	\$6.84	\$9.12	\$0.00	\$6.84	\$9.12	\$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	
		7/1/2024	6/30/2025	\$50.46	\$75.69	\$100.92	\$29.90	\$80.36	\$105.59	\$130.82	\$56.67	\$85.01	\$113.34	\$29.90	\$86.57	\$114.91	\$143.24	\$6.21	\$9.32	\$12.42	\$0.00	\$9.32	\$12.42	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

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

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

4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 10/01/21. Caltrans Contract Manager's pre-employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 10/01/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows:
Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follows: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follows:

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

CONTRACT TYPE _____ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Loaded Rate Calculation																																										
Non-Exempt Employee Loaded Billing Rates A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) Exempt Employee Loaded Billing Rates C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																																										
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																																										
Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)									Employee Actual Rate (fringe benefits vary year over year)									DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable DELTA (TOTAL)			DELTA (BASE) = Employee Base - DIR Base			Applicable DELTA Base = DIR Rate - Employee Base			Applicable DELTA FRINGE = DELTA (TOTAL) - DELTA (BASE) (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and Average Hourly Rate	Hourly Range for Class
		From	To	Base Salary	1.5 OT	2.0 OT	Fringe Benefits	Straight	1.5 OT	2.0 OT	Base Salary	1.5 OT	2.0 OT	Estimate	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)							
Nate Bettle Construction Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.00	\$94.50	\$126.00	\$21.62	\$84.62	\$116.12	\$147.62	\$2.37	\$7.77	\$13.16	\$0.00	\$16.19	\$21.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$155.57	\$187.07	\$218.57		\$ 63.00	N/A					
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$66.15	\$99.23	\$132.30	\$21.62	\$87.77	\$120.85	\$153.92	\$5.52	\$12.49	\$18.46	\$0.00	\$20.91	\$27.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$163.35	\$196.43	\$229.50	5.00%		\$ 68.15				
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.46	\$108.40	\$145.86	\$21.62	\$89.46	\$122.54	\$156.00	\$6.00	\$13.42	\$19.40	\$0.00	\$23.88	\$30.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$171.52	\$204.62	\$240.98	5.00%		\$ 70.60				
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.93	\$108.54	\$145.86	\$21.62	\$94.55	\$131.02	\$167.48	\$12.30	\$22.66	\$33.02	\$0.00	\$31.08	\$41.44	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$180.09	\$216.56	\$253.02	5.00%		\$ 72.93				
Steven Brown Electrical Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$62.50	\$93.75	\$125.00	\$20.13	\$82.63	\$113.88	\$145.13	\$0.38	\$5.52	\$10.67	\$0.00	\$15.44	\$20.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$154.34	\$185.59	\$216.84		\$ 62.50	N/A				
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$65.63	\$98.45	\$131.26	\$20.13	\$85.76	\$118.58	\$151.39	\$3.51	\$10.22	\$16.93	\$0.00	\$20.13	\$26.84	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$162.07	\$194.88	\$227.70	5.00%		\$ 65.63			
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.91	\$103.37	\$137.82	\$20.13	\$89.04	\$123.50	\$157.95	\$6.79	\$11.14	\$23.49	\$0.00	\$25.05	\$33.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$170.17	\$204.62	\$239.08	5.00%		\$ 68.91			
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.36	\$108.54	\$144.72	\$20.13	\$92.49	\$128.67	\$164.85	\$10.24	\$20.32	\$30.39	\$0.00	\$30.23	\$40.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$178.69	\$214.87	\$251.05	5.00%	\$ 72.36					
Senior Construction Inspector (Roadway & Electrical)	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$65.00	\$97.50	\$130.00	\$20.69	\$85.69	\$118.19	\$150.69	\$3.44	\$9.83	\$16.23	\$0.00	\$19.19	\$25.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160.51	\$193.01	\$225.51		\$ 65.00	N/A				
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.25	\$102.38	\$136.50	\$20.69	\$88.94	\$123.07	\$157.19	\$6.69	\$14.71	\$22.73	\$0.00	\$24.06	\$32.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$168.54	\$202.66	\$236.79	5.00%		\$ 68.25			
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.66	\$107.49	\$143.32	\$20.69	\$93.32	\$128.42	\$164.01	\$10.10	\$19.83	\$29.55	\$0.00	\$28.18	\$38.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.96	\$212.79	\$248.62	5.00%		\$ 71.66			
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.24	\$112.86	\$150.48	\$20.69	\$95.93	\$133.55	\$171.17	\$13.68	\$25.20	\$36.71	\$0.00	\$34.55	\$46.06	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.80	\$223.42	\$261.04	5.00%		\$ 75.24			
Steve Carbajal Senior Electrical Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$65.00	\$97.50	\$130.00	\$21.76	\$86.76	\$119.26	\$151.76	\$4.51	\$10.91	\$17.30	\$0.00	\$19.19	\$25.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160.51	\$193.01	\$225.51		\$ 65.00	N/A				
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.25	\$102.38	\$136.50	\$21.76	\$90.01	\$124.14	\$158.26	\$7.76	\$15.78	\$23.80	\$0.00	\$24.06	\$32.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$168.54	\$202.66	\$236.79	5.00%		\$ 68.25			
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.66	\$107.49	\$143.32	\$21.76	\$93.42	\$127.42	\$165.64	\$11.17	\$20.90	\$30.62	\$0.00	\$28.18	\$38.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.96	\$212.79	\$248.62	5.00%		\$ 71.66			
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.24	\$112.86	\$150.48	\$21.76	\$97.00	\$134.62	\$172.24	\$14.75	\$26.27	\$37.78	\$0.00	\$34.55	\$46.06	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.80	\$223.42	\$261.04	5.00%		\$ 75.24			
Prevailing Wage Work (non-Exempt)																																										

John Kannor Senior Electrical Inspector	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$65.00	\$97.50	\$130.00	\$21.76	\$86.76	\$119.26	\$151.76	\$4.51	\$10.91	\$17.30	\$0.00	\$19.19	\$25.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160.51	\$193.01	\$225.51		\$ 65.00	N/A
		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.25	\$102.38	\$136.50	\$21.76	\$90.01	\$124.14	\$158.26	\$7.76	\$15.78	\$23.80	\$0.00	\$24.06	\$32.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$168.54	\$202.66	\$236.79	5.00%	\$ 68.25	
		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.66	\$107.49	\$143.32	\$21.76	\$93.42	\$129.25	\$165.08	\$11.17	\$20.90	\$30.62	\$0.00	\$29.18	\$38.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.96	\$212.79	\$248.62	5.00%	\$ 71.66	
		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.24	\$112.86	\$150.48	\$21.76	\$97.00	\$134.62	\$172.24	\$14.75	\$26.27	\$37.78	\$0.00	\$34.55	\$46.06	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.80	\$223.42	\$261.04	5.00%	\$ 75.24	
		Prevailing Wage Work (non-Exempt)																																				

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on xx/xx/xx. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on xx/xx/xx. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
- For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT <u>FOG Consultants, Inc.</u>		PRIME	_____	SUB	<u>X</u>	CONTRACT TYPE _____ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)
PROJECT NO. SBCTA ON CALL RFP 22-1002663	CONTRACT NO. _____	DATE	10/28/2021	Sub Consultant's Participation Amount \$ _____		

Loaded Rate Calculation																			Home Office Personnel:										Fringe Benefit %			Overhead %			General Administration %			Combined %				
Non Exempt Employee Loaded Billing Rates																			NORMAL			40.76%			+			22.27%			+			65.79%			=			128.82%		
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																			OVERTIME			40.76%			+			22.27%			+			65.79%			=			128.82%		
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + .5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																			Field Office Personnel:			Fringe Benefit %			Overhead %			General Administration %			Combined %											
Exempt Employee Loaded Billing Rates																			NORMAL			40.76%			+			22.27%			+			65.79%			=			128.82%		
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																			OVERTIME			40.76%			+			22.27%			+			65.79%			=			128.82%		
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																			Fee = 0.00																							
																			Applicable Multiplier Delta Base (Field) = 0.00																							
																			Applicable Multiplier Fringe (Field) = 0.00																							
Name/Classification		Home Office Personnel / Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable DELTA (TOTAL)	DELTA (BASE) = Employee Base - DIR Base			Applicable DELTA BASE = DIR Rate - Employee Base			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class						
				From To		Base Salary		Fringe Benefits		Total Base Salary + Fringe Benefits		Base Salary		Fringe		Total - Base + Fringe		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)							
Abdul-Ghafour, EIT BSCE, Construction Inspector		FIELD		9/2/2021 6/30/2022		\$52.21 \$78.32 \$104.42		\$30.04 \$30.04 \$30.04		\$82.25 \$108.36 \$134.46		\$70.00 \$105.00 \$140.00		\$12.78 \$12.78 \$12.78		\$82.78 \$117.78 \$152.78		\$0.53	\$9.43	\$18.32	\$0.00	\$26.69	\$35.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.19	\$211.19	\$246.19		5.00%	\$ 70.00		N/A		
				7/1/2022 6/30/2023		\$52.21 \$78.32 \$104.42		\$30.04 \$30.04 \$30.04		\$82.25 \$108.36 \$134.46		\$73.50 \$110.25 \$147.00		\$12.78 \$12.78 \$12.78		\$86.28 \$123.03 \$159.78		\$4.03	\$14.68	\$25.32	\$0.00	\$31.94	\$42.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.00	\$221.75	\$258.50	5.00%	\$ 73.50		N/A			
				7/1/2023 6/30/2024		\$52.21 \$78.32 \$104.42		\$30.04 \$30.04 \$30.04		\$82.25 \$108.36 \$134.46		\$77.18 \$115.77 \$154.36		\$12.78 \$12.78 \$12.78		\$89.96 \$128.55 \$167.14		\$7.71	\$20.21	\$32.68	\$0.00	\$37.46	\$49.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$194.26	\$232.85	\$271.44	5.00%	\$ 77.18		N/A				
Prevailing Wage Work (non-Exempt)				7/1/2024 6/30/2025		\$52.21 \$78.32 \$104.42		\$30.04 \$30.04 \$30.04		\$82.25 \$108.36 \$134.46		\$81.04 \$121.56 \$162.08		\$12.78 \$12.78 \$12.78		\$93.82 \$134.34 \$174.86		\$11.57	\$25.99	\$40.40	\$0.00	\$43.25	\$57.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$203.98	\$244.50	\$285.02	5.00%	\$ 81.04		N/A				
Abdul-Ghafour, EIT BSCE, Construction Inspector		FIELD		9/2/2021 6/30/2022																	\$0.00	\$0.00	\$0.00		N/A	N/A	N/A						\$176.19	\$211.19	\$246.19		5.00%	\$ 70.00		N/A		
				7/1/2022 6/30/2023																	\$0.00	\$0.00	\$0.00		N/A	N/A	N/A						\$185.00	\$221.75	\$258.50	5.00%	\$ 73.50		N/A			
				7/1/2023 6/30/2024																	\$0.00	\$0.00	\$0.00		N/A	N/A	N/A						\$194.26	\$232.85	\$271.44	5.00%	\$ 77.18		N/A			
Non-Prevailing Wage Work (non-Exempt)				7/1/2024 6/30/2025																	\$0.00	\$0.00	\$0.00		N/A	N/A	N/A						\$203.98	\$244.50	\$285.02	5.00%	\$ 81.04		N/A			
Tatal Alfakhouri, Construction Inspector		FIELD		9/2/2021 6/30/2022		\$52.21 \$78.32 \$104.42		\$30.04 \$30.04 \$30.04		\$82.25 \$108.36 \$134.46		\$70.00 \$105.00 \$140.00		\$12.78 \$12.78 \$12.78		\$82.78 \$117.78 \$152.78		\$0.53	\$9.43	\$18.32	\$0.00	\$26.69	\$35.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.19	\$211.19	\$246.19		5.00%	\$ 70.00		N/A		
				7/1/2022 6/30/2023		\$52.21 \$78.32 \$104.42		\$30.04 \$30.04 \$30.04		\$82.25 \$108.36 \$134.46		\$73.50 \$110.25 \$147.00		\$12.78 \$12.78 \$12.78		\$86.28 \$123.03 \$159.78		\$4.03	\$14.68	\$25.32	\$0.00	\$31.94	\$42.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.00	\$221.75	\$258.50	5.00%	\$ 73.50		N/A			
				7/1/2023 6/30/2024		\$52.21 \$78.32 \$104.42		\$30.04 \$30.04 \$30.04		\$82.25 \$108.36 \$134.46		\$77.18 \$115.77 \$154.36		\$12.78 \$12.78 \$12.78		\$89.96 \$128.55 \$167.14		\$7.71	\$20.21	\$32.68	\$0.00	\$37.46	\$49.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$194.26	\$232.85	\$271.44	5.00%	\$ 77.18		N/A			
Prevailing Wage Work (non-Exempt)				7/1/2024 6/30/2025		\$52.21 \$78.32 \$104.42		\$30.04 \$30.04 \$30.04		\$82.25 \$108.36 \$134.46		\$81.04 \$121.56 \$162.08		\$12.78 \$12.78 \$12.78		\$93.82 \$134.34 \$174.86		\$11.57	\$25.99	\$40.40	\$0.00	\$43.25	\$57.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$203.98	\$244.50	\$285.02	5.00%	\$ 81.04		N/A			
Tatal Alfakhouri, Construction Inspector		FIELD		9/2/2021 6/30/2022																	\$0.00	\$0.00	\$0.00		N/A	N/A	N/A						\$176.19	\$211.19	\$246.19		5.00%	\$ 70.00		N/A		
				7/1/2022 6/30/2023																	\$0.00	\$0.00	\$0.00		N/A	N/A	N/A						\$185.00	\$221.75	\$258.50	5.00%	\$ 73.50		N/A			
				7/1/2023 6/30/2024																	\$0.00	\$0.00	\$0.00		N/A	N/A	N/A						\$194.26	\$232.85	\$271.44	5.00%	\$ 77.18		N/A			
Non-Prevailing Wage Work (non-Exempt)				7/1/2024 6/30/2025																	\$0.00	\$0.00	\$0.00		N/A	N/A	N/A						\$203.98	\$244.50	\$285.02	5.00%	\$ 81.04		N/A			
Jaime Engler, PE MSCE, Construction Inspector		FIELD		9/2/2021 6/30/2022		\$52.21 \$78.32 \$104.42		\$30.04 \$30.04 \$30.04		\$82.25 \$108.36 \$134.46		\$80.00 \$120.00 \$160.00		\$13.75 \$13.75 \$13.75		\$93.75 \$133.75 \$173.75		\$11.50	\$25.40	\$39.29	\$0.00	\$41.69	\$55.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$201.36	\$241.36	\$281.36		5.00%	\$ 80.00		N/A			
				7/1/2022 6/30/2023		\$52.21 \$78.32 \$104.42		\$30.04 \$30.04 \$30.04		\$82.25 \$108.36 \$134.46		\$84.00 \$126.00 \$168.00		\$13.75 \$13.75 \$13.75		\$97.75 \$139.75 \$181.75		\$15.50	\$31.40	\$47.29	\$0.00	\$47.69	\$63.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$211.43	\$253.43	\$295.43	5.00%	\$ 84.00		N/A				
				7/1/2023 6/30/2024		\$52.21 \$78.32 \$104.42		\$30.04 \$30.04 \$30.04		\$82.25 \$108.36 \$134.46		\$88.20 \$132.20 \$176.40		\$13.75 \$13.75 \$13.75		\$101.95 \$146.05 \$190.15		\$24.10	\$37.00	\$53.90	\$0.00	\$53.99	\$71.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$222.00	\$269.10	\$310.20	5.00%	\$ 88.20		N/A				
Prevailing Wage Work (non-Exempt)				7/1/2024 6/30/2025		\$52.21 \$78.32 \$104.42		\$30.04 \$30.04 \$30.04		\$82.25 \$108.36 \$134.46		\$92.61 \$138.92 \$185.22		\$13.75 \$13.75 \$13.75		\$106.36 \$152.67 \$198.97		\$24.11	\$44.31	\$64.51	\$0.00	\$60.60	\$80.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$233.10	\$279.41	\$325.71	5.00%	\$ 92.61		N/A				
Jaime Engler, PE MSCE, Construction Inspector		FIELD		9/2/2021 6/30/2022																	\$0.00	\$0.00	\$0.00		N/A	N/A	N/A						\$201.36	\$241.36	\$281.36		5.00%	\$ 80.00		N/A		
				7/1/2022 6/30/2023																	\$0.00	\$0.00	\$0.00		N/A	N/A	N/A						\$211.43	\$253.43	\$295.43	5.00%	\$ 84.00		N/A			
				7/1/2023 6/30/2024																	\$0.00	\$0.00	\$0.00		N/A	N/A	N/A						\$222.00	\$269.10	\$310.20	5.00%	\$ 88.20		N/A			
Non-Prevailing Wage Work (non-Exempt)				7/1/2024 6/30/2025																	\$0.00	\$0.00	\$0.00		N/A	N/A	N/A						\$233.10	\$279.41	\$325.71	5.00%	\$ 92.61		N/A			
AB Fakhouri, PE MSCE, Construction Inspector		FIELD		9/2/2021 6/30/2022		\$52.21 \$78.32 \$104.42		\$30.04 \$30.04 \$30.04		\$82.25 \$108.36 \$134.46		\$125.00 \$187.50 \$250.00		\$18.07 \$18.07 \$18.07		\$143.07 \$205.57 \$268.07		\$60.82	\$97.22	\$133.61	\$0.00	\$109.19	\$145.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$314.63	\$377.13	\$439.63		5.00%	\$ 125.00		N/A		
				7/1/2022 6/30/2023		\$52.21 \$78.32 \$104.42		\$30.04 \$30.04 \$30.04		\$82.25 \$108.36 \$134.46		\$131.25 \$196.88 \$262.50		\$18.07 \$18.07 \$18.07		\$149.32 \$214.95 \$280.57		\$67.07	\$106.59	\$146.11	\$0.00	\$118.56	\$158.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$330.36	\$395.98	\$461.61	5.00%	\$ 131.25		N/A			
				7/1/2023 6/30/2024		\$52.21 \$78.32 \$104.42		\$30.04 \$30.04 \$30.04		\$82.25 \$108.36 \$134.46		\$137.81 \$206.72 \$275.62		\$18.07 \$18.07 \$18.07		\$155.88 \$224.79 \$293.69		\$73.63	\$116.43	\$159.23	\$0.00	\$128.40	\$171.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$346.87	\$415.78	\$484.68	5.00%	\$ 137.81		N/A			
Prevailing Wage Work (non-Exempt)				7/1/2024 6/30/2025		\$52.21 \$78.32 \$104.42		\$30.04 \$30.04 \$30.04		\$82.25 \$108.36 \$134.46																																

Mohammad Tarazizadeh, BSCE, Construction Inspector	FIELD	9/2/2021	6/30/2022																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
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1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

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

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

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

5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:

Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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 Guida Surveying, Inc.

PRIME SUB X

CONTRACT TYPE _____ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. SBCTA ON CALL RFP 22-100263CONTRACT NO. TBDDATE 10/28/21

Prime Consultant's Participation Amount \$ _____

Loaded Rate Calculation

Non-Exempt Employee Loaded Billing Rates

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 1.5X or 2.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

Exempt Employee Loaded Billing Rates

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

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)										Employee Actual Rate (Fringe benefits vary year over year)										Applicable DELTA (TOTAL) =		Applicable DELTA Base =		Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)		Loaded Hourly Billing Rates		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
			Base Salary		Fringe Benefits		Total Base Salary + Fringe Benefits		Base Salary		Estimate		Total = Base + Fringe		Employee Total - DIR Total		DIR Rate - Employee Base Rate		DELTA TOTAL - DELTA BASE (Employee - DIR)		DELTA TOTAL - DELTA BASE (Employee - DIR)												
			From	To	Straight	1.5 OT	2.0 OT	Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)							
Licensed Party Chief	FIELD	9/2/2021	6/30/2022	555.26	\$82.89	\$110.52	\$31.12	\$86.38	\$114.01	\$141.64	\$65.01	\$102.52	\$135.52	\$31.32	\$99.83	\$125.84	\$157.34	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$217.60	\$249.11	\$288.61	PW Increase	\$	63.01	
		7/1/2022	6/30/2023	558.01	\$87.02	\$116.02	\$31.12	\$89.13	\$116.86	\$147.14	\$65.76	\$98.64	\$131.02	\$31.32	\$99.83	\$125.84	\$157.34	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$227.10	\$259.58	\$292.86	PW Increase	\$	62.61	
		7/1/2023	6/30/2024	558.01	\$87.02	\$116.02	\$31.12	\$89.13	\$118.14	\$147.14	\$65.81	\$102.77	\$137.02	\$31.32	\$99.83	\$125.84	\$158.34	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$236.60	\$270.85	\$305.11	PW Increase	\$	68.51	
		7/1/2024	6/30/2025	558.01	\$87.02	\$116.02	\$31.12	\$89.13	\$118.14	\$147.14	\$71.26	\$106.89	\$142.52	\$31.32	\$102.58	\$138.21	\$173.84	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$246.09	\$281.72	\$317.35	PW Increase	\$	71.26	
		7/1/2025	6/30/2026	558.01	\$87.02	\$116.02	\$31.12	\$89.13	\$118.14	\$147.14	\$74.01	\$111.02	\$148.02	\$31.32	\$105.33	\$142.34	\$179.34	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$255.25	\$292.59	\$329.60	PW Increase	\$	74.01	
(non-Exempt)		7/1/2026	6/30/2027	558.01	\$87.02	\$116.02	\$31.12	\$89.13	\$118.14	\$147.14	\$76.76	\$115.14	\$153.52	\$31.32	\$108.08	\$146.46	\$184.84	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$265.09	\$303.47	\$341.85	PW Increase	\$	76.76	
Certified Party Chief	FIELD	9/2/2021	6/30/2022	555.26	\$82.89	\$110.52	\$31.12	\$86.38	\$114.01	\$141.64	\$57.31	\$85.97	\$114.62	\$31.27	\$88.58	\$117.24	\$145.89	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$197.92	\$226.57	\$255.23	PW Increase	\$	57.31	
		7/1/2022	6/30/2023	558.01	\$87.02	\$116.02	\$31.12	\$89.13	\$116.86	\$147.14	\$60.06	\$90.09	\$120.12	\$31.27	\$91.33	\$121.36	\$151.39	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$207.44	\$236.47	\$265.47	PW Increase	\$	58.87	
		7/1/2023	6/30/2024	558.01	\$87.02	\$116.02	\$31.12	\$89.13	\$118.14	\$147.14	\$62.81	\$94.22	\$125.62	\$31.27	\$94.08	\$125.49	\$156.89	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$216.91	\$248.32	\$279.72	PW Increase	\$	62.81	
		7/1/2024	6/30/2025	558.01	\$87.02	\$116.02	\$31.12	\$89.13	\$118.14	\$147.14	\$65.56	\$98.34	\$130.12	\$31.27	\$96.83	\$129.61	\$162.39	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$226.41	\$259.19	\$291.97	PW Increase	\$	65.56	
		7/1/2025	6/30/2026	558.01	\$87.02	\$116.02	\$31.12	\$89.13	\$118.14	\$147.14	\$68.31	\$102.47	\$136.62	\$31.27	\$99.58	\$133.74	\$167.89	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$235.23	\$270.06	\$304.22	PW Increase	\$	68.31	
(non-Exempt)		7/1/2026	6/30/2027	558.01	\$87.02	\$116.02	\$31.12	\$89.13	\$118.14	\$147.14	\$71.06	\$106.59	\$142.12	\$31.27	\$102.33	\$137.86	\$173.39	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$245.40	\$280.93	\$316.46	PW Increase	\$	71.06	
Party Chief	FIELD	9/2/2021	6/30/2022	555.26	\$82.89	\$110.52	\$31.12	\$86.38	\$114.01	\$141.64	\$55.26	\$82.89	\$110.52	\$31.12	\$86.38	\$114.01	\$141.64	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$190.84	\$218.47	\$246.10	PW Increase	\$	55.26	
		7/1/2022	6/30/2023	558.01	\$87.02	\$116.02	\$31.12	\$89.13	\$116.86	\$147.14	\$58.01	\$87.02	\$116.02	\$31.12	\$89.13	\$116.86	\$147.14	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$200.33	\$229.34	\$258.34	PW Increase	\$	58.01	
		7/1/2023	6/30/2024	558.01	\$87.02	\$116.02	\$31.12	\$89.13	\$118.14	\$147.14	\$60.76	\$91.14	\$121.52	\$31.12	\$91.88	\$122.26	\$152.64	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$209.83	\$240.21	\$276.50	PW Increase	\$	60.76	
		7/1/2024	6/30/2025	558.01	\$87.02	\$116.02	\$31.12	\$89.13	\$118.14	\$147.14	\$63.51	\$95.27	\$127.02	\$31.12	\$94.63	\$126.39	\$158.14	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$219.33	\$251.08	\$282.84	PW Increase	\$	63.51	
		7/1/2025	6/30/2026	558.01	\$87.02	\$116.02	\$31.12	\$89.13	\$118.14	\$147.14	\$66.26	\$99.39	\$132.52	\$31.12	\$97.38	\$130.51	\$163.64	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$228.83	\$261.96	\$295.09	PW Increase	\$	66.26	
		7/1/2026	6/30/2027	558.01	\$87.02	\$116.02	\$31.12	\$89.13	\$118.14	\$147.14	\$69.01	\$103.52	\$138.02	\$31.12	\$100.13	\$134.64	\$169.14	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$238.32	\$272.83	\$307.33	PW Increase	\$	69.01	
Instrumentman	FIELD	9/2/2021	6/30/2022	551.86	\$77.79	\$103.72	\$30.95	\$82.81	\$108.74	\$134.67	\$51.86	\$77.79	\$103.72	\$30.95	\$82.81	\$108.74	\$134.67	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$179.10	\$205.03	\$230.96	PW Increase	\$	51.86	
		7/1/2022	6/30/2023	554.31	\$81.47	\$108.62	\$30.95	\$85.26	\$112.42	\$139.57	\$54.31	\$81.47	\$108.62	\$30.95	\$85.26	\$112.42	\$139.57	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$187.56	\$214.71	\$241.87	PW Increase	\$	54.31	
		7/1/2023	6/30/2024	554.31	\$81.47	\$108.62	\$30.95	\$85.26	\$112.42	\$139.57	\$56.76	\$85.14	\$113.52	\$30.95	\$87.71	\$116.09	\$144.47	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$196.02	\$224.40	\$252.78	PW Increase	\$	56.76	
		7/1/2024	6/30/2025	554.31	\$81.47	\$108.62	\$30.95	\$85.26	\$112.42	\$139.57	\$59.21	\$88.82	\$118.42	\$30.95	\$90.16	\$119.77	\$149.37	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$204.48	\$234.68	\$263.69	PW Increase	\$	59.21	
		7/1/2025	6/30/2026	554.31	\$81.47	\$108.62	\$30.95	\$85.26	\$112.42	\$139.57	\$61.66	\$92.49	\$123.32	\$30.95	\$92.61	\$123.44	\$154.27	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$212.44	\$247.77	\$274.60	PW Increase	\$	61.66	
(non-Exempt)		7/1/2026	6/30/2027	554.31	\$81.47	\$108.62	\$30.95	\$85.26	\$112.42	\$139.57	\$64.11	\$96.17	\$128.22	\$30.95	\$95.06	\$127.12	\$159.17	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$221.40	\$253.46	\$285.51	PW Increase	\$	64.11	
Chairman	FIELD	9/2/2021	6/30/2022	551.28	\$76.92	\$102.56	\$30.90	\$82.18	\$107.82	\$133.46	\$51.28	\$76.92	\$102.56	\$30.90	\$82.18	\$107.82	\$133.46	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$177.09	\$202.73	\$228.37	PW Increase	\$	51.28	
		7/1/2022	6/30/2023	553.73	\$80.60	\$107.46	\$30.90	\$84.63	\$111.50	\$138.36	\$53.73	\$80.60	\$107.46	\$30.90	\$84.63	\$111.50	\$138.36	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$185.55	\$212.42	\$238.28	PW Increase	\$	53.73	
		7/1/2023	6/30/2024	553.73	\$80.60	\$107.46	\$30.90	\$84.63	\$111.50	\$138.36	\$56.18	\$84.27	\$112.36	\$30.90	\$87.08	\$115.17	\$143.26	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$194.94	\$222.72	\$250.19	PW Increase	\$	56.18	
		7/1/2024	6/30/2025	553.73	\$80.60	\$107.46	\$30.90	\$84.63	\$111.50	\$138.36	\$58.63	\$87.95	\$117.26	\$30.90	\$89.53	\$118.85	\$148.16	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$202.48	\$231.79	\$262.11	PW Increase	\$	58.63	
		7/1/2025	6/30/2026	553.73	\$80.60	\$107.46	\$30.90	\$84.63	\$111.50	\$138.36	\$61.08	\$91.62	\$122.16	\$30.90	\$91.98	\$122.52	\$153.06	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$210.94	\$241.48	\$272.02	PW Increase	\$	61.08	
(non-Exempt)		7/1/2026	6/30/2027	553.73	\$80.60	\$107.46	\$30.90	\$84.63	\$111.50	\$138.36	\$63.53	\$95.30	\$127.06	\$30.90	\$94.43	\$126.20	\$157.96	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$219.40	\$252.16	\$282.93	PW Increase	\$	63.53	
Apprentice G	FIELD	9/2/2021	6/30/2022	541.02	\$61.53	\$82.04	\$29.90	\$70.92	\$91.43	\$111.94	\$41.02	\$61.53	\$82.04	\$29.90	\$70.92	\$91.43	\$111.94	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$141.66	\$162.17	\$182.68	PW Increase	\$	41.02	
		7/1/2022	6/30/2023	542.98	\$64.47	\$85.96	\$29.90	\$72.88	\$94.37	\$115.86	\$42.98	\$64.47	\$85.96	\$29.90	\$72.88	\$94.37	\$115.86	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$148.43	\$169.92	\$191.41	PW Increase	\$	42.98	
		7/1/2023	6/30/2024	542.98	\$64.47	\$85.96	\$29.90	\$72.88	\$94.37	\$115.86	\$45.90	\$67.39	\$88.96	\$29.90	\$75.30	\$93.80	\$115.86	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$151.30	\$177.67	\$200.14	PW Increase	\$	45.90	
		7/1/2024	6/30/2025	542.98	\$64.47	\$85.96	\$29.90	\$72.88	\$94.37	\$115.86	\$48.86	\$73.29	\$97.72	\$29.90	\$78.76	\$101.39	\$127.62	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	\$156.74	\$193.17	\$217.60	PW Increase	\$	48.86	
(non-Exempt)		7/1/2026	6/30/2027	542.98	\$64.47	\$85.96	\$29.90	\$72.88	\$94.37	\$115.86	\$50>																						

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 Guida Surveying, Inc. PRIME SUB X CONTRACT TYPE _____ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. TBD DATE 10/28/21 Prime Consultant's Participation Amount \$ _____

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

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %				
NORMAL		98.48%	+	115.47%	+	0.00%	=	213.95%	
OVERTIME		98.48%	+	115.47%	+	0.00%	=	213.95%	
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	Combined %				
NORMAL		98.48%	+	115.47%	+	0.00%	=	213.95%	
OVERTIME		98.48%	+	115.47%	+	0.00%	=	213.95%	
							Fee	=	10.00%

Name/Classification		Home Office Personnel Field Office		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)										Employee Actual Rate (fringe benefits vary year over year)					Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
						Base Salary					Fringe Benefits	Total Base Salary + Fringe Benefits				Base Salary		Estimate	Total = Base + Fringe		Employee Total - DIR Total		DELTA Base		DELTA Total		OT (1.5x)		OT (2x)						
						Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT							
						From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT			
Apprentice B	FIELD	9/2/2021	6/30/2022	\$25.13	\$37.70	\$50.26	\$29.90	\$55.03	\$67.60	\$80.16	\$25.13	\$37.70	\$50.26	\$29.90	\$55.03	\$67.60	\$80.16	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$86.79	\$99.35	\$111.92	PW Increase	\$ 25.13	N/A			
		7/1/2022	6/30/2023	\$26.33	\$39.50	\$52.66	\$29.90	\$56.23	\$69.40	\$82.56	\$26.33	\$39.50	\$52.66	\$29.90	\$56.23	\$69.40	\$82.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$90.93	\$104.10	\$117.26	PW Increase	\$ 26.33				
		7/1/2023	6/30/2024	\$26.33	\$39.50	\$52.66	\$29.90	\$56.23	\$69.40	\$82.56	\$27.53	\$41.30	\$55.06	\$29.90	\$57.43	\$71.20	\$84.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$95.08	\$108.84	\$122.61	PW Increase	\$ 27.53				
		7/1/2024	6/30/2025	\$26.33	\$39.50	\$52.66	\$29.90	\$56.23	\$69.40	\$82.56	\$28.73	\$43.10	\$57.46	\$29.90	\$58.63	\$73.00	\$87.36	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$99.22	\$113.59	\$127.95	PW Increase	\$ 28.73				
		7/1/2025	6/30/2026	\$26.33	\$39.50	\$52.66	\$29.90	\$56.23	\$69.40	\$82.56	\$29.93	\$44.90	\$59.86	\$29.90	\$59.83	\$74.80	\$89.76	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$103.37	\$118.33	\$133.30	PW Increase	\$ 29.93				
(non-Exempt)		7/1/2026	6/30/2027	\$26.33	\$39.50	\$52.66	\$29.90	\$56.23	\$69.40	\$82.56	\$31.13	\$46.70	\$62.27	\$29.90	\$61.03	\$76.60	\$92.17	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$107.51	\$123.08	\$138.65	PW Increase	\$ 31.13				
Apprentice A	FIELD	9/2/2021	6/30/2022	\$21.54	\$32.31	\$43.08	\$29.90	\$51.44	\$62.21	\$72.98	\$21.54	\$32.31	\$43.08	\$29.90	\$51.44	\$62.21	\$72.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$74.39	\$85.16	\$95.93	PW Increase	\$ 21.54	N/A			
		7/1/2022	6/30/2023	\$22.57	\$33.85	\$45.14	\$29.90	\$52.47	\$63.75	\$75.04	\$22.57	\$33.85	\$45.14	\$29.90	\$52.47	\$63.75	\$75.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$77.94	\$89.23	\$100.51	PW Increase	\$ 22.57				
		7/1/2023	6/30/2024	\$22.57	\$33.85	\$45.14	\$29.90	\$52.47	\$63.75	\$75.04	\$23.60	\$35.40	\$47.20	\$29.90	\$53.50	\$65.30	\$77.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$81.49	\$93.29	\$105.09	PW Increase	\$ 23.60				
		7/1/2024	6/30/2025	\$22.57	\$33.85	\$45.14	\$29.90	\$52.47	\$63.75	\$75.04	\$24.63	\$36.94	\$49.25	\$29.90	\$54.53	\$66.84	\$79.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$85.05	\$97.36	\$109.68	PW Increase	\$ 24.63				
		7/1/2025	6/30/2026	\$22.57	\$33.85	\$45.14	\$29.90	\$52.47	\$63.75	\$75.04	\$25.66	\$38.48	\$51.31	\$29.90	\$55.56	\$68.38	\$81.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$88.60	\$101.43	\$114.26	PW Increase	\$ 25.66				
(non-Exempt)		7/1/2026	6/30/2027	\$22.57	\$33.85	\$45.14	\$29.90	\$52.47	\$63.75	\$75.04	\$26.69	\$40.03	\$53.37	\$29.90	\$56.59	\$69.93	\$83.27	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$92.16	\$105.50	\$118.84	PW Increase	\$ 26.69				

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

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT _____ Kleinfeider Construction Services, Inc. PRIME SUB

CONTRACT TYPE _____ (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. _____ RFP22-1002663 DATE 10/29/2021

Prime Consultant's Participation Amount \$ _____

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

Home Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL		42.66% +	0.00% +	65.16%	=	107.82%
OVERTIME		42.66% +	0.00% +	65.16%	=	107.82%
Field Office Personnel:		Fringe Benefit %	Overhead %	General Administration %	=	Combined %
NORMAL		42.66% +	0.00% +	65.16%	=	107.82%
OVERTIME		42.66% +	0.00% +	65.16%	=	107.82%
		Fee				
		=				

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

Name/Classification	Home Office Personnel	Effective Date of Hourly Rate	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable DELTA (BASE) = Employee Base - DIR Base			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																																																																																																																				
			Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits		Base Salary		Estimate Fringe	Total = Base + Fringe		Straight	1.5 OT		Straight	1.5 OT		Straight	1.5 OT		Straight	1.5 OT		Straight	OT (1.5x)				OT (2x)																																																																																																																			
			From	To		Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT		Straight	1.5 OT		2.0 OT	Straight		1.5 OT	2.0 OT		Straight	1.5 OT		2.0 OT					Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT																																																																																																													
Ben Rhode, PE, QSD Civil Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46	\$69.68 \$73.16 \$76.82 \$80.66	\$69.68 \$73.16 \$76.82 \$80.66	\$69.68 \$73.16 \$76.82 \$80.66	\$16.63 \$16.63 \$16.63 \$16.63	\$86.31 \$89.79 \$93.45 \$97.29	\$86.31 \$89.79 \$93.45 \$97.29	\$86.31 \$89.79 \$93.45 \$97.29	\$4.06 \$7.54 \$15.82 \$16.07	(\$22.05) (\$48.15) (\$41.91) (\$11.07)	(\$48.15) (\$44.67) (\$41.01) (\$37.17)	\$0.00 \$0.00 \$0.00 \$2.35	(\$8.63) (\$5.16) (\$1.50) \$0.00	(\$34.74) (\$31.26) (\$27.60) (\$23.76)	\$0.00 \$0.00 \$0.00 \$0.00	(\$8.63) (\$5.16) (\$1.50) \$0.00	(\$34.74) (\$31.26) (\$27.60) (\$23.76)	\$0.00 \$0.00 \$0.00 \$0.00	(\$13.19) (\$13.19) (\$13.19) (\$11.07)	(\$13.19) (\$13.19) (\$13.19) (\$13.19)	\$159.29 \$167.25 \$325.62 \$184.39	\$209.69 \$209.69 \$209.69 \$209.69	\$269.36 \$269.36 \$269.36 \$269.36	5.00% 5.00% 5.00% 5.00%	\$69.68 \$73.16 \$76.82 \$80.66	N/A																																																																																																														
Joe Blanda, PE, QSD Civil Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46	\$70.52 \$74.05 \$77.75 \$81.64	\$70.52 \$74.05 \$77.75 \$81.64	\$70.52 \$74.05 \$77.75 \$81.64	\$16.85 \$16.85 \$16.85 \$16.85	\$87.37 \$90.90 \$94.60 \$98.49	\$87.37 \$90.90 \$94.60 \$98.49	\$87.37 \$90.90 \$94.60 \$98.49	\$5.12 \$6.65 \$12.35 \$16.24	(\$20.99) (\$17.46) (\$13.76) (\$9.86)	(\$47.09) (\$43.56) (\$39.86) (\$35.97)	\$0.00 \$0.00 \$0.00 \$0.33	(\$7.80) (\$4.27) (\$0.56) \$0.00	(\$33.90) (\$30.37) (\$26.67) (\$22.78)	\$0.00 \$0.00 \$0.00 \$0.00	(\$7.80) (\$4.27) (\$0.56) (\$0.00)	(\$33.90) (\$30.37) (\$26.67) (\$22.78)	\$0.00 \$0.00 \$0.00 \$0.00	(\$13.19) (\$13.19) (\$13.19) (\$9.86)	(\$13.19) (\$13.19) (\$13.19) (\$13.19)	\$161.21 \$169.28 \$177.74 \$186.63	\$209.18 \$209.18 \$209.18 \$209.18	\$268.86 \$268.86 \$268.86 \$268.86	5.00% 5.00% 5.00% 5.00%	\$70.52 \$74.05 \$77.75 \$81.64	N/A																																																																																																														
Leia Cabrera, PE, QSD Civil Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46	\$64.69 \$67.92 \$71.32 \$74.89	\$64.69 \$67.92 \$71.32 \$74.89	\$64.69 \$67.92 \$71.32 \$74.89	\$15.10 \$15.10 \$15.10 \$15.10	\$79.79 \$83.02 \$86.42 \$89.99	\$79.79 \$83.02 \$86.42 \$89.99	\$79.79 \$83.02 \$86.42 \$89.99	(\$2.46) \$0.77 \$4.17 \$7.74	(\$28.57) (\$25.34) (\$21.94) (\$13.37)	(\$54.67) (\$51.44) (\$48.04) (\$44.47)	(\$2.46) \$0.00 \$0.00 \$0.00	(\$13.63) (\$10.40) (\$7.00) (\$3.43)	(\$39.73) (\$36.50) (\$33.10) (\$29.53)	\$0.00 \$0.00 \$0.00 \$0.00	(\$13.63) (\$10.40) (\$7.00) (\$3.43)	(\$39.73) (\$36.50) (\$33.10) (\$29.53)	(\$2.46) \$0.00 \$0.00 \$0.00	(\$14.94) (\$14.94) (\$14.94) (\$14.94)	(\$14.94) (\$14.94) (\$14.94) (\$14.94)	\$153.51 \$155.27 \$163.04 \$171.20	\$213.18 \$213.18 \$213.18 \$213.18	\$272.86 \$272.86 \$272.86 \$272.86	5.00% 5.00% 5.00% 5.00%	\$64.69 \$67.92 \$71.32 \$74.89	N/A																																																																																																														
Scott Maloney, CCM Civil Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46	\$81.14 \$85.20 \$89.46 \$93.93	\$81.14 \$85.20 \$89.46 \$93.93	\$81.14 \$85.20 \$89.46 \$93.93	\$15.05 \$15.05 \$15.05 \$15.05	\$96.19 \$100.25 \$104.51 \$108.98	\$96.19 \$100.25 \$104.51 \$108.98	\$96.19 \$100.25 \$104.51 \$108.98	\$9.19 \$20.25 \$22.66 \$26.73	(\$38.27) (\$8.11) (\$3.85) (\$25.48)	(\$38.27) (\$34.21) (\$29.95) (\$25.48)	\$0.00 \$0.00 \$0.00 \$0.00	(\$23.28) (\$19.22) (\$14.96) (\$10.49)	(\$23.28) (\$19.22) (\$14.96) (\$10.49)	\$0.00 \$0.00 \$0.00 \$0.00	(\$23.28) (\$19.22) (\$14.96) (\$10.49)	(\$23.28) (\$19.22) (\$14.96) (\$10.49)	\$0.00 \$0.00 \$0.00 \$0.00	(\$12.17) (\$8.11) (\$3.85) (\$14.99)	(\$12.17) (\$14.99) (\$14.99) (\$14.99)	\$185.49 \$194.77 \$204.51 \$214.73	\$213.30 \$213.30 \$213.30 \$214.73	\$272.97 \$272.97 \$272.97 \$272.97	5.00% 5.00% 5.00% 5.00%	\$81.14 \$85.20 \$89.46 \$93.93	N/A																																																																																																														
Greg McClendon, QSP Civil Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46	\$67.98 \$71.38 \$74.95 \$78.70	\$101.97 \$107.07 \$112.43 \$118.05	\$135.96 \$142.76 \$149.90 \$157.40	\$0.37 \$0.37 \$0.37 \$0.37	\$78.35 \$81.75 \$85.32 \$89.07	\$112.34 \$114.23 \$122.80 \$128.42	\$146.33 \$153.33 \$160.27 \$167.77	\$3.90 \$0.98 \$0.07 \$6.82	\$3.99 \$9.08 \$10.44 \$20.07	\$11.87 \$18.67 \$25.81 \$33.31	(\$3.90) (\$0.50) \$0.00 \$0.00	\$23.66 \$28.76 \$34.11 \$39.74	\$31.54 \$38.34 \$45.48 \$52.98	\$0.00 \$0.00 \$0.00 \$0.00	(\$3.90) (\$0.50) \$0.00 \$0.00	\$23.66 \$28.76 \$34.11 \$39.74	\$0.00 \$0.00 \$0.00 \$0.00	(\$3.90) (\$0.50) \$0.00 \$0.00	\$23.66 \$28.76 \$34.11 \$39.74	\$0.00 \$0.00 \$0.00 \$0.00	(\$3.90) (\$0.50) \$0.00 \$0.00	\$164.32 \$198.87 \$208.81 \$179.91	\$189.39 \$234.56 \$246.29 \$219.26	\$223.38 \$256.56 \$268.21 \$258.61	5.00% 5.00% 5.00% 5.00%	\$67.98 \$71.38 \$74.95 \$78.70	N/A																																																																																																												
Cliff Clermont, PE, QSD Civil Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46	\$68.43 \$71.85 \$75.44 \$79.21	\$68.43 \$71.85 \$75.44 \$79.21	\$68.43 \$71.85 \$75.44 \$79.21	\$2.64 \$2.64 \$2.64 \$2.64	\$71.07 \$74.49 \$78.08 \$81.85	\$71.07 \$74.49 \$78.08 \$81.85	\$71.07 \$74.49 \$78.08 \$81.85	\$7.07 \$4.49 \$0.88 \$1.85	(\$11.18) (\$33.87) (\$41.17) (\$26.51)	(\$37.29) (\$59.97) (\$56.38) (\$52.61)	(\$63.39) (\$59.97) (\$56.38) (\$52.61)	(\$11.18) (\$6.47) (\$4.17) \$0.89	(\$9.88) (\$32.57) (\$28.99) (\$25.21)	(\$35.99) (\$32.57) (\$28.99) (\$25.21)	\$0.00 \$0.00 \$0.00 \$0.00	(\$9.88) (\$6.47) (\$4.17) \$0.89	(\$35.99) (\$32.57) (\$28.99) (\$25.21)	(\$11.18) (\$7.76) (\$4.17) (\$0.40)	(\$27.40) (\$27.40) (\$27.40) (\$26.51)	\$181.99 \$181.99 \$181.99 \$181.99	\$241.67 \$241.67 \$241.67 \$241.67	\$301.34 \$301.34 \$301.34 \$301.34	5.00% 5.00% 5.00% 5.00%	\$68.43 \$71.85 \$75.44 \$79.21	N/A																																																																																																														
Dennis McCollum Civil Inspector	FIELD	9/2/2021 7/1/2022 7/1/2023 7/1/2024	6/30/2022 6/30/2023 6/30/2024 6/30/2025	\$52.21 \$52.21 \$52.21 \$52.21	\$78.32 \$78.32 \$78.32 \$78.32	\$104.42 \$104.42 \$104.42 \$104.42	\$30.04 \$30.04 \$30.04 \$30.04	\$82.25 \$82.25 \$82.25 \$82.25	\$108.36 \$108.36 \$108.36 \$108.36	\$134.46 \$134.46 \$134.46 \$134.46	\$75.71 \$79.50 \$83.48 \$87.65	\$113.57 \$119.25 \$125.22 \$131.48	\$151.42 \$156.96 \$166.96 \$175.30	\$12.61 \$12.61 \$12.61 \$12.61	\$88.32 \$91.86 \$96.09 \$100.87	\$126.18 \$131.86 \$137.83 \$144.49	\$164.03 \$171.61 \$178.57 \$187.91	\$6.07 \$9.86 \$13.84 \$18.01	\$17.82 \$23.51 \$29.48 \$35.73	\$29.57 \$37.15 \$45.11 \$53.45	\$0.00 \$0.00 \$0.00 \$0.00	\$35.25 \$40.94 \$46.91 \$53.16	\$47.00 \$54.58 \$62.54 \$70.88	\$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 \$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 \$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 \$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 \$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 \$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 \$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 \$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 \$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 \$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 \$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 \$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 \$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 \$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 \$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 \$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 \$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 \$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 \$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 \$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 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00

Aaron Aguinaldo, PE	FIELD	9/2/2021	6/30/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$57.20	\$57.20	\$57.20	\$10.28	\$67.48	\$67.48	\$67.48	(\$14.77)	(\$40.88)	(\$66.98)	(\$14.77)	(\$21.12)	(\$47.22)	\$0.00	(\$21.12)	(\$47.22)	(\$14.77)	(\$19.76)	(\$19.76)	\$164.52	\$224.20	\$283.88			\$57.20	
Civil Inspector		7/1/2022	6/30/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$60.06	\$60.06	\$60.06	\$10.28	\$70.34	\$70.34	\$70.34	(\$11.91)	(\$38.02)	(\$64.12)	(\$11.91)	(\$18.26)	(\$44.36)	\$0.00	(\$18.26)	(\$44.36)	(\$11.91)	(\$19.76)	(\$19.76)	\$164.52	\$224.20	\$283.88	5.00%	\$	60.06	
Prevailing Wage Work		7/1/2023	6/30/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$63.06	\$63.06	\$63.06	\$10.28	\$73.34	\$73.34	\$73.34	(\$8.91)	(\$35.02)	(\$61.12)	(\$8.91)	(\$15.26)	(\$41.36)	\$0.00	(\$15.26)	(\$41.36)	(\$8.91)	(\$19.76)	(\$19.76)	\$164.52	\$224.20	\$283.88	5.00%	\$	63.06	
(Exempt)		7/1/2024	6/30/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$66.21	\$66.21	\$66.21	\$10.28	\$76.49	\$76.49	\$76.49	(\$5.76)	(\$31.87)	(\$57.97)	(\$5.76)	(\$12.11)	(\$38.21)	\$0.00	(\$12.11)	(\$38.21)	(\$5.76)	(\$19.76)	(\$19.76)	\$164.52	\$224.20	\$283.88	5.00%	\$	66.21	N/A

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on xx/xx/xx. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on xx/xx/xx. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:

For Managers:

On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff:

During regular work day, actual travel time not to exceed 6 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees:

During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:
- 22-1002708

Page 2 of 2

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

CONSULTANT	KZAB ENGINEERS, INC.		PRIME		SUB	<u>X</u>
PROJECT NO.	SBCTA ON CALL RFP 22-1002663	CONTRACT NO.			DATE	10/28/2021

CONTRACT TYPE: <u>ACTUAL COST PLUS FIXED FEE</u>		(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)
Sub Consultant's Participation Amount \$		TBD

Loaded Rate Calculation																				Home Office Personnel:										Fringe Benefit %		SHR Overhead %		General Administration %		Combined %																	
Non Exempt Employee Loaded Billing Rates																				NORMAL		0.00% +		120.00%		+ 0.00%		=		120.00%																							
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																				OVERTIME		0.00% +		120.00%		+ 0.00%		=		120.00%																							
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																				Field Office Personnel:		Fringe Benefit %		SHR Overhead %		General Administration %		=		Combined %																							
Exempt Employee Loaded Billing Rates																				NORMAL		0.00% +		90.00%		+ 0.00%		=		90.00%																							
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																				OVERTIME		0.00% +		90.00%		+ 0.00%		=		90.00%																							
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.																										Fee		10.00%		=		10.00%																					
																												Applicable Multiplier Delta Base (Field)		=		1.00																					
																														Applicable Multiplier Fringe (Field)		=		1.00																			
Name/Classification		Home Office Personnel Field Office Personnel		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL)= Employee Total Rate - DIR Rate			Applicable le DELTA (TOTAL)	DELTA (BASE)= Employee Base - DIR Base			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA (TOTAL) - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class																	
		From	To	Straight	1.5 OT	2.0 OT	Fringe Benefits	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Estimate Fringe	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)																					
Howard Sanders, Construction Inspector	FIELD	1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$67.00	\$100.00	\$134.00	\$21.42	\$88.42	\$121.92	\$155.42	\$6.17	\$13.57	\$20.96	\$0.00	\$22.19	\$29.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$147.03	\$173.53	\$207.03		\$ 67.00	N/A																		
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.35	\$105.53	\$140.70	\$22.49	\$92.84	\$128.02	\$163.19	\$10.59	\$19.66	\$28.73	\$0.00	\$27.21	\$36.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$140.03	\$182.21	\$217.38	5.00%	\$ 70.35																			
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.87	\$110.81	\$147.74	\$23.62	\$97.49	\$134.42	\$171.36	\$15.24	\$26.07	\$36.90	\$0.00	\$32.49	\$43.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$154.39	\$191.32	\$228.26	5.00%	\$ 73.87																			
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$77.56	\$116.34	\$155.12	\$24.80	\$102.36	\$141.14	\$179.92	\$20.11	\$32.78	\$45.46	\$0.00	\$38.03	\$50.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$162.10	\$200.88	\$239.66	5.00%	\$ 77.56																			
Prevailing Wage Work (non-Exempt)																																																					
Howard Sanders, Construction Inspector	FIELD	1/1/2022	12/31/2022																\$0.00	\$0.00	\$0.00									\$140.03	\$173.53	\$207.03		\$ 67.00	N/A																		
		1/1/2023	12/31/2023																\$0.00	\$0.00	\$0.00												5.00%	\$ 70.35																			
		1/1/2024	12/31/2024																\$0.00	\$0.00	\$0.00												5.00%	\$ 73.87																			
		1/1/2025	12/31/2025																\$0.00	\$0.00	\$0.00												5.00%	\$ 77.56																			
Non-Prevailing Wage Work (non-Exempt)																																				\$0.00	\$0.00	\$0.00															
Stephen Yench, BSCE, PE, Asst RE	FIELD	1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$90.00	\$90.00	\$90.00	\$30.21	\$120.21	\$120.21	\$120.21	\$37.96	\$11.86	(\$14.25)	\$0.00	\$11.69	(\$14.42)	\$0.00	\$0.00	(\$14.42)	\$0.00	\$0.00	\$0.00	\$188.10	\$188.10	\$202.52		\$ 90.00	N/A																		
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$94.50	\$94.50	\$94.50	\$31.72	\$126.22	\$126.22	\$126.22	\$43.97	\$17.87	(\$8.24)	\$0.00	\$16.19	(\$9.92)	\$0.00	\$0.00	(\$9.92)	\$0.00	\$0.00	\$0.00	\$197.51	\$197.51	\$207.43	5.00%	\$ 94.50																			
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$99.23	\$99.23	\$99.23	\$33.31	\$132.54	\$132.54	\$132.54	\$50.29	\$24.18	(\$1.92)	\$0.00	\$20.92	(\$5.19)	\$0.00	\$0.00	(\$5.19)	\$0.00	\$0.00	\$0.00	\$207.39	\$207.39	\$212.58	5.00%	\$ 99.23																			
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$104.19	\$104.19	\$104.19	\$34.97	\$139.16	\$139.16	\$139.16	\$56.91	\$30.81	\$4.70	\$0.00	\$25.88	(\$0.23)	\$0.00	\$0.00	(\$0.23)	\$0.00	\$0.00	\$0.00	\$217.76	\$217.76	\$217.99	5.00%	\$ 104.19																			
Prevailing Wage Work (Exempt)																																																					
Abunnasr Husain, MSCE, PE Struct Rep/RE/Asst RE	FIELD	1/1/2022	12/31/2022	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$110.00	\$110.00	\$110.00	\$32.89	\$142.89	\$142.89	\$142.89	\$60.64	\$34.54	\$8.43	\$0.00	\$31.69	\$5.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$229.90	\$229.90	\$229.90		\$ 110.00	N/A																		
		1/1/2023	12/31/2023	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$115.50	\$115.50	\$115.50	\$34.53	\$150.03	\$150.03	\$150.03	\$67.78	\$41.68	\$15.57	\$0.00	\$37.19	\$11.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$241.40	\$241.40	\$241.40	5.00%	\$ 115.50																			
		1/1/2024	12/31/2024	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$121.28	\$121.28	\$121.28	\$36.26	\$157.54	\$157.54	\$157.54	\$75.29	\$49.19	\$23.08	\$0.00	\$42.97	\$16.86	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$253.48	\$253.48	\$253.48	5.00%	\$ 121.28																			
		1/1/2025	12/31/2025	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$127.34	\$127.34	\$127.34	\$38.97	\$165.41	\$165.41	\$165.41	\$83.16	\$57.06	\$30.95	\$0.00	\$49.03	\$22.92	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$266.14	\$266.14	\$266.14	5.00%	\$ 127.34																			
Prevailing Wage Work (Exempt)																																																					

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on xx/xx/xx. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on xx/xx/xx. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:

Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: $\text{Billing Rate} = (\text{Actual Hourly Rate}) (1 + \text{Fee}) + (\text{Delta Base} + \text{Delta Fringe})$

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

22-1002708

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION

COST PROPOSAL

ON-CALL CONTRACT- OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE. **DIRECT LABOR METHOD OF ACCOUNTING**

ADM 2033 (Rev. 10/23/18)

Determination Number:

SC-23-63-2-2021-1D

- Issue Date:

August 22, 2021

- Effective Date:

September 1, 2021

- Expiration Date:

June 30, 2022

Consultant/Subconsultant Name: NVE Inc.

Agreement Number: SBC TA 22-1002643

Tax ID No: 94-2766173

Date Prepared: 10/28/2021

Page No.: 1 of 3

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 - 1.5 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 - 1.5 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 determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy.

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

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

F) No Overtime, Columns are shaded out - See Stevie Ray Vaughn Non-Prevailing Wage example, line 59.

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

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) See example for Bob Marley, line 47 and Alecia Moore, line 65, both Non-Prevailing Wage Work

Home Office:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	17.20%	+ 116.09%	+ 0.00%	= 133.29%
OVERTIME	17.20%	+ 116.09%	+ 0.00%	= 133.29%
Field Office:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	17.20%	+ 105.46%	+ 0.00%	= 122.66%
OVERTIME	17.20%	+ 105.46%	+ 0.00%	= 122.66%
Project Specific:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	17.20%	+ 105.46%	+ 0.00%	= 122.66%
OVERTIME	17.20%	+ 105.46%	+ 0.00%	= 122.66%

FEE	=	10.00%
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FCCM	0.08%
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Applicable Delta Base Multiplier (Field/Home) = 2.4493

Applicable Delta Fringe Multiplier/Fringe (Field) = 2.4493

Name & Work Information		Home / Field / Project Specific Personnel	Prevailing Wage Rate Established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total				Applicable DELTA Base = DIR Rate - Employee Base Rate				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)				Loaded Hourly Billing Rates			Effective Date of Hourly Rate (RFP Sept. 2, 2021)		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class	
			Base Salary		Fringe Benefits		Total Base Salary + Fringe Benefits		Base Salary		Actual Fringe		Total = Base + Fringe		Straight		1.5 OT		2.0 OT		Straight		1.5 OT		2.0 OT		Straight		1.5 OT		2.0 OT				
			Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	From	To				
Haykaz Aghajanian, PE Roadway Construction Inspector Const. Inspector, Group 2 Non-Exempt Full Time		FIELD	Prevailing Wage Work	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.00	\$102.00	\$136.00	\$1.05	\$69.05	\$103.05	\$137.05	(\$13.20)	(\$5.30)	\$0.00	\$0.00	\$0.00	\$0.00	(\$13.20)	(\$5.30)	\$0.00	\$198.88	\$177.54	\$166.55	9/2/2021	12/31/2021	0.00%	\$ 68.00	N/A	
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.04	\$105.06	\$140.08	\$1.05	\$71.09	\$106.11	\$141.13	(\$11.16)	(\$2.24)	\$0.00	\$0.00	\$0.00	\$0.00	(\$11.16)	(\$2.24)	\$0.00	\$198.88	\$177.04	\$171.55	1/1/2022	12/31/2022	3.00%	\$ 70.04		
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.14	\$108.21	\$144.28	\$1.05	\$73.19	\$109.26	\$145.33	(\$9.06)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$9.06)	\$0.00	\$0.00	\$198.88	\$176.69	\$176.69	1/1/2023	12/31/2023	3.00%		\$ 72.14
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.31	\$111.46	\$148.61	\$1.05	\$75.36	\$112.51	\$149.66	(\$6.89)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$6.89)	\$0.00	\$0.00	\$198.88	\$181.99	\$181.99	1/1/2024	12/31/2024	3.00%		\$ 74.31
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$76.53	\$114.80	\$153.07	\$1.05	\$77.58	\$115.85	\$154.12	(\$4.67)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$4.67)	\$0.00	\$0.00	\$198.88	\$187.45	\$187.45	1/1/2025	12/31/2025	3.00%		\$ 76.53
Haykaz Aghajanian, PE Roadway Construction Inspector Const. Inspector, Group 2 Non-Exempt Full Time		FIELD	Non-Prevailing Wage Work	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.83	\$116.25	\$157.66	\$1.05	\$79.88	\$119.30	\$158.71	(\$2.37)	\$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	\$ 78.83	N/A	
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.00	\$110.00	\$150.00	\$1.05	\$81.05	\$120.00	\$161.05	\$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	\$ 80.00		
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$82.14	\$110.56	\$152.70	\$1.05	\$83.19	\$123.71	\$164.86	\$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	\$ 82.14		
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$84.31	\$111.67	\$153.98	\$1.05	\$85.36	\$125.01	\$166.37	\$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	\$ 84.31		
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$86.53	\$112.99	\$155.51	\$1.05	\$87.58	\$126.61	\$168.19	\$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		\$ 86.53
David Carruba, PE Infrastructure Inspector Const. Inspector, Group 2 Non-Exempt Full Time		FIELD	Prevailing Wage Work	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$72.10	\$108.15	\$144.20	\$14.02	\$86.12	\$122.17	\$158.22	\$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	\$ 72.10	N/A	
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$74.26	\$111.39	\$148.53	\$14.02	\$88.28	\$125.41	\$162.55	\$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		\$ 74.26
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$76.49	\$114.74	\$152.98	\$14.02	\$90.51	\$128.76	\$167.00	\$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		\$ 76.49
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.79	\$118.18	\$157.57	\$14.02	\$92.81	\$132.20	\$171.59	\$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		\$ 78.79
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$81.15	\$121.72	\$162.30	\$14.02	\$95.17	\$135.74	\$176.32	\$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
David Carruba, PE Infrastructure Inspector Const. Inspector, Group 2 Non-Exempt Full Time		FIELD	Non-Prevailing Wage Work	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$83.58	\$125.38	\$167.10	\$14.02	\$97.60	\$139.40	\$176.32	\$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	\$ 83.58	N/A
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$85.80	\$129.38	\$171.17	\$14.02	\$99.60	\$141.38	\$178.99	\$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	\$ 85.80	
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$88.02	\$133.38	\$175.17	\$14.02	\$101.60	\$143.38	\$181.99	\$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	\$ 88.02	
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$90.24	\$137.38	\$177.17	\$14.02	\$103.60	\$145.38	\$184.99	\$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	\$ 90.24	
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$92.46	\$141.38	\$183.17	\$14.02	\$105.60	\$147.38	\$187.99	\$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	
Gary Vito Cavafian, PE Structure Inspector Const. Inspector, Group 2 Non-Exempt Full Time		FIELD	Prevailing Wage Work	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$100.00	\$100.00	\$100.00	\$19.17	\$119.17	\$119.17	\$119.17	\$0.00	\$0.00	(\$15.29)	\$0.00	\$0.00	(\$4.42)	\$0.00	\$0.00	(\$10.87)	\$244.93	\$244.93	\$282.38	9/2/2021	12/31/2021	0.00%	\$ 100.00	N/A	
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$103.00	\$103.00	\$103.00	\$19.17	\$122.17	\$122.17	\$122.17	\$0.00	\$0.00	(\$12.29)	\$0.00	\$0.00	(\$1.42)	\$0.00	\$0.00	(\$8.20)	\$252.27	\$252.27	\$282.38	1/1/2022	12/31/2022	3.00%	\$ 103.00		
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$106.09	\$106.09	\$106.09	\$19.17	\$125.26	\$125.26	\$125.26	\$0.00	\$0.00	(\$9.20)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$6.02)	\$259.84	\$259.84	\$282.38	1/1/2023	12/31/2023	3.00%	\$ 106.09		
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$109.27	\$109.27	\$109.27	\$19.17	\$128.44	\$128.44	\$128.44	\$0.00	\$0.00	(\$6.02)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$2.74)	\$267.64	\$267.64	\$282.38	1/1/2024	12/31/2024	3.00%	\$ 109.27		
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$112.55	\$112.55	\$112.55	\$19.17	\$131.72	\$131.72	\$131.72	\$0.00	\$0.00	(\$2.74)	\$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
Gary Vito Cavafian, PE Structure Inspector Const. Inspector, Group 2 Exempt Full Time		FIELD	Non-Prevailing Wage Work	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$115.93	\$115.93	\$115.93	\$19.17	\$135.10	\$135.10	\$135.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ 115.93	N/A
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$118.15	\$118.15	\$118.15	\$19.17	\$137.32	\$137.32	\$137.32	\$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	\$ 118.15	
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$120.37	\$120.37	\$120.37	\$19.17	\$139.54	\$139.54	\$139.54	\$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	\$ 120.37	
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$122.59	\$122.59	\$122.59	\$19.17	\$141.76	\$141.76	\$141.76	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ 122.59	
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$124.81	\$124.81	\$124.81	\$19.17	\$143.98	\$143.98	\$143.98	\$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	\$0.00	\$0.00	
Michael Dipsis, PE QSD Resident Engineer Exempt Full Time		FIELD	Non-Prevailing Wage Work	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$127.04	\$127.04	\$127.04	\$19.17	\$146.21	\$146.21	\$146.21	\$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	\$ 127.04	N/A	
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$129.26	\$129.26	\$129.26	\$19.17	\$148.43	\$148.43	\$148.43	\$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		\$ 129.26
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$131.48	\$131.48	\$131.48	\$19.17	\$150.65	\$150.65	\$150.65	\$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		\$ 131.48
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$133.70	\$133.70	\$133.70	\$19.17	\$152.87	\$152.87	\$152.87	\$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		\$ 133.70
				\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$135.92	\$135.92	\$135.92	\$19.17	\$155.09	\$155.09	\$155.09	\$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
Richard Feldman Scheduler Non-Exempt Full Time		OFFICE	Non-Prevailing Wage Work	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$129.26	\$129.26	\$129.26	\$19.17	\$148.43	\$148.43	\$148.43	\$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	\$ 129.26	N/A	
				\$52.21	\$78.3																														

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION

COST PROPOSAL

ON-CALL CONTRACT- OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE. **DIRECT LABOR METHOD OF ACCOUNTING**

ADM 2033 (Rev. 10/23/18)

Determination Number:

SC-23-63-2-2021-1D

- Issue Date:

August 22, 2021

- Effective Date:

September 1, 2021

- Expiration Date :

*June 30, 2022

Consultant/Subconsultant Name: NVE Inc.

Agreement Number: SBC TA 22-1002643

Tax ID No.: 94-2766173

Date Prepared: 10/28/2021

Page No.: 1 of 3

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 - 1.5 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 - 1.5 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 determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy.

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

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

F) No Overtime, Columns are shaded out - See Stevie Ray Vaughn Non-Prevailing Wage example, line 59.

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

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) See example for Bob Marley, line 47 and Alecia Moore, line 65, both Non-Prevailing Wage Work

Home Office:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	17.20%	+ 116.09%	+ 0.00%	= 133.29%
OVERTIME	17.20%	+ 116.09%	+ 0.00%	= 133.29%
Field Office:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	17.20%	+ 105.46%	+ 0.00%	= 122.66%
OVERTIME	17.20%	+ 105.46%	+ 0.00%	= 122.66%
Project Specific:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	17.20%	+ 105.46%	+ 0.00%	= 122.66%
OVERTIME	17.20%	+ 105.46%	+ 0.00%	= 122.66%

FEE	=	10.00%
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FCCM	0.08%
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Applicable Delta Base Multiplier (Field/Home)	=	2.4493
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Applicable Delta Fringe Multiplier/Fringe (Field)	=	2.4493
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Name & Work Information		Home / Field / Project Specific Personnel	Prevailing Wage Rate established by Stato DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate (RFP Sept. 2, 2021)		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class		
			Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Actual Fringe	Total + Base + Fringe			Straight			1.5 OT	2.0 OT	Straight			1.5 OT	2.0 OT	From					To	
			Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT			Straight	1.5 OT	2.0 OT			From	To					
Tiffany Goodwin Roadway Inspector Const. Inspector, Group 2 Non-Exempt Full Time	FIELD	Non-Prevailing Wage Work																															
Iraj Hormozi, EIT Safety Non-Exempt Full Time	FIELD	Non-Prevailing Wage Work																															
Duyen Howe Office Engineer Non-Exempt Full Time	FIELD	Non-Prevailing Wage Work																															
William (Bill) Janda Infrastructure Inspector Const. Inspector, Group 2 Non-Exempt Full Time	FIELD	Prevailing Wage Work	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$69.35	\$104.03	\$138.70	\$16.34	\$85.69	\$120.37	\$155.04	\$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	
			\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$71.43	\$107.15	\$142.86	\$16.34	\$87.77	\$123.49	\$159.20	\$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	
			\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.57	\$110.36	\$147.15	\$16.34	\$89.91	\$126.70	\$163.49	\$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	
			\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.76	\$113.67	\$151.56	\$16.34	\$92.12	\$130.01	\$167.90	\$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	
			\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$78.05	\$117.08	\$156.11	\$16.34	\$94.39	\$133.42	\$172.45	\$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	
William (Bill) Janda Infrastructure Inspector Const. Inspector, Group 2 Non-Exempt Full Time	FIELD	Non-Prevailing Wage Work	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$80.40	\$120.59	\$160.79	\$16.34	\$96.74	\$136.93	\$177.13	\$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	
Bassem Kabbara, PE CRE Structure Representative Non-Exempt Full Time	FIELD	Non-Prevailing Wage Work																															
Robin Kimmont Biologist Exempt Full Time	FIELD	Non-Prevailing Wage Work																															
Pedro Lopez Office Engineer Non-Exempt Full Time	FIELD	Non-Prevailing Wage Work																															
Paul Macias Roadway Inspector Const. Inspector, Group 2 Non-Exempt Full Time	FIELD	Prevailing Wage Work	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$50.00	\$75.00	\$100.00	\$14.56	\$64.56	\$89.56	\$114.56	(\$17.69)	(\$18.80)	(\$19.90)	(\$2.21)	(\$3.32)	(\$4.42)	(\$15.48)	(\$15.48)	(\$15.48)	\$165.79	\$168.50	\$171.20	\$0.00	\$0.00	\$0.00		
			\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$51.50	\$77.25	\$103.00	\$14.56	\$66.06	\$91.81	\$117.56	(\$16.19)	(\$16.55)	(\$16.90)	(\$0.71)	(\$1.07)	(\$1.42)	(\$15.48)	(\$15.48)	(\$15.48)	\$165.79	\$166.66	\$167.53	\$0.00	\$0.00	\$0.00		
			\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$53.05	\$79.57	\$106.09	\$14.56	\$67.61	\$94.13	\$120.65	(\$14.65)	(\$14.23)	(\$13.81)	\$0.00	\$0.00	\$0.00	(\$14.65)	(\$14.23)	(\$13.81)	\$165.79	\$164.77	\$163.75	\$0.00	\$0.00	\$0.00		
			\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$54.64	\$81.95	\$109.27	\$14.56	\$69.20	\$96.51	\$123.83	(\$13.05)	(\$11.84)	(\$10.63)	\$0.00	\$0.00	\$0.00	(\$13.05)	(\$11.84)	(\$10.63)	\$165.79	\$162.82	\$159.85	\$0.00	\$0.00	\$0.00		
			\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$56.28	\$84.41	\$112.55	\$14.56	\$70.84	\$98.97	\$127.11	(\$11.41)	(\$9.38)	(\$7.35)	\$0.00	\$0.00	\$0.00	(\$11.41)	(\$9.38)	(\$7.35)	\$165.79	\$160.81	\$155.83	\$0.00	\$0.00	\$0.00		
Paul Macias Roadway Inspector Const. Inspector, Group 2 Non-Exempt Full Time	FIELD	Non-Prevailing Wage Work	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$57.96	\$86.95	\$115.93	\$14.56	\$72.52	\$101.51	\$130.49	(\$9.73)	(\$6.85)	(\$3.97)	\$0.00	\$0.00	\$0.00	(\$9.73)	(\$6.85)	(\$3.97)	\$165.79	\$158.74	\$151.70	\$0.00	\$0.00	\$0.00		
	FIELD	Non-Prevailing Wage Work																															

COST PROPOSAL
ON-CALL CONTRACT- OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING
ADM 2033 (Rev. 10/23/18)

- Issue Date:
- Effective Date:
- Expiration Date :

August 22, 2021
September 1, 2021
*June 30, 2022

Page No.. 1 of 3

FEE	=	10.00%
FCCM	0.08%	

Page 3 of 4

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION

COST PROPOSAL

ON-CALL CONTRACT- OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE. **DIRECT LABOR METHOD OF ACCOUNTING**
ADM 2033 (Rev. 10/23/18)

Determination Number:

- Issue Date:
- Effective Date:
- Expiration Date :

SC-23-63-2-2021-1D

August 22, 2021
September 1, 2021
June 30, 2022

Consultant/Subconsultant Name: NVE Inc.

Agreement Number: SBCTA 22-1002643

Tax ID No.: 94-2766173

Date Prepared: 10/28/2021

Page No.: 1 of 3

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 - 1.5 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 - 1.5 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 determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy.

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

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

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

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) See example for Bob Marley, line 47 and Alecia Moore, line 65, both Non-Prevailing Wage Work

Home Office:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	17.20% +	116.09% +	0.00% =	133.29%
OVERTIME	17.20% +	116.09% +	0.00% =	133.29%
Field Office:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	17.20% +	105.46% +	0.00% =	122.66%
OVERTIME	17.20% +	105.46% +	0.00% =	122.66%
Project Specific:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	17.20% +	105.46% +	0.00% =	122.66%
OVERTIME	17.20% +	105.46% +	0.00% =	122.66%

FEE = 10.00%

FCCM 0.08%

Applicable Delta Base Multiplier (Field/Home) = 2.493

Applicable Delta Fringe Multiplier(Fringe (Field) = 2.4493

Name & Work Information		Home / Field / Project Specific Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate (RFP Sept. 2, 2021)		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class								
			Base Salary		Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary		Actual Fringe	Total = Base + Fringe			Straight		1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight					1.5 OT	2.0 OT						
			Straight	1.5 OT		2.0 OT	Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT			Straight	1.5 OT			2.0 OT	Straight			1.5 OT	2.0 OT						Straight	1.5 OT	2.0 OT			
			From	To		From	To	From	To	From		To	From	To	From	To			From	To			From	To			From	To						From	To	From	To		
Erik Wasse		FIELD	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$64.92	\$97.38	\$129.84	\$8.54	\$73.46	\$105.92	\$138.38	(\$8.79)	(\$2.44)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	9/2/2021	12/31/2021	0.00%	\$ 64.92	N/A				
Roadway Inspector		Prevailing Wage Work	\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$66.87	\$100.30	\$133.74	\$8.54	\$75.41	\$108.84	\$142.28	(\$6.84)	\$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	1/1/2022	12/31/2022	3.00%	\$ 66.87					
Const. Inspector, Group 2			\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$68.87	\$103.31	\$137.75	\$8.54	\$77.41	\$111.85	\$146.29	(\$4.84)	\$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	1/1/2023	12/31/2023	3.00%	\$ 68.87					
Non-Exempt			\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$70.94	\$106.41	\$141.88	\$8.54	\$79.48	\$114.95	\$150.42	(\$2.77)	\$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	12/31/2024	12/31/2024	3.00%		\$ 70.94			
Full Time			\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$73.07	\$109.60	\$146.14	\$8.54	\$81.61	\$118.14	\$154.68	(\$0.64)	\$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	1/1/2025	12/31/2025	3.00%		\$ 73.07			
		\$52.21	\$78.32	\$104.42	\$30.04	\$82.25	\$108.36	\$134.46	\$75.26	\$112.89	\$150.52	\$8.54	\$83.80	\$121.43	\$159.06	\$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	1/1/2026	12/31/2026	3.00%	\$ 75.26					
Erik Wasse		FIELD																															9/2/2021	12/31/2021	0.00%	\$ 64.92	N/A		
Roadway Inspector		Non-Prevailing Wage Work																															1/1/2022	12/31/2022	3.00%	\$ 66.87			
Const. Inspector, Group 2																																		1/1/2023	12/31/2023	3.00%		\$ 68.87	
Non-Exempt																																			12/31/2024	12/31/2024		3.00%	\$ 70.94
Full Time																																			1/1/2025	12/31/2025		3.00%	\$ 73.07
																																		1/1/2026	12/31/2026	3.00%		\$ 75.26	

Contract Specific Footnotes: This space intended for Consultants to include labor cost proposal specific footnotes.

1
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4

Notes for Consultants:

A. The green shaded areas are the only areas to be completed by the Consultant. The grey shaded areas will automatically populate based on the data input by the Consultant in the green shaded areas.

B. Note employees/classifications that are subject to prevailing wage requirements with one asterisk (*) or two (**). Prevailing Wage specified is based on DIR determination, including known Predetermined increase(s), as of date of RFQ/RFP advertisement

C. The employees' actual hourly rates shown in this cost proposal are the rates that were effective as of the RFQ/RFP advertisement date. In this example, the advertisement date is 09/02/21. Caltrans Contract Manager's pre-approval is required to add staff not previously listed on the cost proposal. The billing rates for these employees must also count as hours worked time spent by employees traveling from a central reporting location to their actual work locationCA DLSE 46.2

D. Travel Time: California minimum wage laws require an employer to count employee travel time as hours worked whenever it requires employees to travel, no matter when the travel occurs. This includes any time employees are required to travel out of town, whether on a one-day or overnight trip. If an employee's travel time to a transportation center (airport, bus station, train station, etc.) is about the same as the travel time to the employee's usual workplace, the employer may begin counting the employee's travel time as hours worked once he or she arrives at the transportation centerCA Division of Labor Standards Enforcement (DLSE) 46.3

Employers are permitted to pay employees a lower wage rate for waiting or standby time than they do for time when employees are performing actual job duties. The employer must notify employees they will be paid the lower wage rate before the travel beginsCA DLSE 46.3.2

Managers/Supervisors: Up to a maximum of 8 hours will be charged for work time or any combination of travel and work time (On WeekdaysBilling rate for travel time= Loaded Rate Formula "C" above.

Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows: Billing rate for travel time= Loaded Rate Formula "C" above, if working on a public works project.

When performing Non-Prevailing Wage duties on this project during the regular work day, theBilling rate for travel time = Loaded Rate Formula "E" above.

All travel time, outside of the regular work day, will be billed without the application of overtime rate as follows: Billing Rate = (Actual Hourly Rate) (1 + Fee) + (Delta Base + Delta Fringe) * (1 + Fee

Non-Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at the Straight Time rate (i.e., without the application of the 1.5X or 2.0X multiplier for Overtime), as follows: Billing rate for travel time= Loaded Rate Formula "A" above.

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

CONSULTANT SYRUSA Engineering, Inc.		PRIME	<input type="checkbox"/>	SUB	<input checked="" type="checkbox"/>	X
PROJECT NO. SBCTA ON CALL RFP 22-1002663	CONTRACT NO. _____				DATE _____	10/28/2021

Sub Consultant's Participation Amount \$ _____

22-1002708 Page 1 of 2

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 09/02/21. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 09/02/21. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

CONTRACT TYPE Construction Management Services On-Call (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Prime Consultant's Participation Amount \$_____

Home Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	51.44%	+ 102.82%	+ 0.00%	= 154.26%
OVERTIME	51.44%	+ 102.82%	+ 0.00%	= 154.26%
Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %	Combined %
NORMAL	51.44%	+ 77.01%	+ 0.00%	= 128.45%
OVERTIME	51.44%	+ 77.01%	+ 0.00%	= 128.45%
			Fee	= 10.00%

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

22.1002708

Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

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

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

4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 9/2/2021. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 9/2/2021. Hourly rates for employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time will not exceed 8 hours in any one day or one way travel will be billed as follows:
Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follows: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time will not exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follows:

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT ZT Consulting Group, Inc. PRIME SUB X
PROJECT NO. SBCTA ON CALL RFP 22-1002663 CONTRACT NO. DATE 10/28/2021

CONTRACT TYPE Sub Consultant's Participation Amount \$

Loaded Rate Calculation																		Home Office Personnel:										General Administration %										Combined %																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
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B) 1.5X or 2.0X Overtime = (Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																		0.00% + 110.00% + 0.00% = 110.00%										0.00% + 110.00% + 0.00% = 110.00%										110.00%																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
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Name/Classification		Home Office Personnel Field Office		Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable DELTA (TOTAL) = Employee Total - DIR Total						DELTA (BASE) = Employee Base - DIR Base			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA DELTA FRINGE = DELTA (TOTAL) - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase		Hourly Rate and/or Average Hourly Rate		Hourly Range for Class																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
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Andrew Soia, CWI, NACE 2, PCI III Lead Inspector		FIELD		9/2/2021		6/30/2022		\$53.21			\$79.82			\$106.42			\$30.04			\$83.25			\$109.86			\$136.46			\$54.50			\$81.75			\$109.00			\$18.56			\$73.06			\$100.31			\$127.56			(\$10.19)			(\$9.54)			(\$8.90)			\$1.29			\$1.94			\$2.58			\$0.00			\$0.00			\$0.00			(\$10.19)			(\$9.54)			(\$8.90)			\$125.90			\$153.15			\$180.40			3.00%		\$ 54.50		N/A																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
Prevailing Wage Work (non-Exempt)				7/1/2022		6/30/2023		\$53.21			\$79.82			\$106.42			\$30.04			\$83.25			\$109.86			\$136.46			\$56.14			\$84.21			\$112.28			\$18.56			\$74.70			\$102.77			\$130.84			(\$8.55)			(\$7.08)			(\$5.62)			(\$8.55)			(\$7.08)			(\$5.62)			\$2.93			\$4.40			\$5.86			\$0.00			\$0.00			\$0.00			(\$8.55)			(\$7.08)			(\$5.62)			\$129.68			\$157.75			\$185.82			3.00%		\$ 56.14		N/A																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
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1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

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

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

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

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

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

CONTRACT TYPE _____

Total Other Direct Costs Amount \$ _____

[illegible]

Important Notes:

1. "N/C" denotes No Charge
2. Pre-approved travel and Per Diem will be reimbursed
3. Actual costs are based on prices from appropriate vendors and should be reasonable
4. Parking, tolls and local transportation
5. Other Direct Cost (ODC) items claimed shall be in compliance with 48 CFR 101-11.6
6. Proposed items shall be consistently priced
7. Items when incurred for the same purpose
8. For those items listed here as "tools and equipment," the contractor shall provide a list of items to be used for the project

EXHIBIT A - SCOPE OF WORK

San Bernardino County Transportation Authority On-Call Construction Management Services

San Bernardino County Transportation Authority (SBCTA) will utilize the services of CONSULTANT to provide **On-Call Construction Management (CM) Services** for various transportation projects at SBCTA. Type, size, and value of projects and corresponding construction management services needs will vary. CONSULTANT will be placed on a bench and proposals for Contract Task Orders (CTO) will be solicited as appropriate.

Services and deliverables needed for each CTO will be described in detail in each CTO Request for Proposals (RFP). CM Services may include, but are not limited to, the following:

A. ADMINISTRATION/PRE-CONSTRUCTION

- a. Client Coordination and Meetings
- b. Contract Administration and Budget Management
- c. Constructability Reviews
- d. Permit Reviews
- e. Right of Way /Temporary Construction Easement reviews
- f. Plans Specifications and Estimate reviews
- g. Calculations and Profiles
- h. Utility Coordination
- i. Traffic Control
- j. Data/Control/Topographic Surveys
- k. Geotechnical Services
- l. Contract Advertisement and Bid Support Cost Estimating

B. CONSTRUCTION

- a. Contractor Management
- b. Pre-Construction and Regular Construction Meetings
- c. Construction Surveying
- d. Document Control and Filing
- e. Project Schedule/Critical Path Method Management
- f. Monthly Activity Reports
- g. Progress Reports
- h. Environmental Compliance
- i. Partnering
- j. Certified Payrolls and Labor Compliance
- k. Permitting
- l. Storm Water Pollution Prevention Plan (SWPPP) Management
- m. Shop Drawings and Request For Information
- n. Safety Committee Reviews
- o. Change Order and Claims Administration

C. INSPECTIONS

- a. Roadway
- b. Paving and Subgrade
- c. Structures

- d. Electrical
- e. Landscape
- f. Environmental Inspections
- g. Drainage/Stormwater
- h. Materials Testing
- i. Source Inspection
- j. Health and Safety
- k. Plant Establishment
- l. Utilities

D. POST CONSTRUCTION

- a. Computer Aided Design Drafting (CADD)
- b. As-Builts
- c. Project Closeout

PERSONNEL

Consultant shall provide fully qualified staff with appropriate licenses and/or certifications. Credentials of certified staff shall be current and shall be made available to SBCTA upon request. CONSULTANT shall provide the following, but not limited to personnel:

- | | | |
|------------------------------|---------------------------|-----------------------------|
| • Resident Engineer (RE) | • Project Manager (PM) | • Office Engineer |
| • Structures Representative | • SWPPP Inspector (QSP) | • Roadway Inspector |
| • Assistant RE / PM | • Quality Inspector (CQA) | • Landscape Architect (RLA) |
| • Electrical Inspector (CEI) | • Land Surveyor (PLS) | • Source Inspector |
| • Welding Inspector (CWI) | • Landscape Inspector | • Civil Engineer (PE) |
| • Estimator | • Scheduler | • CADD designer |
| • Biologist | • Planner | • Administrative |

STANDARDS

All work performed under this contract shall conform to project bid documents, special provisions, plans, approved environmental document and permits and all applicable SBCTA, Caltrans or local requirements, including but not limited to:

1. Construction Manual and its revisions
2. Bridge Construction Records and Procedures Manual
3. Quality Assurance Program Manual
4. Manual of Traffic Controls for Construction and Maintenance Work Zones
5. Caltrans Standard Specifications and Standard Plans
6. Caltrans Storm Water Pollution Prevention Plan (SWPPP) and Water Pollution Control Program (WPCP) Preparation Manual
7. Manual of Test (3 volumes)
8. Survey Manual
9. Caltrans District 8 Standard Staking Procedures Manual

END OF SCOPE OF WORK