

# Attachment G

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**AMENDMENT NO. 3  
TO PROFESSIONAL SERVICES AGREEMENT  
BETWEEN COUNTY OF MONTEREY AND  
HARRIS & ASSOCIATES, INC.**

**THIS AMENDMENT NO. 3** to Professional Services Agreement No. A-13276 between the County of Monterey, a political subdivision of the State of California (hereinafter, “County”) and Harris & Associates, Inc. (hereinafter, “CONTRACTOR”) is hereby entered into between the County and the CONTRACTOR (collectively, the “Parties”) and effective as of the last date opposite the respective signatures below.

**WHEREAS**, CONTRACTOR entered into Professional Services Agreement No. A-13276 with County on September 9, 2016 (hereinafter, “Agreement”) to provide on-call civil engineering services for transportation projects located in Monterey County, Request for Qualifications (RFQ) #1601 (hereinafter, “services”) through August 31, 2019 with the option to extend the Agreement for two (2) additional one (1) year period(s) for an amount not to exceed \$300,000; and

**WHEREAS**, Agreement was amended by the Parties on July 30, 2018 (hereinafter, “Amendment No. 1”) to update the Indemnification for Design Professional Services Claims and to increase the amount by \$500,000 which resulted in a total amount not to exceed \$800,000 with no extension to the term; and

**WHEREAS**, Agreement was amended by the Parties on August 28, 2019 (hereinafter, “Amendment No. 2”) to extend the term for one (1) additional year through August 31, 2020 with no increase in the not to exceed amount; and

**WHEREAS**, the County has a continued need for services; and

**WHEREAS**, CONTRACTOR’s Hourly Billing Rates require an update effective September 1, 2020; and

**WHEREAS**, additional time and funding are necessary to allow CONTRACTOR to continue to provide the services required by the County; and

**WHEREAS**, the Parties wish to further amend the Agreement to extend the term for one (1) additional year to August 31, 2021, to update the Hourly Billing Rates, and to increase the amount by \$300,000 for a total not to exceed \$1,100,000 to allow CONTRACTOR to continue to provide services identified in the Agreement and as amended by this Amendment No. 3.

**NOW, THEREFORE**, the Parties agree to amend the Agreement as follows:

1. Amend the second sentence of Paragraph 2 “Payments by County”, to read as follows:

The total amount payable by County to CONTRACTOR under this Agreement is not to exceed the sum of \$1,100,000.

2. Amend the first sentence of Paragraph 3, “Term of Agreement”, to read as follows:  
  
The term of this Agreement is from September 1, 2016 to August 31, 2021 unless sooner terminated pursuant to the terms of this Agreement.
3. Amend Paragraph 4, “Additional Provisions/Exhibits” to add “Exhibit A-1 – Revised Hourly Billing Rates”, effective September 1, 2020.
4. Delete Pages 4, 5, 6, 14 and 15 of Exhibit 10-H, Sample Cost Proposal (Example #2), within Exhibit A – Scope of Services/Payment Provisions of this Agreement.
5. Any reference to Pages 4, 5, 6, 14 and 15 of Exhibit 10-H within Exhibit A of this Agreement is hereby replaced with Exhibit A-1 – Revised Hourly Billing Rates, effective September 1, 2020.
6. In all places within the Agreement, any reference to County’s email address of [RMA-Finance-AP-GP@co.monterey.ca.us](mailto:RMA-Finance-AP-GP@co.monterey.ca.us) for invoicing, is hereby replaced with [RMA-Finance-AP@co.monterey.ca.us](mailto:RMA-Finance-AP@co.monterey.ca.us).
7. All other terms and conditions of the Agreement, including all Exhibits thereto, remain unchanged and in full force.
8. This Amendment No. 3 and all previous amendments shall be attached to the Agreement and incorporated therein as if fully set forth in the Agreement.
9. The recitals to this Amendment No. 3 are incorporated into the Agreement and this Amendment No. 3.

IN WITNESS WHEREOF, the Parties hereto have executed this Amendment No. 3 to the Agreement which shall be effective as of the last date opposite the respective signatures below.

**COUNTY OF MONTEREY**

**CONTRACTOR\***

By: \_\_\_\_\_  
Contracts/Purchasing Officer

\_\_\_\_\_  
Harris & Associates, Inc.  
Contractor's Business Name

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

By: DocuSigned by:  
*Steven D. Winchester*  
\_\_\_\_\_  
08D0D6A9C743447...  
(Signature of Chair, President or Vice President)

**Approved as to Form**  
**Office of the County Counsel**  
**Leslie J. Girard, County Counsel**

Its: Steven Winchester, Division President  
(Print Name and Title)

By: DocuSigned by:  
*Mary Grace Perry*  
\_\_\_\_\_  
C83342707AC641A... Mary Grace Perry  
Deputy County Counsel

Date: 7/16/2020

Date: 7/24/2020

By: DocuSigned by:  
*Steven D. Winchester*  
\_\_\_\_\_  
08D0D6A9C743447...  
(Signature of Secretary, Asst. Secretary, CFO, Treasurer or Asst. Treasurer)

Its: Steven Winchester, CFO  
(Print Name and Title)

**Approved as to Fiscal Provisions**

By: DocuSigned by:  
*Gary Giboney*  
\_\_\_\_\_  
D3834BFEC1D8449... Auditor/Controller

Date: 7/16/2020

Date: 7/24/2020

**Approved as to Indemnity and Insurance Provisions**  
**Office of the County Counsel-Risk Management**  
**Leslie J. Girard, County Counsel-Risk Manager**

By: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

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

\*INSTRUCTIONS: If CONTRACTOR is a corporation, including non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two (2) specified officers per California Corporations Code Section 313. If CONTRACTOR is a Limited Liability Corporation (LLC), the full legal name of the LLC shall be set forth above together with the signatures of two (2) managers. If CONTRACTOR is a partnership, the full legal name of the partnership shall be set forth above together with the signature of a partner who has authority to execute this Agreement on behalf of the partnership. If CONTRACTOR is contracting in an individual capacity, the individual shall set forth the name of the business, if any, and shall personally sign the Agreement or Amendment to said Agreement.

**EXHIBIT A-1 - REVISED HOURLY BILLING RATES**

**Effective September 1, 2020**

**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

Consultant or Subconsultant Harris & Associates, Inc. Contract No. \_\_\_\_\_ Date 7/2/2020

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %  
(= 0% if Included in OH) (= 0% if Included in OH) 185.00%  
FEE % = 10.00%

**BILLING INFORMATION**

**CALCULATION INFORMATION**

Name/Job Title/Classification <sup>1</sup>	Hourly Billing Rates <sup>2</sup>			Effective date of hourly rate		Actual or Avg. hourly rate <sup>3</sup>	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
<b>Frank Lopez, PE, QSD, CFM</b> Principal In Charge	\$301.46	\$301.46	\$301.46	9/1/2020	12/31/2020	\$96.16	-	Not Applicable
	\$316.53	\$316.53	\$316.53	1/1/2021	12/31/2021	\$100.97	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		5.00%	
<b>David Pezzini, PE</b> Sr. Project Manager	\$185.37	\$185.37	\$185.37	9/1/2020	12/31/2020	\$59.13	-	Not Applicable
	\$194.64	\$194.64	\$194.64	1/1/2021	12/31/2021	\$62.09	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		5.00%	
<b>Kate Giberson</b> Environmental Compliance Lead	\$263.34	\$263.34	\$263.34	9/1/2020	12/31/2020	\$84.00	-	Not Applicable
	\$276.51	\$276.51	\$276.51	1/1/2021	12/31/2021	\$88.20	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		5.00%	
<b>Diana Garrett</b> Project Manager	\$175.06	\$175.06	\$175.06	9/1/2020	12/31/2020	\$55.84	-	Not Applicable
	\$183.81	\$183.81	\$183.81	1/1/2021	12/31/2021	\$58.63	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		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.
- The 2019 ICR for Harris is 222.86%. However, we have reduced this rate to 200% as a discounted rate for the 2020 contract year

NOTES:

- Denote all employees subject to prevailing wage with an asterisks (\*)
- For "Schedule of Other Direct Cost Items" see pages 24-27 of Exhibit A of this Agreement

Harris & Associates, Inc.  
On-call Civil Engineering Services for Transportation Projects  
(RFQ #1601)  
RMA – Public Works, Parks and Facilities

**EXHIBIT A-1 - REVISED HOURLY BILLING RATES**

**Effective September 1, 2020**

**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

Consultant or Subconsultant

Harris & Associates, Inc.

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

Date 7/2/2020

Fringe Benefit %

+

Overhead %

+

General Administration %

=

Combined Indirect Cost Rate (ICR) %

(= 0% if Included in OH)

(= 0% if Included in OH)

185.00%

FEE % = 10.00%

**BILLING INFORMATION**

**CALCULATION INFORMATION**

Name/Job Title/Classification <sup>1</sup>	Hourly Billing Rates <sup>2</sup>			Effective date of hourly rate		Actual or Avg. hourly rate <sup>3</sup>	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
<b>Shannon Bane</b> Environmental Biologist	\$186.31	\$186.31	\$186.31	9/1/2020	12/31/2020	\$59.43	-	Not Applicable
	\$195.63	\$195.63	\$195.63	1/1/2021	12/31/2021	\$62.40	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		5.00%	
<b>Wendy Young</b> Environmental Biologist	\$186.31	\$186.31	\$186.31	9/1/2020	12/31/2020	\$59.43	-	Not Applicable
	\$195.63	\$195.63	\$195.63	1/1/2021	12/31/2021	\$62.40	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		5.00%	
<b>Christian Mercado, EIT</b> Sr. Project Engineer	\$144.21	\$144.21	\$144.21	9/1/2020	12/31/2020	\$46.00	-	Not Applicable
	\$151.42	\$151.42	\$151.42	1/1/2021	12/31/2021	\$48.30	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		5.00%	
<b>Hilary Whelan, EIT</b> Design Engineer	\$113.33	\$170.00	\$226.66	9/1/2020	12/31/2020	\$36.15	-	Not Applicable
	\$119.00	\$178.50	\$237.99	1/1/2021	12/31/2021	\$37.96	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		5.00%	
<b>Chris Marinez</b> Design Engineer	\$103.46	\$155.18	\$206.91	9/1/2020	12/31/2020	\$33.00	-	Not Applicable
	\$108.63	\$162.94	\$217.26	1/1/2021	12/31/2021	\$34.65	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		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.

4. The 2019 ICR for Harris is 222.86%. However, we have reduced this rate to 200% as a discounted rate for the 2020 contract year

NOTES:

- Denote all employees subject to prevailing wage with an asterisks (\*)
- For "Schedule of Other Direct Cost Items" see pages 24-27 of Exhibit A of this Agreement

Harris & Associates, Inc.  
On-call Civil Engineering Services for Transportation Projects  
(RFQ #1601)  
RMA – Public Works, Parks and Facilities

**EXHIBIT A-1 - REVISED HOURLY BILLING RATES**

**Effective September 1, 2020**

**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

Consultant or Subconsultant Harris & Associates, Inc. Contract No. \_\_\_\_\_ Date 7/2/2020

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

185.00%  
FEE % = 10.00%

**BILLING INFORMATION**

**CALCULATION INFORMATION**

Name/Job Title/Classification <sup>1</sup>	Hourly Billing Rates <sup>2</sup>			Effective date of hourly rate		Actual or Avg. hourly rate <sup>3</sup>	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
<b>Johnny Ortega</b> Design Engineer	\$107.00	\$160.50	\$214.00	9/1/2020	12/31/2020	\$34.13	-	Not Applicable
	\$112.35	\$168.52	\$224.69	1/1/2021	12/31/2021	\$35.84	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		5.00%	
<b>Randy Berry</b> Design Lead/QC	\$300.36	\$300.36	\$300.36	9/1/2020	12/31/2020	\$95.81	-	Not Applicable
	\$315.38	\$315.38	\$315.38	1/1/2021	12/31/2021	\$100.60	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		5.00%	
<b>Holly Blackwell</b> Administration	\$92.48	\$138.72	\$184.97	9/1/2020	12/31/2020	\$29.50	-	Not Applicable
	\$97.11	\$145.66	\$194.21	1/1/2021	12/31/2021	\$30.98	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		5.00%	
<b>Lynne Filson</b> Traffic Engineer	\$252.40	\$252.40	\$252.40	9/1/2020	12/31/2020	\$80.51	-	Not Applicable
	\$265.02	\$265.02	\$265.02	1/1/2021	12/31/2021	\$84.54	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		5.00%	
<b>Randy Deodat</b> GIS Analyst	\$137.25	\$205.88	\$274.50	9/1/2020	12/31/2020	\$43.78	-	Not Applicable
	\$144.11	\$216.17	\$288.23	1/1/2021	12/31/2021	\$45.97	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		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.

4. The 2019 ICR for Harris is 222.86%. However, we have reduced this rate to 200% as a discounted rate for the 2020 contract year

NOTES:

- Denote all employees subject to prevailing wage with an asterisks (\*)
- For "Schedule of Other Direct Cost Items" see pages 24-27 of Exhibit A of this Agreement

Harris & Associates, Inc.  
On-call Civil Engineering Services for Transportation Projects  
(RFQ #1601)  
RMA – Public Works, Parks and Facilities



**EXHIBIT A-1 - REVISED HOURLY BILLING RATES**  
**Effective September 1, 2020**

**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

Consultant or Subconsultant Harris & Associates, Inc. Contract No. \_\_\_\_\_ Date 7/2/2020

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %  
 (= 0% if Included in OH) (= 0% if Included in OH) = 185.00%  
 FEE % = 10.00%

**BILLING INFORMATION**

**CALCULATION INFORMATION**

Name/Job Title/Classification <sup>1</sup>	Hourly Billing Rates <sup>2</sup>			Effective date of hourly rate		Actual or Avg. hourly rate <sup>3</sup>	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
<b>Kourosh Iranpour</b> QC/Design Lead	\$249.20	\$249.20	\$249.20	9/1/2020	12/31/2020	\$79.49	-	Not Applicable
	\$261.66	\$261.66	\$261.66	1/1/2021	12/31/2021	\$83.46	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		5.00%	
<b>Sarah Faraola</b> Environmental Biologist	\$90.92	\$136.37	\$181.83	9/1/2020	12/31/2020	\$29.00	-	Not Applicable
	\$95.46	\$143.19	\$190.92	1/1/2021	12/31/2021	\$30.45	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		5.00%	
<b>Karina Guevara</b> Project Engineer	\$125.43	\$125.43	\$125.43	9/1/2020	12/31/2020	\$40.01	-	Not Applicable
	\$131.70	\$131.70	\$131.70	1/1/2021	12/31/2021	\$42.01	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		5.00%	
<b>Marc Gallardo</b> Sr. Project Engineer	\$159.10	\$238.65	\$318.20	9/1/2020	12/31/2020	\$50.75	-	Not Applicable
	\$167.06	\$250.58	\$334.11	1/1/2021	12/31/2021	\$53.29	5.00%	
		\$0.00	\$0.00	1/1/2022	12/31/2022		5.00%	
		\$0.00	\$0.00	1/1/2023	12/31/2023		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.
- The 2019 ICR for Harris is 222.86%. However, we have reduced this rate to 200% as a discounted rate for the 2020 contract year

NOTES:

- Denote all employees subject to prevailing wage with an asterisks (\*)
- For "Schedule of Other Direct Cost Items" see pages 24-27 of Exhibit A of this Agreement

Harris & Associates, Inc.  
 On-call Civil Engineering Services for Transportation Projects  
 (RFQ #1601)  
 RMA – Public Works, Parks and Facilities

**EXHIBIT A-1 - REVISED HOURLY BILLING RATES**  
**Effective September 1, 2020**

Exhibit 10-H

**Cost Proposal**

EXHIBIT 10-H COST PROPOSAL (EXAMPLE #2)  
 SPECIFIC RATE OF COMPENSATION  
 MONTEREY COUNTY ON-CALL CIVIL ENGINEERING SERVICES FOR TRANSPORTATION PROJECTS

Note: Mark-ups are Not Allowed

Consultant or Subconsultant PACIFIC CREST ENGINEERING, INC. Proposal No. \_\_\_\_\_ Date 6/1/2020

Fringe Benefit + Overhead & General Administration = Combined 2019 Indirect Cost Rate (ICR) %  
 82.89% + 111.23% = 194.13%  
**HOME OFFICE** FEE % = 10.00%

**BILLING INFORMATION**

**CALCULATION INFORMATION**

Name/Job Title/Classification <sup>1</sup>	Hourly Billing Rates <sup>2</sup>			Effective date of hourly rate		Actual or Avg. hourly rate <sup>3</sup>	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)	From	To			
Principal Geotechnical Engineer Elizabeth Mitchell	\$285.98	\$428.97	\$571.96	9/1/2020	12/31/2020	\$88.39	-	Not Applicable
	\$297.42	\$446.13	\$594.84	1/1/2021	12/31/2021	\$91.93	4.00%	
	\$309.32	\$463.97	\$618.63	1/1/2022	12/31/2022	\$95.60	4.00%	
Associate Geotechnical Engineer Soma Goresky	\$205.55	\$308.32	\$411.09	9/1/2020	12/31/2020	\$63.53	-	Not Applicable
	\$213.77	\$320.65	\$427.54	1/1/2021	12/31/2021	\$66.07	4.00%	
	\$222.32	\$333.48	\$444.64	1/1/2022	12/31/2022	\$68.71	4.00%	
Associate Civil Engineer Matt Maciel	\$205.55	\$308.32	\$411.09	9/1/2020	12/31/2020	\$63.53	-	Not Applicable
	\$213.77	\$320.65	\$427.54	1/1/2021	12/31/2021	\$66.07	4.00%	
	\$222.32	\$333.48	\$444.64	1/1/2022	12/31/2022	\$68.71	4.00%	
Staff Geologist	\$116.33	\$174.49	\$232.65	9/1/2020	12/31/2020	\$35.95	-	\$34.13 - \$37.76
	\$120.98	\$181.47	\$241.96	1/1/2021	12/31/2021	\$37.39	4.00%	\$35.50 - \$39.27
	\$125.82	\$188.73	\$251.64	1/1/2022	12/31/2022	\$38.89	4.00%	\$36.91 - \$40.84
Clerical/Drafting/CAD	\$115.34	\$173.01	\$230.69	9/1/2020	12/31/2020	\$35.65	-	\$32.03 - \$39.26
	\$119.96	\$179.94	\$239.91	1/1/2021	12/31/2021	\$37.08	4.00%	\$33.31 - \$40.83
	\$124.76	\$187.13	\$249.51	1/1/2022	12/31/2022	\$38.56	4.00%	\$34.64 - \$42.46
Laboratory Technician	\$82.50	\$123.76	\$165.01	9/1/2020	12/31/2020	\$25.50	-	\$22.50 - \$30.04
	\$85.80	\$128.71	\$171.61	1/1/2021	12/31/2021	\$26.52	4.00%	\$23.40 - \$31.24
	\$89.24	\$133.85	\$178.47	1/1/2022	12/31/2022	\$27.58	4.00%	\$24.34 - \$32.49
QSP/SWPPP Inspector	\$107.03	\$160.54	\$214.06	9/1/2020	12/31/2020	\$33.08	-	\$28.40 - \$37.76
	\$111.31	\$166.96	\$222.62	1/1/2021	12/31/2021	\$34.40	4.00%	\$29.54 - \$39.27
	\$115.76	\$173.64	\$231.52	1/1/2022	12/31/2022	\$35.78	4.00%	\$30.72 - \$40.84
Materials Tester*	\$202.31	\$303.47	\$404.62	9/1/2020	12/31/2020	\$62.53	-	\$58.62 - \$68.08
Senior Field Technician*	\$210.40	\$315.61	\$420.81	1/1/2021	12/31/2021	\$65.03	4.00%	\$60.96 - \$70.80
Prevailing Wage	\$218.82	\$328.23	\$437.64	1/1/2022	12/31/2022	\$67.63	4.00%	\$63.40 - \$73.64

Harris & Associates, Inc.  
 On-call Civil Engineering Services for Transportation Projects  
 (RFQ #1601)  
 RMA – Public Works, Parks and Facilities