



Monterey County Board of Supervisors

168 West Alisal Street,
1st Floor
Salinas, CA 93901
831.755.5066

Board Order

Agreement Nos.: A-13123 through A-13131

Upon motion of Supervisor Potter, seconded by Supervisor Armenta and carried by those members present, the Board of Supervisors hereby:

- a. Approved Agreements with the following nine (9) consultants: Denise Duffy & Associates Inc. (A-13123); EMC Planning Group, Inc. (A-13124); GHD Services, Inc. (A-13125); ICF Jones and Stokes, Inc. (A-13126); LSA Associates, Inc. (A-13127); Michael Baker International, Inc. (A-13128); Rincon Consultants, Inc. (A-13129); Stantec Consulting Services, Inc. (A-13130) and SWCA Environmental Consultants (A-13131) to provide On-Call Services for Environmental Planning & Consulting Services for Various Federally Funded Road/Bridge/Building Facilities Projects located within Monterey County, under Request for Qualifications (RFQ) #10499, in an amount not to exceed \$500,000 each for a combined total of \$4,500,000, with the signing of the Agreement for a period of three (3) years, with the option to extend the Agreement for two (2) additional one- (1) year period(s); and
- b. Authorized the Contracts/Purchasing Officer or Contracts/Purchasing Supervisor to execute said Agreements and future amendments to said Agreements where the amendments do not significantly alter the scope of work or change the approved amount of said Agreements.

PASSED AND ADOPTED on this 10th day of May 2016, by the following vote, to wit:

AYES: Supervisors Armenta, Phillips, Salinas, Parker and Potter

NOES: None

ABSENT: None

I, Gail T. Borkowski, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 79 for the meeting on May 10, 2016.

Dated: May 11, 2016
File ID: A 16-111

Gail T. Borkowski, Clerk of the Board of Supervisors
County of Monterey, State of California

By Denise Hancock
Deputy

AGREEMENT BETWEEN COUNTY OF MONTEREY AND CONTRACTOR

This AGREEMENT is made and entered into by and between the County of Monterey, a political subdivision of the State of California, hereinafter referred to as "County", and DENISE DUFFY & ASSOCIATES INC, hereinafter referred to as "CONTRACTOR."

RECITALS

WHEREAS, County has invited Statements of Qualifications through the Request for Qualifications (RFQ #10499) for On-Call Environmental Planning & Consulting Services for Federally Funded Projects, in accordance with the specifications set forth in this AGREEMENT; and

WHEREAS, CONTRACTOR has submitted a responsive and responsible Statement of Qualifications to perform such services; and

WHEREAS, CONTRACTOR has the expertise and capabilities necessary to provide the services requested.

NOW THEREFORE, County and CONTRACTOR, for the consideration hereinafter named, agree as follows:

1.0 PERFORMANCE OF THE AGREEMENT

- 1.1 After consideration and evaluation of the CONTRACTOR'S Statement of Qualifications, the County hereby engages CONTRACTOR to provide the services set forth in RFQ #10499 and in this AGREEMENT on the terms and conditions contained herein and in RFQ #10499. The intent of this AGREEMENT is to summarize the contractual obligations of the parties. The component parts of this AGREEMENT include the following:

This AGREEMENT including all its attachments, Exhibits and Appendix
RFQ #10499 Addendum #1

RFQ # 10499 dated Thursday, February 26, 2015, including all attachments and exhibits
CONTRACTOR'S Statement of Qualifications dated Thursday, February 26, 2015

Certificate of Insurance

Additional Insured Endorsements

- 1.2 All of the above-referenced contract documents are intended to be complementary. Work required by one of the above-referenced contract documents and not by others shall be done as if required by all. In the event of a conflict between or among component parts of the contract, the contract documents shall be construed in the following order: AGREEMENT including all Attachments, Exhibits and Appendix, RFQ #10499

Addendum/Addenda #1, RFQ #10499 including all attachments and exhibits, Certificate of Insurance, and Additional Insured Endorsements.

- 1.3 CONTRACTOR warrants that CONTRACTOR and CONTRACTOR's agents, employees, and subcontractors performing services under this AGREEMENT are specially trained, experienced, competent, and appropriately licensed to perform the work and deliver the services required under this AGREEMENT and are not employees of the County, or immediate family of an employee of the County.
- 1.4 CONTRACTOR, its agents, employees, and subcontractors shall perform all work in a safe and skillful manner and in compliance with all applicable laws and regulations. All work performed under this AGREEMENT that is required by law to be performed or supervised by licensed personnel shall be performed in accordance with such licensing requirements.
 - 1.4.1 CONTRACTOR must maintain all licenses throughout the term of the AGREEMENT.
- 1.5 CONTRACTOR shall furnish, at its own expense, all materials, equipment, and personnel necessary to carry out the terms of this AGREEMENT, except as otherwise specified in this AGREEMENT. CONTRACTOR shall not use County premises, property (including equipment, instruments, or supplies) or personnel for any purpose other than in the performance of its obligations under this AGREEMENT.

2.0 SCOPE OF SERVICE

- 2.1. SCOPE OF WORK includes, but is not limited to, the following:
 - 2.1.1 The scope of work includes, in general, the full range of environmental planning and consulting services including those sub-consultants typically required for building, bicycle, pedestrian, road, and bridge projects in the public sector. Professional services shall include, but not be limited to the following tasks:
 - 2.1.2 Environmental Due Diligence
 - 2.1.2.1 Conduct site observation to identify issues related to environmental concerns at Facilities.
 - 2.1.2.2 Conduct environmental due diligence for real property transfers.
 - 2.1.3 Environmental Compliance
 - 2.1.3.1 Prepare and coordinate compliance documents to meet CEQA statutes and guidelines which may include, but are not limited to, the preparation of a Categorical Exemption (CE), Negative Declaration (ND), Mitigated Negative Declaration (MND) with Technical Studies, or an Environmental Impact Report (EIR).
 - 2.1.3.2 Prepare and coordinate compliance documents, required by the NEPA which may include, but are not limited to, Categorical Exclusion (CE), Environmental Assessments (EA), Environmental Impact statements (EIS) or Finding of No Significant Impact (FONSI).

2.1.4 Environmental Reports and Technical Studies

2.1.4.1 Coordinate with various technical planning disciplines required to prepare environmental reports and technical studies and other programmatic and project-specific environmental review documents. Environmental Reports and Technical Studies may include but are not limited to:

- 2.1.4.1.1. Biological Assessment
- 2.1.4.1.2. Natural Environment Study
- 2.1.4.1.3. Environmental Site Assessments
- 2.1.4.1.4. Lead-based paint and /or asbestos and /or mold abatement plans and specifications
- 2.1.4.1.5. Traffic studies
- 2.1.4.1.6. Noise studies
- 2.1.4.1.7. Wetland Assessments
- 2.1.4.1.8. Air Quality studies
- 2.1.4.1.9. Water Quality Assessments
- 2.1.4.1.10. Location Hydraulic studies
- 2.1.4.1.11. Floodplain Evaluation Report
- 2.1.4.1.12. Summary Floodplain Encroachment Report
- 2.1.4.1.13. Essential Fish Habitat Assessments and/or Evaluation
- 2.1.4.1.14. Bio-Acoustic Evaluation
- 2.1.4.1.15. Visual Impact Assessments
- 2.1.4.1.16. Relocation Impact Study
- 2.1.4.1.17. Environmental Impact Statement
- 2.1.4.1.18. Archeological and Cultural Resources studies
- 2.1.4.1.19. Groundwater studies and Storm Water Pollution Prevention Plans
- 2.1.4.1.20. Human Health and Ecological Risk Assessments,
- 2.1.4.1.21. Fish and Wildlife studies,
- 2.1.4.1.22. Ecosystems Restoration and Wetland studies

2.1.5 All environmental reports and or/studies will be submitted for review and approval to the County and other interested agencies.

2.1.6 Monitoring & Oversight

2.1.6.1 Conduct mitigation monitoring and oversight as required for regulatory compliance.

2.1.7 Permitting and Consultation with Regulatory Agencies

2.1.7.1 Procure in a timely manner subsequent environmental permits by consulting with federal, state, and/or local regulatory agencies. Consultation may be required, but is not limited to, the following regulatory/resource agencies: US Fish and Wildlife Service (USFWS), the National Marine Fisheries Service (NMFS), Army Corp of Engineers, the Coastal Commission, California Environmental Protection Agency (Cal/EPA), United States Environmental Protection Agency (USEPA), Cal/OSHA (California Division of Occupational Safety & Health Administration) and other Local, State and National regulatory agencies.

- 2.1.8 Public Outreach and Public Participation
 - 2.1.8.1 Develop and implement public outreach and public participation strategies for participation of a broad range of project stakeholders.
- 2.1.9 Other Related Environmental Services
- 2.1.10 Services will be provided on an on-call basis. The process will consist of COUNTY contacting CONTRACTOR(s) with regards to an individual project. CONTRACTOR(s) will then prepare a detailed cost proposal and a schedule to perform the work for the individual project.
- 2.1.11 CONTRACTOR will advocate for COUNTY and ensure project produced is in the best interest in COUNTY. CONTRACTOR is expected to deliver products on or ahead of the required schedule and within budget.
- 2.1.12 All work shall be done in conformance with all applicable County, State, and Federal laws: ACSM (American Congress on Surveying and Mapping); Cal/OSHA (California Division of Occupational Safety & Health Administration); FEMA(Federal Emergency Management Agency); ASTM (American Standards Test Method); California Health & Safety Code; CFR (Code of Federal Regulations); CCR (California Code of Regulations), County Design Manuals and County Standard Plans; all Caltrans manuals and policies; State Standard Plans and Specifications; Manual of Uniform Traffic Control Devices; California Building Code (Fire, Electrical); Americans with Disabilities Act (ADA); including as revised and amended by COUNTY ordinance.

3.0 TERM OF AGREEMENT

- 3.1 The initial term shall commence with the signing of this AGREEMENT for a period of three (3) years with the option to extend this AGREEMENT for two (2) additional one (1) year periods.
 - 3.1.1 County is not required to state a reason if it elects not to renew this AGREEMENT.
- 3.2 CONTRACTOR shall commence negotiations for any desired rate changes a minimum of ninety days (90) prior to the expiration of this AGREEMENT in order to be considered.
 - 3.2.1 Both parties shall agree upon rate extension(s) or changes in writing.
- 3.3 County reserves the right to cancel this AGREEMENT, or any extension of this AGREEMENT, without cause, with a thirty day (30) written notice, or immediately with cause.

4.0 COMPENSATION AND PAYMENTS

- 4.1 It is mutually understood and agreed by both parties that CONTRACTOR shall be compensated under this AGREEMENT in accordance with the pricing sheet attached hereto. (Exhibit A)
- 4.2 Prices shall remain firm for the initial term of this AGREEMENT and, thereafter, may be adjusted annually as provided in this paragraph. County does not guarantee any minimum or maximum amount of dollars to be spent under this AGREEMENT.
- 4.3 Negotiations for rate changes shall be commenced, by CONTRACTOR, a minimum of ninety days (90) prior to the expiration of this AGREEMENT.
- 4.4 Any discount offered by the CONTRACTOR must allow for payment after receipt and acceptance of services, material or equipment and correct invoice, whichever is later. In no case will a discount be considered that requires payment in less than 30 days.
- 4.5 CONTRACTOR shall levy no additional fees or surcharges of any kind during the term of this AGREEMENT without first obtaining approval from County in writing.
- 4.6 Tax:
 - 4.6.1 Pricing as per this AGREEMENT is inclusive of all applicable taxes.
 - 4.6.2 County is registered with the Internal Revenue Service, San Francisco office, and registration number 94-6000524. The County is exempt from Federal Transportation Tax; an exemption certificate is not required where shipping documents show Monterey County as consignee.

5.0 INVOICES AND PURCHASE ORDERS

- 5.1 Invoices for all services rendered per this AGREEMENT shall be billed directly to the Resource Management Agency at the following address:

County of Monterey
Resource Management Agency – Finance Division
168 West Alisal Street, 2nd Floor
Salinas, CA. 93901
- 5.2 CONTRACTOR shall reference RFQ #10499 on all invoices submitted to County. CONTRACTOR shall submit such invoices periodically or at the completion of services, but in any event, not later than 30 days after completion of services. The invoice shall set forth the amounts claimed by CONTRACTOR for the previous period, together with an itemized basis for the amounts claimed, and such other information pertinent to the invoice. County shall certify the invoice, either in the requested amount or in such other amount as County approves in conformity with this AGREEMENT, and shall promptly

submit such invoice to County Auditor-Controller for payment. County Auditor-Controller shall pay the amount certified within 30 days of receiving the certified invoice.

- 5.3 All County of Monterey Purchase Orders issued for the AGREEMENT are valid only during the fiscal year in which they are issued (the fiscal year is defined as July 1 through June 30).
- 5.4 Unauthorized Surcharges or Fees: Invoices containing unauthorized surcharges or unauthorized fees of any kind shall be rejected by County. Surcharges and additional fees not included the AGREEMENT must be approved by County in writing via an Amendment.

6.0 DESIGN PROFESSIONAL INDEMNIFICATION

- 6.1 For purposes of the following indemnification provisions ("Indemnification AGREEMENT"), "design professional" has the same meaning as set forth in California Civil Code section 2782.8. If any term, provision or application of this Indemnification AGREEMENT is found to be invalid, in violation of public policy or unenforceable to any extent, such finding shall not invalidate any other term or provision of this Indemnification AGREEMENT and such other terms and provisions shall continue in full force and effect. If there is any conflict between the terms, provisions or application of this Indemnification AGREEMENT and the provisions of California Civil Code Sections 2782 or 2782.8, the broadest indemnity protection for County under this Indemnity AGREEMENT that is permitted by law shall be provided by CONTRACTOR.
- 6.2 Indemnification for Design Professional Services Claims:
CONTRACTOR shall indemnify, defend and hold harmless County, its governing board, directors, officers, employees, and agents against any claims that arise out of, or pertain to, or relate to the negligence, recklessness, or willful misconduct of CONTRACTOR, its employees, subcontractors, and agents in the performance of design professional services under this AGREEMENT, excepting only liability arising from the sole negligence, active negligence or willful misconduct of County, or defect in a design furnished by County.
- 6.3 Indemnification for All Other Claims or Loss:
For any claim, loss, injury, damage, expense or liability other than claims arising out of CONTRACTOR's performance of design professional services under this AGREEMENT, CONTRACTOR shall indemnify, defend and hold harmless COUNTY, its governing board, directors, officers, employees, and agents against any claim for loss, injury, damage, expense or liability resulting from or alleging injury to or death of any person or loss of use of or damage to property, arising from or related to the performance of services under this AGREEMENT by CONTRACTOR, its employees, subcontractors or agents, excepting only liability arising from the sole negligence, active negligence or willful misconduct of COUNTY, or defect in a design furnished by COUNTY.

7.0 INSURANCE REQUIREMENTS

7.1 Evidence of Coverage:

7.1.1 Prior to commencement of this AGREEMENT, CONTRACTOR shall provide a "Certificate of Insurance" certifying that coverage as required herein has been obtained. Individual endorsements executed by the insurance carrier shall accompany the certificate. In addition CONTRACTOR upon request shall provide a certified copy of the policy or policies.

7.1.2 This verification of coverage shall be sent to the County's Contracts/Purchasing Department, unless otherwise directed. CONTRACTOR shall not receive a "Notice to Proceed" with the work under this AGREEMENT until it has obtained all insurance required and such, insurance has been approved by County. This approval of insurance shall neither relieve nor decrease the liability of CONTRACTOR.

7.2 Qualifying Insurers: All coverages, except surety, shall be issued by companies which hold a current policy holder's alphabetic and financial size category rating of not less than A- VII, according to the current Best's Key Rating Guide or a company of equal financial stability that is approved by County's Purchasing Officer.

7.3 Insurance Coverage Requirements:

7.3.1 Without limiting CONTRACTOR's duty to indemnify, CONTRACTOR shall maintain in effect throughout the term of this AGREEMENT a policy or policies of insurance with the following minimum limits of liability:

7.3.1.1 Commercial general liability insurance, including but not limited to premises and operations, including coverage for Bodily Injury and Property Damage, Personal Injury, Contractual Liability, Broadform Property Damage, Independent Contractors, Products and Completed Operations, with a combined single limit for Bodily Injury and Property Damage of not less than \$1,000,000 per occurrence.

7.3.1.2 Business automobile liability insurance, covering all motor vehicles, including owned, leased, non-owned, and hired vehicles, used in providing services under this AGREEMENT, with a combined single limit for Bodily Injury and Property Damage of not less than \$1,000,000 per occurrence.

7.3.1.3 Workers' Compensation Insurance, if CONTRACTOR employs others in the performance of this AGREEMENT, in accordance with California Labor Code section 3700 and with Employer's Liability limits not less than \$1,000,000 each person, \$1,000,000 each accident and \$1,000,000 each disease.

7.3.1.4 Professional liability insurance, if required for the professional services being provided, (e.g., those persons authorized by a license to engage in a business or profession regulated by the California Business and Professions Code), in the amount of not less than \$1,000,000 per claim and \$2,000,000 in the aggregate, to cover liability for malpractice or errors or omissions made in the course of rendering professional services. If professional liability insurance is written on a "claims-made" basis rather than an occurrence basis, CONTRACTOR shall, upon the expiration or earlier termination of this AGREEMENT, obtain extended reporting coverage ("tail coverage") with the same liability limits. Any such tail coverage shall continue for at least three years following the expiration or earlier termination of this AGREEMENT.

7.4 Other Insurance Requirements:

- 7.4.1 All insurance required by this AGREEMENT shall be with a company acceptable to County and issued and executed by an admitted insurer authorized to transact Insurance business in the State of California. Unless otherwise specified by this AGREEMENT, all such insurance shall be written on an occurrence basis, or, if the policy is not written on an occurrence basis, such policy with the coverage required herein shall continue in effect for a period of three years following the date CONTRACTOR completes its performance of services under this AGREEMENT.
- 7.4.2 Each liability policy shall provide that County shall be given notice in writing at least thirty days in advance of any endorsed reduction in coverage or limit, cancellation, or intended non-renewal thereof. Each policy shall provide coverage for CONTRACTOR and additional insureds with respect to claims arising from each subcontractor, if any, performing work under this AGREEMENT, or be accompanied by a certificate of insurance from each subcontractor showing each subcontractor has identical insurance coverage to the above requirements.
- 7.4.3 Commercial general liability and automobile liability policies shall provide an endorsement naming the County of Monterey, its officers, agents, and employees as Additional Insureds with respect to liability arising out of the CONTRACTOR'S work, including ongoing and completed operations, and shall further provide that such insurance is primary insurance to any insurance or self-insurance maintained by the County and that the insurance of the Additional Insureds shall not be called upon to contribute to a loss covered by the CONTRACTOR'S insurance. The required endorsement form for Commercial General Liability Additional Insured is ISO Form CG 20 10 11-85 or CG 20 10 10 01 in tandem with CG 20 37 10 01 (2000). The required endorsement form for Automobile Additional Insured endorsement is ISO Form CA 20 48 02 99.
- 7.4.4 Prior to the execution of this AGREEMENT by County, CONTRACTOR shall file certificates of insurance with County's contract administrator and County's Contracts/Purchasing Division, showing that CONTRACTOR has in effect the

insurance required by this AGREEMENT. CONTRACTOR shall file a new or amended certificate of insurance within five calendar days after any change is made in any insurance policy, which would alter the information on the certificate then on file. Acceptance or approval of insurance shall in no way modify or change the indemnification clause in this AGREEMENT, which shall continue in full force and effect.

- 7.4.5 CONTRACTOR shall at all times during the term of this AGREEMENT maintain in force the insurance coverage required under this AGREEMENT and shall send, without demand by County, annual certificates to County's Contract Administrator and County's Contracts/Purchasing Division. If the certificate is not received by the expiration date, County shall notify CONTRACTOR and CONTRACTOR shall have five calendar days to send in the certificate, evidencing no lapse in coverage during the interim. Failure by CONTRACTOR to maintain such insurance is a default of this AGREEMENT, which entitles County, at its sole discretion, to terminate this AGREEMENT immediately.

8.0 RECORDS AND CONFIDENTIALITY

- 8.1 Confidentiality: CONTRACTOR and its officers, employees, agents, and subcontractors shall comply with any and all federal, state, and local laws, which provide for the confidentiality of records and other information. CONTRACTOR shall not disclose any confidential records or other confidential information received from the County or prepared in connection with the performance of this AGREEMENT, unless County specifically permits CONTRACTOR to disclose such records or information. CONTRACTOR shall promptly transmit to County any and all requests for disclosure of any such confidential records or information. CONTRACTOR shall not use any confidential information gained by CONTRACTOR in the performance of this AGREEMENT except for the sole purpose of carrying out CONTRACTOR's obligations under this AGREEMENT.
- 8.2 County Records: When this AGREEMENT expires or terminates, CONTRACTOR shall return to County any County records which CONTRACTOR used or received from County to perform services under this AGREEMENT.
- 8.3 Maintenance of Records: CONTRACTOR shall prepare, maintain, and preserve all reports and records that may be required by federal, state, and County rules and regulations related to services performed under this AGREEMENT.
- 8.4 Access to and Audit of Records: County shall have the right to examine, monitor and audit all records, documents, conditions, and activities of CONTRACTOR and its subcontractors related to services provided under this AGREEMENT. The parties to this AGREEMENT may be subject, at the request of County or as part of any audit of County, to the examination and audit of the State Auditor pertaining to matters connected with the performance of this AGREEMENT for a period of three years after final payment under the AGREEMENT.

9.0 NON-DISCRIMINATION

- 9.1 During the performance of this contract, CONTRACTOR shall not unlawfully discriminate against any employee or applicant for employment because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, age (over 40), sex, or sexual orientation. CONTRACTOR shall ensure that the evaluation and treatment of its employees and applicants for employment are free of such discrimination. CONTRACTOR shall comply with the provisions of the Fair Employment and Housing Act (Government Code, §12900, et seq.) and the applicable regulations promulgated thereunder (California Code of Regulations, Title 2, §7285.0, et seq.).
- 9.2 The applicable regulations of the Fair Employment and Housing Commission implementing Government Code, §12900, et seq., set forth in Chapter 5 of Division 4 of Title 2 of the California Code of Regulations are incorporated into this AGREEMENT by reference and made a part hereof as if set forth in full.
- 9.3 CONTRACTOR shall include the non-discrimination and compliance provisions of the clause in all AGREEMENTs with subcontractors to perform work under the contract.

10.0 OVERRIDING CONTRACTOR PERFORMANCE REQUIREMENTS

- 10.1 Independent Contractor: CONTRACTOR shall be an independent contractor and shall not be an employee of Monterey County, nor immediate family of an employee of County. CONTRACTOR shall be responsible for all insurance (General Liability, Automobile, Workers' Compensation, unemployment, etc.) and all payroll-related taxes. CONTRACTOR shall not be entitled to any employee benefits. CONTRACTOR shall control the manner and means of accomplishing the result contracted for herein.
- 10.2 Minimum Work Performance Percentage: CONTRACTOR shall perform with his own organization contract work amounting to not less than 50 percent of the original total AGREEMENT amount, except that any designated 'Specialty Items' may be performed by subcontract and the amount of any such 'Specialty Items' so performed may be deducted from the original total AGREEMENT amount before computing the amount of work required to be performed by CONTRACTOR with his own organization or per a consortium.
- 10.3 Non-Assignment: CONTRACTOR shall not assign this contract or the work required herein without the prior written consent of County.
- 10.4 Any subcontractor shall comply with all of County of Monterey requirements, including insurance and indemnification requirements as detailed in this AGREEMENT.

11.0 CONFLICT OF INTEREST

- 11.1 CONTRACTOR covenants that it presently has no interest, and shall not have any interest, direct or indirect, which would conflict in any manner with the performance of services required under this AGREEMENT. Without limitation, CONTRACTOR represents to and agrees with COUNTY that CONTRACTOR has no present, and will have no future, conflict of interest between providing COUNTY services hereunder and any other person or entity (including but not limited to any federal or state environmental or regulatory agency) which has any interest adverse or potentially adverse to COUNTY, as determined in the reasonable judgment of the Board of Supervisors of COUNTY.

12.0 COMPLIANCE WITH APPLICABLE LAWS

- 12.1 CONTRACTOR shall keep itself informed of and in compliance with all federal, state and local laws, ordinances, regulations, and orders, including but not limited to all state and federal tax laws that may affect in any manner the Project or the performance of the Services or those engaged to perform Services under this AGREEMENT. CONTRACTOR shall procure all permits and licenses, pay all charges and fees, and give all notices required by law in the performance of the Services.
- 12.2 CONTRACTOR shall report immediately to County's Contracts/Purchasing Officer, in writing, any discrepancy or inconsistency it discovers in the laws, ordinances, regulations, orders, and/or guidelines in relation to the Project of the performance of the Services.
- 12.3 All documentation prepared by CONTRACTOR shall provide for a completed project that conforms to all applicable codes, rules, regulations and guidelines that are in force at the time such documentation is prepared.
- 12.4 COMPLIANCE WITH TERMS OF STATE OR FEDERAL GRANT. If this Agreement has been or will be funded with monies received by the County pursuant to a contract with the state or federal government in which the County is the grantee, CONTRACTOR will comply with all the provisions of said contract, to the extent applicable to CONTRACTOR as a subgrantee under said contract, and said provisions shall be deemed a part of this AGREEMENT, as though fully set forth herein. Upon request, County will deliver a copy of said contract to CONTRACTOR, at no cost to CONTRACTOR.
- 12.5 If the project for which the CONTRACTOR is ultimately hired for is funded with Federal Highway Administration (FHWA) funds, the CONTRACTOR will be required to comply with the Federal provisions. Exhibit B Federal Provisions Caltrans Local Assistance Procedures Manual, attached hereto, shall be completed separately for each individual project by CONTRACTOR and submitted to County for approval prior to County issuing CONTRACTOR with a Notice to Proceed for the project. Completion of Federal Provisions, Exhibit B, is not required for projects not utilizing FHWA Funds.

13.0 PREVAILING WAGE

- 13.1 CONTRACTOR shall comply with Section 1720, et. seq., of the Labor Code, regarding the general prevailing wage rates of per diem, holiday, and overtime wages for each craft, classification, or type of worker needed to execute the AGREEMENT where applicable.

14.0 DRUG FREE WORKPLACE

- 14.1 CONTRACTOR and CONTRACTOR'S employees shall comply with the COUNTY'S policy of maintaining a drug free workplace. Neither CONTRACTOR nor CONTRACTOR'S employees shall unlawfully manufacture, distribute, dispense, possess or use controlled substances, as defined in 21 U.S. Code § 812, including, but not limited to, marijuana, heroin, cocaine, and amphetamines, at any COUNTY facility or work site. If CONTRACTOR or any employee of CONTRACTOR is convicted or pleads nolo contendere to a criminal drug statute violation occurring at a COUNTY facility or work site, the CONTRACTOR shall, within five days thereafter notify the head of the COUNTY department/agency for which the AGREEMENT services are performed. Violation of this provision shall constitute a material breach of this AGREEMENT.

15.0 TIME OF ESSENCE

- 15.1 Time is of the essence in respect to all provisions of this AGREEMENT that specify a time for performance; provided, however, that the foregoing shall not be construed to limit or deprive a party of the benefits of any grace or use period allowed in this AGREEMENT.

16.0 PERFORMANCE ASSURANCE AND WAIVER OF BREACH

- 16.1 Assurance of Performance: If at any time County believes CONTRACTOR may not be adequately performing its obligations under this AGREEMENT or that CONTRACTOR may fail to complete the Services as required by this AGREEMENT, County may request from CONTRACTOR prompt written assurances of performance and a written plan acceptable to County, to correct the observed deficiencies in CONTRACTOR'S performance. CONTRACTOR shall provide such written assurances and written plan within ten (10) calendar days of its receipt of County's request and shall thereafter diligently commence and fully perform such written plan. CONTRACTOR acknowledges and agrees that any failure to provide such written assurances and written plan within the required time is a material breach under this AGREEMENT. If County accepts the plan it shall issue a signed waiver.
- 16.1.1 Waiver: No waiver of a breach, failure of any condition, or any right or remedy contained in or granted by the provisions of this AGREEMENT shall be effective unless it is in writing and signed by the party waiving the breach,

failure, right or remedy. No waiver of any breach, failure, right or remedy shall be deemed a waiver of any other breach, failure, right or remedy, whether or not similar, nor shall any waiver constitute a continuing waiver unless the writing so specifies.

17.0 TRAVEL REIMBURSEMENT

- 17.1 Travel reimbursements are not permitted for this AGREEMENT.

18.0 EMERGENCY SITUATIONS

- 18.1 CONTRACTOR shall provide the name and contact information of a representative who shall be available 24 hours a day, 7 days a week, in the event of an emergency. During the emergency, CONTRACTOR shall provide County with all available supplies, materials, equipment and/or services on a priority basis.
- 18.2 County expects emergency deliveries to occur within 4 hours of order placement and may be required during evenings, weekends, and holidays. Time is of the essence for delivery during emergency situations. Delivery location(s) and estimated arrival will be mutually agreed upon, by County and CONTRACTOR, at time of order and will be determined based on need and existing conditions. It is understood that current conditions, such as power outages, road closures, and damages to CONTRACTOR's facility and/or equipment, will be taken into consideration.

19.0 NON-APPROPRIATIONS CLAUSE

- 19.1 Notwithstanding anything contained in this AGREEMENT to the contrary, if insufficient funds are appropriated, or funds are otherwise unavailable in the budget for County for any reason whatsoever in any fiscal year, for payments due under this AGREEMENT, County will immediately notify CONTRACTOR of such occurrence, and this AGREEMENT shall terminate after the last day during the fiscal year for which appropriations shall have been budgeted for County or are otherwise available for payments.

20.0 WARRANTY BY CONTRACTOR

- 20.1 CONTRACTOR shall perform all services and provide all drawing and documents in accordance with applicable codes and regulations, and shall be fully responsible for the content of all design documents prepared or provided under this AGREEMENT.

21.0 NOTICES

- 20.1 Notices required to be given to the respective parties under this AGREEMENT shall be deemed given by any of the following means: (1) when personally delivered to County's contract administrator or to CONTRACTOR'S responsible officer; (2) when personally delivered to the party's principle place of business during normal business hours, by leaving notice with any person apparently in charge of the office and advising such person of the import and contents of the notice; (3) 24 hours after the notice is transmitted by FAX machine to the other party, at the party's FAX number specified pursuant to this AGREEMENT, provided that the party giving notice by FAX must promptly confirm receipt of the FAX by telephone to the receiving party's office; or, (4) three (3) days after the notice is deposited in the U. S. mail with first class or better postage fully prepaid, addressed to the party as indicated below.
- 20.2 Notices mailed or faxed to the parties shall be addressed as follows:

TO COUNTY:
Contracts/Purchasing Officer
County of Monterey, Contracts/Purchasing
168 W Alisal Street, 3rd Floor
Salinas, CA 93901-2439
Tel. No.: (831)755-4990

TO CONTRACTOR:
Josh Harwayne
947 Cass Street Ste 5
Monterey CA, 93940
831-373-4341 x14
jharwane@ddaplanning.com

22.0 MISCELLANEOUS PROVISIONS

- 22.1 Conflict of Interest. CONTRACTOR represents that it presently has no interest and agrees not to acquire any interest during the term of this Agreement, which would directly or indirectly conflict in any manner or to any degree with the full and complete performance of the professional services required to be rendered under this Agreement.
- 22.2 Amendment. This Agreement may be amended or modified only by an instrument in writing signed by the County and the CONTRACTOR.
- 22.3 Waiver. Any waiver of any terms and conditions of this Agreement must be in writing and signed by the County and the CONTRACTOR. A waiver of any of the terms and conditions of this Agreement shall not be construed as a waiver of any other terms or conditions in this Agreement.
- 22.4 Contractor. The term "CONTRACTOR" as used in this Agreement includes CONTRACTOR's officers, agents, and employees acting on CONTRACTOR's behalf in the performance of this Agreement.
- 22.5 Disputes. CONTRACTOR shall continue to perform under this Agreement during any dispute.

- 22.6 Assignment and Subcontracting. The CONTRACTOR shall not assign, sell, or otherwise transfer its interest or obligations in this Agreement without the prior written consent of the County. None of the services covered by this Agreement shall be subcontracted without the prior written approval of the County. Notwithstanding any such subcontract, CONTRACTOR shall continue to be liable for the performance of all requirements of this Agreement.
- 22.7 Successors and Assigns. This Agreement and the rights, privileges, duties, and obligations of the County and CONTRACTOR under this Agreement, to the extent assignable or delegable, shall be binding upon and inure to the benefit of the parties and their respective successors, permitted assigns, and heirs.
- 22.8 Compliance with Applicable Law. The parties shall comply with all applicable federal, state, and local laws and regulations in performing this Agreement.
- 22.9 Headings. The headings are for convenience only and shall not be used to interpret the terms of this Agreement.
- 22.10 Governing Law. This Agreement shall be governed by and interpreted under the laws of the State of California.
- 22.11 Non-exclusive Agreement. This Agreement is non-exclusive and both County and CONTRACTOR expressly reserve the right to contract with other entities for the same or similar services.
- 22.12 Construction of Agreement. The County and CONTRACTOR agree that each party has fully participated in the review and revision of this Agreement and that any rule of construction to the effect that ambiguities are to be resolved against the drafting party shall not apply in the interpretation of this Agreement or any amendment to this Agreement.
- 22.13 Counterparts. This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same Agreement.
- 22.14 Authority. Any individual executing this Agreement on behalf of the County or the CONTRACTOR represents and warrants hereby that he or she has the requisite authority to enter into this Agreement on behalf of such party and bind the party to the terms and conditions of this Agreement.
- 22.15 Integration. This Agreement, including the exhibits, represent the entire Agreement between the County and the CONTRACTOR with respect to the subject matter of this Agreement and shall supersede all prior negotiations, representations, or agreements, either written or oral, between the County and the CONTRACTOR as of the effective date of this Agreement, which is the date that the County signs the Agreement.

21.0 LEGAL DISPUTES

- 21.1 CONTRACTOR agrees that this AGREEMENT and any dispute arising from the relationship between the parties to this AGREEMENT, shall be governed and interpreted by the laws of the State of California.
- 21.2 Any dispute that arises under or relates to this AGREEMENT (whether contract, tort, or both) shall be resolved in the Superior Court of California in Monterey County, California.
- 21.3 CONTRACTOR shall continue to perform under this AGREEMENT during any dispute.
- 21.4 The parties agree to waive their separate rights to a trial by jury. This waiver means that the trial will be before a judge.

IN WITNESS WHEREOF, the County and CONTRACTOR execute this AGREEMENT as follows:

MONTEREY COUNTY

Rebra Wilson
Contracts/Purchasing Officer

Dated: 7 July 2016

Approved as to Fiscal Provisions:
[Signature]
Deputy Auditor/Controller

Dated: 7-4-16

Approved as to Liability Provisions:

Risk Management

Dated:

Approved as to Form:
[Signature]
Deputy County Counsel MARY GRACE PERRY

Dated: 3-3-16

CONTRACTOR

By: [Signature]
Signature of Chair, President, or
Vice-President

Denise Duffy, President
Printed Name and Title

Dated: 1/19/16

By:
(Signature of Secretary, Asst. Secretary, CFO,
Treasurer or Asst. Treasurer)*

Denise Duffy, Secretary
Printed Name and Title

Dated: 1/19/16

County Board of Supervisors' Agreement Number: _____.

*INSTRUCTIONS: If CONTRACTOR is a corporation, including limited liability and non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two specified officers. If CONTRACTOR is a partnership, the 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.

EXHIBIT A

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 Whitson and Associates, Inc., dba Whitson Engineers Contract No. _____ Date 9/10/2015

Fringe Benefit % + Overhead % + General Administration % = Combined Indirect Cost Rate (ICR) %
(= 0% if Included in OH) (= 0% if Included in OH) FEE % = T-35

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ² Straight OT(1.5x) OT(2x)	Effective date of hourly rate From To	Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
Richard Weber-Principle /Project Manager	\$210.00	N/A	Not Applicable	N/A	Not Applicable
Andrew Hunter -Senior Civil Engineer	\$175.00	N/A	Not Applicable	N/A	Not Applicable
David Ramirez - Civil Engineer	\$155.00	N/A	Not Applicable	N/A	Not Applicable
Nathaniel Milam - Civil Engineer	\$155.00				
Carrie Wright - Civil Engineer	\$155.00				
Katherine Lee - Civil Engineer	\$155.00				
Kacey Held - Assistant Civil Engineer	\$115.00	N/A	Not Applicable	N/A	Not Applicable
John Corrigan-Associate Civil Engineer	\$135.00				
Land Surveyor *	\$155.00	02/22/2015	Not Applicable	N/A	\$66.08 - \$104.15
	\$155.00	02/22/2015			\$62.99 - \$97.97
	\$155.00	02/22/2015			\$76.16 - \$92.21
Survey Technician*	\$105.00	02/22/2015	Not Applicable	N/A	\$66.08 - \$104.15
	\$105.00	02/22/2015			\$62.99 - \$97.97
	\$105.00	02/22/2015			\$76.16 - \$92.21

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

NOTES:

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

EXHIBIT A

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

Consultant or Subconsultant: Whitson and Associates, Inc., dba Whitson Engineers Contract No. Date 9/10/2015

SCHEDULE OF OTHER DIRECT COST ITEMS

PRIME CONSULTANT				SUBCONSULTANT #1				SUBCONSULTANT #2			
DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL	DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL	DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL
Special Tooling				Special Tooling				Special Tooling			
A.				A.				A.			
B.				B.				B.			
C.				C.				C.			
Travel				Travel				Travel			
A. Mileage				A.				A.			
B.				B.				B.			
C.				C.				C.			
Reproduction											
PRIME TOTAL ODCs =				SUBCONSULTANT #1 ODCs =				SUBCONSULTANT #2 ODCs =			

IMPORTANT NOTES:

1. List direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentations.
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 that could be used for the same purpose.

EXHIBIT A

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 _____ Illingworth & Rodkin, Inc _____ Contract No. _____ RFQ #10499 _____ Date 8/24/15 _____

Fringe Benefit % 75.59 + Overhead % 29.83 + General Administration % 34.41 = Combined Indirect Cost Rate (ICR) % 139.83
 (= 0% if Included in OH) (= 0% if Included in OH)

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	Hourly range - for classifications only
	Straight	OT(1.5x) OT(2x)	From	To			
Carman, Joshua Air Quality/GHG/Noise Consultant	\$102.73 \$106.84 \$111.12 \$115.55 \$120.17 \$124.97	N/A N/A N/A N/A N/A N/A	9/1/2015 1/1/2016 1/1/2017 1/1/2018 1/1/2019 1/1/2020	12/31/2015 12/31/2016 12/31/2017 12/31/2018 12/31/2019 12/31/2020	\$38.94 \$40.50 \$42.12 \$43.80 \$45.55 \$47.37	4.0% 4.0% 4.0% 4.0% 4.0% 4.0%	Not Applicable
F/T Exempt							
Donavan, Paul R. Noise Specialist Senior Consultant	\$232.68 \$242.00 \$251.68 \$261.76 \$272.23 \$283.12	N/A N/A N/A N/A N/A N/A	9/1/2015 1/1/2016 1/1/2017 1/1/2018 1/1/2019 1/1/2020	12/31/2015 12/31/2016 12/31/2017 12/31/2018 12/31/2019 12/31/2020	\$88.20 \$91.73 \$95.40 \$99.22 \$103.19 \$107.32	4.0% 4.0% 4.0% 4.0% 4.0% 4.0%	Not Applicable
F/T Exempt							
Janello, Carrie J. Noise Consultant	\$114.92 \$119.51 \$124.28 \$129.24 \$134.41 \$139.79	N/A N/A N/A N/A N/A N/A	9/1/2015 1/1/2016 1/1/2017 1/1/2018 1/1/2019 1/1/2020	12/31/2015 12/31/2016 12/31/2017 12/31/2018 12/31/2019 12/31/2020	\$43.56 \$45.30 \$47.11 \$48.99 \$50.95 \$52.99	4.0% 4.0% 4.0% 4.0% 4.0% 4.0%	Not Applicable
F/T Exempt							
Lodico, Dana M. Noise Senior Consultant	\$153.78 \$159.92 \$166.31 \$172.96 \$179.87 \$187.07	N/A N/A N/A N/A N/A N/A	9/1/2015 1/1/2016 1/1/2017 1/1/2018 1/1/2019 1/1/2020	12/31/2015 12/31/2016 12/31/2017 12/31/2018 12/31/2019 12/31/2020	\$58.29 \$60.62 \$63.04 \$65.56 \$68.18 \$70.91	4.0% 4.0% 4.0% 4.0% 4.0% 4.0%	Not Applicable
F/T Exempt							

McDaniel, Jared M. Noise/Hydroacoustics Staff Consultant	\$87.14 \$90.62 \$94.23 \$98.01 \$101.94 \$106.03	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	9/1/2015 1/1/2016 1/1/2017 1/1/2018 1/1/2019 1/1/2020	12/31/2015 12/31/2016 12/31/2017 12/31/2018 12/31/2019 12/31/2020	\$33.03 \$34.35 \$35.72 \$37.15 \$38.64 \$40.19	4.0% 4.0% 4.0% 4.0% 4.0% 4.0%	Not Applicable
Reyff, James A. Air Quality/ GHG/Noise/ Hydroacoustics Specialist Senior Consultant	\$197.17 \$205.06 \$213.27 \$221.79 \$230.65 \$239.89	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	9/1/2015 1/1/2016 1/1/2017 1/1/2018 1/1/2019 1/1/2020	12/31/2015 12/31/2016 12/31/2017 12/31/2018 12/31/2019 12/31/2020	\$74.74 \$77.73 \$80.84 \$84.07 \$87.43 \$90.93	4.0% 4.0% 4.0% 4.0% 4.0% 4.0%	Not Applicable
Roberts, Jordan L. Noise/Hydroacoustics Senior Consultant	\$87.32 \$90.80 \$94.45 \$98.22 \$102.15 \$106.24	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	9/1/2015 1/1/2016 1/1/2017 1/1/2018 1/1/2019 1/1/2020	12/31/2015 12/31/2016 12/31/2017 12/31/2018 12/31/2019 12/31/2020	\$33.10 \$34.42 \$35.80 \$37.23 \$38.72 \$40.27	4.0% 4.0% 4.0% 4.0% 4.0% 4.0%	Not Applicable
Svinth, Frederick M. Noise Senior Consultant	\$185.54 \$192.95 \$200.68 \$208.70 \$217.04 \$225.72	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	9/1/2015 1/1/2016 1/1/2017 1/1/2018 1/1/2019 1/1/2020	12/31/2015 12/31/2016 12/31/2017 12/31/2018 12/31/2019 12/31/2020	\$70.33 \$73.14 \$76.07 \$79.11 \$82.27 \$85.56	4.0% 4.0% 4.0% 4.0% 4.0% 4.0%	Not Applicable
Thill, Michael S. Noise/Vibration Specialist Senior Consultant	\$169.08 \$175.83 \$182.88 \$190.18 \$197.78 \$205.69	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	9/1/2015 1/1/2016 1/1/2017 1/1/2018 1/1/2019 1/1/2020	12/31/2015 12/31/2016 12/31/2017 12/31/2018 12/31/2019 12/31/2020	\$64.09 \$66.65 \$69.32 \$72.09 \$74.97 \$77.97	4.0% 4.0% 4.0% 4.0% 4.0% 4.0%	Not Applicable
Pommerenck, Keith Noise/Hydroacoustics/Air Quality/ GHG/Noise Senior Consultant	\$158.24 \$164.57 \$171.16 \$178.02 \$185.14 \$192.56	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	9/1/2015 1/1/2016 1/1/2017 1/1/2018 1/1/2019 1/1/2020	12/31/2015 12/31/2016 12/31/2017 12/31/2018 12/31/2019 12/31/2020	\$59.98 \$62.38 \$64.88 \$67.48 \$70.18 \$72.99	4.0% 4.0% 4.0% 4.0% 4.0% 4.0%	Not Applicable
Peters, Chris Noise/Hydroacoustics Technical Support	\$79.14 \$82.31 \$85.61 \$89.04 \$92.60	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	9/1/2015 1/1/2016 1/1/2017 1/1/2018 1/1/2019	12/31/2015 12/31/2016 12/31/2017 12/31/2018 12/31/2019	\$30.00 \$31.20 \$32.45 \$33.75 \$35.10	4.0% 4.0% 4.0% 4.0% 4.0%	Not Applicable

F/T Exempt	\$96.29	N/A	N/A	1/1/2020	12/31/2020	\$36.50	4.0%	
Zaglin, Casey	\$60.49	N/A	N/A	9/1/2015	12/31/2015	\$22.93	4.0%	Not Applicable
Noise/Air Quality	\$62.92	N/A	N/A	1/1/2016	12/31/2016	\$23.85	4.0%	
Technical Support	\$65.43	N/A	N/A	1/1/2017	12/31/2017	\$24.80	4.0%	
	\$68.04	N/A	N/A	1/1/2018	12/31/2018	\$25.79	4.0%	
	\$70.75	N/A	N/A	1/1/2019	12/31/2019	\$26.82	4.0%	
F/T Exempt	\$73.58	N/A	N/A	1/1/2020	12/31/2020	\$27.89	4.0%	

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

NOTES:

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

EXHIBIT A

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

Consultant or Subconsultant _____ Illingworth & Rodkin, Inc. _____ Contract No. _____ RFQ #10499 _____ Date 8/24/15 _____

SCHEDULE OF OTHER DIRECT COST ITEMS

PRIME CONSULTANT				SUBCONSULTANT #1				SUBCONSULTANT #2			
DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL	DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL	DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL
Special Tooling				Printing and Reproductions				Special Tooling			
A.				A. Outside Printing & Repro	each	Actual (1,3,4)		A.			
B.								B.			
C.				Delivery Services				C.			
Travel				A. FED EX/US Postal/UPS	each	Actual (1,3,4)		Travel			
A.				B. Courier Service	each	Actual (1,3,4)		A.			
B.								B.			
C.				Miscellaneous				C.			
				A. Misc. Field Equip./Supplies	each	Actual (1,3,4,6)					
				Travel							
				A. Travel/Per Diem		(2)					
				B. Mileage-Personal Vehicle	mile	(2)					
				C. Rental Car	day	Actual					
				Tools of the Trade							
				Refer to attached Tools of Trade		N/C					
PRIME TOTAL ODCs =				SUBCONSULTANT #1 ODCs =				SUBCONSULTANT #2 ODCs =			

IMPORTANT NOTES:

1. List direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentations.
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 that could be used for the same purpose.

EXHIBIT A

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 Hatch Mott MacDonald Contract No. _____ Date August 31, 2015Fringe Benefit 49.35% + Overhead 74.30% (Field) + General Administration 0% = Combined Indirect Cost Rate (ICR)
104.45% (Office) 123.65% (Field) 153.80 (Office)

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

FEE % = 10%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate From To		Actual or Avg. hourly rate ³	% or \$ increase	Hourly range - for classifications only
	Straight	OT(1.5x)	OT(2x)					
Keith Higgins, Vice President / PE-TE (Office)	\$282.92 \$291.41 \$300.15	\$282.92 \$291.41 \$300.15	\$282.92 \$291.41 \$300.15	11/01/2015 11/01/2016 11/01/2017	10/31/2016 10/31/2017 10/31/2018	\$101.34 \$103.37 \$105.43	2.0% 2.0%	Not Applicable
Jeff Waller, Project Engineer/ CE-TE (Office)	\$147.13 \$153.01 \$159.13	\$220.69 \$229.52 \$238.70	\$294.26 \$306.03 \$318.27	11/01/2015 11/01/2016 11/01/2017	10/31/2016 10/31/2017 10/31/2017	\$52.70 \$54.80 \$57.00	4.0% 4.0%	Not Applicable
Julie Oates, Project Engineer/CE-TE (Office)	\$137.86 \$143.37 \$149.11	\$206.79 \$215.06 \$223.66	\$275.72 \$286.75 \$298.22	11/01/2000 11/01/2001 11/01/2002	10/31/2016 10/31/2017 10/31/2018	\$49.38 \$51.36 \$53.41	4.0% 4.0%	Not Applicable
Ankit Sharma, Junior Engineer/EIT (Office)	\$84.56 \$88.79 \$93.23	\$126.85 \$133.19 \$139.85	\$169.13 \$177.58 \$186.46	11/01/2015 11/01/2016 11/01/2017	10/31/2016 10/31/2017 10/31/2018	\$30.29 \$31.8 \$33.39	5.0% 5.0%	Not Applicable
Valentina Soza, Administrative Assistant (Office)	\$55.84 \$58.63 \$61.56	\$83.75 \$87.94 \$92.34	\$111.67 \$117.26 \$123.12	11/01/2015 11/01/2016 11/01/2017	10/31/2016 10/31/2017 10/31/2018	\$20.00 \$21.00 \$22.05	5.0% 5.0%	Not Applicable

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

NOTES:

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

EXHIBIT A

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

Consultant or Subconsultant Hatch Mott MacDonald

Contract No. _____ Date May 11, 2015

SCHEDULE OF OTHER DIRECT COST ITEMS

SCHEDULE OF OTHER DIRECT COST ITEMS											
PRIME CONSULTANT				SUBCONSULTANT #1				SUBCONSULTANT #2			
DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL	DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL	DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL
Special Tooling				Special Tooling				Special Tooling			
A. Truck	3	\$1,100/month	\$	A.				A.			
B.				B.				B.			
C.				C.				C.			
Travel				Travel				Travel			
A.				A.				A.			
B.				B.				B.			
C.				C.				C.			
PRIME TOTAL ODCs =				SUBCONSULTANT #1 ODCs =				SUBCONSULTANT #2 ODCs =			

IMPORTANT NOTES:

1. List direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentations.
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.

Exhibit A

Denise Duffy & Associates, Inc.
Cost Proposal
Project : Monterey County on-Call Environmental - RFP 10499.

Date: August 31, 2015

NORMAL Fringe Benefit % 54.33% + Overhead % 93.44% + General Administration % Included Combined ICR % 147.77%

FEE %
10.00

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	OT(1.5x) OT(2x)	From	To			
Denise Duffy / Principal	\$ 218	NA	11/01/15	10/31/16		80.00	N/A
	\$ 225	NA	11/01/16	10/31/17	3.0%	82.40	
	\$ 231	NA	11/01/17	10/31/18	3.0%	84.87	
Lianne Humble / Sr. Project Manager	\$ 155	NA	11/01/15	10/31/16		57.00	N/A
	\$ 160	NA	11/01/16	10/31/17	3.0%	58.71	
	\$ 165	NA	11/01/17	10/31/18	3.0%	60.47	
Allison Imamura / Senior Engineering Specialist	\$ 180	NA	11/01/15	10/31/16		66.00	N/A
	\$ 185	NA	11/01/16	10/31/17	3.0%	67.98	
	\$ 191	NA	11/01/17	10/31/18	3.0%	70.02	
Josh Harwayne / Senior Environmental Scientist	\$ 147	NA	11/01/15	10/31/16		54.00	N/A
	\$ 152	NA	11/01/16	10/31/17	3.0%	55.62	
	\$ 156	NA	11/01/17	10/31/18	3.0%	57.29	
E Harwayne/T Potter / Senior Planner II	\$ 147	NA	11/01/15	10/31/16		54.00	N/A
	\$ 152	NA	11/01/16	10/31/17	3.0%	55.62	
	\$ 156	NA	11/01/17	10/31/18	3.0%	57.29	
Johnson / Project Manager	\$ 134	NA	11/01/15	10/31/16		49.00	N/A
	\$ 138	NA	11/01/16	10/31/17	3.0%	50.47	
	\$ 142	NA	11/01/17	10/31/18	3.0%	51.98	
Matt Johnson / Environmental Biologist	\$ 109	NA	11/01/15	10/31/16		40.00	N/A
	\$ 112	NA	11/01/16	10/31/17	3.0%	41.20	
	\$ 116	NA	11/01/17	10/31/18	3.0%	42.44	

Exhibit A

Denise Dufry & Associates, Inc.
 Cost Proposal
 Project : Monterey County on-Call Environmental - RFP 10499.

Date: August 31, 2015

Fringe Benefit % 54.33% + Overhead % 93.44% + General Administration % Included Combined ICR % 147.77%
 FEE % 10.00

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Hourly Billing Rates		Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
	Straight	OT(1.5x)	OT(2x)	From To			
Level "D" including Assoc Planner/Scientist GIS Specialist	\$ 104 \$ 107 \$ 110	NA NA NA	NA NA NA	11/01/15 11/01/16 11/01/17	10/31/16 10/31/17 10/31/18	38.00 39.14 40.31	36.00 - 40.00 37.08 - 41.20 38.19 - 42.44
Level "C" including Asst Planner/Scientist Sr. Field Tech	\$ 93 \$ 95 \$ 98	NA NA NA	NA NA NA	11/01/15 11/01/16 11/01/17	10/31/16 10/31/17 10/31/18	34.00 35.02 36.07	32.00 - 36.00 32.96 - 37.08 33.95 - 38.19
Level "B" including Administrative Manager Database/Graphics	\$ 76 \$ 79 \$ 81	NA NA NA	NA NA NA	11/01/15 11/01/16 11/01/17	10/31/16 10/31/17 10/31/18	28.00 28.84 29.71	26.00 - 30.00 26.78 - 30.90 27.58 - 31.88
Level "A" including Field Tech Word Processor II	\$ 60 \$ 62 \$ 64	NA NA NA	NA NA NA	11/01/15 11/01/16 11/01/17	10/31/16 10/31/17 10/31/18	22.00 22.66 23.34	18.00 - 24.00 18.54 - 24.72 19.10 - 25.46

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

Consultant or Subconsultant: Denise Duffy & Associates, Inc.

Contract No. _____ Date _____

SCHEDULE OF OTHER DIRECT COST ITEMS

SCHEDULE OF OTHER DIRECT COST ITEMS											
PRIME CONSULTANT				SUBCONSULTANT #1				SUBCONSULTANT #2			
DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL	DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL	DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL
Special Tooling				Special Tooling				Special Tooling			
A.				A.				A.			
B.				B.				B.			
C.				C.				C.			
Travel				Travel				Travel			
A. Mileage		Actual	Actual	A.				A.			
B.				B.				B.			
C.				C.				C.			
Reproduction		Actual	Actual								
PRIME TOTAL ODCs =				SUBCONSULTANT #1 ODCs =				SUBCONSULTANT #2 ODCs =			

IMPORTANT NOTES:

- List direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentations.
- Proposed items should be consistently billed directly to all clients (Commercial entities, Federal Gov't, State Gov't, and Local Gov't. Agency), and not just when the client will pay for them as a direct cost.
- Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
- Travel related costs should be pre-approved by the contracting agency.
- If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
- If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is their standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.

EXHIBIT A

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: Far Western Anthropological Research Group Contract No. _____ Date 09/04/2015

NORMAL	Fringe Benefit %	63.36%	+	Overhead %	24.14%	+	General Admin. %	22.94%	=	Combined Indirect Cost Rate%	110.44%
FIELD OFFICE/TEMPORARY		15.77%	+	Fee %	8.84%	+		10.02%	=		34.63%
									=		10.00%

BILLING INFORMATION

CALCULATION INFORMATION

BILLING INFORMATION			COLLECTION INFORMATION						
Name/Classification	Hourly Billing Rates			Effective Date of Hourly Rate		Actual/Average Hourly Rate	% Increase	Hourly Range for Classifications Only	
	Straight	OT (1.5X)	OT (2X)	From	To				
Hildebrandt, Bill	Principal Investigator 100	\$148.13	N/A	N/A	11/1/2015	10/31/2016	\$63.99	0%	N/A
Exempt		\$152.57	N/A	N/A	11/1/2016	10/31/2017	\$65.91	3%	N/A
		\$157.15	N/A	N/A	11/1/2017	10/31/2018	\$67.89	3%	N/A
Girreath, Amy	Principal Investigator 200	\$142.73	N/A	N/A	11/1/2015	10/31/2016	\$61.66	0%	N/A
Exempt		\$147.02	N/A	N/A	11/1/2016	10/31/2017	\$63.51	3%	N/A
		\$151.44	N/A	N/A	11/1/2017	10/31/2018	\$65.42	3%	N/A
McGuire, Kelly	Principal Investigator 200	\$142.73	N/A	N/A	11/1/2015	10/31/2016	\$61.66	0%	N/A
Exempt		\$147.02	N/A	N/A	11/1/2016	10/31/2017	\$63.51	3%	N/A
		\$151.44	N/A	N/A	11/1/2017	10/31/2018	\$65.42	3%	N/A
Mikkelsen, Pat	Principal Investigator 200	\$142.73	N/A	N/A	11/1/2015	10/31/2016	\$61.66	0%	N/A
Exempt		\$147.02	N/A	N/A	11/1/2016	10/31/2017	\$63.51	3%	N/A
		\$151.44	N/A	N/A	11/1/2017	10/31/2018	\$65.42	3%	N/A
Carpenter, Kim	Principal Investigator 300	\$129.70	N/A	N/A	11/1/2015	10/31/2016	\$56.03	0%	N/A
Exempt		\$133.59	N/A	N/A	11/1/2016	10/31/2017	\$57.71	3%	N/A
		\$137.59	N/A	N/A	11/1/2017	10/31/2018	\$59.44	3%	N/A
Rosenthal, Jeff	Principal Investigator 300	\$129.70	N/A	N/A	11/1/2015	10/31/2016	\$56.03	0%	N/A
Exempt		\$133.59	N/A	N/A	11/1/2016	10/31/2017	\$57.71	3%	N/A
		\$137.59	N/A	N/A	11/1/2017	10/31/2018	\$59.44	3%	N/A
Young, D. Craig	Principal Investigator 300	\$129.70	N/A	N/A	11/1/2015	10/31/2016	\$56.03	0%	N/A
Exempt		\$133.59	N/A	N/A	11/1/2016	10/31/2017	\$57.71	3%	N/A
		\$137.59	N/A	N/A	11/1/2017	10/31/2018	\$59.44	3%	N/A
Byrd, Brian	Principal Investigator 400	\$121.09	N/A	N/A	11/1/2015	10/31/2016	\$52.31	0%	N/A
Exempt		\$124.72	N/A	N/A	11/1/2016	10/31/2017	\$53.88	3%	N/A
		\$128.47	N/A	N/A	11/1/2017	10/31/2018	\$55.50	3%	N/A
Duke, Daron	Principal Investigator 500	\$105.36	N/A	N/A	11/1/2015	10/31/2016	\$45.60	0%	N/A
Exempt		\$108.73	N/A	N/A	11/1/2016	10/31/2017	\$46.97	3%	N/A
		\$111.99	N/A	N/A	11/1/2017	10/31/2018	\$48.38	3%	N/A

- 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.

Subconsultant:

EXHIBIT A

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: Far Western Anthropological Research Group Contract No. _____ Date 09/04/2015

NORMAL FIELD OFFICE/TEMPORARY	Fringe Benefit %	63.36%	+	Overhead %	24.14%	+	General Admin. %	22.94%	=	Combined Indirect Cost Rate%	110.44%
		15.77%	+		8.84%	+		10.02%	=		34.63%
				Fee %					=		10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Hourly Billing Rates			Effective Date of Hourly Rate		Actual/Average Hourly Rate	% Increase	Hourly Range for Classification Only	
	Straight	OT (1.5X)	OT (2X)	From	To				
Waehter, Sharon	Principal Investigator 600	\$95.07	N/A	N/A	11/1/2015	10/31/2016	\$41.07	0%	N/A
Exempt		\$97.92	N/A	N/A	11/1/2016	10/31/2017	\$42.30	3%	N/A
		\$100.86	N/A	N/A	11/1/2017	10/31/2018	\$43.57	3%	N/A
Clay, Vickie	Principal Investigator 700	\$91.51	N/A	N/A	11/1/2015	10/31/2016	\$39.53	0%	N/A
Exempt		\$94.26	N/A	N/A	11/1/2016	10/31/2017	\$40.72	3%	N/A
		\$97.08	N/A	N/A	11/1/2017	10/31/2018	\$41.94	3%	N/A
Wohlgemuth, Eric	Principal Investigator 900	\$82.62	N/A	N/A	11/1/2015	10/31/2016	\$35.69	0%	N/A
Exempt		\$85.09	N/A	N/A	11/1/2016	10/31/2017	\$36.76	3%	N/A
		\$87.64	N/A	N/A	11/1/2017	10/31/2018	\$37.86	3%	N/A
Byerly, Ryan	Principal Investigator 1000	\$82.64	N/A	N/A	11/1/2015	10/31/2016	\$35.70	0%	N/A
Exempt		\$85.12	N/A	N/A	11/1/2016	10/31/2017	\$36.77	3%	N/A
		\$87.66	N/A	N/A	11/1/2017	10/31/2018	\$37.87	3%	N/A
Whitaker, Adie	Principal Investigator 1000	\$82.64	N/A	N/A	11/1/2015	10/31/2016	\$35.70	0%	N/A
Exempt		\$85.12	N/A	N/A	11/1/2016	10/31/2017	\$36.77	3%	N/A
		\$87.66	N/A	N/A	11/1/2017	10/31/2018	\$37.87	3%	N/A
Ruby, Alilika	Principal Investigator 1100	\$80.23	N/A	N/A	11/1/2015	10/31/2016	\$34.66	0%	N/A
Exempt		\$82.64	N/A	N/A	11/1/2016	10/31/2017	\$35.70	3%	N/A
		\$85.12	N/A	N/A	11/1/2017	10/31/2018	\$36.77	3%	N/A
Ugan, Andrew	Principal Investigator 1300	\$73.17	N/A	N/A	11/1/2015	10/31/2016	\$31.61	0%	N/A
Exempt		\$75.37	N/A	N/A	11/1/2016	10/31/2017	\$32.56	3%	N/A
		\$77.64	N/A	N/A	11/1/2017	10/31/2018	\$33.54	3%	N/A
Meyer, Jack	Gearchaeologist 100	\$108.82	N/A	N/A	11/1/2015	10/31/2016	\$47.01	0%	N/A
Exempt		\$112.08	N/A	N/A	11/1/2016	10/31/2017	\$48.42	3%	N/A
		\$115.44	N/A	N/A	11/1/2017	10/31/2018	\$49.87	3%	N/A
Katankosi, Phil	Gearchaeologist 200	\$82.64	N/A	N/A	11/1/2015	10/31/2016	\$35.70	0%	N/A
Exempt		\$85.12	N/A	N/A	11/1/2016	10/31/2017	\$36.77	3%	N/A
		\$87.66	N/A	N/A	11/1/2017	10/31/2018	\$37.87	3%	N/A
Murphy, Laura R.	Gearchaeologist 250	\$69.45	\$84.45	\$114.45	11/1/2015	10/31/2016	\$30.00	0%	N/A
Non-Exempt		\$71.53	\$86.98	\$117.88	11/1/2016	10/31/2017	\$30.90	3%	N/A
		\$73.68	\$89.60	\$121.43	11/1/2017	10/31/2018	\$31.83	3%	N/A
Schier, Naomi	Gearchaeologist 300	\$59.17	N/A	N/A	11/1/2015	10/31/2016	\$25.56	0%	N/A
Exempt		\$60.95	N/A	N/A	11/1/2016	10/31/2017	\$26.33	3%	N/A

Exhibit A

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: Far Western Anthropological Research Group Contract No. _____ Date 09/04/2015

NORMAL FIELD OFFICE/TEMPORARY	Fringe Benefit %	63.36%	+	Overhead %	24.14%	+	General Admin. %	22.94%	=	Combined Indirect Cost Rate%	110.44%
		15.77%	+		8.84%	+		10.02%	=		34.63%
					Fec %				=		10.00%

BILLING INFORMATION			CALCULATION INFORMATION						
Name/Classification	Hourly Billing Rates			Effective Date of Hourly Rate		Actual/Average Hourly Rate	% Increase	Hourly Range for Classifications Only	
	Straight	OT (1.5X)	OT (2X)	From	To				
	\$62.78	N/A	N/A	11/1/2017	10/31/2018	\$27.12	3%	N/A	
Nagy, Andras B.	GIS Assistant 100	\$57.87	\$70.37	\$95.37	11/1/2015	10/31/2016	\$25.00	0%	N/A
Non-Exempt		\$59.61	\$72.49	\$98.24	11/1/2016	10/31/2017	\$25.75	3%	N/A
		\$61.39	\$74.65	\$101.17	11/1/2017	10/31/2018	\$26.52	3%	N/A
Bradett, Jill	GIS Assistant 200	\$51.25	\$62.32	\$84.46	11/1/2015	10/31/2016	\$22.14	0%	N/A
Non-Exempt		\$52.78	\$64.18	\$86.98	11/1/2016	10/31/2017	\$22.80	3%	N/A
		\$54.35	\$66.09	\$89.57	11/1/2017	10/31/2018	\$23.48	3%	N/A
Murphy, Melissa	GIS Assistant 200	\$51.25	\$62.32	\$84.46	11/1/2015	10/31/2016	\$22.14	0%	N/A
Non-Exempt		\$52.78	\$64.18	\$86.98	11/1/2016	10/31/2017	\$22.80	3%	N/A
		\$54.35	\$66.09	\$89.57	11/1/2017	10/31/2018	\$23.48	3%	N/A
Rice, Darla	GIS Assistant 200	\$51.25	\$62.32	\$84.46	11/1/2015	10/31/2016	\$22.14	0%	N/A
Non-Exempt		\$52.78	\$64.18	\$86.98	11/1/2016	10/31/2017	\$22.80	3%	N/A
		\$54.35	\$66.09	\$89.57	11/1/2017	10/31/2018	\$23.48	3%	N/A
Zipfel, Ruth	GIS Assistant 300	\$50.16	\$61.00	\$82.67	11/1/2015	10/31/2016	\$21.67	0%	N/A
Non-Exempt		\$51.67	\$62.83	\$85.15	11/1/2016	10/31/2017	\$22.32	3%	N/A
		\$53.22	\$64.72	\$87.71	11/1/2017	10/31/2018	\$22.99	3%	N/A
Osegueda, Kari	GIS Assistant 500	\$44.21	\$53.76	\$72.86	11/1/2015	10/31/2016	\$19.10	0%	N/A
Non-Exempt		\$45.53	\$55.37	\$75.04	11/1/2016	10/31/2017	\$19.67	3%	N/A
		\$46.90	\$57.03	\$77.29	11/1/2017	10/31/2018	\$20.26	3%	N/A
DeArmond, Shannon	GIS Senior Analyst	\$73.13	N/A	N/A	11/1/2015	10/31/2016	\$31.59	0%	N/A
Exempt		\$75.32	N/A	N/A	11/1/2016	10/31/2017	\$32.54	3%	N/A
		\$77.59	N/A	N/A	11/1/2017	10/31/2018	\$33.52	3%	N/A
Brandy, Paul	GIS Supervisor 100	\$108.82	N/A	N/A	11/1/2015	10/31/2016	\$47.01	0%	N/A
Exempt		\$112.08	N/A	N/A	11/1/2016	10/31/2017	\$48.42	3%	N/A
		\$115.44	N/A	N/A	11/1/2017	10/31/2018	\$49.87	3%	N/A
King, Jerome	GIS Supervisor 100	\$108.82	N/A	N/A	11/1/2015	10/31/2016	\$47.01	0%	N/A
Exempt		\$112.08	N/A	N/A	11/1/2016	10/31/2017	\$48.42	3%	N/A
		\$115.44	N/A	N/A	11/1/2017	10/31/2018	\$49.87	3%	N/A
Brink, Laura	Lab Director 200	\$65.63	N/A	N/A	11/1/2015	10/31/2016	\$27.49	0%	N/A
Exempt		\$65.53	N/A	N/A	11/1/2016	10/31/2017	\$28.31	3%	N/A
		\$67.50	N/A	N/A	11/1/2017	10/31/2018	\$29.16	3%	N/A
O'Horo, Kasey	Lab Director 300	\$55.12	\$67.03	\$90.84	11/1/2015	10/31/2016	\$23.81	0%	N/A

EXHIBIT A

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: Far Western Anthropological Research Group Contract No. _____ Date 09/04/2015

NORMAL FIELD OFFICE/TEMPORARY	Fringe Benefit % 63.36% 15.77%	+	Overhead % 24.14% 8.84% Fee %	+	General Admin. % 22.94% 10.02%	=	Combined Indirect Cost Rate % 110.44% 34.63% 10.00%
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BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Hourly Billing Rates			Effective Date of Hourly Rate		Actual/Average Hourly Rate	% Increase	Hourly Range for Classifications Only
	Straight	OT (1.5X)	OT (2X)	From	To			
Non-Exempt	\$36.76	\$69.02	\$93.54	11/1/2016	10/31/2017	\$24.52	3%	N/A
Arpaia, Angela	\$38.47	\$71.10	\$96.36	11/1/2017	10/31/2018	\$25.26	3%	N/A
Non-Exempt	\$51.13	\$62.18	\$84.27	11/1/2015	10/31/2016	\$22.09	0%	N/A
Lab Assistant 100	\$32.66	\$64.04	\$86.79	11/1/2016	10/31/2017	\$22.75	3%	N/A
Non-Exempt	\$54.24	\$65.96	\$89.39	11/1/2017	10/31/2018	\$23.43	3%	N/A
Eubanks, Jill	\$47.13	\$57.31	\$77.67	11/1/2015	10/31/2016	\$20.56	0%	N/A
Non-Exempt	\$48.54	\$59.03	\$80.00	11/1/2016	10/31/2017	\$20.97	3%	N/A
Lab Assistant 200	\$50.00	\$60.80	\$82.40	11/1/2017	10/31/2018	\$21.60	3%	N/A
Galindo, Patricia	\$43.80	\$53.26	\$72.18	11/1/2015	10/31/2016	\$18.92	0%	N/A
Non-Exempt	\$45.12	\$48.87	\$74.36	11/1/2016	10/31/2017	\$19.49	3%	N/A
Lab Assistant 200	\$46.46	\$56.50	\$76.57	11/1/2017	10/31/2018	\$20.07	3%	N/A
Non-Exempt	\$56.14	\$116.91	\$158.44	11/1/2015	10/31/2016	\$41.53	0%	N/A
Norton, Tammara	\$99.03	\$120.42	\$163.20	11/1/2016	10/31/2017	\$42.78	3%	N/A
Non-Exempt	\$101.99	\$124.02	\$168.08	11/1/2017	10/31/2018	\$44.06	3%	N/A
Production Supervisor 100	\$82.64	N/A	N/A	11/1/2015	10/31/2016	\$35.70	0%	N/A
Binney, Nicole	\$85.12	N/A	N/A	11/1/2016	10/31/2017	\$36.77	3%	N/A
Exempt	\$87.66	N/A	N/A	11/1/2017	10/31/2018	\$37.87	3%	N/A
Production Assistant 100	\$53.57	\$65.14	\$88.28	11/1/2015	10/31/2016	\$23.14	0%	N/A
Fogarty, Molly	\$35.16	\$67.08	\$90.91	11/1/2016	10/31/2017	\$23.83	3%	N/A
Non-Exempt	\$56.81	\$69.08	\$93.62	11/1/2017	10/31/2018	\$24.54	3%	N/A
Production Assistant 100	\$51.25	\$62.32	\$84.46	11/1/2015	10/31/2016	\$23.14	0%	N/A
Montgomery, Kathleen	\$32.78	\$64.18	\$86.98	11/1/2016	10/31/2017	\$22.80	3%	N/A
Non-Exempt	\$34.35	\$66.09	\$89.57	11/1/2017	10/31/2018	\$23.48	3%	N/A
Production Assistant 100	\$51.25	\$62.32	\$84.46	11/1/2015	10/31/2016	\$22.14	0%	N/A
Pardue, Michael	\$32.78	\$64.18	\$86.98	11/1/2016	10/31/2017	\$22.80	3%	N/A
Non-Exempt	\$34.35	\$66.09	\$89.57	11/1/2017	10/31/2018	\$23.48	3%	N/A
Production Assistant 200	\$50.00	\$60.80	\$82.40	11/1/2015	10/31/2016	\$21.60	0%	N/A
Bucur, Sorana	\$51.51	\$62.64	\$84.89	11/1/2016	10/31/2017	\$22.25	3%	N/A
Non-Exempt	\$53.06	\$64.52	\$87.44	11/1/2017	10/31/2018	\$22.92	3%	N/A

EXHIBIT A

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: Far Western Anthropological Research Group Contract No. _____ Date 09/04/2015

NORMAL FIELD OFFICE/TEMPORARY	Fringe Benefit %	63.36%	+	Overhead %	24.14%	+	General Admin. %	22.94%	=	Combined Indirect Cost Rate%	110.44%
		15.77%	+		8.84%	+		10.02%	=		34.63%
					Fee %				=		10.00%

BILLING INFORMATION			CALCULATION INFORMATION						
Name/Classification	Hourly Billing Rates	Effective Date of Hourly Rate	Actual/Average Hourly Rate	% Increase	Hourly Range for Classifications Only				
						Straight	OT (1.5X)	OT (2X)	From
Thomas, Jennifer	Senior Archaeologist 200	\$73.06	N/A	N/A	11/1/2015	10/31/2016	\$31.56	0%	N/A
Exempt		\$75.26	N/A	N/A	11/1/2016	10/31/2017	\$32.51	3%	N/A
		\$77.52	N/A	N/A	11/1/2017	10/31/2018	\$33.49	3%	N/A
Robertson, Joanna	Senior Archaeologist 300	\$73.17	N/A	N/A	11/1/2015	10/31/2016	\$31.61	0%	N/A
Exempt		\$75.37	N/A	N/A	11/1/2016	10/31/2017	\$32.56	3%	N/A
		\$77.64	N/A	N/A	11/1/2017	10/31/2018	\$33.54	3%	N/A
Portas, Amy Fouch	Senior Archaeologist 300	\$70.70	\$85.97	\$116.51	11/1/2015	10/31/2016	\$30.54	0%	N/A
Non-Exempt		\$72.82	\$88.55	\$120.01	11/1/2016	10/31/2017	\$31.46	3%	N/A
		\$75.00	\$91.20	\$123.60	11/1/2017	10/31/2018	\$32.40	3%	N/A
Berg, John	Senior Archaeologist 400	\$68.77	N/A	N/A	11/1/2015	10/31/2016	\$29.71	0%	N/A
Exempt		\$70.83	N/A	N/A	11/1/2016	10/31/2017	\$30.60	3%	N/A
		\$72.96	N/A	N/A	11/1/2017	10/31/2018	\$31.52	3%	N/A
Leach-Palm, Laura	Senior Archaeologist 400	\$68.77	N/A	N/A	11/1/2015	10/31/2016	\$29.71	0%	N/A
Exempt		\$70.83	N/A	N/A	11/1/2016	10/31/2017	\$30.60	3%	N/A
		\$72.96	N/A	N/A	11/1/2017	10/31/2018	\$31.52	3%	N/A
Orvald, Tucker	Senior Archaeologist 450	\$69.54	N/A	N/A	11/1/2015	10/31/2016	\$30.04	0%	N/A
Exempt		\$71.62	N/A	N/A	11/1/2016	10/31/2017	\$30.94	3%	N/A
		\$73.77	N/A	N/A	11/1/2017	10/31/2018	\$31.87	3%	N/A
Darcangelo, Mike	Senior Archaeologist 475	\$66.53	N/A	N/A	11/1/2015	10/31/2016	\$28.74	0%	N/A
Exempt		\$68.52	N/A	N/A	11/1/2016	10/31/2017	\$29.60	3%	N/A
		\$70.58	N/A	N/A	11/1/2017	10/31/2018	\$30.49	3%	N/A
Neidig, Steven	Senior Archaeologist 600	\$61.53	N/A	N/A	11/1/2015	10/31/2016	\$26.58	0%	N/A
Exempt		\$63.38	N/A	N/A	11/1/2016	10/31/2017	\$27.38	3%	N/A
		\$65.28	N/A	N/A	11/1/2017	10/31/2018	\$28.20	3%	N/A
Higgins, Courtney	Senior Archaeologist 900	\$59.17	N/A	N/A	11/1/2015	10/31/2016	\$25.56	0%	N/A
Exempt		\$60.95	N/A	N/A	11/1/2016	10/31/2017	\$26.33	3%	N/A
		\$62.78	N/A	N/A	11/1/2017	10/31/2018	\$27.12	3%	N/A
Hidebrandt, Tod	Senior Archaeologist 1000	\$58.98	N/A	N/A	11/1/2015	10/31/2016	\$25.48	0%	N/A
Exempt		\$60.74	N/A	N/A	11/1/2016	10/31/2017	\$26.24	3%	N/A
		\$62.57	N/A	N/A	11/1/2017	10/31/2018	\$27.03	3%	N/A
McCabe, Allen	Senior Archaeologist 1100	\$57.69	N/A	N/A	11/1/2015	10/31/2016	\$24.92	0%	N/A
Exempt		\$59.42	N/A	N/A	11/1/2016	10/31/2017	\$25.67	3%	N/A

EXHIBIT A

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: Far Western Anthropological Research Group Contract No. _____ Date 09/04/2015

NORMAL FIELD OFFICE/TEMPORARY	Fringe Benefit %	63.36%	+	Overhead %	24.14%	+	General Admin. %	22.94%	=	Combined Indirect Cost Rate%	110.44%
		15.77%	+		8.84%	+		10.02%	=		34.63%
					Fee %				=		10.00%

BILLING INFORMATION			CALCULATION INFORMATION							
Name/Classification	Hourly Billing Rates	Effective Date of Hourly Rate	Actual/Average Hourly Rate	% Increase	Hourly Range for Classifications Only					
	Straight	OT (1.5X)	OT (2X)	From	To					
Martindale, Johnson, Lucas	\$61.20	N/A	N/A	11/1/2017	10/31/2018	\$26.44	3%	N/A		
Non-Exempt	\$34.19	\$65.90	\$89.31	11/1/2015	10/31/2016	\$23.41	0%	N/A		
Non-Exempt	\$55.81	\$67.87	\$91.98	11/1/2016	10/31/2017	\$24.11	3%	N/A		
Non-Exempt	\$57.48	\$69.90	\$94.73	11/1/2017	10/31/2018	\$24.83	3%	N/A		
Lenzi, Mike	\$34.40	\$66.15	\$89.65	11/1/2015	10/31/2016	\$23.50	0%	N/A		
Non-Exempt	\$36.04	\$68.15	\$92.36	11/1/2016	10/31/2017	\$24.21	3%	N/A		
Non-Exempt	\$37.73	\$70.20	\$95.14	11/1/2017	10/31/2018	\$24.94	3%	N/A		
Garner, Albert	\$53.84	N/A	N/A	11/1/2015	10/31/2016	\$23.26	0%	N/A		
Exempt	\$55.46	N/A	N/A	11/1/2016	10/31/2017	\$23.96	3%	N/A		
Non-Exempt	\$57.13	N/A	N/A	11/1/2017	10/31/2018	\$24.68	3%	N/A		
Davis, Kathleen	\$58.31	\$58.75	\$79.62	11/1/2015	10/31/2016	\$20.87	0%	N/A		
Non-Exempt	\$59.77	\$60.52	\$82.02	11/1/2016	10/31/2017	\$21.50	3%	N/A		
Non-Exempt	\$51.27	\$62.35	\$84.50	11/1/2017	10/31/2018	\$22.15	3%	N/A		
Kingsley, Angela	\$48.31	N/A	N/A	11/1/2015	10/31/2016	\$20.87	0%	N/A		
Exempt	\$49.77	N/A	N/A	11/1/2016	10/31/2017	\$21.50	3%	N/A		
Exempt	\$51.27	N/A	N/A	11/1/2017	10/31/2018	\$22.15	3%	N/A		
Daub, Lindsay	\$46.51	\$56.56	\$76.65	11/1/2015	10/31/2016	\$20.09	0%	N/A		
Non-Exempt	\$47.89	\$58.24	\$78.93	11/1/2016	10/31/2017	\$20.69	3%	N/A		
Non-Exempt	\$49.33	\$59.99	\$81.30	11/1/2017	10/31/2018	\$21.31	3%	N/A		
Non-Exempt	\$51.27	\$62.35	\$84.50	11/1/2017	10/31/2018	\$22.15	3%	N/A		
Asen, Adelina	\$46.62	\$56.69	\$76.83	11/1/2016	10/31/2017	\$20.14	3%	N/A		
Non-Exempt	\$48.01	\$58.38	\$79.12	11/1/2017	10/31/2018	\$20.74	3%	N/A		
Bennett, Stephanie	\$45.26	\$55.04	\$74.59	11/1/2015	10/31/2016	\$19.55	0%	N/A		
Non-Exempt	\$46.62	\$56.69	\$76.83	11/1/2016	10/31/2017	\$20.14	3%	N/A		
Non-Exempt	\$48.01	\$58.38	\$79.12	11/1/2017	10/31/2018	\$20.74	3%	N/A		
Colligan, Kaely	\$45.26	\$55.04	\$74.59	11/1/2015	10/31/2016	\$19.55	0%	N/A		
Non-Exempt	\$46.62	\$56.69	\$76.83	11/1/2016	10/31/2017	\$20.14	3%	N/A		
Non-Exempt	\$48.01	\$58.38	\$79.12	11/1/2017	10/31/2018	\$20.74	3%	N/A		

EXHIBIT A

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: Far Western Anthropological Research Group Contract No. _____ Date 09/04/2015

NORMAL FIELD OFFICE/TEMPORARY	Fringe Benefit %	63.36%	+	Overhead %	24.14%	+	General Admin. %	22.94%	=	Combined Indirect Cost Rate%	110.44%
		15.77%	+		8.84%	+		10.02%	=		34.63%
					Fee %				=		10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Hourly Billing Rates			Effective Date of Hourly Rate		Actual/Average Hourly Rate	% Increase	Hourly Range for Classifications Only
	Straight	OT (1.5X)	OT (2X)	From	To			
Gingerich, Eric	\$45.26	\$55.04	\$74.59	11/1/2015	10/31/2016	\$19.55	0%	N/A
Non-Exempt	\$46.62	\$56.69	\$76.83	11/1/2016	10/31/2017	\$20.14	3%	N/A
	\$48.01	\$58.38	\$79.12	11/1/2017	10/31/2018	\$20.74	3%	N/A
Longo, Nick	\$45.26	\$55.04	\$74.59	11/1/2015	10/31/2016	\$19.55	0%	N/A
Non-Exempt	\$46.62	\$56.69	\$76.83	11/1/2016	10/31/2017	\$20.14	3%	N/A
	\$48.01	\$58.38	\$79.12	11/1/2017	10/31/2018	\$20.74	3%	N/A
Wiseley, Justin	\$54.40	\$66.15	\$89.65	11/1/2015	10/31/2016	\$23.50	0%	N/A
Non-Exempt	\$56.04	\$68.15	\$92.36	11/1/2016	10/31/2017	\$24.21	3%	N/A
	\$57.73	\$70.20	\$95.14	11/1/2017	10/31/2018	\$24.94	3%	N/A
Rice, Sarah	\$54.40	\$66.15	\$89.65	11/1/2015	10/31/2016	\$23.50	0%	N/A
Non-Exempt	\$56.04	\$68.15	\$92.36	11/1/2016	10/31/2017	\$24.21	3%	N/A
	\$57.73	\$70.20	\$95.14	11/1/2017	10/31/2018	\$24.94	3%	N/A
Engbring, Laurel	\$48.19	\$58.60	\$79.42	11/1/2015	10/31/2016	\$20.82	0%	N/A
Non-Exempt	\$49.63	\$60.35	\$81.79	11/1/2016	10/31/2017	\$21.44	3%	N/A
	\$51.11	\$62.15	\$84.23	11/1/2017	10/31/2018	\$22.08	3%	N/A
Johnson, Melissa	\$62.01	\$75.41	\$102.20	11/1/2015	10/31/2016	\$26.79	0%	N/A
Non-Exempt	\$63.87	\$77.67	\$105.26	11/1/2016	10/31/2017	\$27.59	3%	N/A
	\$65.79	\$80.00	\$108.42	11/1/2017	10/31/2018	\$28.42	3%	N/A
Grinnel, Maria	\$45.90	\$55.82	\$75.65	11/1/2015	10/31/2016	\$19.83	0%	N/A
Non-Exempt	\$47.27	\$57.48	\$77.90	11/1/2016	10/31/2017	\$20.42	3%	N/A
	\$48.68	\$59.20	\$80.23	11/1/2017	10/31/2018	\$21.03	3%	N/A
Collier, Jennifer	\$67.96	\$82.64	\$112.00	11/1/2015	10/31/2016	\$29.56	0%	N/A
Non-Exempt	\$70.00	\$85.12	\$115.36	11/1/2016	10/31/2017	\$30.24	3%	N/A
	\$72.11	\$87.69	\$118.84	11/1/2017	10/31/2018	\$31.15	3%	N/A
Wang, Lin	\$77.27	\$93.96	\$127.34	11/1/2015	10/31/2016	\$33.38	0%	N/A
Non-Exempt	\$79.58	\$96.77	\$131.15	11/1/2016	10/31/2017	\$34.38	3%	N/A
	\$81.97	\$99.68	\$135.09	11/1/2017	10/31/2018	\$35.41	3%	N/A
Ansstead, Sharon	\$58.10	\$70.65	\$95.75	11/1/2015	10/31/2016	\$25.10	0%	N/A
Non-Exempt	\$59.84	\$72.77	\$98.62	11/1/2016	10/31/2017	\$25.85	3%	N/A
	\$61.64	\$74.96	\$101.59	11/1/2017	10/31/2018	\$26.63	3%	N/A

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NORMAL	Fringe Benefit %	63.36%	+	Overhead %	24.14%	+	General Admin. %	22.94%	=	Combined Indirect Cost Rate%	110.44%
FIELD OFFICE/TEMPORARY		15.77%	+		8.84%	+		10.02%	=		34.63%
					Fee %				=		10.00%

BILLING INFORMATION

CALCULATION INFORMATION

Name/Classification	Hourly Billing Rates			Effective Date of Hourly Rate		Actual/Average Hourly Rate	% Increase	Hourly Range for Classifications Only
	Straight	OT (1.5X)	OT (2X)	From	To			
Tamiet, Jerry	\$48.06	\$58.44	\$79.20	11/1/2015	10/31/2016	\$20.76	0%	N/A
Non-Exempt	\$49.49	\$60.18	\$81.56	11/1/2016	10/31/2017	\$21.38	3%	N/A
	\$50.97	\$61.98	\$84.00	11/1/2017	10/31/2018	\$22.02	3%	N/A
Vasquez, Victoria	\$47.27	\$57.48	\$77.90	11/1/2015	10/31/2016	\$20.42	0%	N/A
Non-Exempt	\$48.68	\$59.20	\$80.23	11/1/2016	10/31/2017	\$21.03	3%	N/A
	\$50.14	\$60.97	\$82.63	11/1/2017	10/31/2018	\$21.66	3%	N/A
McMillan, Cynthia	\$34.49	\$41.94	\$56.84	11/1/2015	10/31/2016	\$14.90	0%	N/A
Non-Exempt	\$35.53	\$43.21	\$58.56	11/1/2016	10/31/2017	\$15.35	3%	N/A
	\$36.60	\$44.51	\$60.32	11/1/2017	10/31/2018	\$15.81	3%	N/A
Brainard, Cassandra	\$42.85	\$52.11	\$70.62	11/1/2015	10/31/2016	\$18.51	0%	N/A
Non-Exempt	\$44.14	\$53.68	\$72.75	11/1/2016	10/31/2017	\$19.07	3%	N/A
	\$45.46	\$55.28	\$74.92	11/1/2017	10/31/2018	\$19.64	3%	N/A
Technician A, Temporary	\$28.00	\$37.46	\$56.37	11/1/2015	10/31/2016	\$18.91	0%	\$17.49-\$20.44
Non-Exempt/Temporary Employee	\$28.85	\$38.59	\$58.07	11/1/2016	10/31/2017	\$19.48	3%	\$18.37-\$21.47
	\$29.71	\$39.74	\$59.80	11/1/2017	10/31/2018	\$20.06	3%	\$19.29-\$22.54
Technician B, Temporary	\$24.92	\$33.34	\$50.17	11/1/2015	10/31/2016	\$16.83	0%	\$15.57-\$18.19
Non-Exempt/Temporary Employee	\$25.66	\$34.33	\$51.66	11/1/2016	10/31/2017	\$17.33	3%	\$16.34-\$19.10
	\$26.43	\$35.36	\$53.21	11/1/2017	10/31/2018	\$17.85	3%	\$17.16-\$20.05

Refer to notes on first page of cost proposal.

**EXHIBIT B - FEDERAL PROVISIONS
CALTRANS LOCAL ASSISTANCE PROCEDURES MANUAL**

In compliance with RFQ #10499, if the project for which the CONTRACTOR is ultimately hired for is funded with Federal Highway Administration (FHWA) funds, the CONTRACTOR will be required to comply with the Federal provisions. Federal Provisions, Exhibit B, attached hereto, shall be completed separately for each individual project by CONTRACTOR and submitted to County for approval prior to County issuing CONTRACTOR with a Notice to Proceed for the project.

Completion of Federal Provisions, Exhibit B, is not required for projects not utilizing FHWA Funds.

**EXHIBIT B - FEDERAL PROVISIONS
CALTRANS LOCAL ASSISTANCE PROCEDURES MANUAL**

ARTICLE I - CONTACT INFORMATION

County Project Manager

Name: _____

Title: _____

Address: _____

Telephone Number: _____

Contractor Project Manager

Name: _____

Title: _____

Address: _____

Telephone Number: _____

ARTICLE II - TERMS

All references to "Contract" herein shall include the County of Monterey Agreement for Professional Services.

ARTICLE III - ALLOWABLE COSTS AND PAYMENTS (Check one box only)

- ☐ **The method of payment for this contract will be based on actual cost-plus-a fixed fee.**
- A. The COUNTY will reimburse the CONTRACTOR for actual costs (including labor costs, employee benefits, travel, equipment rental costs, overhead and other direct costs) incurred by the CONTRACTOR in performance of the work. The CONTRACTOR will not be reimbursed for actual costs that exceed the estimated wage rates, employee benefits, travel, equipment rental, overhead, and other estimated costs set forth in the CONTRACTOR's executed Proposal, unless additional reimbursement is provided for by contract amendment. In no event, will the CONTRACTOR be reimbursed for overhead costs at a rate that exceeds the COUNTY's approved overhead rate set forth in the executed Proposal. In the event that the COUNTY determines that a change to the work from that specified in the Executed Proposal and contract is required, the contract time and/or actual costs reimbursable by the COUNTY shall be adjusted by contract amendment to accommodate the changed work. The maximum total cost as specified in Paragraph "H" shall not be exceeded, unless authorized by contract amendment.
- B. In addition to the allowable incurred costs, the COUNTY will pay the CONTRACTOR a fixed fee of \$_____. The fixed fee is nonadjustable for the term of the contract, except in the event of a significant change in the scope of work and such adjustment is made by contract amendment.
- C. Reimbursement for transportation and subsistence costs shall not exceed the rates specified in the executed Proposal.
- D. When milestone cost estimates are included in the executed Proposal, the CONTRACTOR shall obtain prior written approval for a revised milestone cost estimate from the COUNTY Project Manager before exceeding such cost estimate.
- E. Progress payments will be made monthly in arrears based on services provided and allowable incurred costs. A pro rata portion of the CONTRACTOR's fixed fee will be included in the monthly progress payments. If CONTRACTOR fails to submit the required deliverable items according to the schedule set forth in the Statement of Work, the COUNTY shall have the right to delay payment and/or terminate this Agreement in accordance with the provisions of Section 7 of the County of Monterey Agreement for Professional Services.

EXHIBIT B - FEDERAL PROVISIONS
CALTRANS LOCAL ASSISTANCE PROCEDURES MANUAL

- F. No payment will be made prior to approval of any work, nor for any work performed prior to the approval of this contract.
- G. The CONTRACTOR will be reimbursed, as promptly as fiscal procedures will permit upon receipt by the COUNTY's Finance Division of an itemized invoice. Invoices shall be submitted no later than 30 calendar days after the performance of work for which the CONTRACTOR is billing. Invoices shall detail the work performed on each milestone and each project as applicable. Invoices shall follow the format stipulated for the executed Proposal and shall reference this contract name and the COUNTY's Project Manager. Final invoice must contain the final cost and all credits due to the COUNTY. The final invoice should be submitted within 60-calendar days after completion of the CONTRACTOR's work. Invoices shall be mailed to the COUNTY's Finance Division at the following address:

County of Monterey
Resource Management Agency - Public Works
168 West Alisal Street, 2nd Floor
Salinas, CA 93901
Attn: Finance Division

- H. The total amount payable by the COUNTY including the fixed fee shall not exceed the amount identified in Section 2 of the County of Monterey Agreement for Professional Services.
- I. Salary increases will be reimbursable if the new salary is within the salary range identified in the executed Proposal and is approved by the COUNTY's Project Manager.

For personnel subject to prevailing wage rates as described in the California Labor Code, all salary increases which are the direct result of changes in the prevailing wage rates are reimbursable.

- J. All subcontracts in excess of \$25,000 shall contain the above provisions.
- ☐ **The method of payment for this contract will be based on specific rates of compensation (on-call contracts).**
- A. Specific projects will be assigned to the CONTRACTOR through issuance of Scope of Services.
- B. After a project to be performed under this contract is identified by the COUNTY, the COUNTY will prepare a draft Scope of Services; less the cost estimate. A draft Scope of Services will identify the expected results, project deliverables, period of performance, and project schedule, and will designate a COUNTY Project Coordinator, if different than the Project Manager. The draft Scope of Services will be delivered to the CONTRACTOR for review. The CONTRACTOR shall return a Proposal 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 expenses, overhead, fee if any, and total dollar amount. After agreement on the Proposal has been reached on the negotiable items and total cost; the finalized Proposal shall be signed by both the COUNTY and the CONTRACTOR (hereinafter "executed Proposal").
- C. The CONTRACTOR will be reimbursed for hours worked at the hourly rates specified in the

EXHIBIT B - FEDERAL PROVISIONS
CALTRANS LOCAL ASSISTANCE PROCEDURES MANUAL

CONTRACTOR's executed Proposal. The specified hourly rates shall include direct salary costs, employee benefits, overhead, and fee.

- D. In addition, the CONTRACTOR will be reimbursed for incurred direct costs other than salary costs, and other costs that are identified in the executed Proposal.
- E. Reimbursement for transportation and subsistence costs shall not exceed the rates as specified in the Executed Proposal.
- F. When milestone cost estimates are included in the executed Proposal, the CONTRACTOR shall obtain prior written approval for a revised milestone cost estimate from the COUNTY's Project Manager before exceeding such estimate.
- G. Progress payments for each Proposal will be made monthly in arrears based on services provided and actual costs incurred.
- H. The CONTRACTOR shall not commence performance of work or services until this contract has been approved by the COUNTY, and notification to proceed has been issued by the COUNTY's Project Manager. No payment will be made prior to approval or for any work performed prior to approval of this contract.
- I. A Proposal is of no force or effect until returned to the COUNTY and signed by an authorized representative of the COUNTY. No expenditures are authorized on a project and work shall not commence until a Proposal for that project has been executed by the COUNTY.
- J. The CONTRACTOR will be reimbursed, as promptly as fiscal procedures will permit upon receipt by the COUNTY's Finance Division of an itemized invoice. Separate invoices itemizing all costs are required for all work performed under each Proposal. Invoices shall be submitted no later than 30 calendar days after the performance of work for which the CONTRACTOR is billing, or upon completion of the Proposal. Invoices shall detail the work performed on each milestone, on each project as applicable. Invoices shall follow the format stipulated for the executed Proposal and shall reference this contract name and the COUNTY's Project Manager. Credits due to the COUNTY must be reimbursed by the CONTRACTOR prior to the expiration or termination of this contract. Invoices shall be mailed to the COUNTY's Finance Division at the following address:

County of Monterey
Resource Management Agency - Public Works
168 West Alisal Street, 2nd Floor
Salinas, CA 93901
Attn: Finance Division

- K. The total amount payable by the COUNTY for an individual executed Proposal shall not exceed the amount agreed to in the executed Proposal, unless authorized by contract amendment.
- L. The total amount payable by the COUNTY for all Proposals resulting from this contract shall not exceed the amount identified in Section 2 of the County of Monterey Agreement for Professional Services. 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 Scope of Services.

EXHIBIT B - FEDERAL PROVISIONS
CALTRANS LOCAL ASSISTANCE PROCEDURES MANUAL

- M. All subcontracts in excess of \$25,000 shall contain the above provisions.
- ☐ **The method of payment for this contract will be based on lump sum.**
- A. The total lump sum price paid by the CONTRACTOR will include compensation for all work and deliverables, including travel and equipment described in the Statement of Work of this contract. No additional compensation will be paid to the CONTRACTOR, unless there is a change in the scope of the work or the scope of the project. In the instance of a change in the scope of work or scope of the project, adjustment to the total lump sum compensation will be negotiated between the CONTRACTOR and the COUNTY. Adjustment in the total lump sum compensation will not be effective until authorized by contract amendment and approved by the COUNTY.
- B. Progress payments may be made monthly in arrears based on the percentage of work completed by the CONTRACTOR. If CONTRACTOR fails to submit the required deliverable items according to the schedule set forth in the Statement of Work, the COUNTY shall have the right to delay payment and/or terminate this Agreement in accordance with the provisions of Section 7 of the County of Monterey Agreement for Professional Services.
- C. The CONTRACTOR shall not commence performance of work or services until this contract has been approved by the COUNTY and notification to proceed has been issued by the COUNTY's Project Manager. No payment will be made prior to approval of any work, or for any work performed prior to approval of this contract.
- D. The CONTRACTOR will be reimbursed, as promptly as fiscal procedures will permit, upon receipt by the COUNTY's Finance Division of an itemized invoice. Invoices shall be submitted no later than 30-calendar days after the performance of work for which the CONTRACTOR is billing. Invoices shall detail the work performed on each milestone, on each project as applicable. Invoices shall follow the format stipulated for the executed Proposal and shall reference this contract name and the COUNTY's Project Manager. Final invoice must contain the final cost and all credits due the COUNTY. The final invoice should be submitted within 60-calendar days after completion of the CONTRACTOR's work. Invoices shall be mailed to the COUNTY's Finance Division at the following address:
- County of Monterey
Resource Management Agency - Public Works
168 West Alisal Street, 2nd Floor
Salinas, CA 93901
Attn: Finance Division
- E. The total amount payable by the COUNTY shall not exceed the amount identified in Section 2 of the County of Monterey Agreement for Professional Services.
- F. All subcontracts in excess of \$25,000 shall contain the above provisions.

ARTICLE IV - 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

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parties, in order to avoid program and 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 COUNTY for the purpose of this contract. In addition, this contract is subject to any additional restrictions, limitations, conditions, or any statute enacted by the Congress, State Legislature, or COUNTY 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. COUNTY has the option to void the contract under the 30-day termination clause pursuant to Article VI, or by mutual agreement to amend the contract to reflect any reduction of funds.

ARTICLE V - CHANGE IN TERMS

- A. This contract may be amended or modified only by mutual written agreement of the parties.
- B. CONTRACTOR shall only commence work covered by an amendment after the amendment is executed and notification to proceed has been provided by COUNTY's Contract Administrator.
- C. There shall be no change in CONTRACTOR's Project Manager or members of the project team, as listed in the approved Cost Proposal, which is a part of this contract without prior written approval by COUNTY's Contract Administrator.

ARTICLE VI - PERFORMANCE PERIOD (Verbatim)

(Choose Option 1 and/or Option 2. Check box or boxes as applicable below.)

- ☐ *Option 1 - Use paragraphs A & B below for standard and on-call contracts.*
- A. This contract shall go into effect on _____, contingent upon approval by COUNTY, and CONTRACTOR shall commence work after notification to proceed by COUNTY's Contract Administrator. The contract shall end on _____, unless extended by contract amendment.
- B. CONTRACTOR is advised that any recommendation for contract award is not binding on COUNTY until the contract is fully executed and approved by COUNTY.
- ☐ *Option 2 - Use paragraph C below in addition to paragraphs A & B above for on-call contracts.*
- 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 contract amendment.

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ARTICLE VII - COST PRINCIPLES AND ADMINISTRATIVE REQUIREMENTS (Verbatim)

- A. CONTRACTOR 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. CONTRACTOR 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 CONTRACTOR 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 CONTRACTOR to COUNTY.
- D. All subcontracts in excess of \$25,000 shall contain the above provisions.

ARTICLE VIII - ALLOWABLE COSTS AND PAYMENTS (Verbatim)

(Choose either Option 1, 2, 3, or 4.)

☐ *Option 1 - Use paragraphs A through J below for Actual Cost-Plus-Fixed Fee contracts. Use Exhibit 10-H, Example #1 for Cost Proposal Format.*

- A. The method of payment for this contract will be based on actual cost plus a fixed fee. COUNTY will reimburse CONTRACTOR for actual costs (including labor costs, employee benefits, travel, equipment rental costs, overhead and other direct costs) incurred by CONTRACTOR in performance of the work. CONTRACTOR will not be reimbursed for actual costs that exceed the estimated wage rates, employee benefits, travel, equipment rental, overhead, and other estimated costs set forth in the approved CONTRACTOR's Cost Proposal, unless additional reimbursement is provided for by contract amendment. In no event, will CONTRACTOR be reimbursed for overhead costs at a rate that exceeds COUNTY's approved overhead rate set forth in the Cost Proposal. In the event, that COUNTY determines that a change to the work from that specified in the Cost Proposal and contract is required, the contract time or actual costs reimbursable by COUNTY shall be adjusted by contract amendment to accommodate the changed work. The maximum total cost as specified in Paragraph "H" shall not be exceeded, unless authorized by contract amendment.
- B. In addition to the allowable incurred costs, COUNTY will pay CONTRACTOR a fixed fee of \$_____. The fixed fee is nonadjustable for the term of the contract, except in the event of a significant change in the scope of work and such adjustment is made by contract amendment.
- C. Reimbursement for transportation and subsistence costs shall not exceed the rates specified in the approved Cost Proposal.

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- D. When milestone cost estimates are included in the approved Cost Proposal, CONTRACTOR shall obtain prior written approval for a revised milestone cost estimate from the Contract Administrator before exceeding such cost estimate.
- E. Progress payments will be made monthly in arrears based on services provided and allowable incurred costs. A pro rata portion of CONTRACTOR's fixed fee will be included in the monthly progress payments. If CONTRACTOR fails to submit the required deliverable items according to the schedule set forth in the Statement of Work, COUNTY shall have the right to delay payment or terminate this Contract in accordance with the provisions of Article VI Termination.
- F. No payment will be made prior to approval of any work, nor for any work performed prior to approval of this contract.
- G. CONTRACTOR will be reimbursed, as promptly as fiscal procedures will permit upon receipt by COUNTY's Contract Administrator of itemized invoices in triplicate. Invoices shall be submitted no later than 45 calendar days after the performance of work for which CONTRACTOR is billing. Invoices shall detail the work performed on each milestone and each project as applicable. Invoices shall follow the format stipulated for the approved Cost Proposal and shall reference this contract number and project title. Final invoice must contain the final cost and all credits due COUNTY including any equipment purchased under the provisions of Article XI Equipment Purchase of this contract. The final invoice should be submitted within 60 calendar days after completion of CONTRACTOR's work. Invoices shall be mailed to COUNTY's Contract Administrator at the following address:

County of Monterey
Resource Management Agency - Public Works
168 West Alisal Street, 2nd Floor
Salinas, CA 93901
Attn: Finance Division

- H. The total amount payable by COUNTY including the fixed fee shall not exceed \$_____.
- I. Salary increases will be reimbursable if the new salary is within the salary range identified in the approved Cost Proposal and is approved by COUNTY's Contract Administrator.

For personnel subject to prevailing wage rates as described in the California Labor Code, all salary increases, which are the direct result of changes in the prevailing wage rates are reimbursable.

- J. All subcontracts in excess of \$25,000 shall contain the above provisions.

☐ *Option 2 - For Cost per Unit of Work contracts, replace paragraphs A & B of Option 1 with the following paragraphs A, B, and C and re-letter the remaining paragraphs. Adjust as necessary for work specific to your project. Use Exhibit 10-H, Example #3 for Cost Proposal Format.*

- A. The method of payment for the following items shall be at the rate specified for each item, as described in this Article. The specified rate shall include full compensation to CONTRACTOR for the item as described, including but not limited to, any repairs, maintenance, or insurance, and no further compensation will be allowed therefore.

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- B. The specified rate to be paid for vehicle expense for CONTRACTOR's field personnel shall be \$_____ per approved Cost Proposal. This rate shall be for a fully equipped vehicle, with radio and flashing yellow light (if needed), as specified in Article II of this contract.

The specified rate to be paid for equipment shall be, as listed in Attachment _____.

- C. The method of payment for this contract, except those items to be paid for on a specified rate basis, will be based on cost per unit of work. COUNTY will reimburse CONTRACTOR for actual costs (including labor costs, employee benefits, travel, equipment-rental costs, overhead and other direct costs) incurred by CONTRACTOR in performance of the work. CONTRACTOR will not be reimbursed for actual costs that exceed the estimated wage rates, employee benefits, travel, equipment rental, overhead and other estimated costs set forth in the approved Cost Proposal, unless additional reimbursement is provided for, by contract amendment. In no event, will CONTRACTOR be reimbursed for overhead costs at a rate that exceeds COUNTY approved overhead rate set forth in the approved Cost Proposal. In the event, COUNTY determines that changed work from that specified in the approved Cost Proposal and contract is required; the actual costs reimbursable by COUNTY may be adjusted by contract amendment to accommodate the changed work. The maximum total cost as specified in Paragraph "I," shall not be exceeded unless authorized by contract amendment.

- D. All subcontracts in excess of \$25,000 shall contain the above provisions.

☐ *Option 3 - Use paragraphs A through Q for Specific Rates of Compensation contracts [such as on-call contracts]. Use Exhibit 10-H, Example #2 for Cost Proposal Format.*

- A. CONTRACTOR will be reimbursed for hours worked at the hourly rates specified in CONTRACTORs Cost Proposal (Attachment _____). 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, CONTRACTOR 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 CONTRACTOR through issuance of Task Orders.
- D. After a project to be performed under this contract is identified by COUNTY, COUNTY 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 COUNTY Project Coordinator. The draft Task Order will be delivered to CONTRACTOR for review. CONTRACTOR 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 expenses, 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 COUNTY and CONTRACTOR.

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- 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 CONTRACTOR'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, CONTRACTOR 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. CONTRACTOR shall not commence performance of work or services until this contract has been approved by COUNTY, and notification to proceed has been issued by COUNTY'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 COUNTY and signed by an authorized representative of COUNTY. No expenditures are authorized on a project and work shall not commence until a Task Order for that project has been executed by COUNTY.
- K. CONTRACTOR will be reimbursed, as promptly as fiscal procedures will permit upon receipt by COUNTY'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 CONTRACTOR 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 COUNTY that include any equipment purchased under the provisions of Article XI Equipment Purchase of this contract, must be reimbursed by CONTRACTOR prior to the expiration or termination of this contract. Invoices shall be mailed to COUNTY's Contract Administrator at the following address:

County of Monterey
Resource Management Agency - Public Works
168 West Alisal Street, 2nd Floor
Salinas, CA 93901
Attn: Finance Division
- L. The period of performance for Task Orders shall be in accordance with dates specified in the Task Order. No Task Order will be written which extends beyond the expiration date of this Contract.
- M. The total amount payable by COUNTY for an individual Task Order shall not exceed the amount agreed to in the Task Order, unless authorized by contract amendment.

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- N. If the CONTRACTOR 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.
- O. Task Orders may not be used to amend this Agreement and may not exceed the scope of work under this Agreement.
- P. The total amount payable by COUNTY for all Task Orders resulting from this contract shall not exceed \$_____. 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.
- Q. All subcontracts in excess of \$25,000 shall contain the above provisions.
- ☐ *Option 4 - Use paragraphs A through F below for lump sum contracts. Use Exhibit 10-H, Example #1 for Cost Proposal Format.*
- A. The method of payment for this contract will be based on lump sum. The total lump sum price paid to CONTRACTOR will include compensation for all work and deliverables, including travel and equipment described in Article II Statement of Work of this contract. No additional compensation will be paid to CONTRACTOR, unless there is a change in the scope of the work or the scope of the project. In the instance of a change in the scope of work or scope of the project, adjustment to the total lump sum compensation will be negotiated between CONTRACTOR and COUNTY. Adjustment in the total lump sum compensation will not be effective until authorized by contract amendment and approved by COUNTY.
- B. Progress payments may be made monthly in arrears based on the percentage of work completed by CONTRACTOR. If CONTRACTOR fails to submit the required deliverable items according to the schedule set forth in the Statement of Work, COUNTY shall have the right to delay payment or terminate this Contract in accordance with the provisions of Article VI Termination.
- C. CONTRACTOR shall not commence performance of work or services until this contract has been approved by COUNTY and notification to proceed has been issued by COUNTY's Contract Administrator. No payment will be made prior to approval of any work, or for any work performed prior to approval of this contract.
- D. CONTRACTOR will be reimbursed, as promptly as fiscal procedures will permit, upon receipt by COUNTY's Contract Administrator of itemized invoices in triplicate. Invoices shall be submitted no later than 45 calendar days after the performance of work for which CONTRACTOR is billing. Invoices shall detail the work performed on each milestone, on each project as applicable. Invoices shall follow the format stipulated for the Cost Proposal and shall reference this contract number and project title. Final invoice must contain the final cost and all credits due COUNTY that include any equipment purchased under the provisions of Article XI Equipment Purchase of this contract. The final invoice should be submitted within 60-calendar days after completion of CONTRACTOR's work. Invoices shall be mailed to COUNTY's Contract Administrator at the following address:

County of Monterey
Resource Management Agency - Public Works
168 West Alisal Street, 2nd Floor

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Salinas, CA 93901
Attn: Finance Division

- E. The total amount payable by COUNTY shall not exceed \$_____.
- F. All subcontracts in excess of \$25,000 shall contain the above provisions.

ARTICLE IX - TERMINATION (Verbatim)

- A. COUNTY reserves the right to terminate this contract upon thirty (30) calendar day's written notice to CONTRACTOR with the reasons for termination stated in the notice.
- B. COUNTY may terminate this contract with CONTRACTOR should CONTRACTOR fail to perform the covenants herein contained at the time and in the manner herein provided. In the event of such termination, COUNTY may proceed with the work in any manner deemed proper by COUNTY. If COUNTY terminates this contract with CONTRACTOR, COUNTY shall pay CONTRACTOR the sum due to CONTRACTOR under this contract prior to termination, unless the cost of completion to COUNTY exceeds the funds remaining in the contract. In which case the overage shall be deducted from any sum due CONTRACTOR under this contract and the balance, if any, shall be paid to CONTRACTOR upon demand.
- C. The maximum amount for which the Government shall be liable if this contract is terminated is \$_____ dollars.

ARTICLE X - CONTINGENT FEE

CONTRACTOR 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 CONTRACTOR for the purpose of securing business. For breach or violation of this warranty, COUNTY has the right to annul this 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 XI - RETENTION OF RECORDS/AUDIT (Verbatim)

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; CONTRACTOR, subcontractors, and COUNTY 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, COUNTY, FHWA, or any duly authorized representative of the Federal Government shall have access to any books, records, and documents of CONTRACTOR 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,

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and copies thereof shall be furnished if requested. Subcontracts in excess of \$25,000 shall contain this provision.

ARTICLE XII - AUDIT REVIEW PROCEDURES (Verbatim)

- 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 COUNTY's Chief Financial Officer.
- B. Not later than 30 days after issuance of the final audit report, CONTRACTOR may request a review by COUNTY'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 COUNTY will excuse CONTRACTOR from full and timely performance, in accordance with the terms of this contract.

(The following AUDIT CLAUSE must be inserted into all contracts of \$150,000 or greater)

- D. CONTRACTOR and subcontractor 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 CONTRACTOR'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 CONTRACTOR and approved by COUNTY contract manager to conform to the audit or review recommendations. CONTRACTOR agrees that individual terms of costs identified in the audit report shall be incorporated into the contract by this reference if directed by COUNTY at its sole discretion. Refusal by CONTRACTOR 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.

(The following AUDIT CLAUSE must be inserted into all contracts of \$3,500,000 or greater).

- E. CONTRACTOR Cost Proposal is subject to a CPA ICR Audit Work Paper Review by Caltrans' Audit and Investigation (Caltrans). Caltrans, at its sole discretion, may review and/or audit and approve the CPA ICR documentation. The Cost Proposal shall be adjusted by the CONTRACTOR and approved by the COUNTY Contract Administrator to conform to the Work Paper Review recommendations included in the management letter or audit recommendations included in the audit report. Refusal by the CONTRACTOR to incorporate the Work Paper Review recommendations included in the management letter or audit recommendations included in the audit report will be considered a breach of the contract terms and cause for termination of the contract and disallowance of prior reimbursed costs.
 - 1. During a Caltrans' review of the ICR audit work papers created by the CONTRACTOR's independent CPA, Caltrans will work with the CPA and/or CONTRACTOR toward a resolution of issues that arise during the review. Each party agrees to use its best efforts to resolve any audit disputes in a timely manner. If Caltrans identifies significant issues

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during the review and is unable to issue a cognizant approval letter, COUNTY will reimburse the CONTRACTOR at a provisional ICR until a FAR compliant ICR {e.g. 48 CFR, part 31; GAGAS (Generally Accepted Auditing Standards); CAS (Cost Accounting Standards), if applicable; in accordance with procedures and guidelines of the American Association of State Highways and Transportation Officials Audit Guide; and other applicable procedures and guidelines} is received and approved by A&I. Provisional rates will be as follows:

- a. If the proposed rate is less than 150% - the provisional rate reimbursed will be 90% of the proposed rate.
 - b. If the proposed rate is between 150% and 200% - the provisional rate will be 85% of the proposed rate.
 - c. If the proposed rate is greater than 200% - the provisional rate will be 75% of the proposed rate.
2. If Caltrans is unable to issue a cognizant letter per paragraph E.1. above, Caltrans may require CONTRACTOR to submit a revised independent CPA-audited ICR and audit report within three (3) months of the effective date of the management letter. Caltrans will then have up to six (60 months to review the CONTRACTOR's and/or the independent CPA's revisions.
 3. If the CONTRACTOR fails to comply with the provisions of this Section E, or if Caltrans is still unable to issue a cognizant approval letter after the revised independent CPA-audited ICR is submitted, overhead cost reimbursement will be limited to the provisional ICR that was established upon initial rejection of the ICR and set forth in paragraph E.1. above for all rendered services. In this event, this provisional ICR will become the actual and final ICR for reimbursement purposes under this contract.
 4. CONTRACTOR may submit to COUNTY final invoice only when all of the following items have occurred: (1) Caltrans approves or rejects the original or revised independent CPA-audited ICR; (2) all work under this contract has been completed to the satisfaction of LOCAL GAENCY; and, (3) Caltrans has issued its final ICR review letter. The CONTRACTOR MUST SUBMIT ITS FINAL INVOICETO COUNTY no later than 60 days after occurrence of the last of these items.

The provisional ICR will apply to this contract and all other contracts executed between COUNTY and the CONTRACTOR, either as a prime or subconsultant/subcontractor, with the same fiscal period ICR.

ARTICLE XIII - DISPUTES

(Choose either Option 1 or Option 2.)

☐ *Option 1 - Use paragraphs A through C below for all contracts without PS&E submittal.*

- 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 COUNTY's Contract Administrator and _____ (Department Head of Official), who may consider written or verbal information submitted by CONTRACTOR.
- B. Not later than 30 days after completion of all work under the contract, CONTRACTOR may request review by COUNTY Governing Board of unresolved claims or disputes, other than audit. The request for review will be submitted in writing.

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- C. Neither the pendency of a dispute, nor its consideration by the committee will excuse CONTRACTOR from full and timely performance in accordance with the terms of this contract.
- ☐ *Option 2 - Replace Paragraph B, above, with the following for contracts requiring the submission of PS&E.*
- B. Not later than 30 days after completion of all deliverables necessary to complete the plans, specifications and estimate, CONTRACTOR may request review by COUNTY Governing Board of unresolved claims or disputes, other than audit. The request for review will be submitted in writing.

ARTICLE XIV - SUBCONTRACTING (Verbatim)

- A. Nothing contained in this contract or otherwise, shall create any contractual relation between COUNTY and any subcontractor(s), and no subcontract shall relieve CONTRACTOR of its responsibilities and obligations hereunder. CONTRACTOR agrees to be as fully responsible to COUNTY for the acts and omissions of its subcontractor(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 CONTRACTOR. CONTRACTOR's obligation to pay its subcontractor(s) is an independent obligation from COUNTY's obligation to make payments to the CONTRACTOR.
- B. CONTRACTOR 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 COUNTY's Contract Administrator, except that, which is expressly identified in the approved Cost Proposal.
- C. CONTRACTOR shall pay its subcontractors within ten (10) calendar days from receipt of each payment made to CONTRACTOR by COUNTY.
- D. Any subcontract in excess of \$25,000 entered into as a result of this contract shall contain all the provisions stipulated in this contract to be applicable to subcontractors.
- E. Any substitution of subcontractor(s) must be approved in writing by COUNTY's Contract Administrator prior to the start of work by the subcontractor(s).

ARTICLE XV - EQUIPMENT PURCHASE (Verbatim)

- A. Prior authorization in writing, by COUNTY's Contract Administrator shall be required before CONTRACTOR enters into any unbudgeted purchase order, or subcontract exceeding \$5,000 for supplies, equipment, or CONTRACTOR services. CONTRACTOR 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 CONTRACTOR's Cost Proposal and exceeding \$5,000 prior authorization by COUNTY's Contract Administrator; three competitive quotations must be submitted with the request, or the absence of bidding must be adequately justified.

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- C. Any equipment purchased as a result of this contract is subject to the following: "CONTRACTOR 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, COUNTY shall receive a proper refund or credit at the conclusion of the contract, or if the contract is terminated, CONTRACTOR may either keep the equipment and credit COUNTY 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 COUNTY procedures; and credit COUNTY in an amount equal to the sales price. If CONTRACTOR elects to keep the equipment, fair market value shall be determined at CONTRACTOR's expense, on the basis of a competent independent appraisal of such equipment. Appraisals shall be obtained from an appraiser mutually agreeable to by COUNTY and CONTRACTOR, if it is determined to sell the equipment, the terms and conditions of such sale must be approved in advance by COUNTY." 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.
- D. All subcontracts in excess \$25,000 shall contain the above provisions.

ARTICLE XVI - INSPECTION OF WORK

CONTRACTOR and any subcontractor shall permit COUNTY, 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 XVII – SAFETY

(Use on all contracts regardless of funding source.)

- A. CONTRACTOR shall comply with OSHA regulations applicable to CONTRACTOR regarding necessary safety equipment or procedures. CONTRACTOR shall comply with safety instructions issued by COUNTY Safety Officer and other COUNTY representatives. CONTRACTOR personnel shall wear hard hats and safety vests at all times while working on the construction project site.
- B. Pursuant to the authority contained in Section 591 of the Vehicle Code, COUNTY has determined that such areas are within the limits of the project and are open to public traffic. CONTRACTOR shall comply with all of the requirements set forth in Divisions 11, 12, 13, 14, and 15 of the Vehicle Code. CONTRACTOR 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.

(Add to all contracts, which may require trenching of five feet or deeper)

- D. CONTRACTOR 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

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

ARTICLE XVIII – INSURANCE

COUNTY and CONTRACTOR understand and agree that in the event any provision(s) within this ARTICLE XVIII – INSURANCE conflict with COUNTY’s insurance requirements pursuant to COUNTY’s Professional Services Agreement, as applicable, COUNTY’s insurance requirements shall prevail over this ARTICLE XVIII.

(Choose either Option 1 or Option 2.)

☐ *Option 1 - For Contracts with a scope of services that may require the CONTRACTOR or subcontractor to work within the operating state or COUNTY Highway Right of Way; where there would be exposure to public traffic or construction operations.*

- A. Prior to commencement of the work described herein, CONTRACTOR shall furnish COUNTY a Certificate of Insurance stating that there is general comprehensive liability insurance presently in effect for CONTRACTOR with a combined single limit (CSL) of not less than one million dollars (\$1,000,000) per occurrence.
- B. The Certificate of Insurance will provide:
1. That the insurer will not cancel the insured’s coverage without 30 days prior written notice to COUNTY.
 2. That COUNTY, its officers, agents, employees, and servants are included as additional insureds, but only insofar as the operations under this contract are concerned.
 3. That COUNTY will not be responsible for any premiums or assessments on the policy.
- C. CONTRACTOR agrees that the bodily injury liability insurance herein provided for, shall be in effect at all times during the term of this contract. In the event said insurance coverage expires at any time or times during the term of this contract, CONTRACTOR agrees to provide at least thirty (30) days prior notice to said expiration date; and a new Certificate of Insurance evidencing insurance coverage as provided for herein, for not less than either the remainder of the term of the contract, or for a period of not less than one (1) year. New Certificates of Insurance are subject to the approval of COUNTY. In the event CONTRACTOR fails to keep in effect at all times insurance coverage as herein provided, COUNTY may, in addition to any other remedies it may have, terminate this contract upon occurrence of such event.

☐ *Option 2 - For Contracts with a scope of services that will not require the CONTRACTOR or subcontractor to work within the operating State or COUNTY Highway Right of Way where there would be exposure to public traffic or construction CONTRACTOR operations.*

CONTRACTOR is not required to show evidence of general comprehensive liability insurance, unless required pursuant to County Insurance documentation/verification requirements.

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ARTICLE XIX - OWNERSHIP OF DATA

- A. Upon completion of all work under this contract, ownership and title to all reports, documents, plans, specifications, and estimates produce as part of this contract will automatically be vested in COUNTY; and no further agreement will be necessary to transfer ownership to COUNTY. CONTRACTOR shall furnish COUNTY all necessary copies of data 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. CONTRACTOR is not liable for claims, liabilities, or losses arising out of, or connected with the modification, or misuse by COUNTY of the machine-readable information and data provided by CONTRACTOR under this contract; further, CONTRACTOR is not liable for claims, liabilities, or losses arising out of, or connected with any use by COUNTY of the project documentation on other projects for additions to this project, or for the completion of this project by others, except only such use as many be authorized in writing by CONTRACTOR.
- D. Applicable patent rights provisions regarding rights to inventions shall be included in the contracts as appropriate (48 CFR 27, Subpart 27.3 - Patent Rights under Government Contracts for federal-aid contracts).
- E. COUNTY 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 XX - DEBARMENT AND SUSPENSION CERTIFICATION

- A. CONTRACTOR's signature affixed herein, shall constitute a certification under penalty of perjury under the laws of the State of California, that CONTRACTOR 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 COUNTY.
- B. Exceptions will not necessarily result in denial of recommendation for award, but will be considered in determining CONTRACTOR responsibility. Disclosures must indicate to whom exceptions apply, initiating agency, and dates of action.

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- 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 XXI - STATE PREVAILING WAGE RATES (Verbatim)

(Choose either Option 1 or Option 2.)

☐ *Option 1 - For contracts where a portion of the proposed work to be performed are crafts affected by state labor laws, use paragraphs A and B.*

- A. CONTRACTOR 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.
- 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>.

☐ *Option 2 - Use only paragraph A below when all of the proposed work in the contract is performed by crafts not affected by state labor laws or are not contemplated for use.*

- A. The State of California's General Prevailing Wage Rates are not applicable to this contract.

Note: The Federal "Payment of Predetermined Minimum Wage" applies only to federal-aid construction contracts.

ARTICLE XXII - CONFLICT OF INTEREST (Verbatim)

- A. CONTRACTOR shall disclose any financial, business, or other relationship with COUNTY that may have an impact upon the outcome of this contract, or any ensuing COUNTY construction project. CONTRACTOR shall also list current clients who may have a financial interest in the outcome of this contract, or any ensuing COUNTY construction project, which will follow.
- B. CONTRACTOR 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. Any subcontract in excess of \$25,000 entered into as a result of this contract, shall contain all of the provisions of this Article.

(Choose either Option 1 or Option 2 if appropriate.)

☐ *Option 1 - Use paragraphs D & E below with paragraphs A, B and C above for PS&E contracts only.*

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- D. CONTRACTOR hereby certifies that neither CONTRACTOR, nor any firm affiliated with CONTRACTOR will bid on any construction contract, or on any contract to provide construction inspection for any construction project resulting from this contract. An affiliated firm is one, which is subject to the control of the same persons through joint-ownership, or otherwise.
- E. Except for subcontractors whose services are limited to providing surveying or materials testing information, no subcontractor who has provided design services in connection with this contract shall be eligible to bid on any construction contract, or on any contract to provide construction inspection for any construction project resulting from this contract.
- ☐ *Option 2 - Use paragraphs D, E & F below with paragraphs A, B and C above for Construction Contract Administration contracts only.*

- D. CONTRACTOR hereby certifies that neither CONTRACTOR, its employees, nor any firm affiliated with CONTRACTOR 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.
- E. CONTRACTOR further certifies that neither CONTRACTOR, nor any firm affiliated with CONTRACTOR, will bid on any construction subcontracts included within the construction contract. Additionally, CONTRACTOR certifies that no person working under this contract is also employed by the construction contractor for any project included within this contract.
- F. Except for subcontractors whose services are limited to materials testing, no subcontractor who is providing service on this contract shall have provided services on the design of any project included within this contract.

ARTICLE XXIII - REBATES, KICKBACKS OR OTHER UNLAWFUL CONSIDERATION
(Verbatim)

CONTRACTOR warrants that this contract was not obtained or secured through rebates kickbacks or other unlawful consideration, either promised or paid to any COUNTY employee. For breach or violation of this warranty, COUNTY 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 XXIV - PROHIBITION OF EXPENDING COUNTY STATE OR FEDERAL FUNDS
FOR LOBBYING (Verbatim)

(Include this article in all contracts where federal funding will exceed \$150,000. If less than \$150,000 in federal funds will be expended on the contract; delete this article and re-number the notification article which follows.)

- A. CONTRACTOR certifies to the best of his or her knowledge and belief that:
1. No state, federal or COUNTY appropriated funds have been paid, or will be paid by-or-on behalf of CONTRACTOR 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

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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; CONTRACTOR 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. CONTRACTOR 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 XXV - STATEMENT OF COMPLIANCE

- A. CONTRACTOR's signature affixed herein, and dated, shall constitute a certification under penalty of perjury under the laws of the State of California that CONTRACTOR has, unless exempt, complied with, the nondiscrimination program requirements of Government Code Section 12990 and Title 2, California Administrative Code, Section 8103.
- B. During the performance of this Contract, CONTRACTOR and its subcontractors 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. CONTRACTOR and subcontractors shall insure that the evaluation and treatment of their employees and applicants for employment are free from such discrimination and harassment. CONTRACTOR and subcontractors shall comply with the provisions of the Fair Employment and Housing Act (Gov. Code §12990 (a-f) et seq.) and the applicable regulations promulgated there under (California Code of Regulations, Title 2, Section 7285 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 of Title 2 of the California Code of Regulations, are incorporated into this Contract by reference and made a part hereof as if set forth in full. CONTRACTOR and its subcontractors shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other Agreement.

(For contracts with Federal funding, add paragraphs C & D.)

- C. The CONTRACTOR shall comply with regulations relative to Title VI (nondiscrimination in federally-assisted programs of the Department of Transportation – Title 49 Code of Federal

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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, color, national origin, religion, sex, age, disability, 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 CONTRACTOR, with regard to the work performed by it during the Agreement shall act in accordance with Title VI. Specifically, the CONTRACTOR shall not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in the selection and retention of subcontractors, including procurement of materials and leases of equipment. The CONTRACTOR 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 XXVI - CLAIMS FILED BY COUNTY's CONSTRUCTION CONTRACTOR

- A. If claims are filed by COUNTY's construction contractor relating to work performed by CONTRACTOR's personnel, and additional information or assistance from CONTRACTOR's personnel is required in order to evaluate or defend against such claims; CONTRACTOR agrees to make its personnel available for consultation with COUNTY's construction contract administration and legal staff and for testimony, if necessary, at depositions and at trial or arbitration proceedings.
- B. CONTRACTOR's personnel that COUNTY considers essential to assist in defending against construction contractor claims will be made available on reasonable notice from COUNTY. Consultation or testimony will be reimbursed at the same rates, including travel costs that are being paid for CONTRACTOR's personnel services under this contract.
- C. Services of CONTRACTOR's personnel in connection with COUNTY'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 XXVII - CONFIDENTIALITY OF DATA

- A. All financial, statistical, personal, technical, or other data and information relative to COUNTY's operations, which are designated confidential by COUNTY and made available to CONTRACTOR in order to carry out this contract, shall be protected by CONTRACTOR from unauthorized use and disclosure.
- B. Permission to disclose information on one occasion, or public hearing held by COUNTY relating to the contract, shall not authorize CONTRACTOR to further disclose such information, or disseminate the same on any other occasion.

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- C. CONTRACTOR shall not comment publicly to the press or any other media regarding the contract or COUNTY's actions on the same, except to COUNTY's staff, CONTRACTOR's own personnel involved in the performance of this contract, at public hearings or in response to questions from a Legislative committee.
- D. CONTRACTOR 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 COUNTY, and receipt of COUNTY's written permission.
- E. Any subcontract entered into as a result of this contract shall contain all of the provisions of this Article.

(For PS&E contracts add paragraph F, below, to paragraphs A through E, above).

- F. All information related to the construction estimate is confidential, and shall not be disclosed by CONTRACTOR to any entity other than COUNTY.

ARTICLE XXVIII - NATIONAL LABOR RELATIONS BOARD CERTIFICATION

In accordance with Public Contract Code Section 10296, CONTRACTOR 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 CONTRACTOR within the immediately preceding two-year period, because of CONTRACTOR's failure to comply with an order of a federal court that orders CONTRACTOR to comply with an order of the National Labor Relations Board.

ARTICLE XXIX - EVALUATION OF CONTRACTOR

CONTRACTOR's performance will be evaluated by COUNTY. A copy of the evaluation will be sent to CONTRACTOR for comments. The evaluation together with the comments shall be retained as part of the contract record.

ARTICLE XXX - RETENTION OF FUNDS

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

(COUNTY to include either B, C, or D below; delete the other two.)

- B. No retainage will be withheld by the Agency from progress payments due the prime CONTRACTOR. Retainage by the prime CONTRACTOR or subcontractors is prohibited, and no retainage will be held by the prime CONTRACTOR from progress due subcontractors. Any violation of this provision shall subject the violating prime CONTRACTOR or subcontractors to the penalties, sanctions, and other remedies specified in Section 7108.5 of the California Business and Professions Code. This requirement shall not be construed to limit or impair any contractual, administrative, or judicial remedies, otherwise available to the prime CONTRACTOR or subcontractor in the event of a dispute involving late payment or nonpayment by the prime CONTRACTOR or deficient subcontractor performance, or

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noncompliance by a subcontractor. This provision applies to both DBE and non-DBE prime CONTRACTORS and subcontractors.

- C. No retainage will be held by the Agency from progress payments due the prime CONTRACTOR. Any retainage held by the prime CONTRACTOR or subcontractors from progress payments due subcontractors shall be promptly paid in full to subcontractors within 30 days after the subcontractor's work is satisfactorily completed. Federal law (49 CFR 26.29) requires that any delay or postponement of payment over the 30 days may take place only for good cause and with the Agency's prior written approval. Any violation of this provision shall subject the violating prime CONTRACTOR or subcontractor 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 the prime CONTRACTOR or subcontractor in the event of a dispute involving late payment or nonpayment by the prime CONTRACTOR, deficient subcontractor performance, or noncompliance by a subcontractor. This provision applies to both DBE and non-DBE prime CONTRACTOR and subcontractors.
- D. The Agency shall hold retainage from the prime CONTRACTOR and shall make prompt and regular incremental acceptances of portions, as determined by the Agency, of the contract work, and pay retainage to the prime CONTRACTOR based on these acceptances. The prime CONTRACTOR, or subcontractor, shall return all monies withheld in retention from a subcontractor within thirty (30) days after receiving payment for work satisfactorily completed and accepted including incremental acceptances of portions of the contract work by the agency. 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 the agency's prior written approval. Any violation of this provision shall subject the violating prime CONTRACTOR or subcontractor 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 the prime CONTRACTOR or subcontractor in the event of a dispute involving late payment or nonpayment by the prime CONTRACTOR, deficient subcontractor performance, or noncompliance by a subcontractor. This provision applies to both DBE and non-DBE prime CONTRACTOR and subcontractors.

ARTICLE XXXI - DISADVANTAGED BUSINESS ENTERPRISES (DBE) PARTICIPATION

- A. This contract is subject to 49 CFR, Part 26 entitled "Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs". CONTRACTORS who obtain DBE participation on this contract will assist Caltrans in meeting its federally mandated statewide overall DBE goal.
- B. The goal for DBE participation for this contract is _____%. Participation by DBE CONTRACTOR or subcontractors shall be in accordance with information contained in the CONTRACTOR Proposal DBE Commitment (Exhibit 10-O1), or in the CONTRACTOR Contract DBE Information (Exhibit 10-O2) attached hereto and incorporated as part of the Contract. If a DBE subcontractor is unable to perform, CONTRACTOR must make a good faith effort to replace him/her with another DBE subcontractor, if the goal is not otherwise met.
- C. DBEs and other small businesses, as defined in 49 CFR, Part 26 are encouraged to participate in the performance of contracts financed in whole or in part with federal funds. CONTRACTOR or

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subcontractor shall not discriminate on the basis of race, color, national origin, or sex in the performance of this contract. CONTRACTOR shall carry out applicable requirements of 49 CFR, Part 26 in the award and administration of US DOT-assisted agreements. Failure by CONTRACTOR to carry out these requirements is a material breach of this contract, which may result in the termination of this contract or such other remedy as COUNTY deems appropriate.

- D. Any subcontract entered into as a result of this contract shall contain all of the provisions of this section.
- E. A DBE firm may be terminated only with prior written approval from COUNTY and only for the reasons specified in 49 CFR 26.53(f). Prior to requesting COUNTY consent for the termination, CONTRACTOR must meet the procedural requirements specified in 49 CFR 26.53(f).
- F. A DBE performs a Commercially Useful Function (CUF) when it is responsible for execution of the work of the contract and is carrying out its responsibilities by actually performing, managing, and supervising the work involved. To perform a CUF, the DBE must also be responsible with respect to materials and supplies used on the contract, for negotiating price, determining quality and quantity, ordering the material, and installing (where applicable) and paying for the material itself. To determine whether a DBE is performing a CUF, evaluate the amount of work subcontracted, industry practices, whether the amount the firm is to be paid under the contract is commensurate with the work it is actually performing, and other relevant factors.
- G. A DBE does not perform a CUF if its role is limited to that of an extra participant in a transaction, contract, or project through which funds are passed in order to obtain the appearance of DBE participation. In determining whether a DBE is such an extra participant, examine similar transactions, particularly those in which DBEs do not participate.
- H. If a DBE does not perform or exercise responsibility for at least thirty percent (30%) of the total cost of its contract with its own work force, or the DBE subcontracts a greater portion of the work of the contract than would be expected on the basis of normal industry practice for the type of work involved, it will be presumed that it is not performing a CUF.
- I. CONTRACTOR shall maintain records of materials purchased or supplied from all subcontracts entered into with certified DBEs. The records shall show the name and business address of each DBE or vendor and the total dollar amount actually paid each DBE or vendor, regardless of tier. The records shall show the date of payment and the total dollar figure paid to all firms. DBE prime CONTRACTORS shall also show the date of work performed by their own forces along with the corresponding dollar value of the work.
- J. Upon completion of the Contract, a summary of these records shall be prepared and submitted on the form entitled, "Final Report-Utilization of Disadvantaged Business Enterprise (DBE), First-Tier Subcontractors" CEM-2402F [Exhibit 17-F, of the LAPM], certified correct by CONTRACTOR or CONTRACTOR's authorized representative and shall be furnished to the Contract Administrator with the final invoice. Failure to provide the summary of DBE payments with the final invoice will result in twenty-five percent (25%) of the dollar value of the invoice being withheld from payment until the form is submitted. The amount will be returned to CONTRACTOR when a satisfactory "Final Report-Utilization of Disadvantaged Business Enterprises (DBE), First-Tier Subcontractors" is submitted to the Contract Administrator.

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- K. If a DBE subcontractor is decertified during the life of the contract, the decertified subcontractor shall notify CONTRACTOR in writing with the date of decertification. If a subcontractor becomes a certified DBE during the life of the Contract, the subcontractor shall notify CONTRACTOR in writing with the date of certification. Any changes should be reported to COUNTY's Contract Administrator within 30 days.

ARTICLE XXXII - DBE PROVISIONS

- ☐ The COUNTY has established a DBE goal for this Agreement of ____ %.
- OR
- ☐ The COUNTY has not established a DBE goal for this Agreement. However, proposers are encouraged to obtain DBE participation for this Agreement.

1. **TERMS AS USED IN THIS DOCUMENT**

- The term "Disadvantaged Business Enterprise" or "DBE" means a for-profit small business concern owned and controlled by a socially and economically disadvantaged person(s) as defined in Title 49, Part 26.5, Code of Federal Regulations (CFR).
- The term "Agreement" also means "Contract."
- The term "bidder" also means "proposer."
- The terms "Local Agency" or "Agency" also mean the local entity entering into this contract with the Contractor or Consultant.
- The term "Consultant" also means "Contractor."
- The term "Subcontractor(s)" also means "Subconsultant(s)."
- The term "Small Business" or "SB" is as defined in 49 CFR 26.65.

2. **AUTHORITY AND RESPONSIBILITY**

- A. DBEs and other small businesses are strongly encouraged to participate in the performance of Agreements financed in whole or in part with federal funds (See 49 CFR 26, "Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs"). The CONTRACTOR should ensure that DBEs and other small businesses have the opportunity to participate in the performance of the work that is the subject of this solicitation and should take all necessary and reasonable steps for this assurance. The bidder/proposer shall not discriminate on the basis of race, color, national origin, or sex in the award and performance of subcontracts.
- B. Proposers are encouraged to use services offered by financial institutions owned and controlled by DBEs.

3. **SUBMISSION OF DBE INFORMATION**

If there is a DBE goal on the contract, a "Local Agency Bidder/Proposer DBE Commitment (Consultant Contract)" (Exhibit 10-O1) form shall be included in the Request for Proposal. In order for a proposer to be considered responsible and responsive, the proposer must make good faith efforts to meet the goal established for the contract. If the goal is not met, the proposer must document adequate good faith efforts. All DBE participation shall be collected and reported.

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A "Local Agency Proposer DBE Information (Consultant Contract)" (Exhibit 10-O2) form shall be completed and submitted with the executed contract. The purpose of the form is to collect all DBE commitment data required under 49 CFR 26. For contracts with no goals, this form collects information on all DBEs. Even if no DBE participation will be reported, the successful bidder must execute and return the form.

4. DBE PARTICIPATION GENERAL INFORMATION

It is the proposer's responsibility to be fully informed regarding the requirements of 49 CFR, Part 26, and the Department's DBE program developed pursuant to the regulations. Particular attention is directed to the following:

- A. A DBE must be a small business firm defined pursuant to 13 CFR 121 and be certified through the California Unified Certification Program (CUCP).
- B. A certified DBE may participate as a prime consultant, subconsultant, subcontractor, joint venture partner, as a vendor of material or supplies, or as a trucking company.
- C. A DBE bidder, not bidding as a joint venture with a non-DBE, will be required to document one or a combination of the following:
 - 1. The proposer is a DBE and will meet the goal by performing work with its own forces.
 - 2. The proposer will meet the goal through work performed by DBE subconsultants, subconsultants, subcontractors, suppliers or trucking companies.
 - 3. The proposer made adequate good faith efforts to meet the goal.
- D. A DBE joint venture partner must be responsible for specific contract items of work or clearly defined portions thereof. Responsibility means actually performing, managing and supervising the work with its own forces. The DBE joint venture partner must share in the capital contribution, control, management, risks and profits of the joint venture commensurate with its ownership interest.
- E. A DBE must perform a commercially useful function pursuant to 49 CFR 26.55; that is, a DBE firm must be responsible for the execution of a distinct element of the work and must carry out its responsibility by actually performing, managing and supervising the work.
- F. The prime consultant or prime contractor shall list only one subconsultant or subcontractor for each portion of work as defined in their proposal and all DBE subconsultants or subcontractors should be listed in the cost proposal list of subconsultants or subcontractors.
- G. A prime consultant or prime contractor who is a certified DBE is eligible to claim all of the work in the Agreement toward the DBE participation except that portion of the work to be performed by non-DBE subconsultants or subcontractors.

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5. RESOURCES

- A. The CUCP database includes the certified DBEs from all certifying agencies participating in the CUCP. If you believe a firm is certified that cannot be located on the database, please contact the Caltrans Office of Certification.
- B. Access the CUCP database from the Department of Transportation, Civil Rights, Business Enterprise Program website at: <http://www.dot.ca.gov/hq/bep/>.
- Click on the link titled DBE SEARCH Click Here
 - Click on Click To Access DBE Query Form. DBE Query Form Instructions/Tutorial can also be downloaded from this page
 - Searches can be performed by one or more criteria
 - Follow instructions on the screen
 - “Start Search (Export options: CSV | Excel | XML | PDF)” links are located at the bottom of the query form
- C. How to Obtain a List of Certified DBEs without Internet Access:
DBE Directory - If you do not have Internet access, Caltrans also publishes a directory of certified DBE firms extracted from the online database. A copy of the directory of certified DBEs may be ordered from the Caltrans Publications Unit at (916) 263-0822, 1900 Royal Oaks Drive, Sacramento, California 95815-3800.

6. MATERIALS OR SUPPLIES PURCHASED FROM DBES COUNT TOWARDS DBE CREDIT UNDER THE FOLLOWING CONDITIONS:

- A. If the materials or supplies are obtained from a DBE manufacturer, count one hundred percent of the cost of the materials or supplies. A DBE manufacturer is a firm that operates or maintains a factory, or establishment that produces on the premises, the materials, supplies, articles, or equipment required under the Agreement and of the general character described by the specifications.
- B. If the materials or supplies purchased from a DBE regular dealer, count sixty percent of the cost of the materials or supplies. A DBE regular dealer is a firm that owns, operates or maintains a store, warehouse, or other establishment in which the materials, supplies, articles or equipment of the general character described by the specifications and required under the Agreement are bought, kept in stock, and regularly sold or leased to the public in the usual course of business. To be a DBE regular dealer, the firm must be an established, regular business that engages, as its principal business and under its own name, in the purchase and sale or lease of the products in question. A person may be a DBE regular dealer in such bulk items as petroleum products, steel, cement, gravel, stone or asphalt without owning, operating or maintaining a place of business provided in this section.
- C. If the person both owns and operates distribution equipment for the products, any supplementing of regular dealers’ own distribution equipment shall be by a long-term lease agreement and not an ad hoc or Agreement-by-Agreement basis. Packagers, brokers, manufacturers’ representatives, or other persons who arrange or expedite transactions are not DBE regular dealers within the meaning of this section.

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- D. Materials or supplies purchased from a DBE, which is neither a manufacturer nor a regular dealer, will be limited to the entire amount of fees or commissions charged for assistance in the procurement of the materials and supplies, or fees or transportation charges for the delivery of materials or supplies required on the job site, provided the fees are reasonable and not excessive as compared with fees charged for similar services.
7. FOR DBE TRUCKING COMPANIES: CREDIT FOR DBES WILL COUNT TOWARDS DBE GOAL, UNDER THE FOLLOWING CONDITIONS:
- A. The DBE must be responsible for the management and supervision of the entire trucking operation for which it is responsible on a particular Agreement, and there cannot be a contrived arrangement for the purpose of meeting the DBE goal.
 - B. The DBE must itself own and operate at least one fully licensed, insured, and operational truck used on the Agreement.
 - C. The DBE receives credit for the total value of the transportation services it provides on the Agreement using trucks it owns, insures, and operates using drivers it employs.
 - D. The DBE may lease trucks from another DBE firm including an owner-operator who is certified as a DBE. A DBE who leases trucks from another DBE receives credit for the total value of the transportation services the lessee DBE provides on the Agreement.
 - E. The DBE may also lease trucks from a non-DBE firm, including an owner-operator. A DBE who leases trucks from a non-DBE is entitled to credit only for the fee or commission it receives as a result of the lease arrangement. A DBE does not receive credit for the total value of the transportation services provided by the lessee, since these services are not provided by the DBE.
 - F. For the purposes of this Section D, a lease must indicate that the DBE has exclusive use and control over the truck. This does not preclude the leased truck from working for others during the term of the lease with the consent of the DBE, as long as the lease gives the DBE absolute priority for use of the leased truck. Leased trucks must display the name and identification number of the DBE.

ARTICLE XXXIII - SUBCONTRACTOR/DBE PARTICIPATION

- 1. Subcontractors
 - A. Nothing contained in this Agreement or otherwise, shall create any contractual relation between the COUNTY and any subcontractors, and no subcontract shall relieve the CONTRACTOR of his/her responsibilities and obligations hereunder. The CONTRACTOR agrees to be as fully responsible to the COUNTY for the acts and omissions of its subcontractors 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 the CONTRACTOR. The CONTRACTOR's obligation to pay its subcontractors is an independent obligation from the COUNTY's obligation to make payments to the CONTRACTOR.

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- B. Any subcontract in excess of \$25,000, entered into as a result of this Agreement, shall contain all the provisions stipulated in this Agreement to be applicable to subcontractors.
 - C. CONTRACTOR shall pay its subcontractors within ten (10) calendar days from receipt of each payment made to the CONTRACTOR by the COUNTY.
 - D. Any substitution of subcontractors must be approved in writing by the COUNTY's Project Manager in advance of assigning work to a substitute subcontractor.
2. Disadvantaged Business Enterprise (DBE) Participation
- A. This Agreement is subject to 49 CFR, Part 26 entitled "Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs." Bidders who obtain DBE participation on this contract will assist Caltrans in meeting its federally mandated statewide overall DBE goal.
 - B. If the contract has a DBE goal, the CONTRACTOR must meet the DBE goal by using DBEs as subcontractor or document a good faith effort to meet the goal. If a DBE subcontractor is unable to perform, the CONTRACTOR must make a good faith effort to replace him/her with another DBE subcontractor if the goal is not otherwise met. A DBE is a firm meeting the definition of a DBE as specified in 49 CFR.
 - C. DBE and other small businesses, as defined in 49 CFR, Part 26 are encouraged to participate in the performance of agreements financed in whole or in part with federal funds. The CONTRACTOR, subrecipient or subcontractor shall not discriminate on the basis of race, color, national origin, or sex in the performance of this Agreement. The CONTRACTOR shall carry out applicable requirements of 49 CFR, Part 26 in the award and administration of US DOT- assisted agreements. Failure by the CONTRACTOR to carry out these requirements is a material breach of this Agreement, which may result in the termination of this Agreement or such other remedy as the recipient deems appropriate.
 - D. Any subcontract entered into as a result of this Agreement shall contain all of the provisions of this section.
3. Performance of DBE Contractors and other DBE Subcontractors/Suppliers
- A. A DBE performs a commercially useful function when it is responsible for execution of the work of the Agreement and is carrying out its responsibilities by actually performing, managing, and supervising the work involved. To perform a commercially useful function, the DBE must also be responsible with respect to materials and supplies used on the Agreement, for negotiating price, determining quality and quantity, ordering the material, and installing (where applicable) and paying for the material itself. To determine whether a DBE is performing a commercially useful function, evaluate the amount of work subcontracted, industry practices; whether the amount the firm is to be paid under the Agreement is commensurate with the work it is actually performing, and other relevant factors.

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- B. A DBE does not perform a commercially useful function if its role is limited to that of an extra participant in a transaction, Agreement, or project through which funds are passed in order to obtain the appearance of DBE participation. In determining whether a DBE is such an extra participant, examine similar transactions, particularly those in which DBEs do not participate.
 - C. If a DBE does not perform or exercise responsibility for at least thirty percent of the total cost of its Agreement with its own work force, or the DBE subcontracts a greater portion of the work of the Agreement than would be expected on the basis of normal industry practice for the type of work involved, it will be presumed that it is not performing a commercially useful function.
4. Prompt Payment of Funds Withheld to Subcontractors
- A. No retainage will be held by the Agency from progress payments due the prime consultant or prime contractor. Any retainage held by the prime consultant or prime contractor or subconsultants or subcontractors from progress payments due subconsultants or subcontractors shall be promptly paid in full to subconsultants or subcontractors within 30 days after the subconsultant's or subcontractor's work is satisfactorily completed. Federal law (49 CFR26.29) requires that any delay or postponement of payment over the 30 days may take place only for good cause and with the Agency's prior written approval. Any violation of this provision shall subject the violating prime consultant or prime contractor or subconsultant or subcontractor 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 the prime consultant or prime contractor or subconsultant or subcontractor in the event of a dispute involving late payment or nonpayment by the prime consultant or prime contractor, deficient subconsultant or subcontractor performance, or noncompliance by a subconsultant or subcontractor. This provision applies to both DBE and non-DBE prime consultant or prime contractor and subconsultants or subcontractors.
 - B. Any subcontract entered into as a result of this Agreement shall contain all of the provisions of this section.
5. DBE Records
- A. The CONTRACTOR shall maintain records of materials purchased and/or supplied from all subcontracts entered into with certified DBEs. The records shall show the name and business address of each DBE or vendor and the total dollar amount actually paid each DBE or vendor, regardless of tier. The records shall show the date of payment and the total dollar figure paid to all firms. DBE prime CONTRACTORS shall also show the date of work performed by their own forces along with the corresponding dollar value of the work.
 - B. Upon completion of the Agreement, a summary of these records shall be prepared and submitted on the form entitled, "Final Report-Utilization of Disadvantaged Business Enterprises (DBE) First-Tier Subcontractors," CEM-2402F (Exhibit 17-F in Chapter 17 of the LAPM), certified correct by the CONTRACTOR or the CONTRACTOR's

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authorized representative and shall be furnished to the Project Manager with the final invoice. Failure to provide the summary of DBE payments with the final invoice will result in twenty-five percent (25%) of the dollar value of the invoice being withheld from payment until the form is submitted. The amount will be returned to the CONTRACTOR when a satisfactory "Final Report Utilization of Disadvantaged Business Enterprises (DBE) First-Tier Subcontractors" is submitted to the Project Manager.

6. DBE Certification and De-certification Status

If a DBE subcontractor is decertified during the life of the Agreement, the decertified subcontractor shall notify the CONTRACTOR in writing with the date of de-certification. If a subcontractor becomes a certified DBE during the life of the Agreement, the subcontractor shall notify the CONTRACTOR in writing with the date of certification. Any changes should be reported to the COUNTY's Project Manager within 30 days.

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EXHIBIT 10-01
 Consultant Proposal DBE Commitment

EXHIBIT 10-01 CONSULTANT PROPOSAL DBE COMMITMENT

(Inclusive of all DBEs listed at bid proposal. Refer to instructions on the reverse side of this form)

Consultant to Complete this Section			
1. Local Agency Name: _____			
2. Project Location: _____			
3. Project Description: _____			
4. Consultant Name: _____			
5. Contract DBE Goal %: _____			
DBE Commitment Information			
6. Description of Services to be Provided	7. DBE Firm Contact Information	8. DBE Cert. Number	9. DBE %
Local Agency to Complete this Section		10. Total % Claimed	_____ %
16. Local Agency Contract Number: _____		11. Preparer's Signature _____ 12. Preparer's Name (Print) _____ 13. Preparer's Title _____	
17. Federal-aid Project Number: _____			
18. Proposed Contract Execution Date: _____		14. Date _____ 15. (Area Code) Tel. No. _____	
Local Agency certifies that all DBE certifications are valid and the information on this form is complete and accurate:			
19. Local Agency Representative Name (Print) _____			
20. Local Agency Representative Signature _____	21. Date _____		
22. Local Agency Representative Title _____		23. (Area Code) Tel. No. _____	

Distribution: (1) Original – Consultant submits to local agency with proposal
 (2) Copy – Local Agency files

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EXHIBIT 10-01
Consultant Proposal DBE Commitment

INSTRUCTIONS - CONSULTANT PROPOSAL DBE COMMITMENT

Consultant Section

The Consultant shall:

1. **Local Agency Name** - Enter the name of the local or regional agency that is funding the contract.
2. **Project Location** - Enter the project location as it appears on the project advertisement.
3. **Project Description** - Enter the project description as it appears on the project advertisement (Bridge Rehab, Seismic Rehab, Overlay, Widening, etc.).
4. **Consultant Name** - Enter the consultant's firm name.
5. **Contract DBE Goal %** - Enter the contract DBE goal percentage, as it was reported on the Exhibit 10-I *Notice to Proposers DBE Information* form. See LAPM Chapter 10.
6. **Description of Services to be Provided** - Enter item of work description of services to be provided. Indicate all work to be performed by DBEs including work performed by the prime consultant's own forces, if the prime is a DBE. If 100% of the item is not to be performed or furnished by the DBE, describe the exact portion to be performed or furnished by the DBE. See LAPM Chapter 9 to determine how to count the participation of DBE firms.
7. **DBE Firm Contact Information** - Enter the name and telephone number of all DBE subcontracted consultants. Also, enter the prime consultant's name and telephone number, if the prime is a DBE.
8. **DBE Cert. Number** - Enter the DBE's Certification Identification Number. All DBEs must be certified on the date bids are opened (DBE subcontracted consultants should notify the prime consultant in writing with the date of the decertification if their status should change during the course of the contract.)
9. **DBE %** - Percent participation of work to be performed or service provided by a DBE. Include the prime consultant if the prime is a DBE. See LAPM Chapter 9 for how to count full/partial participation.
10. **Total % Claimed** - Enter the total DBE participation claimed. If the Total % Claimed is less than item "6 Contract DBE Goal", an adequately documented Good Faith Effort (GFE) is required (see Exhibit 15-H *DBE Information - Good Faith Efforts* of the LAPM).
11. **Preparer's Signature** - The person completing this section of the form for the consultant's firm must sign their name.
12. **Preparer's Name (Print)** - Clearly enter the name of the person signing this section of the form for the consultant.
13. **Preparer's Title** - Enter the position title of the person signing this section of the form for the consultant.
14. **Date** - Enter the date this section of the form is signed by the preparer.
15. **(Area Code) Tel. No.** - Enter the area code and telephone number of the person signing this section of the form for the consultant.

Local Agency Section:

The Local Agency representative shall:

16. **Local Agency Contract Number** - Enter the Local Agency Contract Number.
17. **Federal-Aid Project Number** - Enter the Federal-Aid Project Number.
18. **Contract Execution Date** - Enter date the contract was executed and Notice to Proceed issued. See LAPM Chapter 10, page 23.
19. **Local Agency Representative Name (Print)** - Clearly enter the name of the person completing this section.
20. **Local Agency Representative Signature** - The person completing this section of the form for the Local Agency must sign their name to certify that the information in this and the Consultant Section of this form is complete and accurate.
21. **Date** - Enter the date the Local Agency Representative signs the form.
22. **Local Agency Representative Title** - Enter the position title of the person signing this section of the form.
23. **(Area Code) Tel. No.** - Enter the area code and telephone number of the Local Agency representative signing this section of the form.

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Local Assistance Procedures Manual

EXHIBIT 10-02
Consultant Contract DBE Information

EXHIBIT 10-02 CONSULTANT CONTRACT DBE INFORMATION

(Inclusive of all DBEs listed at contract award. Refer to instructions on the reverse side of this form)

Consultant to Complete this Section			
1. Local Agency Name: _____			
2. Project Location: _____			
3. Project Description: _____			
4. Total Contract Award Amount: \$ _____			
5. Consultant Name: _____			
6. Contract DBE Goal %: _____ 0.0%			
7. Total Dollar Amount for all Subconsultants: \$ _____			
8. Total Number of all Subconsultants: _____			
Award DBE/DBE Information			
9. Description of Services to be Provided	10. DBE/DBE Firm Contact Information	11. DBE Cert. Number	12. DBE Dollar Amount
Local Agency to Complete this Section		13. Total Dollars Claimed	\$ 0
20. Local Agency Contract Number: _____		14. Total % Claimed	_____ 0.0%
21. Federal-aid Project Number: _____			
22. Contract Execution Date: _____		<div style="border: 1px solid black; padding: 5px;"> <p>Local Agency certifies that all DBE certifications are valid and the information on this form is complete and accurate:</p> <p>23. Local Agency Representative Name (Print) _____</p> <p>24. Local Agency Representative Signature _____ 25. Date _____</p> <p>26. Local Agency Representative Title _____ 27. (Area Code) Tel. No. _____</p> </div>	
28. Local Agency Representative Signature _____			
29. Local Agency Representative Title _____			
30. (Area Code) Tel. No. _____			
31. Date _____			
Caltrans to Complete this Section		15. Preparer's Signature _____	
<div style="border: 1px solid black; padding: 5px;"> <p>Caltrans District Local Assistance Engineer (DLAE) certifies that this form has been reviewed for completeness:</p> <p>28. DLAE Name (Print) _____ 29. DLAE Signature _____ 30. Date _____</p> </div>		16. Preparer's Name (Print) _____	
		17. Preparer's Title _____	
		18. Date _____ 19. (Area Code) Tel. No. _____	

Distribution: (1) Copy - Email a copy to the Caltrans District Local Assistance Engineer (DLAE) within 30 days of contract award. Failure to send a copy to the DLAE within 30 days of contract award may result in delay of payment.
 (2) Copy - Include in award package sent to Caltrans DLAE
 (3) Original - Local agency files

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Local Assistance Procedures Manual

EXHIBIT 10-02
Consultant Contract DBE Information

INSTRUCTIONS - CONSULTANT CONTRACT AWARD DBE INFORMATION

Consultant Section

The Consultant shall:

1. **Local Agency Name** - Enter the name of the local or regional agency that is funding the contract.
2. **Project Location** - Enter the project location as it appears on the project advertisement.
3. **Project Description** - Enter the project description as it appears on the project advertisement (Bridge Rehab, Seismic Rehab, Overlay, Widening, etc.).
4. **Total Contract Award Amount** - Enter the total contract award dollar amount for the prime consultant.
5. **Consultant Name** - Enter the consultant's firm name.
6. **Contract DBE Goal %** - Enter the contract DBE goal percentage, as it was reported on the Exhibit 10-1 *Notice to Proposers DBE Information* form. See LAPM Chapter 10.
7. **Total Dollar Amount for all Subconsultants** - Enter the total dollar amount for all subcontracted consultants. SUM = (DBE's + all Non-DBE's). Do **not** include the prime consultant information in this count.
8. **Total number of all subconsultants** - Enter the total number of all subcontracted consultants. SUM = (DBE's + all Non-DBE's). Do **not** include the prime consultant information in this count.
9. **Description of Services to be Provided** - Enter item of work description of services to be provided. Indicate all work to be performed by DBEs including work performed by the prime consultant's own forces, if the prime is a DBE. If 100% of the item is not to be performed or furnished by the DBE, describe the exact portion to be performed or furnished by the DBE. See LAPM Chapter 9 to determine how to count the participation of DBE firms.
10. **DBE Firm Contact Information** - Enter the name and telephone number of all DBE subcontracted consultants. Also, enter the prime consultant's name and telephone number, if the prime is a DBE.
11. **DBE Cert. Number** - Enter the DBE's Certification Identification Number. All DBEs must be certified on the date bids are opened. (DBE subcontracted consultants should notify the prime consultant in writing with the date of the decertification if their status should change during the course of the contract.)
12. **DBE Dollar Amount** - Enter the subcontracted dollar amount of the work to be performed or service to be provided. Include the prime consultant if the prime is a DBE, and include DBEs that are not identified as subconsultants on the Exhibit 10-01 *Consultant Proposal DBE Commitment* form. See LAPM Chapter 9 for how to count full/partial participation.
13. **Total Dollars Claimed** - Enter the total dollar amounts for column 13.
14. **Total % Claimed** - Enter the total DBE participation claimed for column 13. SUM = (item "13. Total Participation Dollars Claimed" divided by item "4. Total Contract Award Amount"). If the Total % Claimed is less than item "6. Contract DBE Goal", an adequately documented Good Faith Effort (GFE) is required (see Exhibit 15-B *DBE Information - Good Faith Efforts of the LAPM*).
15. **Preparer's Signature** - The person completing this section of the form for the consultant's firm must sign their name.
16. **Preparer's Name (Print)** - Clearly enter the name of the person signing this section of the form for the consultant.
17. **Preparer's Title** - Enter the position title of the person signing this section of the form for the consultant.
18. **Date** - Enter the date this section of the form is signed by the preparer.
19. **(Area Code) Tel. No.** - Enter the area code and telephone number of the person signing this section of the form for the consultant.

Local Agency Section:

The Local Agency representative shall:

20. **Local Agency Contract Number** - Enter the Local Agency Contract Number.
21. **Federal-Aid Project Number** - Enter the Federal-Aid Project Number.
22. **Contract Execution Date** - Enter the date the contract was executed and Notice to Proceed issued. See LAPM Chapter 10, page 23.
23. **Local Agency Representative Name (Print)** - Clearly enter the name of the person completing this section.
24. **Local Agency Representative Signature** - The person completing this section of the form for the Local Agency must sign their name to certify that the information in this and the Consultant Section of this form is complete and accurate.
25. **Date** - Enter the date the Local Agency Representative signs the form.
26. **Local Agency Representative Title** - Enter the position title of the person signing this section of the form.
27. **(Area Code) Tel. No.** - Enter the area code and telephone number of the Local Agency representative signing this section of the form.

Caltrans Section:

Caltrans District Local Assistance Engineer (DLAE) shall:

28. **DLAE Name (Print)** - Clearly enter the name of the DLAE.
29. **DLAE Signature** - DLAE must sign this section of the form to certify that it has been reviewed for completeness.
30. **Date** - Enter the date that the DLAE signs this section the form.

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Distribution: (1) Copy – Email a copy to the Caltrans District Local Assistance Engineer (DLAE) within 30 days of contract award. Failure to send a copy to the DLAE within 30 days of contract award may result in delay of payment.
(2) Copy – Include in award package sent to Caltrans DLAE.
(3) Original – Local Agency files.

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Exhibit 15-H
DBE Information - Good Faith Effort

EXHIBIT 15-H DBE INFORMATION —GOOD FAITH EFFORTS

DBE INFORMATION - GOOD FAITH EFFORTS

Federal-aid Project No. _____ Bid Opening Date _____

The _____ established a Disadvantaged Business Enterprise (DBE) goal of _____ % for this project. The information provided herein shows that a good faith effort was made.

Lowest, second lowest and third lowest bidders shall submit the following information to document adequate good faith efforts. Bidders should submit the following information even if the "Local Agency Bidder DBE Commitment" form indicates that the bidder has met the DBE goal. This will protect the bidder's eligibility for award of the contract if the administering agency determines that the bidder failed to meet the goal for various reasons, e.g., a DBE firm was not certified at bid opening, or the bidder made a mathematical error.

Submittal of only the "Local Agency Bidder DBE Commitment" form may not provide sufficient documentation to demonstrate that adequate good faith efforts were made.

The following items are listed in the Section entitled "Submission of DBE Commitment" of the Special Provisions:

- A. The names and dates of each publication in which a request for DBE participation for this project was placed by the bidder (please attach copies of advertisements or proofs of publication):

<u>Publications</u>	<u>Dates of Advertisement</u>
_____	_____
_____	_____
_____	_____

- B. The names and dates of written notices sent to certified DBEs soliciting bids for this project and the dates and methods used for following up initial solicitations to determine with certainty whether the DBEs were interested (please attach copies of solicitations, telephone records, fax confirmations, etc.):

<u>Names of DBEs Solicited</u>	<u>Date of Initial Solicitation</u>	<u>Follow Up Methods and Dates</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

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Exhibit 15-H
DBE Information - Good Faith Effort

Local Assistance Procedures Manual

- C. The items of work which the bidder made available to DBE firms including, where appropriate, any breaking down of the contract work items (including those items normally performed by the bidder with its own forces) into economically feasible units to facilitate DBE participation. It is the bidder's responsibility to demonstrate that sufficient work to facilitate DBE participation was made available to DBE firms.

Items of Work	Bidder Normally Performs Item (Y/N)	Breakdown of Items	Amount (\$)	Percentage Of Contract

- D. The names, addresses and phone numbers of rejected DBE firms, the reasons for the bidder's rejection of the DBEs, the firms selected for that work (please attach copies of quotes from the firms involved), and the price difference for each DBE if the selected firm is not a DBE:

Names, addresses and phone numbers of rejected DBEs and the reasons for the bidder's rejection of the DBEs:

Names, addresses and phone numbers of firms selected for the work above:

- E. Efforts made to assist interested DBEs in obtaining bonding, lines of credit or insurance, and any technical assistance or information related to the plans, specifications and requirements for the work which was provided to DBEs:

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Exhibit 15-II
DBE Information Good Faith Effort

- F. Efforts made to assist interested DBEs in obtaining necessary equipment, supplies, materials or related assistance or services, excluding supplies and equipment the DBE subcontractor purchases or leases from the prime contractor or its affiliate:

- G. The names of agencies, organizations or groups contacted to provide assistance in contacting, recruiting and using DBE firms (please attach copies of requests to agencies and any responses received, i.e., lists, Internet page download, etc.):

Name of Agency/ Organization	Method/Date of Contact	Results

- H. Any additional data to support a demonstration of good faith efforts (use additional sheets if necessary):

NOTE: USE ADDITIONAL SHEETS OF PAPER IF NECESSARY.

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CERTIFICATION OF LOCAL AGENCY

I HEREBY CERTIFY that I am the _____,
_____, and that the consulting firm of
_____, or its representative has not been required (except
as herein expressly stated), directly or indirectly, as an express or implied condition in connection with
obtaining or carrying out this Agreement to:

- (a) employ, retain, agree to employ or retain, any firm or person, or
- (b) pay or agree to pay, to any firm, person or organization, any fee, contribution, donation, or
consideration of any kind.

I acknowledge that this Certificate is to be made available to the California Department of
Transportation (Caltrans) in connection with this Agreement involving participation of federal-aid
highway funds, and is subject to applicable state and federal laws, both criminal and civil.

Date

Signature

**EXHIBIT B - FEDERAL PROVISIONS
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CERTIFICATION OF CONTRACTOR, COMMISSIONS & FEES

I HEREBY CERTIFY that I am the _____, and duly authorized representative of the firm of _____, whose address is _____, and that, except as hereby expressly stated, neither I nor the above firm that I represent have:

- (a) employed or retained for a commission, percentage, brokerage, contingent fee, or other consideration, any firm or person (other than a bona fide employee working solely for me or the above CONTRACTOR) to solicit or secure this agreement; nor
- (b) agreed, as an express or implied condition for obtaining this contract, to employ or retain the services of any firm or person in connection with carrying out the agreement; nor
- (c) paid, or agreed to pay, to any firm, organization or person (other than a bona fide employee working solely for me or the above CONTRACTOR) any fee, contribution, donation, or consideration of any kind, for or in connection with, procuring or carrying out this agreement.

I acknowledge that this Certificate is to be made available to the California Department of Transportation (Caltrans) in connection with this agreement involving participation of Federal-aid Highway funds, and is subject to applicable state and federal laws, both criminal and civil.

Date

Signature