

TOWN OF PARADISE – AGREEMENT FOR PROFESSIONAL SERVICES

Conсор North America, Inc.

Consultant

ON-CALL CONSTRUCTION MANAGEMENT, INSPECTION AND MATERIALS TESTING

Varies

Budget Account Number

ARTICLE I INTRODUCTION

This AGREEMENT is between Town of Paradise and the following named, hereinafter referred to as, CONSULTANT:

The name of the “CONSULTANT” is as follows:

Conсор North America, Inc.

Incorporated in the State of Oregon

The Project Manager for the “CONSULTANT” will be Talina Barajas-Chen

The Contract Administrator for the Town of Paradise will be Marc Mattox, Public Works Director/Town Engineer.

A. Consultant shall perform the work under this AGREEMENT described in Article III Statement of Work and the approved CONSULTANT’s Cost Proposal. The approved CONSULTANT’s Cost Proposal is attached hereto (Exhibit B) and incorporated by reference. If there is any conflict between the approved Cost Proposal and this AGREEMENT, this AGREEMENT shall take precedence.

B. **INDEMNITY AND DEFENSE**

1. Indemnity

To the fullest extent permitted by law, CONSULTANT shall indemnify and hold harmless Town and any and all of its officials, employees and agents as well as any other entities specified by Town (“Indemnified Parties”) from and against any and all third-party losses, liabilities, damages, costs and expenses, including legal counsel’s fees and costs, that arise out of, pertain to, or relate to bodily injury, death, or damage to property, to the extent caused by the negligence, recklessness, or willful misconduct of the Consultant, its officers, agents, employees or subconsultants (or any agency or individual that CONSULTANT shall bear the legal liability thereof) in the performance of services under this AGREEMENT. CONSULTANT’s duty to indemnify and hold harmless TOWN OF PARADISE shall not extend to the TOWN OF PARADISE’s sole or active negligence and shall not extend beyond the Consultant’s percentage of fault.

2. Duty to Defend

In the event the TOWN OF PARADISE, its officers, employees, and/or agents are made a party to any third-party action, lawsuit, or other adversarial proceeding covered by Article B.1, except those alleging professional negligence of the Consultant, CONSULTANT shall defend the TOWN OF PARADISE at CONSULTANT's cost or at TOWN OF PARADISE's option, to reimburse TOWN OF PARADISE for its costs of defense, including reasonable attorney's fees and costs incurred in the defense of such matters to the extent the matters arise from, relate to or are caused by CONSULTANT's negligent acts, errors or omissions. Payment by TOWN OF PARADISE is not a condition precedent to enforcement of this indemnity. In the event of any dispute between CONSULTANT and TOWN OF PARADISE, as to whether liability arises from the sole or active negligence of the TOWN OF PARADISE or its officers, employees, or agents, CONSULTANT will be obligated to pay for TOWN OF PARADISE's defense until such time as a final judgment has been entered adjudicating the TOWN OF PARADISE as solely or actively negligent. CONSULTANT will not be entitled in the absence of such a determination to any reimbursement of defense costs including but not limited to attorney's fees, expert fees and costs of litigation. CONSULTANT's duty to defend professional negligence claims is limited to reimbursement of reasonable legal costs incurred by the Town in connection with such claim in proportion to the extent of fault as determined by a Court of competent jurisdiction or otherwise resolved by adjudication or settlement agreement.

- C. Consultant shall perform the work under this AGREEMENT described in Article III Statement of Work and the approved CONSULTANT's Cost Proposal dated. All services shall be performed by the CONSULTANT under this Agreement with the care and skill ordinarily used by members of the profession practicing under similar circumstances at the same time and in the same locality. The approved CONSULTANT's Cost Proposal is attached hereto (Exhibit B) and incorporated by reference. If there is any conflict between the approved Cost Proposal and this AGREEMENT, this AGREEMENT shall take precedence.
- D. CONSULTANT in the performance of this AGREEMENT, shall act in an independent capacity. It is understood and agreed that CONSULTANT (including CONSULTANT's employees) is an independent contractor and that no relationship of employer-employee exists between the Parties hereto. CONSULTANT's assigned personnel shall not be entitled to any benefits payable to employees of TOWN OF PARADISE.
- E. TOWN OF PARADISE is not required to make any deductions or withholdings from the compensation payable to CONSULTANT under the provisions of the AGREEMENT, and is not required to issue W-2 Forms for income and employment tax purposes for any of CONSULTANT's assigned personnel. CONSULTANT, in the performance of its obligation hereunder, is only subject to the control or direction of the TOWN OF PARADISE as to the designation of tasks to be performed and the results to be accomplished.

- F. Any third party employed by CONSULTANT shall be entirely and exclusively under the direction, supervision, and control of CONSULTANT. CONSULTANT hereby indemnifies and holds TOWN OF PARADISE harmless from any and all claims that may be made against the Town based upon any contention by any third party that an employer-employee relationship exists by reason of this AGREEMENT.
- G. Except as expressly authorized herein, CONSULTANT's obligations under this AGREEMENT are not assignable or transferable, and CONSULTANT shall not subcontract any work, without the prior written approval of the TOWN OF PARADISE. However, claims for money due or which become due to CONSULTANT from Town under this AGREEMENT may be assigned to a financial institution or to a trustee in bankruptcy, without such approval. Notice of any assignment or transfer whether voluntary or involuntary shall be furnished promptly to the TOWN OF PARADISE.
- H. CONSULTANT shall be as fully responsible to the TOWN OF PARADISE for the negligent, reckless or willful misconduct of its contractors and subcontractors or subconsultants, and of persons either directly or indirectly employed by them, in the same manner as persons directly employed by CONSULTANT.
- I. No alteration or variation of the terms of this AGREEMENT shall be valid, unless made in writing and signed by the parties authorized to bind the parties; and no oral understanding or agreement not incorporated herein, shall be binding on any of the parties hereto. No waiver of any term or condition of this AGREEMENT shall be a continuing waiver thereof.
- J. The consideration to be paid to CONSULTANT as provided herein, shall be in compensation for all of CONSULTANT's expenses incurred in the performance hereof, including travel and per diem, unless otherwise expressly so provided.
- K. CONSULTANT shall comply with the provisions of this AGREEMENT and additional federal provisions in Exhibit E of this agreement. In the event of a conflict between any provisions of Exhibit E, the more stringent provisions shall control and prevail.
- L. CONSULTANT shall comply with the requirements of State prevailing wage law as required by law and as set out in this AGREEMENT.
- M. All days set out herein are calendar days unless otherwise specified.
- N. All Exhibits are incorporated into this AGREEMENT as if fully set forth herein.

ARTICLE II CONSULTANT'S REPORTS OR MEETINGS

- A. CONSULTANT shall submit written progress reports on each specific project in accordance with the Task Order. These reports shall be submitted at least once a month. The report shall be sufficiently detailed for TOWN OF PARADISE's Contract Administrator or Project Coordinator to determine, if CONSULTANT is performing to expectations, or is on schedule; to

provide communication of interim findings, and to sufficiently address any difficulties or special problems encountered, so remedies can be developed.

- B. CONSULTANT's Project Manager shall meet with TOWN OF PARADISE's Contract Administrator or Project Coordinator, as needed, and upon request, to discuss progress on the project(s).

ARTICLE III STATEMENT OF WORK

CONSULTANT shall provide On-Call Engineering Services, described in Exhibit A entitled "SCOPE OF SERVICES". As projects become available for assignment, project specific "task orders" will be issued using a "mini-RFP" qualification-based selection process.

ARTICLE IV PERFORMANCE PERIOD

- A. Exhibit C is the "SCHEDULE OF PERFORMANCES". This AGREEMENT shall go into effect on 4-9-2025, contingent upon approval by Town of Paradise, and CONSULTANT shall commence work after notification to proceed by the Town of Paradise's Contract Administrator. The AGREEMENT shall end on 4-8-2028 unless extended by AGREEMENT amendment or terminated under Article VI of this AGREEMENT.
- B. No recommendation for AGREEMENT award is binding on the Town of Paradise until the AGREEMENT is fully executed and approved by Town Council of the Town of Paradise and the Contract Administrator has issued a written Notice to Proceed.
- 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 AGREEMENT, the terms of the AGREEMENT shall be extended by AGREEMENT amendment prior to the expiration of the contract to cover the time needed to complete the task order in progress only. The maximum term of this AGREEMENT shall not exceed five (5) years.

ARTICLE V ALLOWABLE COSTS AND PAYMENTS

- A. Unless otherwise agreed for a Task Order, CONSULTANT will be compensated for hours worked at the hourly rates specified in the CONSULTANT's approved Cost Proposal, described in Exhibit B entitled "COMPENSATION". The specified hourly rates shall include all costs, including but not limited to direct salary costs, employee benefits, prevailing wages, employer payments, overhead, and fee. These rates are not adjustable for the performance period set forth in this AGREEMENT. CONSULTANT will be reimbursed within thirty (30) days upon receipt by the Town of Paradise's Contract Administrator of itemized invoices in duplicate.
- B. In addition, CONSULTANT will be reimbursed for incurred (actual) direct costs other than salary costs that are in the approved Cost Proposal and identified in the approved Cost Proposal and in the executed Task Order when presented along with documentation of such costs acceptable to the Town.
- C. Specific projects will be assigned to CONSULTANT through issuance of Task Orders by the Contract Administrator.

- D. After a project to be performed under this AGREEMENT is identified by the Town of Paradise, the Town of Paradise will prepare a draft Task Order without the cost estimate. A draft Task Order will identify the scope of services, expected results, project deliverables, period of performance, and project schedule. The draft Task Order will be delivered to the selected CONSULTANTS awarded contracts for review, as a “mini-RFP.” CONSULTANTS shall return a Qualification Based Proposal within ten (10) calendar days along with a sealed 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. An evaluation committee will review individual proposals, rank and select a consultant for the work. Following the selection of CONSULTANT, negotiations will commence and continue until an agreement has been reached on the negotiable items and total cost; Finally, a complete Task Order shall be signed by both LOCAL AGENCY and CONSULTANT.
- E. Task Orders may be negotiated for an Actual Cost-plus Fixed Fee, lump sum (Firm Fixed Price) or for specific rates of compensation, both of which must be based on the labor and other rates set forth in CONSULTANT’s approved Cost Proposal. If applicable, CONSULTANT shall be responsible for any future adjustments to prevailing wage rates including, but not limited to, base hourly rates and employer payments as determined by the Department of Industrial Relations. CONSULTANT is responsible for paying the appropriate rate, including escalations that take place during the term of the AGREEMENT.
- F. Reimbursement for transportation and subsistence costs shall not exceed Federal rates.
- G. When milestone cost estimates are included in the approved Cost Proposal, CONSULTANT shall obtain prior written approval in the form of an AGREEMENT amendment for a revised milestone cost estimate from the Contract Administrator before exceeding such estimate.
- H. Payments for each Task Order will be made monthly in arrears based on services provided and actual costs incurred.
- I. CONSULTANT shall not commence performance of work or services until this AGREEMENT has been approved by the Town of Paradise and notification to proceed has been issued by the Town of Paradise’s Contract Administrator. No payment will be made prior to approval or for any work performed prior to approval of this AGREEMENT.
- J. A Task Order is of no force or effect until returned to the Town of Paradise signed by an authorized representative of the Town of Paradise. No expenditures are authorized on a project and work shall not commence until a Task Order for that project has been executed by the Town of Paradise.
- K. 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 AGREEMENT.
- L. The total amount payable by the Town of Paradise for an Individual Task Order shall not exceed the amount agreed to in the Task Order, unless authorized by amendment.

- M. If CONSULTANT fails to satisfactorily complete a deliverable according to the schedule set forth in a Task Order, no payment will be made until the deliverable has been satisfactorily completed.
- N. Task Orders may not be used to amend the language (or the terms) of this AGREEMENT or to exceed the scope of work under this AGREEMENT.
- O. The total amount payable by the Town of Paradise for all Task Orders resulting from this AGREEMENT shall not exceed **\$23,410,995**. It is understood and agreed that there is no guarantee, either express or implied that this dollar amount will be authorized under this AGREEMENT through Task Orders.
- J. CONSULTANT will be reimbursed, as promptly as fiscal procedures will permit, upon receipt by the Town of Paradise's Contract Administrator of itemized invoices in duplicate. Separate invoices itemizing all costs are required for all work performed under each Task Order. Invoices shall be submitted no later than thirty (30) days after the performance of work for which CONSULTANT is billing or upon completion of the Task Order. Invoices shall detail the work performed on each milestone, according to phase, and funding source on each project as applicable. Invoices shall follow the format stipulated for the approved Cost Proposal and shall reference this AGREEMENT number and task order. Credits due to the Town of Paradise that include any equipment purchased under the provisions of Article XI Equipment Purchase, must be reimbursed by CONSULTANT prior to the expiration or termination of this AGREEMENT. Invoices shall be mailed to the Town of Paradise's Contract Administrator at the following address:

Marc A. Mattox, Public Works Director/Town Engineer
Town of Paradise
5555 Skyway
Paradise, CA 95969

ARTICLE VI TERMINATION

- A. This AGREEMENT may be terminated by TOWN OF PARADISE with or without cause, provided that TOWN OF PARADISE gives not less than thirty (30) calendar days' written notice (delivered by certified mail, return receipt requested) of intent to terminate. Upon termination, TOWN OF PARADISE shall be entitled to all work, including but not limited to, reports, investigations, appraisals, inventories, studies, analyses, drawings and data estimates performed to that date, whether completed or not.
- B. TOWN OF PARADISE may temporarily suspend this AGREEMENT, at no additional cost to TOWN OF PARADISE, provided that CONSULTANT is given written notice (delivered by certified mail, return receipt requested) of temporary suspension. If the TOWN OF PARADISE gives such notice of temporary suspension, CONSULTANT shall immediately suspend its activities under this AGREEMENT. A temporary suspension may be issued concurrent with the notice of termination.

- C. Notwithstanding any provisions of this AGREEMENT, CONSULTANT shall not be relieved of liability to TOWN OF PARADISE for damages sustained by Town by virtue of any breach of this AGREEMENT by CONSULTANT, and Town may withhold a reasonable amount due to CONSULTANT for services and expenses directly attributable to damages sustained until such time as the exact amount of damages, if any, due Town from CONSULTANT is determined. Notwithstanding, Consultant shall be liable only to the extent of Consultant's negligent, reckless or willful misconduct.
- D. In the event of termination, CONSULTANT shall be compensated as provided for in this AGREEMENT for all correctly completed work. Upon termination, TOWN OF PARADISE shall be entitled to all work, including but not limited to, reports, investigations, appraisals, inventories, studies, analyses, drawings and data estimates performed to that date, whether completed or not. Such materials may not be withheld until payment is received.

ARTICLE VII COST PRINCIPLES AND ADMINISTRATIVE REQUIREMENTS

- A. The CONSULTANT agrees that 48 CFR Part 31, Contract Cost Principles and Procedures, shall be used to determine the allowability of individual terms of cost.
- B. The CONSULTANT also shall comply with Federal procedures in accordance with 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards.
- C. Any costs for which payment has been made to the CONSULTANT that are determined by subsequent audit to be unallowable under 48 CFR Part 31 or 2 CFR Part 200 are subject to repayment by the CONSULTANT to TOWN OF PARADISE.
- D. When a CONSULTANT or subconsultant is a 501(c)(3) Non-Profit Organization or an Institution of Higher Education, the Cost Principles for Title 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards shall apply.

ARTICLE VIII RETENTION OF RECORD/AUDITS

For the purpose of determining compliance with Gov. Code § 8546.7, the CONSULTANT, subconsultants, and TOWN OF PARADISE shall maintain all books, documents, papers, accounting records, Independent CPA Audited Indirect Cost Rate workpapers, and other evidence pertaining to the performance of the AGREEMENT including, but not limited to, the costs of administering the AGREEMENT. All parties, including the CONSULTANT's Independent CPA, shall make such workpapers and materials available at their respective offices at all reasonable times during the AGREEMENT period and for three (3) years from the date of final payment under the AGREEMENT. The Town of Paradise, HCD, HUD, Caltrans Auditor, FHWA, or any duly authorized representative of the Federal government having jurisdiction under Federal laws or regulations (including the basis of Federal funding in whole or in part) shall have access to any books, records, and documents of the CONSULTANT, subconsultants, and the CONSULTANT's Independent CPA,

that are pertinent to the AGREEMENT for audits, examinations, workpaper review, excerpts, and transactions, and copies thereof shall be furnished if requested without limitation.

ARTICLE IX AUDIT REVIEW PROCEDURES

- A. Any dispute concerning a question of fact arising under an interim or post audit of this AGREEMENT that is not disposed of by AGREEMENT, shall be reviewed by the Town of Paradise's Finance Director.
- B. Not later than thirty (30) days after issuance of the final audit report, CONSULTANT may request a review by the Town of Paradise's Finance Director of unresolved audit issues. The request for review will be submitted in writing.
- C. Neither the pendency of a dispute nor its consideration by the TOWN OF PARADISE will excuse CONSULTANT from full and timely performance, in accordance with the terms of this AGREEMENT.
- D. CONSULTANT and subconsultant AGREEMENTs, including cost proposals and Indirect Cost Rates (ICR), may be subject to audits or reviews such as, but not limited to, an AGREEMENT audit, an incurred cost audit, an ICR Audit, or a CPA ICR audit work paper review. If selected for audit or review, the AGREEMENT, cost proposal and ICR and related work papers, if applicable, will be reviewed to verify compliance with 48 CFR Part 31 and other related laws and regulations. In the instances of a CPA ICR audit work paper review it is CONSULTANT's responsibility to ensure federal, TOWN OF PARADISE, or local government officials are allowed full access to the CPA's work papers including making copies as necessary. The AGREEMENT, cost proposal, and ICR shall be adjusted by CONSULTANT and approved by TOWN OF PARADISE Contract Administrator to conform to the audit or review recommendations. CONSULTANT agrees that individual terms of costs identified in the audit report shall be incorporated into the AGREEMENT by this reference if directed by TOWN OF PARADISE at its sole discretion. Refusal by CONSULTANT to incorporate audit or review recommendations, or to ensure that the federal, TOWN OF PARADISE or local governments have access to CPA work papers, will be considered a breach of AGREEMENT terms and cause for termination of the AGREEMENT and disallowance of prior reimbursed costs.
- E. CONSULTANT's Cost Proposal may be subject to a CPA ICR Audit Work Paper Review and/or audit by the Independent Office of Audits and Investigations (IOAI). IOAI, at its sole discretion, may review and/or audit and approve the CPA ICR documentation. The Cost Proposal shall be adjusted by the CONSULTANT and approved by the TOWN OF PARADISE 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 CONSULTANT 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 AGREEMENT terms and cause for termination of the AGREEMENT and disallowance of prior reimbursed costs.

1. During IOAI's review of the ICR audit work papers created by the CONSULTANT's independent CPA, IOAI will work with the CPA and/or CONSULTANT 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 IOAI identifies significant issues during the review and is unable to issue a cognizant approval letter, TOWN OF PARADISE will reimburse the CONSULTANT at an accepted ICR until a FAR (Federal Acquisition Regulation) 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 (AASHTO) Audit Guide; and other applicable procedures and guidelines} is received and approved by IOAI.

Accepted rates will be as follows:

- a. If the proposed rate is less than one hundred fifty percent (150%) - the accepted rate reimbursed will be ninety percent (90%) of the proposed rate.
 - b. If the proposed rate is between one hundred fifty percent (150%) and two hundred percent (200%) - the accepted rate will be eighty-five percent (85%) of the proposed rate.
 - c. If the proposed rate is greater than two hundred percent (200%) - the accepted rate will be seventy-five percent (75%) of the proposed rate.
2. If IOAI is unable to issue a cognizant letter per paragraph E.1. above, IOAI may require CONSULTANT to submit a revised independent CPA-audited ICR and audit report within three (3) months of the effective date of the management letter. IOAI will then have up to six (6) months to review the CONSULTANT's and/or the independent CPA's revisions.
 3. If the CONSULTANT fails to comply with the provisions of this paragraph E, or if IOAI 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 accepted 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 accepted ICR will become the actual and final ICR for reimbursement purposes under this AGREEMENT.
 4. CONSULTANT may submit to TOWN OF PARADISE final invoice only when all of the following items have occurred: (1) IOAI accepts or adjusts the original or revised independent CPA audited ICR; (2) all work under this AGREEMENT has been completed to the satisfaction of TOWN OF PARADISE; and, (3) IOAI has issued its final ICR review letter. The CONSULTANT MUST SUBMIT ITS FINAL INVOICE TO TOWN OF PARADISE no later than sixty (60) calendar days after occurrence of the last of these items. The accepted ICR will apply to this AGREEMENT and all other agreements executed between TOWN OF PARADISE and the CONSULTANT, either as a prime or subconsultant, with the same fiscal period ICR.

ARTICLE X SUBCONTRACTING

- A. Nothing contained in this AGREEMENT or otherwise, shall create any contractual relation between the TOWN OF PARADISE and any subconsultants, and no subconsultant agreement shall relieve the CONSULTANT of its responsibilities and obligations hereunder. The CONSULTANT agrees to be as fully responsible to the TOWN OF PARADISE for the acts and omissions of its subconsultants 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 CONSULTANT. The CONSULTANT's obligation to pay its subconsultants is an independent obligation from the TOWN OF PARADISE's obligation to make payments to the CONSULTANT.
- B. The CONSULTANT shall perform the work contemplated with resources available within its own organization and no portion of the work shall be subcontracted without written authorization by the TOWN OF PARADISE Contract Administrator, except that which is expressly identified in the CONSULTANT's approved Cost Proposal.
- C. Any subconsultant agreement entered into as a result of this AGREEMENT, shall make all the provisions stipulated in this entire AGREEMENT applicable to subconsultants unless otherwise agreed by the TOWN OF PARADISE.
- D. CONSULTANT shall pay its subconsultants within Fifteen (15) calendar days from receipt of each payment made to the CONSULTANT by the TOWN OF PARADISE.
- E. Any substitution of subconsultants must be approved in writing by the TOWN OF PARADISE Contract Administrator in advance of assigning work to a substitute subconsultant.
- F. Prompt Progress Payment

CONSULTANT or subconsultant shall pay to any subconsultant, not later than fifteen (15) days after receipt of each progress payment, unless otherwise agreed to in writing, the respective amounts allowed CONSULTANT on account of the work performed by the subconsultants, to the extent of each subconsultant's interest therein. In the event that there is a good faith dispute over all or any portion of the amount due on a progress payment from CONSULTANT or subconsultant to a subconsultant, CONSULTANT or subconsultant may withhold no more than 150 percent of the disputed amount. Any violation of this requirement shall constitute a cause for disciplinary action and shall subject the licensee to a penalty, payable to the subconsultant, of 2 percent of the amount due per month for every month that payment is not made.

In any action for the collection of funds wrongfully withheld, the prevailing party shall be entitled to his or her attorney's fees and costs. The sanctions authorized under this requirement shall be separate from, and in addition to, all other remedies, either civil, administrative, or criminal. This clause applies to both DBE and non-DBE subconsultants.

- G. Prompt Payment of Withheld Funds to Subconsultants

No retainage will be withheld by the TOWN OF PARADISE from progress payments due the CONSULTANT. Retainage by the CONSULTANT or subconsultants is prohibited, and no retainage will be held by the CONSULTANT from progress due subconsultants. Any violation of this provision shall subject the violating CONSULTANT or subconsultants to the penalties, sanctions, and other remedies specified in Business and Professions Code §7108.5. This requirement shall not be construed to limit or impair any contractual, administrative, or judicial remedies, otherwise available to the CONSULTANT or subconsultant in the event of a dispute involving late payment or nonpayment by the CONSULTANT or deficient subconsultant performance, or noncompliance by a subconsultant. This provision applies to both DBE and non-DBE CONSULTANT and subconsultants.

Any violation of these provisions shall subject the violating CONSULTANT or subconsultant to the penalties, sanctions and other remedies specified therein. These requirements shall not be construed to limit or impair any contractual, administrative, or judicial remedies otherwise available to CONSULTANT or subconsultant in the event of a dispute involving late payment or nonpayment by CONSULTANT, deficient subcontract performance, or noncompliance by a subconsultant.

ARTICLE XI EQUIPMENT PURCHASE AND OTHER CAPITAL EXPENDITURES

- A. Prior authorization in writing by TOWN OF PARADISE's Contract Administrator shall be required before CONSULTANT enters into any unbudgeted purchase order, or subcontract exceeding five thousand dollars (\$5,000) for supplies, equipment, or CONSULTANT services. CONSULTANT shall provide an evaluation of the necessity or desirability of incurring such costs.
- B. For purchase of any item, service, or consulting work not covered in CONSULTANT's approved Cost Proposal and exceeding five thousand dollars (\$5,000), with prior authorization by TOWN OF PARADISE's Contract Administrator, three competitive quotations shall be submitted with the request, or the absence of bidding shall be adequately justified.
- C. Any equipment purchased with funds provided under the terms of this AGREEMENT is subject to the following:
 - 1. CONSULTANT shall maintain an inventory of all nonexpendable property. Nonexpendable property is defined as having a useful life of at least two years and an acquisition cost of five thousand dollars (\$5,000) or more. If the purchased equipment needs replacement and is sold or traded in, TOWN OF PARADISE shall receive a proper refund or credit at the conclusion of the AGREEMENT, or if the AGREEMENT is terminated, CONSULTANT may either keep the equipment and credit TOWN OF PARADISE 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 TOWN OF PARADISE procedures; and credit TOWN OF PARADISE in an amount equal to the sales price. If CONSULTANT elects to keep the

equipment, fair market value shall be determined at CONSULTANT's expense, on the basis of a competent independent appraisal of such equipment. Appraisals shall be obtained from an appraiser mutually agreeable to by TOWN OF PARADISE and CONSULTANT, if it is determined to sell the equipment, the terms and conditions of such sale must be approved in advance by TOWN OF PARADISE. The Parties shall divide the cost of such appraisal equally.

2. Regulation 2 CFR Part 200 requires a credit to Federal funds when participating equipment with a fair market value greater than five thousand dollars (\$5,000) is credited to the project.

ARTICLE XII STATE PREVAILING WAGE RATES

- A. No CONSULTANT or subconsultant may be awarded an AGREEMENT containing public work elements unless registered with the Department of Industrial Relations (DIR) pursuant to Labor Code §1725.5. Registration with DIR shall be maintained throughout the entire term of this AGREEMENT, including any subsequent amendments.
- B. The CONSULTANT shall comply with all of the applicable provisions of the California Labor Code requiring the payment of prevailing wages. The General Prevailing Wage Rate Determinations applicable to work under this AGREEMENT are available and on file with the Department of Transportation's Regional/District Labor Compliance Officer (<https://dot.ca.gov/programs/construction/labor-compliance>). These wage rates are made a specific part of this AGREEMENT by reference pursuant to Labor Code §1773.2 and will be applicable to work performed at a construction project site. Prevailing wages will be applicable to all inspection work performed at TOWN OF PARADISE construction sites, at TOWN OF PARADISE facilities and at off-site locations that are set up by the construction contractor or one of its subcontractors solely and specifically to serve TOWN OF PARADISE projects. Prevailing wage requirements do not apply to inspection work performed at the facilities of vendors and commercial materials suppliers that provide goods and services to the general public.
- C. General Prevailing Wage Rate Determinations applicable to this project may also be obtained from the Department of Industrial Relations Internet site at <http://www.dir.ca.gov>.
- D. Payroll Records
 1. Each CONSULTANT and subconsultant shall keep accurate certified payroll records and supporting documents as mandated by Labor Code §1776 and as defined in 8 CCR §16000 showing the name, address, social security number, work classification, straight time and overtime hours worked each day and week, and the actual per diem wages paid to each journeyman, apprentice, worker, or other employee employed by the CONSULTANT or subconsultant in connection with the public work. Each payroll record shall contain or be

verified by a written declaration that it is made under penalty of perjury, stating both of the following:

- a. The information contained in the payroll record is true and correct.
 - b. The employer has complied with the requirements of Labor Code §1771, §1811, and §1815 for any work performed by his or her employees on the public works project.
2. The payroll records enumerated under paragraph (1) above shall be certified as correct by the CONSULTANT under penalty of perjury. The payroll records and all supporting documents shall be made available for inspection and copying by TOWN OF PARADISE representatives at all reasonable hours at the principal office of the CONSULTANT. The CONSULTANT shall provide copies of certified payrolls or permit inspection of its records as follows:
- a. A certified copy of an employee's payroll record shall be made available for inspection or furnished to the employee or the employee's authorized representative on request.
 - b. A certified copy of all payroll records enumerated in paragraph (1) above, shall be made available for inspection or furnished upon request to a representative of TOWN OF PARADISE, the Division of Labor Standards Enforcement and the Division of Apprenticeship Standards of the Department of Industrial Relations. Certified payrolls submitted to TOWN OF PARADISE, the Division of Labor Standards Enforcement and the Division of Apprenticeship Standards shall not be altered or obliterated by the CONSULTANT.
 - c. The public shall not be given access to certified payroll records by the CONSULTANT. The CONSULTANT is required to forward any requests for certified payrolls to the TOWN OF PARADISE Contract Administrator by both email and regular mail on the business day following receipt of the request.
3. Each CONSULTANT and subconsultant shall submit a certified copy of the records enumerated in paragraph (1) above, to the entity that requested the records within ten (10) calendar days after receipt of a written request.
4. Any copy of records made available for inspection as copies and furnished upon request to the public or any public agency by TOWN OF PARADISE shall be marked or obliterated in such a manner as to prevent disclosure of each individual's name, address, and social security number. The name and address of the CONSULTANT or subconsultant performing the work shall not be marked or obliterated.
5. The CONSULTANT shall inform TOWN OF PARADISE of the location of the records enumerated under paragraph (1) above, including the street address, Town and county, and shall, within five (5) working days, provide a notice of a change of location and address.

6. The CONSULTANT or subconsultant shall have ten (10) calendar days in which to comply subsequent to receipt of written notice requesting the records enumerated in paragraph (1) above. In the event the CONSULTANT or subconsultant fails to comply within the ten (10) day period, the CONSULTANT shall, as a penalty to TOWN OF PARADISE, forfeit one hundred dollars (\$100) for each calendar day, or portion thereof, for each worker, until strict compliance is effectuated. Such penalties shall be withheld by TOWN OF PARADISE from payments then due. CONSULTANT is not subject to a penalty assessment pursuant to this section due to the failure of a subconsultant to comply with this section.
- E. When prevailing wage rates apply, the CONSULTANT is responsible for verifying compliance with certified payroll requirements. Invoice payment will not be made until the invoice is approved by the TOWN OF PARADISE Contract Administrator.
- F. Penalty
1. The CONSULTANT and any of its subconsultants shall comply with Labor Code §1774 and §1775. Pursuant to Labor Code §1775, the CONSULTANT and any subconsultant shall forfeit to the TOWN OF PARADISE a penalty of not more than two hundred dollars (\$200) for each calendar day, or portion thereof, for each worker paid less than the prevailing rates as determined by the Director of DIR for the work or craft in which the worker is employed for any public work done under the AGREEMENT by the CONSULTANT or by its subconsultant in violation of the requirements of the Labor Code and in particular, Labor Code §§1770 to 1780, inclusive.
 2. The amount of this forfeiture shall be determined by the Labor Commissioner and shall be based on consideration of mistake, inadvertence, or neglect of the CONSULTANT or subconsultant in failing to pay the correct rate of prevailing wages, or the previous record of the CONSULTANT or subconsultant in meeting their respective prevailing wage obligations, or the willful failure by the CONSULTANT or subconsultant to pay the correct rates of prevailing wages. A mistake, inadvertence, or neglect in failing to pay the correct rates of prevailing wages is not excusable if the CONSULTANT or subconsultant had knowledge of the obligations under the Labor Code. The CONSULTANT is responsible for paying the appropriate rate, including any escalations that take place during the term of the AGREEMENT.
 3. In addition to the penalty and pursuant to Labor Code §1775, the difference between the prevailing wage rates and the amount paid to each worker for each calendar day or portion thereof for which each worker was paid less than the prevailing wage rate shall be paid to each worker by the CONSULTANT or subconsultant.
 4. If a worker employed by a subconsultant on a public works project is not paid the general prevailing per diem wages by the subconsultant, the prime CONSULTANT of the project is not liable for the penalties described above unless the prime CONSULTANT had knowledge of that failure of the subconsultant to pay the specified prevailing rate of wages to those

workers or unless the prime CONSULTANT fails to comply with all of the following requirements:

- a. The AGREEMENT executed between the CONSULTANT and the subconsultant for the performance of work on public works projects shall include a copy of the requirements in Labor Code §§ 1771, 1775, 1776, 1777.5, 1813, and 1815.
 - b. The CONSULTANT shall monitor the payment of the specified general prevailing rate of per diem wages by the subconsultant to the employees by periodic review of the certified payroll records of the subconsultant.
 - c. Upon becoming aware of the subconsultant's failure to pay the specified prevailing rate of wages to the subconsultant's workers, the CONSULTANT shall diligently take corrective action to halt or rectify the failure, including but not limited to, retaining sufficient funds due the subconsultant for work performed on the public works project.
 - d. Prior to making final payment to the subconsultant for work performed on the public works project, the CONSULTANT shall obtain a declaration signed under penalty of perjury from the subconsultant that the subconsultant had paid the specified general prevailing rate of per diem wages to the subconsultant's employees on the public works project and any amounts due pursuant to Labor Code §1813.
5. Pursuant to Labor Code §1775, TOWN OF PARADISE shall notify the CONSULTANT on a public works project within fifteen (15) calendar days of receipt of a complaint that a subconsultant has failed to pay workers the general prevailing rate of per diem wages.
 6. If TOWN OF PARADISE determines that employees of a subconsultant were not paid the general prevailing rate of per diem wages and if TOWN OF PARADISE did not retain sufficient money under the AGREEMENT to pay those employees the balance of wages owed under the general prevailing rate of per diem wages, the CONSULTANT shall withhold an amount of moneys due the subconsultant sufficient to pay those employees the general prevailing rate of per diem wages if requested by TOWN OF PARADISE.

G. Hours of Labor

Eight (8) hours labor constitutes a legal day's work. The CONSULTANT shall forfeit, as a penalty to the TOWN OF PARADISE, twenty-five dollars (\$25) for each worker employed in the execution of the AGREEMENT by the CONSULTANT or any of its subconsultants for each calendar day during which such worker is required or permitted to work more than eight (8) hours in any one calendar day and forty (40) hours in any one calendar week in violation of the provisions of the Labor Code, and in particular §§1810 to 1815 thereof, inclusive, except that work performed by employees in excess of eight (8) hours per day, and forty (40) hours during any one week, shall be permitted upon compensation for all hours worked in excess of eight

(8) hours per day and forty (40) hours in any week, at not less than one and one-half (1.5) times the basic rate of pay, as provided in §1815.

H. Employment of Apprentices

1. Where either the prime AGREEMENT or the sub agreement exceeds thirty thousand dollars (\$30,000), the CONSULTANT and any subconsultants under him, her, or it shall comply with all applicable requirements of Labor Code §§ 1777.5, 1777.6 and 1777.7 in the employment of apprentices.
2. CONSULTANT and subconsultants are required to comply with all Labor Code requirements regarding the employment of apprentices, including mandatory ratios of journey level to apprentice workers. Prior to commencement of work, CONSULTANT and subconsultants are advised to contact the DIR Division of Apprenticeship Standards website at <https://www.dir.ca.gov/das/>, for additional information regarding the employment of apprentices and for the specific journey-to- apprentice ratios for the AGREEMENT work. The CONSULTANT is responsible for all subconsultants' compliance with these requirements. Penalties are specified in Labor Code §1777.7.

ARTICLE XIII CONFLICT OF INTEREST

- A. During the term of this AGREEMENT, the CONSULTANT shall disclose any financial, business, or other relationship with TOWN OF PARADISE that may have an impact upon the outcome of this AGREEMENT or any ensuing TOWN OF PARADISE construction project. The CONSULTANT shall also list current clients who may have a financial interest in the outcome of this AGREEMENT or any ensuing TOWN OF PARADISE construction project which will follow.
- B. CONSULTANT certifies that it has disclosed to the TOWN OF PARADISE any actual, apparent, or potential conflicts of interest that may exist relative to the services to be provided pursuant to this AGREEMENT. CONSULTANT agrees to advise TOWN OF PARADISE of any actual, apparent or potential conflicts of interest that may develop subsequent to the date of execution of this AGREEMENT. CONSULTANT further agrees to complete any statements of economic interest if required by either TOWN OF PARADISE ordinance or State law.
- C. The CONSULTANT hereby certifies that it does not now have, nor shall it acquire any financial or business interest that would conflict with the performance of services under this AGREEMENT.
- D. The CONSULTANT hereby certifies that the CONSULTANT or subconsultant and any firm affiliated with the CONSULTANT or subconsultant that bids on any construction contract or on any Agreement to provide construction inspection for any construction project resulting from this AGREEMENT, has established necessary controls to ensure a conflict of interest does not exist. An affiliated firm is one, which is subject to the control of the same persons, through joint ownership or otherwise.

- E. Pursuant to 24 CFR 570.489(h), no member, officer, or employee of the CONSULTANT, or its designee or agents, may obtain a financial interest or benefit from a CDBG-DR assisted activity, or have a financial interest in any contract, subcontract or agreement with respect to CDBG-DR assisted activity or its proceeds, either for themselves or those with whom they have business or immediate family ties, during their tenure, or for 1 year thereafter.

ARTICLE XIV REBATES, KICKBACKS OR OTHER UNLAWFUL CONSIDERATION

The CONSULTANT warrants that this AGREEMENT was not obtained or secured through rebates, kickbacks or other unlawful consideration either promised or paid to any TOWN OF PARADISE employee. For breach or violation of this warranty, TOWN OF PARADISE shall have the right, in its discretion, to terminate this AGREEMENT without liability, to pay only for the value of the work actually performed, or to deduct from this AGREEMENT price or otherwise recover the full amount of such rebate, kickback or other unlawful consideration.

ARTICLE XV PROHIBITION OF EXPENDING TOWN OF PARADISE, STATE, OR FEDERAL FUNDS FOR LOBBYING

- A. The CONSULTANT certifies, to the best of his, her or its knowledge and belief, that:
 - 1. No State, Federal, or TOWN OF PARADISE appropriated funds have been paid or will be paid, by or on behalf of the CONSULTANT, to any person for influencing or attempting to influence an officer or employee of any local, State, or Federal agency, a Member of the State Legislature or United States Congress, an officer or employee of the Legislature or Congress, or any employee of a Member of the Legislature or Congress in connection with the awarding or making of this AGREEMENT, or with the extension, continuation, renewal, amendment, or modification of this 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 agency, a Member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with this AGREEMENT, the CONSULTANT shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
- B. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by 31 U.S.C. §1352. Any person who fails to file the required certification shall be subject to a civil penalty of not less than ten thousand dollars (\$10,000) and not more than one hundred thousand dollars (\$100,000) for each such failure.
- C. The CONSULTANT also agrees by signing this document that he or she shall require that the language of this certification be included in all lower tier sub agreements, which exceed one

hundred thousand dollars (\$100,000), and that all such subrecipients shall certify and disclose accordingly.

ARTICLE XVI NON-DISCRIMINATION CLAUSE AND STATEMENT OF COMPLIANCE

- A. The CONSULTANT's signature affixed herein and dated shall constitute a certification under penalty of perjury under the laws of the State of California that the CONSULTANT has, unless exempt, complied with the nondiscrimination program requirements of Gov. Code §12990 and 2 CCR § 8103.
- B. During the performance of this AGREEMENT, CONSULTANT and its subconsultants shall not deny the AGREEMENT's benefits to any person on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status, nor shall they unlawfully discriminate, harass, or allow harassment against any employee or applicant for employment because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status. CONSULTANT and subconsultants shall ensure that the evaluation and treatment of their employees and applicants for employment are free from such discrimination and harassment.
- C. CONSULTANT and subconsultants shall comply with the provisions of the Fair Employment and Housing Act (Gov. Code §12990 et seq.), the applicable regulations promulgated there under (2 CCR §11000 et seq.), the provisions of Gov. Code §§11135-11139.5, and the regulations or standards adopted by TOWN OF PARADISE to implement such article. The applicable regulations of the Fair Employment and Housing Commission implementing Gov. Code §12990 (a-f), set forth 2 CCR §§8100-8504, are incorporated into this AGREEMENT by reference and made a part hereof as if set forth in full.
- D. CONSULTANT shall permit access by representatives of the Department of Fair Employment and Housing and the TOWN OF PARADISE upon reasonable notice at any time during the normal business hours, but in no case less than twenty-four (24) hours' notice, to such of its books, records, accounts, and all other sources of information and its facilities as said Department or TOWN OF PARADISE shall require to ascertain compliance with this clause.
- E. CONSULTANT and its subconsultants shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other Agreement.
- F. CONSULTANT shall include the nondiscrimination and compliance provisions of this clause in all subcontracts to perform work under this AGREEMENT.
- G. The CONSULTANT, with regard to the work performed under this AGREEMENT, shall act in accordance with Title VI of the Civil Rights Act of 1964 (42 U.S.C. §2000d et seq.). Title VI provides that the recipients of federal assistance will implement and maintain a policy of nondiscrimination in which no person in the United States 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.

- H. The CONSULTANT shall comply with regulations relative to non-discrimination in federally-assisted programs of the U.S. Department of Transportation (49 CFR Part 21 - Effectuation of Title VI of the Civil Rights Act of 1964). Specifically, the CONSULTANT shall not participate either directly or indirectly in the discrimination prohibited by 49 CFR §21.5, including employment practices and the selection and retention of subconsultants.
- I. CONSULTANT, subrecipient or subconsultant will never exclude any person from participation in, deny any person the benefits of, or otherwise discriminate against anyone in connection with the award and performance of any contract covered by 49 CFR 26 on the basis of race, color, sex or national origin. In administering the TOWN OF PARADISE components of the DBE Program Plan, CONSULTANT, subrecipient or subconsultant will not, directly, or through contractual or other arrangements, use criteria or methods of administration that have the effect of defeating or substantially impairing accomplishment of the objectives of the DBE Program Plan with respect to individuals of a particular race, color, sex or national origin.

ARTICLE XVII DEBARMENT AND SUSPENSION CERTIFICATION

- A. The CONSULTANT's signature affixed herein shall constitute a certification under penalty of perjury under the laws of the State of California, that the CONSULTANT or any person associated therewith in the capacity of owner, partner, director, officer or manager:
 - 1. Is not currently under suspension, debarment, voluntary exclusion, or determination of ineligibility by any federal agency;
 - 2. Has not been suspended, debarred, voluntarily excluded, or determined ineligible by any federal agency within the past three (3) years;
 - 3. Does not have a proposed debarment pending; and
 - 4. 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.
- B. Any exceptions to this certification must be disclosed to TOWN OF PARADISE. Exceptions will not necessarily result in denial of recommendation for award, but will be considered in determining responsibility. Disclosures must indicate the party to whom the exceptions apply, the initiating agency, and the dates of agency action.
- C. Exceptions to the Federal Government Excluded Parties List System maintained by the U.S. General Services Administration are to be determined by FEMA, FHWA, and/or HUD, whichever Department(s) is relevant to the Task Order.

ARTICLE XVIII DISADVANTAGED BUSINESS ENTERPRISES (DBE) PARTICIPATION

- A. CONSULTANT, subrecipient (LOCAL AGENCY), or subconsultant shall take necessary and reasonable steps to ensure that DBEs have opportunities to participate in the contract (49 CFR 26). To ensure equal participation of DBEs provided in 49 CFR 26.5, the LOCAL AGENCY shows

a contract goal for DBEs. CONSULTANT shall make work available to DBEs and select work parts consistent with available DBE subconsultants and suppliers.

CONSULTANT shall meet the DBE goal shown elsewhere in these special provisions or demonstrate that they made adequate Good Faith Efforts (GFE) to meet this goal. It is CONSULTANT's responsibility to verify at date of proposal opening that the DBE firm is certified as a DBE by using the California Unified Certification Program (CUCP) database and possesses the most specific available North American Industry Classification System (NAICS) codes and work code applicable to the type of work the firm will perform on the contract. Additionally, the CONSULTANT is responsible to document the verification record by printing out the CUCP data for each DBE firm. A list of DBEs certified by the CUCP can be found at <https://dot.ca.gov/programs/civil-rights/dbe-search>.

All DBE participation will count toward the California Department of Transportation's federally mandated statewide overall DBE goal. Credit for materials or supplies CONSULTANT purchases from DBEs counts towards the goal in the following manner:

- 100 percent counts if the materials or supplies are obtained from a DBE manufacturer.
- 60 percent counts if the materials or supplies are purchased from a DBE regular dealer.
- Only fees, commissions, and charges for assistance in the procurement and delivery of materials or supplies count if obtained from a DBE that is neither a manufacturer nor regular dealer. 49 CFR 26.55 defines "manufacturer" and "regular dealer."

This AGREEMENT is subject to 49 CFR 26 entitled "Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs". CONSULTANTS who enter into a federally-funded agreement will assist the LOCAL AGENCY in a good faith effort to achieve California's statewide overall DBE goal.

- B. The goal for DBE participation for this AGREEMENT is **22%**. Participation by DBE CONSULTANT or subconsultants shall be in accordance with information contained in Exhibit 10-O2: Consultant Contract DBE Commitment attached hereto and incorporated as part of the AGREEMENT. If a DBE subconsultant is unable to perform, CONSULTANT must make a good faith effort to replace him/her with another DBE subconsultant, if the goal is not otherwise met.
- C. CONSULTANT can meet the DBE participation goal by either documenting commitments to DBEs to meet the AGREEMENT goal, or by documenting adequate good faith efforts to meet the AGREEMENT goal. An adequate good faith effort means that the CONSULTANT must show that it took all necessary and reasonable steps to achieve a DBE goal that, by their scope, intensity, and appropriateness to the objective, could reasonably be expected to meet the DBE goal. If CONSULTANT has not met the DBE goal, complete and submit Exhibit 15-H:

Proposer/Contractor Good Faith Efforts to document efforts to meet the goal. Refer to 49 CFR 26 for guidance regarding evaluation of good faith efforts to meet the DBE goal.

D. Contract Assurance

Under 49 CFR 26.13(b):

CONSULTANT, subrecipient or subconsultant shall not discriminate on the basis of race, color, national origin, or sex in the performance of this contract. CONSULTANT shall carry out applicable requirements of 49 CFR 26 in the award and administration of federal-aid contracts.

Failure by the CONSULTANT 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 the recipient deems appropriate, which may include, but is not limited to:

- (1) Withholding monthly progress payments;
- (2) Assessing sanctions;
- (3) Liquidated damages; and/or
- (4) Disqualifying CONSULTANT from future proposing as non-responsible

E. Termination and Replacement of DBE Subconsultants

CONSULTANT shall utilize the specific DBEs listed to perform the work and supply the materials for which each is listed unless CONSULTANT or DBE subconsultant obtains the LOCAL AGENCY's written consent. CONSULTANT shall not terminate or replace a listed DBE for convenience and perform the work with their own forces or obtain materials from other sources without authorization from the LOCAL AGENCY. Unless the LOCAL AGENCY's consent is provided, the CONSULTANT shall not be entitled to any payment for work or material unless it is performed or supplied by the listed DBE on the Exhibit 10-02: Consultant Contract DBE Commitment form.

Termination of DBE Subconsultants

After execution of the AGREEMENT, termination of a DBE may be allowed for the following, but not limited to, justifiable reasons with prior written authorization from the LOCAL AGENCY:

1. Listed DBE fails or refuses to execute a written contract based on plans and specifications for the project.
2. The LOCAL AGENCY stipulated that a bond is a condition of executing the subcontract and the listed DBE fails to meet the LOCAL AGENCY's bond requirements.

3. Work requires a consultant's license and listed DBE does not have a valid license under Contractors License Law.
4. Listed DBE fails or refuses to perform the work or furnish the listed materials (failing or refusing to perform is not an allowable reason to remove a DBE if the failure or refusal is a result of bad faith or discrimination).
5. Listed DBE's work is unsatisfactory and not in compliance with the contract.
6. Listed DBE is ineligible to work on the project because of suspension or debarment.
7. Listed DBE becomes bankrupt or insolvent or exhibits credit unworthiness.
8. Listed DBE voluntarily withdraws with written notice from the Contract.
9. Listed DBE is ineligible to receive credit for the type of work required.
10. Listed DBE owner dies or becomes disabled resulting in the inability to perform the work on the Contract.
11. The LOCAL AGENCY determines other documented good cause.

CONSULTANT must use the following procedures to request the termination of a DBE or portion of a DBE's work:

1. Send a written notice to the DBE of the CONSULTANT's intent to use other forces or material sources and include one or more justifiable reasons listed above. Simultaneously send a copy of this written notice to the LOCAL AGENCY. The written notice to the DBE must request they provide any response within five (5) business days to both the CONSULTANT and the LOCAL AGENCY by either acknowledging their agreement or documenting their reasoning as to why the use of other forces or sources of materials should not occur.
2. If the DBE does not respond within five (5) business days, CONSULTANT may move forward with the request as if the DBE had agreed to CONSULTANT's written notice.
3. Submit CONSULTANT's DBE termination request by written letter to the LOCAL AGENCY and include:
 - One or more above listed justifiable reasons along with supporting documentation.
 - CONSULTANT's written notice to the DBE regarding the request, including proof of transmission and tracking documentation of CONSULTANT's written notice
 - The DBE's response to CONSULTANT's written notice, if received. If a written response was not provided, provide a statement to that effect.

The LOCAL AGENCY shall respond in writing to CONSULTANT's DBE termination request within five (5) business days.

Replacement of DBE Subconsultants

After receiving the LOCAL AGENCY's written authorization of DBE termination request, CONSULTANT must obtain the LOCAL AGENCY's written agreement for DBE replacement. CONSULTANT must find or demonstrate GFEs to find qualified DBE replacement firms to perform the work to the extent needed to meet the DBE commitment.

The following procedures shall be followed to request authorization to replace a DBE firm:

1. Submit a request to replace a DBE with other forces or material sources in writing to the LOCAL AGENCY which must include:

a. Description of remaining uncommitted work item made available for replacement DBE solicitation and participation.

b. The proposed DBE replacement firm's business information, the work they have agreed to perform, and the following:

- Description of scope of work and cost proposal
- Proposed subcontract agreement and written confirmation of agreement to perform on the Contract
- Revised Exhibit 10-O2: Consultant Contract DBE Commitment

2. If CONSULTANT has not identified a DBE replacement firm, submits documentation of CONSULTANT's GFEs to use DBE replacement firms within seven (7) days of LOCAL AGENCY's authorization to terminate the DBE. CONSULTANT may request the LOCAL AGENCY's approval to extend this submittal period to a total of 14 days. Submit documentation of actions taken to find a DBE replacement firm, such as:

- Search results of certified DBEs available to perform the original DBE work identified and or other work CONSULTANT had intended to self-perform, to the extent needed to meet DBE commitment
- Solicitations of DBEs for performance of work identified
- Correspondence with interested DBEs that may have included contract details and requirements
- Negotiation efforts with DBEs that reflect why an agreement was not reached
- If a DBE's quote was rejected, provide reasoning for the rejection, such as why the DBE was unqualified for the work, or why the price quote was unreasonable or excessive
- Copies of each DBE's and non-DBE's price quotes for work identified, as the LOCAL AGENCY may contact the firms to verify solicitation efforts and determine if the DBE quotes are substantially higher
- Additional documentation that supports CONSULTANT's GFE

The LOCAL AGENCY shall respond in writing to CONSULTANT's DBE replacement request within five (5) business days.

F. Commitment and Utilization

The LOCAL AGENCY's DBE program must include a monitoring and enforcement mechanism to ensure that DBE commitments reconcile to DBE utilization.

The LOCAL AGENCY shall request CONSULTANT to:

1. Notify the LOCAL AGENCY's contract administrator or designated representative of any changes to its anticipated DBE participation
2. Provide this notification before starting the affected work
3. Maintain records including:
 - Name and business address of each 1st-tier subconsultant
 - Name and business address of each DBE subconsultant, DBE vendor, and DBE trucking company, regardless of tier
 - Date of payment and total amount paid to each business (see Exhibit 9-F: Monthly Disadvantaged Business Enterprise Payment)

If CONSULTANT is a DBE CONSULTANT, they shall include the date of work performed by their own forces and the corresponding value of the work.

If a DBE is decertified before completing its work, the DBE must notify CONSULTANT in writing of the decertification date. If a business becomes a certified DBE before completing its work, the business must notify CONSULTANT in writing of the certification date. CONSULTANT shall submit the notifications to the LOCAL AGENCY. On work completion, CONSULTANT shall complete Exhibit 17-O: Disadvantaged Business Enterprises (DBE) Certification Status Change and submit the form to the LOCAL AGENCY within 30 days of contract acceptance.

Upon work completion, CONSULTANT shall complete Exhibit 17-F: Final Report – Utilization of Disadvantaged Business Enterprises (DBE), First-Tier Subcontractors and submit it to the LOCAL AGENCY within 90 days of contract acceptance. The LOCAL AGENCY will withhold \$10,000 until the form is submitted. The LOCAL AGENCY will release the withhold upon submission of the completed form.

In the LOCAL AGENCY's reports of DBE participation to Caltrans, the LOCAL AGENCY must display both commitments and attainments.

G. Commercially Useful Function

DBEs must perform a commercially useful function (CUF) under 49 CFR 26.55 when performing work or supplying materials listed on the DBE Commitment form. The DBE value of work will only count toward the DBE commitment if the DBE performs a CUF. A DBE performs a CUF 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 CUF, 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.

CONSULTANT must perform CUF evaluation for each DBE working on a federal-aid contract, with or without a DBE goal. Perform a CUF evaluation at the beginning of the DBE's work and continue to monitor the performance of CUF for the duration of the project.

CONSULTANT must provide written notification to the LOCAL AGENCY at least 15 days in advance of each DBE's initial performance of work or supplying materials for the Contract. The notification must include the DBE's name, work the DBE will perform on the contract, and the location, date, and time of where their work will take place.

Within 10 days of a DBE initially performing work or supplying materials on the Contract, CONSULTANT shall submit to the LPA the initial evaluation and validation of DBE performance of a CUF using the LAPM 9-J: Disadvantaged Business Enterprise Commercially Useful Function Evaluation. Include the following information with the submittal:

- Subcontract agreement with the DBE
- Purchase orders
- Bills of lading
- Invoices
- Proof of payment

CONSULTANT must monitor all DBE's performance of CUF by conducting quarterly evaluations and validations throughout their duration of work on the Contract using the LAPM 9-J: DBE commercially Useful Function Evaluation. CONSULTANT must submit to the LOCAL AGENCY these quarterly evaluations and validations by the 5th of the month for the previous three months of work.

CONSULTANT must notify the LOCAL AGENCY immediately if they believe the DBE may not be performing a CUF.

The LOCAL AGENCY will verify DBEs performance of CUF by reviewing the initial and quarterly submissions of LAPM 9-J: DBE Commercially Useful Function Evaluation, submitted supporting information, field observations, and through any additional LOCAL AGENCY evaluations. The LOCAL AGENCY must evaluate DBEs and their CUF performance throughout the duration of a Contract. The LOCAL AGENCY will provide written notice to the CONSULTANT and the DBE at least two (2) business days prior to any evaluation. The CONSULTANT and the DBE must participate in the evaluation. Upon completing the evaluation, the LOCAL AGENCY must share the evaluation results with the CONSULTANT and the DBE. An evaluation could include items that must be remedied upon receipt. If the LOCAL AGENCY determines the DBE is not performing a CUF, the CONSULTANT must suspend performance of the noncompliant work.

CONSULTANT and DBEs must submit any additional CUF related records and documents within five (5) business days of LOCAL AGENCY's request such as:

- Proof of ownership or lease and rental agreements for equipment

- Tax records
- Employee rosters
- Certified payroll records
- Inventory rosters

Failure to submit required DBE Commercially Useful Function Evaluation forms or requested records and documents can result in withholding of payment for the value of work completed by the DBE.

If CONSULTANT and/or the LOCAL AGENCY determine that a listed DBE is not performing a CUF in performance of their DBE committed work, CONSULTANT must immediately suspend performance of the noncompliant portion of the work. LOCAL AGENCY may deny payment for the noncompliant portion of the work. LOCAL AGENCY will ask the CONSULTANT to submit a corrective action plan (CAP) to the LOCAL AGENCY within five (5) days of the noncompliant CUF determination. The CAP must identify how the CONSULTANT will correct the noncompliance findings for the remaining portion of the DBE's work. LOCAL AGENCY has five (5) days to review the CAP in conjunction with the CONSULTANT's review. The CONSULTANT must implement the CAP within five (5) days of the LOCAL AGENCY's approval. The LOCAL AGENCY will then authorize the prior noncompliant portion of work for the DBE's committed work.

If corrective actions cannot be accomplished to ensure the DBE performs a commercially useful function on the Contract, CONSULTANT may have good cause to request termination of the DBE.

- H. A DBE does not perform a CUF 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.
- I. If a DBE does not perform or exercise responsibility for at least thirty percent (30%) of the total cost of its AGREEMENT with its own work force, or the DBE subcontracts a greater portion of the work involved, it will be presumed that it is not performing a CUF.
- J. CONSULTANT 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 CONSULTANT's shall also show the date of work performed by their own forces along with the corresponding dollar value of the work.
- K. If a DBE subconsultant is decertified during the life of the AGREEMENT, the decertified subconsultant shall notify CONSULTANT in writing with the date of decertification. If a subconsultant becomes a certified DBE during the life of the AGREEMENT, the subconsultant

shall notify CONSULTANT in writing with the date of certification. Any changes should be reported to LOCAL AGENCY's Contract Administrator within thirty (30) calendar days.

- L. For projects awarded on or after March 1, 2020, but before September 1, 2023: after submitting an invoice for reimbursement that includes a payment to a DBE, but no later than the 10th of the following month, the prime contractor/consultant must complete and email Exhibit 9-F: Disadvantaged Business Enterprise Running Tally of Payments to business.support.unit@dot.ca.gov with a copy to local administering agencies.

For projects awarded on or after September 1, 2023: Exhibit 9-F is no longer required. Instead, by the 15th of the month following the month of any payment(s), the CONSULTANT must now submit Exhibit 9-P to the LOCAL AGENCY administering the contract. If the CONSULTANT does not make any payments to subconsultants, supplier(s), and/or manufacturers they must report "no payments were made to subs this month" and write this visibly and legibly on Exhibit 9-P.

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

ARTICLE XIX INSURANCE

Consultant shall provide Insurance as described in Exhibit D entitled "INSURANCE REQUIREMENTS".

- A. Prior to Agreement execution, CONSULTANT shall furnish the Town of Paradise with a Certificate of Insurance evidencing the insurance types and requirements set forth in Exhibit D.
- B. The Town of Paradise will not be responsible for any premiums or assessments on any insurance policy.
- C. The required insurance listed in Exhibit D shall be in effect at all times during the term of this AGREEMENT. In the event said insurance coverage expires at any time or times during the term of this AGREEMENT, CONSULTANT agrees to provide at least thirty (30) calendar 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 AGREEMENT, or for a period of not less than one (1) year.
- D. New Certificates of Insurance are subject to the approval of the Town of Paradise. In the event CONSULTANT fails to keep in effect at all times insurance coverage as herein provided, the Town of Paradise may, in addition to any other remedies it may have, terminate this AGREEMENT upon occurrence of such event.

ARTICLE XX FUNDING REQUIREMENTS

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

ARTICLE XXI CHANGE IN TERMS

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

ARTICLE XXII CONTINGENT FEE

CONSULTANT warrants, by execution of this AGREEMENT that no person or selling agency has been employed, or retained, to solicit or secure this AGREEMENT upon an agreement or understanding, for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees, or bona fide established commercial or selling agencies maintained by CONSULTANT for the purpose of securing business. For breach or violation of this warranty, TOWN OF PARADISE has the right to annul this AGREEMENT without liability; pay only for the value of the work actually performed, or in its discretion to deduct from the AGREEMENT price or consideration, or otherwise recover the full amount of such commission, percentage, brokerage, or contingent fee.

ARTICLE XXIII DISPUTES

Prior to either party commencing any legal action under this AGREEMENT, the parties agree to try in good faith, to settle any dispute amicably between them. If a dispute has not been settled after forty-five (45) days of good-faith negotiations and as may be otherwise provided herein, then either party may commence legal action against the other.

- A. Any dispute, other than audit, concerning a question of fact arising under this AGREEMENT that is not disposed of by agreement shall be decided by a committee consisting of TOWN OF PARADISE's Contract Administrator and the Town Manager, who may consider written or verbal information submitted by CONSULTANT.
- B. Not later than thirty (30) calendar days after completion of all deliverables necessary to complete the plans, specifications and estimate, CONSULTANT may request review by TOWN OF PARADISE Town Council of unresolved claims or disputes, other than audit. The request for review will be submitted in writing.
- C. Neither the pendency of a dispute, nor its consideration by the committee will excuse CONSULTANT from full and timely performance in accordance with the terms of this AGREEMENT.

ARTICLE XXIV INSPECTION OF WORK

CONSULTANT and any subconsultant shall permit TOWN OF PARADISE, the State, and FEMA, FHWA, and HUD if federal participating funds are used in this AGREEMENT; to review and inspect the project activities and files at all reasonable times during the performance period of this AGREEMENT.

ARTICLE XXV SAFETY

- A. CONSULTANT shall comply with OSHA regulations applicable to CONSULTANT regarding necessary safety equipment or procedures. CONSULTANT shall comply with safety instructions issued by TOWN OF PARADISE Safety Officer and other TOWN OF PARADISE representatives. CONSULTANT 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 Vehicle Code §591, TOWN OF PARADISE has determined that such areas are within the limits of the project and are open to public traffic. CONSULTANT shall comply with all of the requirements set forth in Divisions 11, 12, 13, 14, and 15 of the Vehicle Code. CONSULTANT shall take all reasonably necessary precautions for safe operation of its vehicles and the protection of the traveling public from injury and damage from such vehicles.
- C. Any subcontract entered into as a result of this contract, shall contain all of the provisions of this Article.

- D. CONSULTANT must have a Division of Occupational Safety and Health (CAL-OSHA) permit(s), as outlined in Labor Code §6500 and §6705, prior to the initiation of any practices, work, method, operation, or process related to the construction or excavation of trenches which are five (5) feet or deeper.

ARTICLE XXVI OWNERSHIP OF DATA

- A. It is mutually agreed that all materials prepared by CONSULTANT under this AGREEMENT shall become the property of the TOWN OF PARADISE, and CONSULTANT shall have no property right therein whatsoever. Immediately upon termination, Town shall be entitled to, and CONSULTANT shall deliver to Town, reports, investigations, appraisals, inventories, studies, analyses, drawings and data estimates performed to that date, whether completed or not, and other such materials as may have been prepared or accumulated to date by CONSULTANT in performing this AGREEMENT which is not CONSULTANT's privileged information, as defined by law, or CONSULTANT's personnel information, along with all other property belonging exclusively to Town which is in CONSULTANT's possession. Publication of the information derived from work performed or data obtained in connection with services rendered under this AGREEMENT must be approved in writing by the TOWN OF PARADISE.
- B. Additionally, it is agreed that the Parties intend this to be an AGREEMENT for services and each considers the products and results of the services to be rendered by CONSULTANT hereunder to be work made for hire. CONSULTANT acknowledges and agrees that the work (and all rights therein, including, without limitation, copyright) belongs to and shall be the sole and exclusive property of Town without restriction or limitation upon its use or dissemination by Town.
- C. Nothing herein shall constitute or be construed to be any representation by CONSULTANT that the work product is suitable in any way for any other project except the one detailed in this Contract. Any reuse by the Town for another project or project location shall be at Town's sole risk.
- 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. TOWN OF PARADISE may permit copyrighting reports or other agreement products. If copyrights are permitted; the AGREEMENT shall provide that the FEMA, FHWA, and HUD 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.

ARTICLE XXVII CLAIMS FILED BY TOWN OF PARADISE'S CONSTRUCTION CONTRACTOR

- A. If claims are filed by TOWN OF PARADISE's construction contractor relating to work performed by CONSULTANT's personnel, and additional information or assistance from CONSULTANT's

personnel is required in order to evaluate or defend against such claims; CONSULTANT agrees to make its personnel available for consultation with TOWN OF PARADISE'S construction contract administration and legal staff and for testimony, if necessary, at depositions and at trial or arbitration proceedings.

- B. CONSULTANT's personnel that TOWN OF PARADISE considers essential to assist in defending against construction contractor claims will be made available on reasonable notice from TOWN OF PARADISE. Consultation or testimony will be reimbursed at the same rates, including travel costs that are being paid for CONSULTANT's personnel services under this AGREEMENT.
- C. Services of CONSULTANT's personnel in connection with TOWN OF PARADISE's construction contractor claims will be performed pursuant to a written contract amendment, if necessary, extending the termination date of this AGREEMENT in order to resolve the construction claims.

ARTICLE XXVIII CONFIDENTIALITY OF DATA

- A. All financial, statistical, personal, technical, or other data and information relative to TOWN OF PARADISE's operations, which are designated confidential by TOWN OF PARADISE and made available to CONSULTANT in order to carry out this AGREEMENT, shall be protected by CONSULTANT from unauthorized use and disclosure.
- B. Permission to disclose information on one occasion, or public hearing held by TOWN OF PARADISE relating to the AGREEMENT, shall not authorize CONSULTANT to further disclose such information, or disseminate the same on any other occasion.
- C. CONSULTANT shall not comment publicly to the press or any other media regarding the AGREEMENT or TOWN OF PARADISE's actions on the same, except to TOWN OF PARADISE's staff, CONSULTANT's own personnel involved in the performance of this AGREEMENT, at public hearings, or in response to questions from a Legislative committee.
- D. CONSULTANT shall not issue any news release or public relations item of any nature, whatsoever, regarding work performed or to be performed under this AGREEMENT without prior review of the contents thereof by TOWN OF PARADISE, and receipt of TOWN OF PARADISE'S written permission.
- E. Any subcontract entered into as a result of this contract shall contain all of the provisions of this Article.
- F. All information related to the construction estimate is confidential, and shall not be disclosed by CONSULTANT to any entity, other than TOWN OF PARADISE, Caltrans, and/or FEMA, FHWA, or HUD. All of the materials prepared or assembled by CONSULTANT pursuant to performance of this Contract are confidential and CONSULTANT agrees that they shall not be made available to any individual or organization without the prior written approval of Town or except by court order. If CONSULTANT or any of its officers, employees, or subcontractors

does voluntarily provide information in violation of this Contract, Town has the right to reimbursement and indemnity from CONSULTANT for any damages caused by CONSULTANT releasing the information, including, but not limited to, Town's attorney's fees and disbursements, including without limitation experts' fees and disbursements.

ARTICLE XXIX NATIONAL LABOR RELATIONS BOARD CERTIFICATION

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

ARTICLE XXX EVALUATION OF CONSULTANT

CONSULTANT's performance will be evaluated by TOWN OF PARADISE. A copy of the evaluation will be sent to CONSULTANT for comments. The evaluation together with the comments shall be retained as part of the AGREEMENT record.

ARTICLE XXXI PROMPT PAYMENT

A. PROMPT PAYMENT FROM LOCAL AGENCY TO CONSULTANT

The LOCAL AGENCY shall make all project progress payment within 30 days after receipt of an undisputed and properly submitted payment request from CONSULTANT on a professional service contract. If the LOCAL AGENCY fails to pay promptly, the LOCAL AGENCY shall pay interest to the CONSULTANT, which accrues at the rate of 10 percent per annum on the principal amount of a money judgment remaining unsatisfied and pro-rated as necessary. Upon receipt of the payment request, the LOCAL AGENCY shall act in accordance with both of the following:

- (1) The LOCAL AGENCY shall review each payment request as soon as feasible after receipt to verify it is a proper payment request.
- (2) The LOCAL AGENCY must return any payment request deemed improper by the LOCAL AGENCY to the CONSULTANT as soon as feasible, but not later than seven (7) days, after receipt. A request returned pursuant to this paragraph shall include documentation setting forth in writing the reasons why it is an improper payment request.

B. PROMPT PAYMENT CERTIFICATION

For projects awarded on or after September 1, 2023: the CONSULTANT must now submit Exhibit 9-P to the LOCAL AGENCY administering the contract by the 15th of the month following the month of any payment(s). If the CONSULTANT does not make any payments

to subconsultants, supplier(s), and/or manufacturers they must report “no payments were made to subs this month” and write this visibly and legibly on Exhibit 9-P.

The LOCAL AGENCY must verify all Exhibit 9-P information, monitor compliance with prompt payment requirements for DBE and non-DBE firms, and address any shortfalls to the DBE commitment and prompt payment issues until the end of the project. The LOCAL AGENCY must email a copy of Exhibit 9-P to DBE.Forms@dot.ca.gov before the end of the month after receiving the Exhibit 9-P from the CONSULTANT.

ARTICLE XXXII TITLE VI ASSURANCES

APPENDICES A - E of the TITLE VI ASSURANCES

[The U.S. Department of Transportation Order No.1050.2A requires all federal-aid Department of Transportation contracts between an agency and a consultant to contain Appendices A and E of the Title VI Assurances. Include Appendices B, C, and D if applicable as shown below. In addition, the consultant must include the Title VI Assurances Appendices A and E, and if applicable Appendices B, C, and D in all subcontracts to perform work under the contract.

The clauses of Appendix B of this Assurance shall be included as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a LOCAL AGENCY

The clauses set forth in Appendix C and Appendix D of this Assurance shall be included as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the LOCAL AGENCY with other parties:

- a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and*
- b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.]*

APPENDIX A

During the performance of this Agreement, the contractor, for itself, its assignees and successors in interest (hereinafter collectively referred to as CONSULTANT) agrees as follows:

a. Compliance with Regulations: CONSULTANT shall comply with the regulations relative to nondiscrimination in federally assisted programs of the Department of Transportation, Title 49, Code of Federal Regulations, Part 21, as they may be amended from time to time, (hereinafter referred to as the REGULATIONS), which are herein incorporated by reference and made a part of this agreement.

b. Nondiscrimination: CONSULTANT, with regard to the work performed by it during the AGREEMENT, shall not discriminate on the grounds of race, color, sex, national origin, religion,

age, or disability in the selection and retention of sub-applicants, including procurements of materials and leases of equipment. CONSULTANT shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the Regulations, including employment practices when the agreement covers a program set forth in Appendix B of the Regulations.

c. Solicitations for Sub-agreements, Including Procurements of Materials and Equipment: In all solicitations either by competitive bidding or negotiation made by CONSULTANT for work to be performed under a Sub-agreement, including procurements of materials or leases of equipment, each potential sub-applicant or supplier shall be notified by CONSULTANT of the CONSULTANT'S obligations under this Agreement and the Regulations relative to nondiscrimination on the grounds of race, color, or national origin.

d. Information and Reports: CONSULTANT shall provide all information and reports required by the Regulations, or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the recipient or FHWA to be pertinent to ascertain compliance with such Regulations or directives. Where any information required of CONSULTANT is in the exclusive possession of another who fails or refuses to furnish this information, CONSULTANT shall so certify to the recipient or FHWA as appropriate, and shall set forth what efforts CONSULTANT has made to obtain the information.

e. Sanctions for Noncompliance: In the event of CONSULTANT's noncompliance with the nondiscrimination provisions of this agreement, the recipient shall impose such agreement sanctions as it or the FHWA may determine to be appropriate, including, but not limited to:

i. withholding of payments to CONSULTANT under the Agreement within a reasonable period of time, not to exceed 90 days; and/or

ii. cancellation, termination or suspension of the Agreement, in whole or in part.

f. Incorporation of Provisions: CONSULTANT shall include the provisions of paragraphs (1) through (6) in every sub-agreement, including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.

CONSULTANT shall take such action with respect to any sub-agreement or procurement as the recipient or FHWA may direct as a means of enforcing such provisions including sanctions for noncompliance, provided, however, that, in the event CONSULTANT becomes involved in, or is threatened with, litigation with a sub-applicant or supplier as a result of such direction, CONSULTANT may request the recipient enter into such litigation to protect the interests of the State, and, in addition, CONSULTANT may request the United States to enter into such litigation to protect the interests of the United States.

APPENDIX B CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interest therein from the United States pursuant to the provisions of Assurance 4:

NOW THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that the recipient will accept title to the lands and maintain the project constructed thereon in accordance with Title 23 U.S.C., the regulations for the administration of the preceding statute, and the policies and procedures prescribed by the FHWA of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations,

U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the recipient all the right, title and interest of the U.S. Department of Transportation in and to said lands described in Exhibit A attached hereto and made a part hereof.

(HABENDUM CLAUSE)

TO HAVE AND TO HOLD said lands and interests therein unto the recipient and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the recipient, its successors and assigns. The recipient, in consideration of the conveyance of said lands and interest in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]* (2) that the recipient will use the lands and interests in lands and interest in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the

U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended [, and (3) that in the event of breach of any of the above-mentioned non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said lands, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction].*

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.)

APPENDIX C
CLAUSES FOR TRANSFER OF REAL PROPERTY ACQUIRED OR IMPROVED UNDER THE
ACTIVITY, FACILITY, OR PROGRAM

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the recipient pursuant to the provisions of Assurance 7(a):

A. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add “as a covenant running with the land”] that:

1. In the event facilities are constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations(as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.

B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Nondiscrimination covenants, the recipient will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.*

C. With respect to a deed, in the event of breach of any of the above Non-discrimination covenants, the recipient will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the recipient and its assigns.*

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.)

APPENDIX D
CLAUSES FOR CONSTRUCTION/USE/ACCESS TO REAL PROPERTY ACQUIRED UNDER
THEACTIVITY, FACILITY OR PROGRAM

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by the recipient pursuant to the provisions of Assurance 7(b):

A. The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest ,and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds and leases add, “as a covenant running with the land”) that (1) no person on the ground of race, color,

or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishings of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits or, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended, set forth in this Assurance.

B. With respect to (licenses, leases, permits, etc.) in the event of breach of any of the above of the above Non-discrimination covenants, the recipient will have the right to terminate the (license, permits, etc., as appropriate) and to enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued.*

C. With respect to deeds, in the event of breach of any of the above Non-discrimination covenants, the recipient will there upon revert to and vest in and become the absolute property of the recipient and its assigns.

APPENDIX E

During the performance of this contract, the CONSULTANT, for itself, its assignees, and successors in interest (hereinafter referred to as the "CONSULTANT") agrees to comply with the following nondiscrimination statutes and authorities, including, but not limited to:

Pertinent Non-Discrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), prohibits discrimination on the basis of sex;
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 U.S.C. § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms

“programs or activities” to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);

- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131 – 12189) as implemented by Department of Transportation regulations 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration’s Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of Limited English Proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C.1681 et seq).

ARTICLE XXXIII NOTIFICATION

All notices hereunder and communications regarding interpretation of the terms of this AGREEMENT and changes thereto, shall be effected by personal delivery, five calendar days after deposit in the U.S. Mail (first class postage) or by the mailing thereof by registered or certified mail, return receipt requested, postage prepaid, and addressed as follows:

CONSULTANT: Consor North America, Inc.
Talina Barajas-Chen, Project Manager
2868 Prospect Park Drive, Suite 250
Rancho Cordova, CA 95670

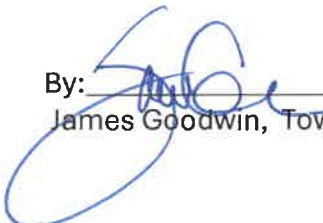
TOWN OF PARADISE: Town of Paradise
Marc Mattox, Contract Administrator
5555 Skyway
Paradise, CA 95969

ARTICLE XXXIV CONTRACT

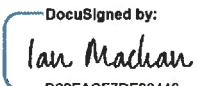
The two parties to this AGREEMENT, who are the before named CONSULTANT and the before named TOWN OF PARADISE, hereby agree that this AGREEMENT constitutes the entire AGREEMENT which is made and concluded in duplicate between the two parties. Both of these parties for and in consideration of the payments to be made, conditions mentioned, and work to be performed; each agree to diligently perform in accordance with the terms and conditions of this AGREEMENT as evidenced by the signatures below.

ARTICLE XXXV SIGNATURES

TOWN OF PARADISE
A Municipal Corporation

By: 
James Goodwin, Town Manager

CONSOR NORTH AMERICA, INC.
Consultant

DocuSigned by:

By: B62FACE7DF80446
Ian Machan, EVP / West Region
Executive Director
4/7/2025 | 2:08:32 PM EDT

APPROVED AS TO FORM:

By: 
Scott E. Huber, Town Attorney

ATTEST: 4-9-2025

By: 
Melanie Elvis, Deputy Town Clerk

TOWN OF PARADISE – AGREEMENT FOR PROFESSIONAL SERVICES
EXHIBIT A SCOPE OF SERVICES

Conсор North America, Inc.

Consultant

On-Call Construction Management, Inspection and Materials Testing

Project Title

Varies

Budget Account Number

Scope of Work Description:

The services which could be requested with this contract are broad within this profession and include the following:

Task 1: Preconstruction Services

- 1) Conduct a thorough review of plans and specifications to identify potential conflicts, constructability issues, value-engineering opportunities, and ensure consistency among plans, specifications, and estimates.
- 2) Perform a preconstruction quality assurance review of the 100% PS&E package, providing written comments in the form of a summary memorandum and "red line" markups of plans and specifications.
- 3) Review final contract plans, specifications, permits, agreements, easements, environmental documents, and technical reports and studies.
- 4) Develop a project schedule, encompassing preconstruction and construction utility relocations, and adhere to notification timelines specified in permits, agreements, and contract documents. Update the schedule upon receipt of the CONTRACTOR's schedule.
- 5) Analyze Project Traffic Management Plans during pre-construction reviews, review project staging plans, and propose revisions as necessary. Review permits, agreements, and environmental commitments.
- 6) Review the project schedule, incorporating all preconstruction and utility relocations by others, and notification timelines noted in permits, agreements, and contract documents. Evaluate and collaborate with the TOWN Project Manager to enhance the schedule upon receipt of the CONTRACTOR's schedule.
- 7) Attend Project Development Team meetings during the design phase to discuss design features and review contract administration procedures.

8) Schedule, coordinate, and host a preconstruction meeting with the CONTRACTOR and Town after the award of the construction contract.

Task 2: Construction Management Services During Construction

1) Provide all necessary services to manage construction projects in accordance with Caltrans Local Assistance Procedures Manual Chapter 16: Administer Construction Contracts.

2) Project Coordination and Correspondence

- a. Coordinate and assist CONTRACTORs, surveyors, material testers, the design engineer, other agencies, utility companies, and relevant parties as needed.
- b. Maintain close contact with the town, provide an on-site Resident Engineer, and keep the Design Engineering firm informed of all pertinent correspondence.
- c. Review all Town and CONTRACTOR correspondence as necessary and collaborate with applicable parties to develop responses.
- d. Schedule, coordinate, and attend weekly construction contract coordination meetings with the CONTRACTOR.
- e. Monitor project safety, the company's Injury Illness Prevention Plan (IIPP), Cal/OSHA regulations, and requirements, documenting and notifying the contractor of potential violations.
- f. Perform labor compliance reviews and correspond with the CONTRACTOR regarding any outstanding issues.
- g. Track DBE and Section 3 utilization and compliance.
- h. Maintain virtual project files, accessible to the Town at all times, in compliance with the Caltrans Construction Manual

2) Schedule Management, Progress Meetings, and Reports

- a. Review the planned schedule for conformance with specifications and assess the reasonableness of the sequence and duration of activities.
- b. Monitor work progress against the planned schedule, reporting any schedule slippage to the town's project manager and providing time impact analysis. Update the construction schedule to reflect actual progress, weather delays, and change order impacts.
- c. Prepare weekly statements of working days and provide them to the contractor in a Caltrans format.
- d. Prepare and submit a monthly progress report to the Town detailing key issues, cost status, and schedule status.

3) Payment Recommendations

- a. Review CONTRACTOR's initial schedule of values for reasonableness and ease of monitoring.
- b. Review quantities submitted with monthly progress payment requests and analyze discrepancies.
- c. Prepare monthly progress payment recommendations by measuring bid items, checking percent complete in the field, and assisting with contractor meetings to resolve differences.
- d. Submit monthly progress payment spreadsheets to the Town for payment processing, including backup calculations in Caltrans format.

4) Requests for Information (RFI) and Material Submittals

- a. Review and monitor all Requests for Information (RFI) from CONTRACTOR.
- b. Review, respond to, and track responses to RFI related to construction issues.
- c. Provide design-related RFI to the Design Engineering firm for technical discussions and concurrence on potential changes or design impacts. Process responses to CONTRACTOR promptly.
- d. Lead meetings with the Town, CONTRACTOR, and other parties to discuss and resolve outstanding RFIs.
- e. Collect, log, review, distribute, track, and respond to all material submittals submitted by the CONTRACTOR.

5) Contract Change Orders (CCOs)

- a. Issue written work change directives for contract changes and extra work.
- b. Review all change orders related to construction issues based on drawings, specifications, and other design information from the Design Engineering firm.
- c. Perform change order analysis, including reviewing proposed change orders, quotations from CONTRACTOR, negotiated change order costs, time extensions, and processing final negotiated change orders. Prepare CCOs and recommendations for Town review and approval.
- d. Recommend and monitor appropriate levels of budget contingency required during all phases of the project.

6) Construction Observation/Inspection Services

- a. Provide day-to-day on-the-job observation/inspection of all construction work, ensuring contract compliance and documenting construction activities.
- b. Prepare daily inspection reports, take progress photographs, review CONTRACTOR record drawing markups, and coordinate final inspection with the Town.

- c. Provide photo documentation of pre-, during and post-construction activities.
- d. Perform ADA facility inspections and complete certification documentation.
- e. Assist with matters related to project construction.

7) Claims Management

- a. Review any material related to dispute resolution with the contractor's methodologies, policies, and procedures, collaborating with the Town as necessary.
- b. Review and manage additional compensation claims submitted during construction.
- c. Provide claim administration, including coordinating and monitoring claims response preparation, logging claims, tracking claims status, and preparing documentation for dispute resolution hearings.

8) Record Drawings

- a. Confirm on a monthly basis that the contractor maintains up-to-date marked-up prints of construction drawings and documents, showing all field changes and as-built conditions. Maintain these drawings and documents in the construction field office.

Task 3: Labor Compliance

- 1) Perform labor compliance reviews and correspond with the contractor regarding any outstanding issues.
- 2) Collect and review payrolls and conduct interviews on federal projects.
- 3) Recommend progress payment deductions based on labor compliance deficiencies.
- 4) Ensure compliance with DBE, EEO and HUD Section 3 requirements and reporting.

Task 4: Public Outreach

- 1) Coordinate with the TOWN, Resident Engineer, and other stakeholders to obtain accurate construction information for public outreach efforts.
- 2) Maintain close contact with the TOWN, Resident Engineer, and TOWN Public Information Officer on all correspondence.
- 3) Develop public outreach strategies based on input from the TOWN, Resident Engineer, and TOWN Public Information Officer, coordinating with relevant parties as needed.
- 4) Attend construction contract coordination meetings with the TOWN and Resident Engineer.
- 5) Prepare web updates and newspaper updates to inform the public about temporary construction impacts.

- 6) Plan, coordinate, and oversee project groundbreaking and ribbon cutting ceremonies.

Task 5: Traffic Management Coordination

- 1) Coordinate with the TOWN, Resident Engineer, and Contractor to review the project construction baseline schedule and identify conflicts with staging and traffic management plans.
- 2) Review traffic management plans and staging plans for potential conflicts with adjacent or nearby projects that are already under construction.
- 3) Analyze traffic management plan conflicts between projects and recommend revisions to reduce temporary traffic impacts during construction.

Task 6: Environmental Coordination & Monitoring

- 1) Review mitigation monitoring plans and environmental commitment records, documenting compliance.
- 2) Perform surveys and tasks as required by the environmental document, monitoring the contractor's biologist and coordinating as necessary.
- 3) Monitor, track, and log environmental trainings for onsite personnel to ensure compliance with environmental requirements.

Task 7: Storm Water Pollution Prevention Plan (SWPPP) – Construction Activities

- 1) Provide SWPPP services appropriate for the project's risk level, including data entry and compliance with relevant regulations.
- 2) Comply with all applicable laws and requirements, including the Clean Water Act, Porter-Cologne, and local permits, performing necessary inspections and follow-ups with the contractor.

Task 8: Material Testing and Quality Assurance

- 1) Test Planning and Coordination
 - a. Review project specifications and requirements to determine the scope of material testing needed.
 - b. Identify the types of materials to be tested, such as concrete, asphalt, soil, steel, etc.
 - c. Determine the frequency and locations for material sampling and testing.
 - d. Coordinate with the project team, including engineers, contractors, and regulatory agencies, to establish a testing schedule and sampling points.
 - e. Prepare a comprehensive material testing plan outlining the methods, standards, and procedures to be followed.
- 2) Sample Collection and Preparation

- a. Identify appropriate sampling locations based on project specifications and requirements.
- b. Collect representative samples of the materials to be tested, ensuring proper handling and labeling.
- c. Prepare samples for testing by following established procedures, including sample splitting, drying, and other necessary treatments.

3) Laboratory Testing

- a. Transport samples to the laboratory facility while maintaining proper chain of custody.
- b. Conduct a range of material tests based on project requirements, which may include:
 - i. Compression testing for concrete or masonry
 - ii. Sieve analysis for aggregates
 - iii. Atterberg limits testing for soils
 - iv. Asphalt mix design testing
 - v. Chemical analysis for contaminants

4) Data Analysis and Reporting

- a. Analyze test results to determine the material's compliance with project specifications and quality standards.
- b. Identify any deviations from expected material properties or performance.
- c. Prepare detailed reports summarizing the test results, including pass/fail determinations and any recommended actions.

Task 9: Post Construction Services (Close Out/Claims)

- 1) Review punch list items of remaining work, resolve outstanding contract change orders, global settlements, dispute resolution, and arbitration meetings.
- 2) Compile all final material testing reports, documentation, and certifications for inclusion in the project's closeout documentation.
- 3) Provide project changes to original design documents, records, and drawings.
- 4) Review and process the final payment.
- 5) Complete Caltrans closeout forms.
- 6) Provide a final electronic transmittal of all project documents which will be used for potential future audit from various funding sources. This transmittal shall include all project

correspondence and project documents created in the delivery of the Consultant's services.

Task 10: Other Services as Necessary

- 1) Requested Construction Management, Inspection and Materials Testing services may include other related professional and administrative tasks to assist the Town depending on the scope of the proposed project. These services shall be in accordance with applicable law, HUD/HCD requirements, Caltrans Standards, FHWA Standards, FEMA requirements, and the Town's Standards.

TOWN OF PARADISE – AGREEMENT FOR PROFESSIONAL SERVICES
EXHIBIT B COMPENSATION

Conzor North America, Inc.

Consultant

On-Call Construction Management, Inspection and Materials Testing

Project Title

Varies

Budget Account Number

Compensation for services shall be in accordance with the specified rates of compensation, shown on the following page(s):

Approved ICRs and fee % are fixed for the life of the contract.

INSERT CONSULTANT COST PROPOSAL

SAMPLE COST PROPOSAL

Sample Only - Required Cost Proposal Template To Be Determined By Agency

SAMPLE COST PROPOSAL 4: FOR CONTRACTS WITH PREVAILING WAGES

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Consor North America PRIME X SUB PROJECT NO. RFQ # 2024-001 CONTRACT NO. DATE 1/14/2024

CONTRACT TYPE Prime Consultant's Contract Amount \$

Loaded Rate Calculation

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

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable Delta DELTA (TOTAL)	DELTA (BASE) = Employee Base - DIR Base			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class				
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight				OT (1.5x)	OT (2x)		
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT		Straight													1.5 OT	2.0 OT				Straight	1.5 OT
Charlie Hayler Principal-In-Charge/Resident Engineer	FIELD	1/1/2025	12/31/2025	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$124.63	\$155.01	\$146.64	\$146.64	\$146.64	\$26.00	\$172.64	\$172.64	\$172.64	\$78.40	\$48.02	\$17.63	\$0.00	\$55.49	\$25.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$437.18	\$437.18	\$437.18	5.00%	\$ 146.64	N/A	
		1/1/2026	12/31/2026	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$124.63	\$155.01	\$153.97	\$153.97	\$153.97	\$26.00	\$179.97	\$179.97	\$179.97	\$85.73	\$55.35	\$24.96	\$0.00	\$62.82	\$32.43	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$459.04	\$459.04	\$459.04	5.00%	\$ 153.97		
		1/1/2027	12/31/2027	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$124.63	\$155.01	\$161.67	\$161.67	\$161.67	\$26.00	\$187.67	\$187.67	\$187.67	\$93.43	\$63.05	\$32.66	\$0.00	\$70.52	\$40.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$481.99	\$481.99	\$481.99	5.00%	\$ 161.67		
Prevailing Wage Work (Exempt)		1/1/2028	12/31/2028	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$124.63	\$155.01	\$169.75	\$169.75	\$169.75	\$26.00	\$195.75	\$195.75	\$195.75	\$101.51	\$71.13	\$40.74	\$0.00	\$78.60	\$48.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$506.08	\$506.08	\$506.08	5.00%	\$ 169.75		
Charlie Hayler Principal-In-Charge/Resident Engineer	FIELD	1/1/2025	12/31/2025	\$68.37	\$102.56	\$136.74	\$33.47	\$101.84	\$136.03	\$170.21	\$146.64	\$146.64	\$146.64	\$26.00	\$172.64	\$172.64	\$172.64	\$70.80	\$36.62	\$2.43	\$0.00	\$44.09	\$9.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$437.18	\$437.18	\$437.18	5.00%	\$ 146.64	N/A
		1/1/2026	12/31/2026	\$68.37	\$102.56	\$136.74	\$33.47	\$101.84	\$136.03	\$170.21	\$153.97	\$153.97	\$153.97	\$26.00	\$179.97	\$179.97	\$179.97	\$78.13	\$43.95	\$9.76	\$0.00	\$51.42	\$17.23	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$459.04	\$459.04	\$459.04	5.00%	\$ 153.97	
		1/1/2027	12/31/2027	\$68.37	\$102.56	\$136.74	\$33.47	\$101.84	\$136.03	\$170.21	\$161.67	\$161.67	\$161.67	\$26.00	\$187.67	\$187.67	\$187.67	\$85.83	\$51.65	\$17.46	\$0.00	\$59.12	\$24.93	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$481.99	\$481.99	\$481.99	5.00%	\$ 161.67	
Prevailing Wage Work Second Shift (Exempt)		1/1/2028	12/31/2028	\$68.37	\$102.56	\$136.74	\$33.47	\$101.84	\$136.03	\$170.21	\$169.75	\$169.75	\$169.75	\$26.00	\$195.75	\$195.75	\$195.75	\$93.91	\$59.73	\$25.54	\$0.00	\$67.20	\$33.01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$506.08	\$506.08	\$506.08	5.00%	\$ 169.75	
Charlie Hayler Principal-In-Charge/Resident Engineer	HOME	1/1/2025	12/31/2025															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$437.18	\$510.50	\$583.82	5.00%	\$ 146.64	N/A		
		1/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00											\$459.04	\$536.02	\$613.01	5.00%	\$ 153.97			
		1/1/2027	12/31/2027															\$0.00	\$0.00	\$0.00												\$481.99	\$562.83	\$643.66	5.00%		\$ 161.67	
Non-Prevailing Wage Work (Exempt)		1/1/2028	12/31/2028															\$0.00	\$0.00	\$0.00												\$506.08	\$590.96	\$675.83	5.00%		\$ 169.75	
Talina Barajas-Chen Contract Manager/Resident Engineer	FIELD	1/1/2025	12/31/2025	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$124.63	\$155.01	\$83.43	\$83.43	\$83.43	\$20.61	\$104.04	\$104.04	\$104.04	\$9.80	(\$20.59)	(\$50.97)	\$0.00	(\$7.72)	(\$38.11)	\$0.00	(\$7.72)	(\$38.11)	\$0.00	(\$12.86)	(\$12.86)	\$248.73	\$310.10	\$400.69	5.00%	\$ 83.43	N/A			
		1/1/2026	12/31/2026	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$124.63	\$155.01	\$87.60	\$87.60	\$87.60	\$20.61	\$108.21	\$108.21	\$108.21	\$13.97	(\$16.42)	(\$46.80)	\$0.00	(\$3.56)	(\$33.94)	\$0.00	(\$3.56)	(\$33.94)	\$0.00	(\$12.86)	(\$12.86)	\$261.16	\$310.10	\$400.69	5.00%	\$ 87.60				
		1/1/2027	12/31/2027	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$124.63	\$155.01	\$91.98	\$91.98	\$91.98	\$20.61	\$112.59	\$112.59	\$112.59	\$18.35	(\$12.04)	(\$42.42)	\$0.00	\$0.83	(\$29.56)	\$0.00	\$0.00	(\$29.56)	\$0.00	(\$12.04)	(\$12.86)	\$274.22	\$310.10	\$400.69	5.00%	\$ 91.98				
Prevailing Wage Work (Exempt)		1/1/2028	12/31/2028	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$124.63	\$155.01	\$96.58	\$96.58	\$96.58	\$20.61	\$117.19	\$117.19	\$117.19	\$15.35	(\$18.84)	(\$53.02)	\$0.00	\$5.43	(\$24.96)	\$0.00	\$0.00	(\$24.96)	\$0.00	(\$7.44)	(\$12.86)	\$287.94	\$310.10	\$400.69	5.00%	\$ 96.58				
Talina Barajas-Chen Contract Manager/Resident Engineer	FIELD	1/1/2025	12/31/2025	\$68.37	\$102.56	\$136.74	\$33.47	\$101.84	\$136.03	\$170.21	\$83.43	\$83.43	\$83.43	\$20.61	\$104.04	\$104.04	\$104.04	\$2.20	(\$31.99)	(\$66.17)	\$0.00	(\$19.13)	(\$53.31)	\$0.00	(\$19.13)	(\$53.31)	\$0.00	(\$12.86)	(\$12.86)	\$248.73	\$344.09	\$446.00	5.00%	\$ 83.43	N/A			
		1/1/2026	12/31/2026	\$68.37	\$102.56	\$136.74	\$33.47	\$101.84	\$136.03	\$170.21	\$87.60	\$87.60	\$87.60	\$20.61	\$108.21	\$108.21	\$108.21	\$6.37	(\$27.82)	(\$62.00)	\$0.00	(\$14.96)	(\$49.14)	\$0.00	(\$14.96)	(\$49.14)	\$0.00	(\$12.86)	(\$12.86)	\$261.16	\$344.09	\$446.01	5.00%	\$ 87.60				
		1/1/2027	12/31/2027	\$68.37	\$102.56	\$136.74	\$33.47	\$101.84	\$136.03	\$170.21	\$91.98	\$91.98	\$91.98	\$20.61	\$112.59	\$112.59	\$112.59	\$10.75	(\$23.44)	(\$57.62)	\$0.00	(\$10.58)	(\$44.76)	\$0.00	(\$10.58)	(\$44.76)	\$0.00	(\$12.86)	(\$12.86)	\$274.22	\$344.09	\$446.01	5.00%	\$ 91.98				
Prevailing Wage Work Second Shift (Exempt)		1/1/2028	12/31/2028	\$68.37	\$102.56	\$136.74	\$33.47	\$101.84	\$136.03	\$170.21	\$96.58	\$96.58	\$96.58	\$20.61	\$117.19	\$117.19	\$117.19	\$15.35	(\$18.84)	(\$53.02)	\$0.00	(\$5.98)	(\$40.16)	\$0.00	(\$5.98)	(\$40.16)	\$0.00	(\$12.86)	(\$12.86)	\$287.94	\$344.09	\$446.01	5.00%	\$ 96.58				
Talina Barajas-Chen Contract Manager/Resident Engineer	HOME	1/1/2025	12/31/2025															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$248.73	\$290.45	\$332.16	5.00%	\$ 83.43	N/A			
		1/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00											\$261.16	\$304.96	\$348.76	5.00%		\$ 87.60		
		1/1/2027	12/31/2027															\$0.00	\$0.00	\$0.00												\$274.22	\$320.21	\$366.20		5.00%	\$ 91.98	
Non-Prevailing Wage Work (Exempt)		1/1/2028	12/31/2028															\$0.00	\$0.00	\$0.00												\$287.94	\$336.23	\$384.52		5.00%	\$ 96.58	
Nick Clouser Project Manager	FIELD	1/1/2025	12/31/2025	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$124.63	\$155.01	\$90.27	\$90.27	\$90.27	\$16.22	\$106.49	\$106.49	\$106.49	\$12.25	(\$18.14)	(\$48.52)	\$0.00	(\$0.89)	(\$31.27)	\$0.00	(\$0.89)	(\$31.27)	\$0.00	(\$17.25)	(\$17.25)	\$269.12	\$323.19	\$413.78	5.00%	\$ 90.27	N/A			
		1/1/2026	12/31/2026	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$124.63	\$155.01	\$94.78	\$94.78	\$94.78	\$16.22	\$111.00	\$111.00	\$111.00	\$16.76	(\$13.63)	(\$44.01)	\$0.00	\$3.63	(\$26.76)	\$0.00	\$0.00	(\$26.76)	\$0.00	(\$13.63)	(\$17.25)	\$282.57	\$323.19	\$413.78	5.00%	\$ 94.78				
		1/1/2027	12/31/2027	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$124.63	\$155.01	\$99.52	\$99.52	\$99.52	\$16.22	\$115.74	\$115.74	\$115.74	\$21.50	(\$8.89)	(\$39.27)	\$0.00	\$8.36	(\$22.02)	\$0.00	\$0.00	(\$22.02)	\$0.00	(\$8.89)	(\$17.25)	\$296.70	\$323.19	\$413.78	5.00%	\$ 99.52				
Prevailing Wage Work (Exempt)		1/1/2028	12/31/2028	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$124.63	\$155.01	\$104.50	\$104.50	\$104.50	\$16.22	\$120.72	\$120.72	\$120.72	\$26.48	(\$3.91)	(\$34.29)	\$0.00	\$13.35	(\$17.04)	\$0.00	\$0.00	(\$17.04)	\$0.00	(\$3.91)	(\$17.25)	\$311.55	\$323.19	\$413.78	5.00%	\$ 104.50				
Nick Clouser Project Manager	FIELD	1/1/2025	12/31/2025	\$68.37	\$102.56	\$136.74	\$33.47	\$101.84	\$136.03	\$170.21	\$90.27	\$90.27	\$90.27	\$16.22	\$106.49	\$106.49	\$106.49	\$4.85	(\$29.54)	(\$63.72)	\$0.00	(\$12.29)	(\$46.47)	\$0.00	(\$12.29)	(\$46.47)	\$0.00	(\$17.25)	(\$17.25)	\$269.12	\$357.18	\$459.09	5.00%	\$ 90.27	N/A			
		1/1/2026	12/3																																			

Dylan O'Riley	Office Engineer	FIELD	1/1/2025	12/31/2025	\$66.12	\$99.18	\$132.24	\$33.47	\$99.59	\$132.65	\$165.71	\$62.50	\$93.75	\$125.00	\$96.65	\$72.15	\$103.40	\$134.65	(\$27.44)	(\$29.25)	(\$31.06)	(\$27.44)	(\$5.43)	(\$7.24)	(\$3.62)	(\$5.43)	(\$7.24)	(\$23.82)	(\$23.82)	(\$23.82)	\$268.14	\$304.79	\$341.43	5.00%	\$	62.50	N/A	
Prevailing Wage Work			1/1/2026	12/31/2026	\$66.12	\$99.18	\$132.24	\$33.47	\$99.59	\$132.65	\$165.71	\$65.63	\$98.45	\$131.26	\$96.65	\$75.28	\$108.10	\$140.91	(\$24.31)	(\$24.56)	(\$24.80)	(\$24.31)	(\$0.74)	(\$0.98)	(\$0.49)	(\$0.74)	(\$0.98)	(\$23.82)	(\$23.82)	(\$23.82)	\$268.14	\$301.69	\$335.23	5.00%	\$	65.63		
Second Shift			1/1/2027	12/31/2027	\$66.12	\$99.18	\$132.24	\$33.47	\$99.59	\$132.65	\$165.71	\$68.91	\$103.37	\$137.82	\$96.65	\$78.56	\$113.02	\$147.47	(\$21.03)	(\$18.24)	(\$19.54)	(\$21.03)	\$4.18	\$5.58	\$0.00	\$0.00	\$0.00	(\$21.03)	(\$19.64)	(\$18.24)	\$268.14	\$298.44	\$328.73	5.00%	\$	68.91		
(non-Exempt)			1/1/2028	12/31/2028	\$66.12	\$99.18	\$132.24	\$33.47	\$99.59	\$132.65	\$165.71	\$72.36	\$108.54	\$144.72	\$96.65	\$82.01	\$118.19	\$154.37	(\$17.58)	(\$14.46)	(\$11.34)	(\$17.58)	\$9.36	\$12.48	\$0.00	\$0.00	\$0.00	(\$17.58)	(\$14.46)	(\$11.34)	\$268.14	\$295.02	\$321.90	5.00%	\$	72.36		
Dylan O'Riley	Office Engineer	HOME	1/1/2025	12/31/2025															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$186.33	\$217.58	\$248.83	5.00%	\$	62.50	N/A	
Non-Prevailing Wage Work			1/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00										\$195.66	\$228.48	\$261.29	5.00%	\$	65.63		
(non-Exempt)			1/1/2027	12/31/2027															\$0.00	\$0.00	\$0.00										\$205.44	\$239.90	\$274.35	5.00%	\$	68.91		
			1/1/2028	12/31/2028															\$0.00	\$0.00	\$0.00										\$215.73	\$251.91	\$288.09	5.00%	\$	72.36		
Jesse Dean Construction Inspector		FIELD	1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$70.00	\$93.75	\$140.00	\$14.74	\$84.74	\$119.74	\$154.74	(\$7.50)	(\$1.89)		(\$7.50)	\$16.85	\$22.46	\$0.00	\$0.00	\$0.00	(\$7.50)	(\$1.89)	\$0.00	\$231.05	\$249.31	\$278.69	5.00%	\$	70.00	N/A	
Prevailing Wage Work			1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$73.50	\$110.25	\$147.00	\$14.74	\$88.24	\$124.99	\$161.74	(\$4.00)	\$3.36		(\$4.00)	\$22.10	\$29.46	\$0.00	\$0.00	\$0.00	(\$4.00)	\$0.00	\$0.00	\$231.05	\$255.88	\$292.63	5.00%	\$	73.50		
Second Shift			1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$77.18	\$115.77	\$154.36	\$14.74	\$91.92	\$130.51	\$169.10	(\$0.32)	\$8.89		(\$0.32)	\$27.62	\$36.82	\$0.00	\$0.00	\$0.00	(\$0.32)	\$0.00	\$0.00	\$231.05	\$268.69	\$307.28	5.00%	\$	77.18		
(non-Exempt)			1/1/2028	12/31/2028	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$81.04	\$121.56	\$162.08	\$14.74	\$95.78	\$136.30	\$176.82	\$3.54	\$14.68			\$33.41	\$44.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$241.61	\$282.13	\$322.65	5.00%	\$	81.04		
Jesse Dean Construction Inspector		FIELD	1/1/2025	12/31/2025	\$66.12	\$99.18	\$132.24	\$33.47	\$99.59	\$132.65	\$165.71	\$62.50	\$93.75	\$125.00	\$14.74	\$77.24	\$108.49	\$139.74	(\$22.35)	(\$24.16)	(\$25.97)	(\$22.35)	(\$5.43)	(\$7.24)	(\$3.62)	(\$5.43)	(\$7.24)	(\$18.73)	(\$18.73)	(\$18.73)	\$252.97	\$289.61	\$326.26	5.00%	\$	62.50	N/A	
Prevailing Wage Work			1/1/2026	12/31/2026	\$66.12	\$99.18	\$132.24	\$33.47	\$99.59	\$132.65	\$165.71	\$65.63	\$98.45	\$131.26	\$14.74	\$80.37	\$113.19	\$146.00	(\$19.22)	(\$19.47)	(\$19.71)	(\$19.22)	(\$0.74)	(\$0.98)	(\$0.49)	(\$0.74)	(\$0.98)	(\$18.73)	(\$18.73)	(\$18.73)	\$252.97	\$286.51	\$320.06	5.00%	\$	65.63		
Second Shift			1/1/2027	12/31/2027	\$66.12	\$99.18	\$132.24	\$33.47	\$99.59	\$132.65	\$165.71	\$68.91	\$103.37	\$137.82	\$14.74	\$83.65	\$118.11	\$152.56	(\$15.94)	(\$14.55)	(\$13.15)	(\$15.94)	\$4.18	\$5.58	\$0.00	\$0.00	\$0.00	(\$15.94)	(\$14.55)	(\$13.15)	\$252.97	\$283.26	\$313.56	5.00%	\$	68.91		
(non-Exempt)			1/1/2028	12/31/2028	\$66.12	\$99.18	\$132.24	\$33.47	\$99.59	\$132.65	\$165.71	\$72.36	\$108.54	\$144.72	\$14.74	\$87.10	\$123.28	\$159.46	(\$12.49)	(\$9.37)	(\$6.25)	(\$12.49)	\$9.36	\$12.48	\$0.00	\$0.00	\$0.00	(\$12.49)	(\$9.37)	(\$6.25)	\$252.97	\$279.84	\$306.72	5.00%	\$	72.36		
Jesse Dean Construction Inspector		HOME	1/1/2025	12/31/2025															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$186.33	\$217.58	\$248.83	5.00%	\$	62.50	N/A	
Non-Prevailing Wage Work			1/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00										\$195.66	\$228.48	\$261.29	5.00%	\$	65.63		
(non-Exempt)			1/1/2027	12/31/2027															\$0.00	\$0.00	\$0.00										\$205.44	\$239.90	\$274.35	5.00%	\$	68.91		
			1/1/2028	12/31/2028															\$0.00	\$0.00	\$0.00										\$215.73	\$251.91	\$288.09	5.00%	\$	72.36		
Jerry Hayes Construction Inspector		FIELD	1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$62.50	\$93.75	\$125.00	\$6.04	\$68.54	\$99.79	\$131.04	(\$23.70)	(\$21.84)	(\$19.97)	(\$23.70)	\$5.60	\$7.46	\$0.00	\$0.00	\$0.00	(\$23.70)	(\$21.84)	(\$19.97)	\$256.99	\$282.68	\$308.37	5.00%	\$	62.50	N/A	
Prevailing Wage Work			1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$65.63	\$98.45	\$131.26	\$6.04	\$71.67	\$104.49	\$137.30	(\$20.57)	(\$17.14)	(\$13.71)	(\$20.57)	\$10.29	\$13.72	\$0.00	\$0.00	\$0.00	(\$20.57)	(\$17.14)	(\$13.71)	\$256.99	\$279.58	\$302.17	5.00%	\$	65.63		
Second Shift			1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$68.91	\$103.37	\$137.82	\$6.04	\$74.95	\$109.41	\$143.86	(\$17.29)	(\$12.22)	(\$7.15)	(\$17.29)	\$15.21	\$20.28	\$0.00	\$0.00	\$0.00	(\$17.29)	(\$12.22)	(\$7.15)	\$256.99	\$276.33	\$295.67	5.00%	\$	68.91		
(non-Exempt)			1/1/2028	12/31/2028	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$72.36	\$108.54	\$144.72	\$6.04	\$78.40	\$114.58	\$150.76	(\$13.84)	(\$7.05)	(\$0.25)	(\$13.84)	\$20.39	\$27.18	\$0.00	\$0.00	\$0.00	(\$13.84)	(\$7.05)	(\$0.25)	\$256.99	\$272.91	\$288.83	5.00%	\$	72.36		
Jerry Hayes Construction Inspector		FIELD	1/1/2025	12/31/2025	\$66.12	\$99.18	\$132.24	\$33.47	\$99.59	\$132.65	\$165.71	\$62.50	\$93.75	\$125.00	\$6.04	\$68.54	\$99.79	\$131.04	(\$31.05)	(\$32.86)	(\$34.67)	(\$31.05)	(\$5.43)	(\$7.24)	(\$3.62)	(\$5.43)	(\$7.24)	(\$27.43)	(\$27.43)	(\$27.43)	\$278.90	\$315.55	\$352.19	5.00%	\$	62.50	N/A	
Prevailing Wage Work			1/1/2026	12/31/2026	\$66.12	\$99.18	\$132.24	\$33.47	\$99.59	\$132.65	\$165.71	\$65.63	\$98.45	\$131.26	\$6.04	\$71.67	\$104.49	\$137.30	(\$27.92)	(\$28.17)	(\$28.41)	(\$27.92)	(\$0.74)	(\$0.98)	(\$0.49)	(\$0.74)	(\$0.98)	(\$27.43)	(\$27.43)	(\$27.43)	\$278.90	\$312.45	\$345.99	5.00%	\$	65.63		
Second Shift			1/1/2027	12/31/2027	\$66.12	\$99.18	\$132.24	\$33.47	\$99.59	\$132.65	\$165.71	\$68.91	\$103.37	\$137.82	\$6.04	\$74.95	\$109.41	\$143.86	(\$24.64)	(\$23.25)	(\$21.85)	(\$24.64)	\$4.18	\$5.58	\$0.00	\$0.00	\$0.00	(\$24.64)	(\$23.25)	(\$21.85)	\$278.90	\$309.20	\$339.49	5.00%	\$	68.91		
(non-Exempt)			1/1/2028	12/31/2028	\$66.12	\$99.18	\$132.24	\$33.47	\$99.59	\$132.65	\$165.71	\$72.36	\$108.54	\$144.72	\$6.04	\$78.40	\$114.58	\$150.76	(\$21.19)	(\$18.07)	(\$14.95)	(\$21.19)	\$9.36	\$12.48	\$0.00	\$0.00	\$0.00	(\$21.19)	(\$18.07)	(\$14.95)	\$278.90	\$305.78	\$332.66	5.00%	\$	72.36		
Jerry Hayes Construction Inspector		HOME	1/1/2025	12/31/2025															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$186.33	\$217.58	\$248.83	5.00%	\$	62.50	N/A	
Non-Prevailing Wage Work			1/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00										\$195.66	\$228.48	\$261.29	5.00%	\$	65.63		
(non-Exempt)			1/1/2027	12/31/2027															\$0.00	\$0.00	\$0.00										\$205.44	\$239.90	\$274.35	5.00%	\$	68.91		
			1/1/2028	12/31/2028															\$0.00	\$0.00	\$0.00										\$215.73	\$251.91	\$288.09	5.00%	\$	72.36		
Steve Elkins Construction Inspector		FIELD	1/1/2025	12/31/2025	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$124.63	\$155.01	\$95.00	\$142.50	\$190.00	\$0.00	\$95.00	\$142.50	\$190.00	\$0.76	\$17.88	\$34.99	\$0.00	\$51.35	\$68.46	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$283.23	\$330.73	\$378.23	5.00%	\$	95.00	N/A	
Prevailing Wage Work			1/1/2026	12/31/2026	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$124.63	\$155.01	\$99.75	\$149.63	\$199.50	\$0.00	\$99.75	\$149.63	\$199.50	\$5.51	\$25.00	\$44.49	\$0.00	\$58.47	\$77.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$297.39	\$347.26	\$397.14	5.00%	\$	99.75	
Second Shift			1/1/2027	12/31/2027	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$124.63	\$155.01	\$104.74	\$157.11	\$209.48	\$0.00	\$104.74	\$157.11	\$209.48	\$10.50	\$32.49	\$54.47	\$0.00	\$65.96	\$87.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$312.26	\$364.63	\$417.00	5.00%	\$	104.74	
(non-Exempt)			1/1/2028	12/31/2028	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$124.63	\$155.01	\$109.98	\$164.97	\$219.96	\$0.00	\$109.98	\$164.97	\$219.96	\$15.74	\$40.35	\$64.95	\$0.00	\$73.82	\$98.42	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$327.89	\$382.88	\$437.87	5.00%	\$	109.98	
Steve Elkins Construction Inspector		FIELD	1/1/2025	12/31/2025	\$68.37	\$102.56	\$136.74	\$33.47	\$101.84	\$136.03	\$170.21	\$95.00	\$142.50	\$190.00	\$0.00	\$95.00	\$142.50	\$190.00	(\$6.84)	\$6.47	\$19.79	(\$6.84)	\$39.95	\$53.26	\$0.00	\$0.00	\$0.00	(\$6.84)	\$0.00	\$0.00	\$0.00	\$303.62	\$330.73	\$378.23	5.00%	\$	95.00	N/A
Prevailing Wage Work			1/1/2026	12/31/2026	\$68.37	\$102.56	\$136.74	\$33.47	\$101.84	\$136.03																												

1. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.

2. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.

3. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on xx/xx/xx. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on xx/xx/xx. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

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

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above,
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

SAMPLE COST PROPOSAL 2 Page 1 of 3

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

Note: Mark-ups are Not Allowed

Consultant : Consor NA

☒ Prime Consultant

☐ Subconsultant

☐ 2nd Tier Subconsultant

Project No.

Contract No. Town of Paradise RFQ Participation Amount \$ _TBD
2024-001

11/13/2024

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	To			
Charlie Hayler, Principal-In-Charge/Resident Engineer (PW)	\$437.18	\$437.18	\$437.18	10/3/2024	12/31/2024	\$146.64	5%	Not Applicable
	\$459.04	\$459.04	\$459.04	1/1/2025	12/31/2025	\$153.97	5%	
	\$481.99	\$481.99	\$481.99	1/1/2026	12/31/2026	\$161.67	5%	
	\$506.08	\$506.08	\$506.08	1/1/2027	12/31/2027	\$169.75	5%	
Exempt								
Charlie Hayler, Principal-In-Charge/Resident Engineer (PW Second Shift)	\$437.18	\$437.18	\$437.18	10/3/2024	12/31/2024	\$146.64	5%	Not Applicable
	\$459.04	\$459.04	\$459.04	1/1/2025	12/31/2025	\$153.97	5%	
	\$481.99	\$481.99	\$481.99	1/1/2026	12/31/2026	\$161.67	5%	
	\$506.08	\$506.08	\$506.08	1/1/2027	12/31/2027	\$169.75	5%	
Exempt								
Charlie Hayler, Principal-In-Charge/Resident Engineer (Non-PW)	\$437.18	\$510.50	\$583.82	10/3/2024	12/31/2024	\$146.64	5%	Not Applicable
	\$459.04	\$536.02	\$613.01	1/1/2025	12/31/2025	\$153.97	5%	
	\$481.99	\$562.83	\$643.66	1/1/2026	12/31/2026	\$161.67	5%	
	\$506.08	\$590.96	\$675.83	1/1/2027	12/31/2027	\$169.75	5%	
Exempt								
Talina Barajas-Chen, Contract Manager/Resident Engineer (PW)	\$248.73	\$310.10	\$400.69	10/3/2024	12/31/2024	\$83.43	5%	Not Applicable
	\$261.16	\$310.10	\$400.69	1/1/2025	12/31/2025	\$87.60	5%	
	\$274.22	\$310.10	\$400.69	1/1/2026	12/31/2026	\$91.98	5%	
	\$287.94	\$310.10	\$400.69	1/1/2027	12/31/2027	\$96.58	5%	
Exempt								
Talina Barajas-Chen, Contract Manager/Resident Engineer (PW Second Shift)	\$248.73	\$344.09	\$446.00	10/3/2024	12/31/2024	\$83.43	5%	Not Applicable
	\$261.16	\$344.09	\$446.01	1/1/2025	12/31/2025	\$87.60	5%	
	\$274.22	\$344.09	\$446.01	1/1/2026	12/31/2026	\$91.98	5%	

Exempt	\$287.94	\$344.09	\$446.01	1/1/2027	12/31/2027	\$96.58	5%	
Talina Barajas-Chen, Contract Manager/Resident Engineer (Non-PW)	\$248.73	\$290.45	\$332.16	10/3/2024	12/31/2024	\$83.43	5%	Not Applicable
	\$261.16	\$304.96	\$348.76	1/1/2025	12/31/2025	\$87.60	5%	
	\$274.22	\$320.21	\$366.20	1/1/2026	12/31/2026	\$91.98	5%	
	\$287.94	\$336.23	\$384.52	1/1/2027	12/31/2027	\$96.58	5%	
Exempt								
Nick Clouser, Project Manager (PW)	\$269.12	\$323.19	\$413.78	10/3/2024	12/31/2024	\$90.27	5%	Not Applicable
	\$282.57	\$323.19	\$413.78	1/1/2025	12/31/2025	\$94.78	5%	
	\$296.70	\$323.19	\$413.78	1/1/2026	12/31/2026	\$99.52	5%	
	\$311.55	\$323.19	\$413.78	1/1/2027	12/31/2027	\$104.50	5%	
Exempt								
Nick Clouser, Project Manager (PW Second Shift)	\$269.12	\$357.18	\$459.09	10/3/2024	12/31/2024	\$90.27	5%	Not Applicable
	\$282.57	\$357.18	\$459.09	1/1/2025	12/31/2025	\$94.78	5%	
	\$296.70	\$357.18	\$459.09	1/1/2026	12/31/2026	\$99.52	5%	
	\$311.55	\$357.18	\$459.09	1/1/2027	12/31/2027	\$104.50	5%	
Exempt								
Nick Clouser, Project Manager (Non-PW)	\$269.12	\$314.26	\$359.39	10/3/2024	12/31/2024	\$90.27	5%	Not Applicable
	\$282.57	\$329.96	\$377.35	1/1/2025	12/31/2025	\$94.78	5%	
	\$296.70	\$346.46	\$396.22	1/1/2026	12/31/2026	\$99.52	5%	
	\$311.55	\$363.80	\$416.05	1/1/2027	12/31/2027	\$104.50	5%	
Exempt								
Mark Reuter, Assistant Resident Engineer (PW)	\$225.18	\$312.79	\$400.39	10/3/2024	12/31/2024	\$67.00	5%	Not Applicable
	\$225.18	\$312.79	\$400.39	1/1/2025	12/31/2025	\$70.35	5%	
	\$225.18	\$312.79	\$400.39	1/1/2026	12/31/2026	\$73.87	5%	
	\$231.23	\$312.79	\$400.39	1/1/2027	12/31/2027	\$77.56	5%	
Exempt								
Mark Reuter, Assistant Resident Engineer (PW Second Shift)	\$247.09	\$345.65	\$444.22	10/3/2024	12/31/2024	\$67.00	5%	Not Applicable
	\$247.09	\$345.65	\$444.22	1/1/2025	12/31/2025	\$70.35	5%	
	\$247.09	\$345.65	\$444.22	1/1/2026	12/31/2026	\$73.87	5%	
	\$247.09	\$345.65	\$444.22	1/1/2027	12/31/2027	\$77.56	5%	
Exempt								
Mark Reuter, Assistant Resident Engineer (Non-PW)	\$199.75	\$233.25	\$266.75	10/3/2024	12/31/2024	\$67.00	5%	Not Applicable
	\$209.74	\$244.91	\$280.09	1/1/2025	12/31/2025	\$70.35	5%	
	\$220.23	\$257.17	\$294.10	1/1/2026	12/31/2026	\$73.87	5%	
	\$231.23	\$270.01	\$308.79	1/1/2027	12/31/2027	\$77.56	5%	
Exempt								
Dylan O'Rilley, Office Engineer (PW)	\$246.23	\$271.92	\$297.61	10/3/2024	12/31/2024	\$62.50	5%	Not Applicable
	\$246.23	\$268.82	\$291.41	1/1/2025	12/31/2025	\$65.63	5%	
	\$246.23	\$265.57	\$284.91	1/1/2026	12/31/2026	\$68.91	5%	
	\$246.23	\$262.15	\$288.09	1/1/2027	12/31/2027	\$72.36	5%	
Exempt								
Dylan O'Rilley, Office Engineer (PW Second Shift)	\$268.14	\$304.79	\$341.43	10/3/2024	12/31/2024	\$62.50	5%	Not Applicable
	\$268.14	\$301.69	\$335.23	1/1/2025	12/31/2025	\$65.63	5%	
	\$268.14	\$298.44	\$328.73	1/1/2026	12/31/2026	\$68.91	5%	
	\$268.14	\$295.02	\$321.90	1/1/2027	12/31/2027	\$72.36	5%	
Exempt								

Dylan O'Rilley, Office Engineer (Non-PW)	\$186.33	\$217.58	\$248.83	10/3/2024	12/31/2024	\$62.50	5%	Not Applicable
	\$195.66	\$228.48	\$261.29	1/1/2025	12/31/2025	\$65.63	5%	
	\$205.44	\$239.90	\$274.35	1/1/2026	12/31/2026	\$68.91	5%	
	\$215.73	\$251.91	\$288.09	1/1/2027	12/31/2027	\$72.36	5%	
Exempt								
Jesse Dean, Construction Inspector (PW)	\$231.05	\$256.74	\$282.43	10/3/2024	12/31/2024	\$62.50	5%	Not Applicable
	\$231.05	\$253.64	\$276.23	1/1/2025	12/31/2025	\$65.63	5%	
	\$231.05	\$250.39	\$274.35	1/1/2026	12/31/2026	\$68.91	5%	
	\$231.05	\$251.91	\$288.09	1/1/2027	12/31/2027	\$72.36	5%	
Non-exempt								
Jesse Dean, Construction Inspector (PW Second Shift)	\$252.97	\$289.61	\$326.26	10/3/2024	12/31/2024	\$62.50	5%	Not Applicable
	\$252.97	\$286.51	\$320.06	1/1/2025	12/31/2025	\$65.63	5%	
	\$252.97	\$283.26	\$313.56	1/1/2026	12/31/2026	\$68.91	5%	
	\$252.97	\$279.84	\$306.72	1/1/2027	12/31/2027	\$72.36	5%	
Non-exempt								
Jesse Dean, Construction Inspector (Non-PW)	\$186.33	\$217.58	\$248.83	10/3/2024	12/31/2024	\$62.50	5%	Not Applicable
	\$195.66	\$228.48	\$261.29	1/1/2025	12/31/2025	\$65.63	5%	
	\$205.44	\$239.90	\$274.35	1/1/2026	12/31/2026	\$68.91	5%	
	\$215.73	\$251.91	\$288.09	1/1/2027	12/31/2027	\$72.36	5%	
Non-exempt								
Jerry Hayes, Construction Inspector (PW)	\$256.99	\$282.68	\$308.37	10/3/2024	12/31/2024	\$62.50	5%	Not Applicable
	\$256.99	\$279.58	\$302.17	1/1/2025	12/31/2025	\$65.63	5%	
	\$256.99	\$276.33	\$295.67	1/1/2026	12/31/2026	\$68.91	5%	
	\$256.99	\$272.91	\$288.83	1/1/2027	12/31/2027	\$72.36	5%	
Non-exempt								
Jerry Hayes, Construction Inspector (PW Second Shift)	\$278.90	\$315.55	\$352.19	10/3/2024	12/31/2024	\$62.50	5%	Not Applicable
	\$278.90	\$312.45	\$345.99	1/1/2025	12/31/2025	\$65.63	5%	
	\$278.90	\$309.20	\$339.49	1/1/2026	12/31/2026	\$68.91	5%	
	\$278.90	\$305.78	\$332.66	1/1/2027	12/31/2027	\$72.36	5%	
Non-exempt								
Jerry Hayes, Construction Inspector (Non-PW)	\$186.33	\$217.58	\$248.83	10/3/2024	12/31/2024	\$62.50	5%	Not Applicable
	\$195.66	\$228.48	\$261.29	1/1/2025	12/31/2025	\$65.63	5%	
	\$205.44	\$239.90	\$274.35	1/1/2026	12/31/2026	\$68.91	5%	
	\$215.73	\$251.91	\$288.09	1/1/2027	12/31/2027	\$72.36	5%	
Non-exempt								
Steve Elkins, Construction Inspector (PW)	\$283.23	\$330.73	\$378.23	10/3/2024	12/31/2024	\$95.00	5%	Not Applicable
	\$297.39	\$347.26	\$397.14	1/1/2025	12/31/2025	\$99.75	5%	
	\$312.26	\$364.63	\$417.00	1/1/2026	12/31/2026	\$104.74	5%	
	\$327.89	\$382.88	\$437.87	1/1/2027	12/31/2027	\$109.98	5%	
Non-exempt								
Steve Elkins, Construction Inspector (PW Second Shift)	\$303.62	\$330.79	\$378.23	10/3/2024	12/31/2024	\$95.00	5%	Not Applicable
	\$303.62	\$347.26	\$397.14	1/1/2025	12/31/2025	\$99.75	5%	
	\$312.26	\$364.63	\$417.00	1/1/2026	12/31/2026	\$104.74	5%	
	\$327.89	\$382.88	\$437.87	1/1/2027	12/31/2027	\$109.98	5%	
Non-exempt								
Steve Elkins, Construction Inspector (Non-PW)	\$283.23	\$330.73	\$378.23	10/3/2024	12/31/2024	\$95.00	5%	Not Applicable
	\$297.39	\$347.26	\$397.14	1/1/2025	12/31/2025	\$99.75	5%	

	\$312.26	\$364.63	\$417.00	1/1/2026	12/31/2026	\$104.74	5%	
	\$327.89	\$382.88	\$437.87	1/1/2027	12/31/2027	\$109.98	5%	
Non-exempt								
Justin Kable, Resident Engineer (PW)	\$283.23	\$368.18	\$458.77	10/3/2024	12/31/2024	\$95.00	5%	Not Applicable
	\$297.39	\$368.18	\$458.77	1/1/2025	12/31/2025	\$99.75	5%	
	\$312.26	\$368.18	\$458.77	1/1/2026	12/31/2026	\$104.74	5%	
	\$327.89	\$368.18	\$458.77	1/1/2027	12/31/2027	\$109.98	5%	
Exempt								
Justin Kable, Resident Engineer (PW Second Shift)	\$300.25	\$402.17	\$504.08	10/3/2024	12/31/2024	\$95.00	5%	Not Applicable
	\$300.25	\$402.17	\$504.08	1/1/2025	12/31/2025	\$99.75	5%	
	\$312.26	\$402.17	\$504.08	1/1/2026	12/31/2026	\$104.74	5%	
	\$327.89	\$402.17	\$504.08	1/1/2027	12/31/2027	\$109.98	5%	
Exempt								
Justin Kable, Resident Engineer (Non-PW)	\$283.23	\$330.73	\$378.23	10/3/2024	12/31/2024	\$95.00	5%	Not Applicable
	\$297.39	\$347.26	\$397.14	1/1/2025	12/31/2025	\$99.75	5%	
	\$312.26	\$364.63	\$417.00	1/1/2026	12/31/2026	\$104.74	5%	
	\$327.89	\$382.88	\$437.87	1/1/2027	12/31/2027	\$109.98	5%	
Exempt								
Construction Inspector (PW)	\$271.63	\$289.89	\$308.15	10/3/2024	12/31/2024	\$70.00	5%	Not Applicable
	\$271.63	\$286.42	\$301.21	1/1/2025	12/31/2025	\$73.50	5%	
	\$271.63	\$282.78	\$307.28	1/1/2026	12/31/2026	\$77.18	5%	
	\$271.63	\$282.13	\$322.65	1/1/2027	12/31/2027	\$81.04	5%	
Non-exempt								
Construction Inspector (PW Second Shift)	\$293.54	\$322.76	\$351.97	10/3/2024	12/31/2024	\$70.00	5%	Not Applicable
	\$293.54	\$319.29	\$345.04	1/1/2025	12/31/2025	\$73.50	5%	
	\$293.54	\$315.64	\$337.75	1/1/2026	12/31/2026	\$77.18	5%	
	\$293.54	\$311.82	\$330.10	1/1/2027	12/31/2027	\$81.04	5%	
Non-exempt								
Construction Inspector (Non-PW)	\$208.69	\$243.69	\$278.69	10/3/2024	12/31/2024	\$70.00	5%	Not Applicable
	\$219.13	\$255.88	\$292.63	1/1/2025	12/31/2025	\$73.50	5%	
	\$230.10	\$268.69	\$307.28	1/1/2026	12/31/2026	\$77.18	5%	
	\$241.61	\$282.13	\$322.65	1/1/2027	12/31/2027	\$81.04	5%	
Non-exempt								
Resident Engineer (PW)	\$277.59	\$368.18	\$370.96	10/3/2024	12/31/2024	\$90.00	5%	Not Applicable
	\$281.74	\$368.18	\$376.24	1/1/2025	12/31/2025	\$94.50	5%	
	\$295.84	\$368.18	\$395.07	1/1/2026	12/31/2026	\$99.23	5%	
	\$310.62	\$362.72	\$414.81	1/1/2027	12/31/2027	\$104.19	5%	
Exempt								
Resident Engineer (PW Second Shift)	\$296.91	\$395.47	\$494.03	10/3/2024	12/31/2024	\$90.00	5%	Not Applicable
	\$296.91	\$395.47	\$494.03	1/1/2025	12/31/2025	\$94.50	5%	
	\$296.91	\$395.47	\$494.03	1/1/2026	12/31/2026	\$99.23	5%	
	\$310.62	\$395.47	\$494.03	1/1/2027	12/31/2027	\$104.19	5%	
Exempt								
Resident Engineer (Non-PW)	\$268.32	\$313.32	\$358.32	10/3/2024	12/31/2024	\$90.00	5%	Not Applicable
	\$281.74	\$328.99	\$376.24	1/1/2025	12/31/2025	\$94.50	5%	
	\$295.84	\$345.45	\$395.07	1/1/2026	12/31/2026	\$99.23	5%	
	\$310.62	\$362.72	\$414.81	1/1/2027	12/31/2027	\$104.19	5%	

Exempt								
Assistent Resident Engineer (PW)	\$271.63	\$289.89	\$308.15	10/3/2024	12/31/2024	\$70.00	5%	Not Applicable
	\$271.63	\$286.42	\$301.21	1/1/2025	12/31/2025	\$73.50	5%	
	\$271.63	\$282.78	\$307.28	1/1/2026	12/31/2026	\$77.18	5%	
	\$271.63	\$282.13	\$322.65	1/1/2027	12/31/2027	\$81.04	5%	
Non-exempt								
Assistent Resident Engineer (PW Second Shift)	\$293.54	\$322.76	\$351.97	10/3/2024	12/31/2024	\$70.00	5%	Not Applicable
	\$293.54	\$319.29	\$345.04	1/1/2025	12/31/2025	\$73.50	5%	
	\$293.54	\$315.64	\$337.75	1/1/2026	12/31/2026	\$77.18	5%	
	\$293.54	\$311.82	\$330.10	1/1/2027	12/31/2027	\$81.04	5%	
Non-exempt								
Assistent Resident Engineer (Non-PW)	\$208.69	\$243.69	\$278.69	10/3/2024	12/31/2024	\$70.00	5%	Not Applicable
	\$219.13	\$255.88	\$292.63	1/1/2025	12/31/2025	\$73.50	5%	
	\$230.10	\$268.69	\$307.28	1/1/2026	12/31/2026	\$77.18	5%	
	\$241.61	\$282.13	\$322.65	1/1/2027	12/31/2027	\$81.04	5%	
Non-exempt								
Office Engineer (PW)	\$271.63	\$299.79	\$327.96	10/3/2024	12/31/2024	\$60.00	5%	Not Applicable
	\$271.63	\$296.82	\$322.02	1/1/2025	12/31/2025	\$63.00	5%	
	\$271.63	\$293.70	\$315.78	1/1/2026	12/31/2026	\$66.15	5%	
	\$271.63	\$290.42	\$309.22	1/1/2027	12/31/2027	\$69.46	5%	
Non-exempt								
Office Engineer (PW Second Shift)	\$293.54	\$332.66	\$371.79	10/3/2024	12/31/2024	\$60.00	5%	Not Applicable
	\$293.54	\$329.69	\$365.84	1/1/2025	12/31/2025	\$63.00	5%	
	\$293.54	\$326.57	\$359.60	1/1/2026	12/31/2026	\$66.15	5%	
	\$293.54	\$323.29	\$353.04	1/1/2027	12/31/2027	\$69.46	5%	
Non-exempt								
Office Engineer (Non-PW)	\$178.88	\$208.88	\$238.88	10/3/2024	12/31/2024	\$60.00	5%	Not Applicable
	\$187.82	\$219.32	\$250.82	1/1/2025	12/31/2025	\$63.00	5%	
	\$197.21	\$230.29	\$263.36	1/1/2026	12/31/2026	\$66.15	5%	
	\$207.08	\$241.81	\$276.54	1/1/2027	12/31/2027	\$69.46	5%	
Non-exempt								

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 2 of 3

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

Consultant Consor NA

☐ Prime Consultant

☒ Subconsultant

Project No. _____

Contract No. Town of Paradise RFQ 2024-001

11/4/2024

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

Description of Item	Quantity	Unit	Unit Cost	Total
Travel/Mileage Costs	Per GSA	-	\$0.00	\$0.00
Equipment Rental and Supplies	-		\$0.00	\$0.00
Permit Fees	-		\$0.00	\$0.00
Plan Sheets	-		\$0.00	\$0.00
Test	-		\$0.00	\$0.00
Vehicle		-	\$0.00	\$0.00
Subconsultant 1:				\$0.00
Subconsultant 2:				\$0.00
Subconsultant 3:				\$0.00
Subconsultant 4:				\$0.00
Subconsultant 5:				\$0.00

Note: Add additional pages if necessary.

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3

Certification of Direct Costs:

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

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

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

Name of Consultant or Subconsultant Certifying:

Name: Mike Hagerty Title: District Manager

Signature: *Mike Hagerty* Date: 11/13/2024

Email: mike.hagerty@consoreng.com Phone Number: 1.425.675.3973

Address: 11017 Cobblerock Dr Ste 100, Rancho Cordova, CA 95670

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

What services the consultant is providing under the proposed contract:

Instruction Management, Inspection and Material Testing

SAMPLE COST PROPOSAL 4: FOR CONTRACTS WITH PREVAILING WAGES

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT Albat PRIME SUB X
PROJECT NO. CONTRACT NO. Town of Paradise RFQ 2024-001 DATE 11/15/2024

CONTRACT TYPE Specific Rates of Compensation (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)
Sub Consultant's Contract Amount \$ TBD

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

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

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable DELTA (TOTAL)	DELTA (BASE) = Employee Base - DIR Base			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class	
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate	Total = Base + Fringe			Straight			Straight			Straight			Straight								
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)				OT (2x)
Jake Melvin Inspector/ OE	FIELD	10/3/2024	12/31/2024	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$70.00	\$105.00	\$140.00	\$16.21	\$86.21	\$121.21	\$156.21	(\$6.03)	(\$0.41)	\$5.20	(\$6.03)	\$16.85	\$22.46	\$0.00	\$0.00	\$0.00	(\$6.03)	(\$0.41)	\$0.00	\$168.72	\$203.72	\$238.72		\$ 70.00	N/A
		1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$73.50	\$110.25	\$147.00	\$16.21	\$89.71	\$126.46	\$163.21	(\$2.53)	\$4.84	\$12.20	(\$2.53)	\$22.10	\$29.46	\$0.00	\$0.00	\$0.00	(\$2.53)	\$0.00	\$0.00	\$177.15	\$213.90	\$250.65	5.00%	\$ 73.50	
		1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$77.18	\$115.77	\$154.36	\$16.21	\$93.39	\$131.98	\$170.57	\$1.15	\$10.36	\$19.56	\$0.00	\$27.62	\$36.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$186.02	\$224.61	\$263.20	5.00%	\$ 77.18	
Prevailing Wage Work (non-Exempt)		1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$81.04	\$121.56	\$162.08	\$16.21	\$97.25	\$137.77	\$178.29	\$5.01	\$16.15	\$27.28	\$0.00	\$33.41	\$44.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$195.33	\$235.85	\$276.37	5.00%	\$ 81.04	
Jake Melvin	FIELD	10/3/2024	12/31/2024															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$168.72	\$203.72	\$238.72	5.00%	\$ 70.00	N/A
		1/1/2025	12/31/2025															\$0.00	\$0.00	\$0.00										\$177.15	\$213.90	\$250.65	5.00%	\$ 73.50	
		1/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00										\$186.02	\$224.61	\$263.20	5.00%	\$ 77.18	
Non-Prevailing Wage Work (non-Exempt)		1/1/2027	12/31/2027															\$0.00	\$0.00	\$0.00										\$195.33	\$235.85	\$276.37	5.00%	\$ 81.04	
Eric Sisneros Inspector	FIELD	10/3/2024	12/31/2024	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$75.00	\$112.50	\$150.00	\$23.59	\$98.59	\$136.09	\$173.59	\$6.35	\$14.47	\$22.58	\$0.00	\$24.35	\$32.46	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$180.77	\$218.27	\$255.77	5.00%	\$ 75.00	N/A
		1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$78.75	\$118.13	\$157.50	\$23.59	#####	\$141.72	\$181.09	\$10.10	\$20.09	\$30.08	\$0.00	\$29.97	\$39.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$189.81	\$229.18	\$268.56	5.00%	\$ 78.75	
		1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$82.69	\$124.04	\$165.38	\$23.59	#####	\$147.63	\$188.97	\$14.04	\$26.00	\$37.96	\$0.00	\$35.88	\$47.84	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$199.30	\$240.65	\$281.99	5.00%	\$ 82.69	
Prevailing Wage Work (non-Exempt)		1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$86.82	\$130.23	\$173.64	\$23.59	#####	\$153.82	\$197.23	\$18.17	\$32.20	\$46.22	\$0.00	\$42.08	\$56.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$209.26	\$252.67	\$296.08	5.00%	\$ 86.82	
Eric Sisneros	FIELD	10/3/2024	12/31/2024															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$180.77	\$218.27	\$255.77	5.00%	\$ 75.00	N/A
		1/1/2025	12/31/2025															\$0.00	\$0.00	\$0.00										\$189.81	\$229.18	\$268.56	5.00%	\$ 78.75	
		1/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00										\$199.30	\$240.65	\$281.99	5.00%	\$ 82.69	
Non-Prevailing Wage Work (non-Exempt)		1/1/2027	12/31/2027															\$0.00	\$0.00	\$0.00										\$209.26	\$252.67	\$296.08	5.00%	\$ 86.82	
Kent Grammer Inspector	FIELD	10/3/2024	12/31/2024	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$77.00	\$115.50	\$154.00	\$20.27	\$97.27	\$135.77	\$174.27	\$5.03	\$14.15	\$23.26	\$0.00	\$27.35	\$36.46	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.59	\$224.09	\$262.59	5.00%	\$ 77.00	N/A
		1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$80.85	\$121.28	\$161.70	\$20.27	#####	\$141.55	\$181.97	\$8.88	\$19.92	\$30.96	\$0.00	\$33.12	\$44.16	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$194.87	\$235.29	\$272.75	5.00%	\$ 80.85	
		1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$84.89	\$127.34	\$169.78	\$20.27	#####	\$147.61	\$190.05	\$12.92	\$25.98	\$39.04	\$0.00	\$39.18	\$52.24	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$204.61	\$247.05	\$289.50	5.00%	\$ 84.89	
Prevailing Wage Work (non-Exempt)		1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$89.13	\$133.70	\$178.26	\$20.27	#####	\$153.97	\$198.53	\$17.16	\$32.34	\$47.52	\$0.00	\$45.54	\$60.72	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$214.83	\$259.39	\$303.96	5.00%	\$ 89.13	
Kent Grammer	FIELD	10/3/2024	12/31/2024															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$185.59	\$224.09	\$262.59	5.00%	\$ 77.00	N/A
		1/1/2025	12/31/2025															\$0.00	\$0.00	\$0.00										\$194.87	\$235.29	\$275.72	5.00%	\$ 80.85	
		1/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00										\$204.61	\$247.05	\$289.50	5.00%	\$ 84.89	
Non-Prevailing Wage Work (non-Exempt)		1/1/2027	12/31/2027															\$0.00	\$0.00	\$0.00										\$214.83	\$259.39	\$303.96	5.00%	\$ 89.13	
Margi Walsh Inspector/ OE	FIELD	10/3/2024	12/31/2024	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$65.00	\$97.50	\$130.00	\$9.98	\$74.98	\$107.48	\$139.98	(\$17.26)	(\$14.15)	(\$11.03)	(\$17.26)	\$9.35	\$12.46	\$0.00	\$0.00	\$0.00	(\$17.26)	(\$14.15)	(\$11.03)	\$156.67	\$189.17	\$221.67	5.00%	\$ 65.00	N/A
		1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$68.25	\$102.38	\$136.50	\$9.98	\$78.23	\$112.36	\$146.48	(\$14.01)	(\$9.27)	(\$4.53)	(\$14.01)	\$14.22	\$18.96	\$0.00	\$0.00	\$0.00	(\$14.01)	(\$9.27)	(\$4.53)	\$164.50	\$198.62	\$232.75	5.00%	\$ 68.25	
		1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$71.66	\$107.49	\$143.32	\$9.98	\$81.64	\$117.47	\$153.30	(\$10.60)	(\$4.16)	\$2.29	(\$10.60)	\$19.34	\$25.78	\$0.00	\$0.00	\$0.00	(\$10.60)	(\$4.16)	\$0.00	\$172.72	\$208.55	\$244.38	5.00%	\$ 71.66	
Prevailing Wage Work (non-Exempt)		1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$75.24	\$112.86	\$150.48	\$9.98	\$85.22	\$122.84	\$160.46	(\$7.02)	\$1.21	\$9.45	(\$7.02)	\$24.71	\$32.94	\$0.00	\$0.00	\$0.00	(\$7.02)	\$0.00	\$0.00	\$181.35	\$218.97	\$256.59	5.00%	\$ 75.24	
Margi Walsh	FIELD	10/3/2024	12/31/2024															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$156.67	\$189.17	\$221.67	5.00%	\$ 65.00	N/A
		1/1/2025	12/31/2025															\$0.00	\$0.00	\$0.00										\$164.50	\$198.62	\$232.75	5.00%	\$ 68.25	
		1/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00										\$172.72	\$208.55	\$244.38	5.00%	\$ 71.66	
Non-Prevailing Wage Work (non-Exempt)		1/1/2027	12/31/2027															\$0.00	\$0.00	\$0.00										\$181.35	\$218.97	\$256.59	5.00%	\$ 75.24	
Patrick Frost Inspector	FIELD	10/3/2024	12/31/2024	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$42.17	\$63.26	\$84.34	\$24.32	\$66.49	\$87.58	\$108.66	(\$25.75)	(\$34.05)	(\$42.35)	(\$25.75)	(\$24.90)	(\$33.20)	(\$16.60)	(\$24.90)	(\$33.20)	(\$9.15)	(\$9.15)	(\$9.15)	\$118.24	\$147.63	\$177.01	5.00%	\$ 42.17	N/A
		1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$44.28	\$66.42	\$88.56	\$24.32	\$68.60	\$90.74	\$112.88	(\$23.64)	(\$30.89)	(\$38.13)	(\$23.64)	(\$21.74)	(\$28.98)	(\$14.49)	(\$21.74)	(\$28.98)	(\$9.15)	(\$9.15)	(\$9.15)	\$121.22	\$150.60	\$179.99	5.00%	\$ 44.28	
		1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$46.49	\$69.74	\$92.98	\$24.32	\$70.81	\$94.06	\$117.30	(\$21.43)	(\$27.57)	(\$33.71)	(\$21.43)	(\$18.42)	(\$24.56)	(\$12.28)	(\$18.42)	(\$24.56)	(\$9.15)	(\$9.15)	(\$9.15)	\$124.33	\$153.72	\$183.10	5.00%	\$ 46.49	
Prevailing Wage Work (non-Exempt)		1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$48.81	\$73.22	\$97.62	\$24.32	\$73.13	\$97.54	\$121.94	(\$19.11)	(\$24.09)	(\$29.07)	(\$19.11)	(\$14.94)	(\$19.92)	(\$9.96)	(\$14.94)	(\$19.92)	(\$9.15)	(\$9.15)	(\$9.15)	\$127.60	\$156.99	\$186.37	5.00%	\$ 48.81	
Patrick Frost	FIELD	10/3/2024	12/31/2024															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$101.64	\$122.73	\$143.81	5.00%	\$ 42.17	N/A
		1/1/2025																																	

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

CONSULTANT	Albat	PRIME	SUB	X
PROJECT NO.	CONTRACT NO. Town of Paradise RFQ 2024-001		DATE	10/28/2024

SCHEDULE OF OTHER DIRECT COST ITEMS

[illegible]

Please Note: Consultant completes all applicable items and deletes what is not applicable

Important Notes:

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

SAMPLE COST PROPOSAL 2 Page 1 of 3

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

Note: Mark-ups are Not Allowed

Consultant Albat

☐ Prime Consultant

☒ Subconsultant

☐ 2nd Tier Subconsultant

Project No.

Contract No. Town of Paradise RFQ Participation Amount \$TBD
2024-001

Date **10/28/2024**

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	To			
Jake Melvin	\$168.72	\$203.72	\$238.72	10/3/2024	12/31/2024	\$70.00	5%	Not Applicable
	\$177.15	\$213.90	\$250.65	1/1/2025	12/31/2025	\$73.50	5%	
	\$186.02	\$224.61	\$263.20	1/1/2026	12/31/2026	\$77.18	5%	
Construction Inspector	\$195.33	\$235.85	\$276.37	1/1/2027	12/31/2027	\$81.04		
Non-Exempt								
Eric Sisneros, CWI	\$180.77	\$218.27	\$255.77	10/3/2024	12/31/2024	\$75.00	5%	Not Applicable
	\$189.81	\$229.18	\$268.56	1/1/2025	12/31/2025	\$78.75	5%	
	\$199.30	\$240.65	\$281.99	1/1/2026	12/31/2026	\$82.69	5%	
Construction Inspector	\$209.26	\$252.67	\$296.08	1/1/2027	12/31/2027	\$86.82		
Non-Exempt								
Kent Grammer	\$185.59	\$224.09	\$262.59	10/3/2024	12/31/2024	\$77.00	5%	Not Applicable
	\$194.87	\$235.29	\$275.72	1/1/2025	12/31/2025	\$80.85	5%	
	\$204.61	\$247.05	\$289.50	1/1/2026	12/31/2026	\$84.89	5%	
Construction Inspector	\$214.83	\$259.39	\$303.96	1/1/2027	12/31/2027	\$89.13		
Non-Exempt								

non pw/non exempt

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	To			
Margi Walsh	\$156.67	\$189.17	\$221.67	10/3/2024	12/31/2024	\$65.00	5%	Not Applicable
	\$164.50	\$198.62	\$232.75	1/1/2025	12/31/2025	\$68.25	5%	
	\$172.72	\$208.55	\$244.38	1/1/2026	12/31/2026	\$71.66	5%	
Construction Inspector	\$181.35	\$218.97	\$256.59	1/1/2027	12/31/2027	\$75.24		
Non-Exempt								
Patrick Frost	\$180.77	\$218.27	\$255.77	10/3/2024	12/31/2024	\$75.00	5%	Not Applicable
	\$189.81	\$229.18	\$268.56	1/1/2025	12/31/2025	\$78.75	5%	
	\$199.30	\$240.65	\$281.99	1/1/2026	12/31/2026	\$82.69	5%	
Construction Inspector	\$209.26	\$252.67	\$296.08	1/1/2027	12/31/2027	\$86.82		
Non-Exempt								

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 2 of 3

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

 Consultant Albat
☐ Prime Consultant

☒ Subconsultant

Project No. _____

 Contract No. Town of Paradise RFQ 2024-001 Date 10/28/2024
SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)

Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs	See Note 6, 7		\$0.00	#VALUE!
Equipment Rental and Supplies	-		\$0.00	\$0.00
Permit Fees	-		\$0.00	\$0.00
Plan Sheets	-		\$0.00	\$0.00
Test	-		\$0.00	\$0.00
Vehicle	See Note 6, 7		\$0.00	#VALUE!
Subconsultant 1:				\$0.00
Subconsultant 2:				\$0.00
Subconsultant 3:				\$0.00
Subconsultant 4:				\$0.00
Subconsultant 5:				\$0.00

Note: Add additional pages if necessary.

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3**Certification of Direct Costs:**

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

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

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

Prime Consultant or Subconsultant Certifying:

Name: Tatevik Janvelyan Title*: President
 Signature:  Date of Certification (mm/dd/yyyy): 10/28/2024
 Email: tatevik@albat.co Phone Number: 323-459-7510
 Address: 7801 Folsom Blvd., Suite 325, Sacramento, CA 95826

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

Construction Management and Inspection Services

Sample Cost Proposal

Sample Only - Required Cost Proposal Template To Be Determined By Agency

SAMPLE COST PROPOSAL 4: FOR CONTRACTS WITH PREVAILING WAGES

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT: Area West Environmental			PRIME	SUB	X	CONTRACT TYPE			(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)		
PROJECT NO.		CONTRACT NO.		DATE		Sub Consultant's Contract Amount \$					

Loaded Rate Calculation																																			
Non-Exempt Employee Loaded Billing Rates																																			
A) Straight Time = Actual Hourly Rate * (1 + Field O&L) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) B) 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O&L) * (1 + Fee) + 1.5X or 2.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O&L) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) Exempt Employee Loaded Billing Rates																																			
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DFR determinations.																																			
Name/Classification	Office Personnel Field Office Personnel	Effective Date of Hourly Rate From To	Prevailing Wage Rate established by State DFR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DFR Rate			Applicable DELTA (TOTAL)			DELTA (BASE) = Employee Base - DFR Base			Applicable DELTA (BASE)			DELTA TOTAL - DELTA BASE (Employee + DFR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
			Base Salary		Fringe		Total Base Salary + Fringe Benefits		Base Salary		Fringe		Total Base + Fringe		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)			
Heather Laverly Technician Analyst	FIELD	1/1/2025	12/31/2025	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$36,00	\$54,00	\$72,00	\$3,92	\$39,92	\$57,92	\$75,92	(\$32,32)	(\$63,71)	(\$75,09)	(\$52,32)	(\$34,16)	(\$45,54)	(\$22,77)	(\$34,16)	(\$45,54)	(\$29,26)	(\$29,26)	(\$29,26)	\$121,61	\$91,76	\$121,14	6,00%	\$ 36,00	N/A
		1/1/2026	12/31/2026	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$38,16	\$57,24	\$76,32	\$3,92	\$42,08	\$61,16	\$80,24	(\$30,16)	(\$60,47)	(\$70,77)	(\$50,16)	(\$30,92)	(\$41,22)	(\$20,61)	(\$30,92)	(\$41,22)	(\$29,55)	(\$29,55)	(\$29,55)	\$129,38	\$91,97	\$121,36	6,00%	\$ 38,16	N/A
		1/1/2027	12/31/2027	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$40,45	\$60,68	\$80,90	\$3,92	\$44,37	\$64,80	\$84,82	(\$47,87)	(\$57,03)	(\$66,19)	(\$47,87)	(\$27,48)	(\$36,64)	(\$18,32)	(\$27,48)	(\$36,64)	(\$29,55)	(\$29,55)	(\$29,55)	\$132,63	\$92,20	\$121,59	6,00%	\$ 40,45	N/A
		1/1/2028	12/31/2028	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$42,88	\$64,32	\$85,76	\$3,92	\$46,80	\$68,24	\$89,68	(\$45,44)	(\$53,39)	(\$61,33)	(\$45,44)	(\$23,84)	(\$31,78)	(\$15,89)	(\$23,84)	(\$31,78)	(\$29,55)	(\$29,55)	(\$29,55)	\$136,82	\$92,44	\$121,83	6,00%	\$ 42,88	N/A
Prevailing Wage Work (non-Exempt)																																			
Heather Laverly Technician Analyst	HOME	1/1/2025	12/31/2025															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$98,84	\$67,80	\$75,80	6,00%	\$ 36,00	N/A
		1/1/2026	12/31/2026															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$104,77	\$81,06	\$80,14	6,00%	\$ 38,16	N/A
		1/1/2027	12/31/2027															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$111,06	\$84,72	\$84,56	6,00%	\$ 40,45	N/A
		1/1/2028	12/31/2028															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$117,73	\$86,81	\$90,09	6,00%	\$ 42,88	N/A
Non-Prevailing Wage Work (non-Exempt)																																			
Matthew Rogers, Biologist III, Senior Scientist	FIELD	1/1/2025	12/31/2025	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$41,00	\$41,00	\$41,00	\$0,39	\$41,39	\$41,39	\$41,39	(\$30,63)	(\$80,24)	(\$109,62)	(\$50,26)	(\$47,16)	(\$76,54)	(\$17,77)	(\$47,16)	(\$76,54)	(\$33,08)	(\$33,08)	(\$33,08)	\$130,34	\$92,26	\$121,64	6,00%	\$ 41,00	N/A
		1/1/2026	12/31/2026	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$43,46	\$43,46	\$43,46	\$0,39	\$43,85	\$43,85	\$43,85	(\$48,39)	(\$77,78)	(\$107,16)	(\$48,39)	(\$44,70)	(\$74,08)	(\$16,31)	(\$44,70)	(\$74,08)	(\$33,08)	(\$33,08)	(\$33,08)	\$134,63	\$92,50	\$121,89	6,00%	\$ 43,46	N/A
		1/1/2027	12/31/2027	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$46,07	\$46,07	\$46,07	\$0,39	\$46,46	\$46,46	\$46,46	(\$45,78)	(\$75,17)	(\$104,55)	(\$45,78)	(\$42,09)	(\$71,47)	(\$12,70)	(\$42,09)	(\$71,47)	(\$33,08)	(\$33,08)	(\$33,08)	\$139,19	\$92,76	\$122,15	6,00%	\$ 46,07	N/A
		1/1/2028	12/31/2028	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$48,83	\$48,83	\$48,83	\$0,39	\$49,22	\$49,22	\$49,22	(\$43,02)	(\$72,41)	(\$101,79)	(\$43,02)	(\$39,33)	(\$68,71)	(\$9,94)	(\$39,33)	(\$68,71)	(\$33,08)	(\$33,08)	(\$33,08)	\$144,01	\$93,04	\$122,42	6,00%	\$ 48,83	N/A
Prevailing Wage Work (Exempt)																																			
Matthew Rogers, Biologist III, Senior Scientist	HOME	1/1/2025	12/31/2025															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$112,57	\$86,80	\$86,10	6,00%	\$ 41,00	N/A
		1/1/2026	12/31/2026															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$119,32	\$88,54	\$91,27	6,00%	\$ 43,46	N/A
		1/1/2027	12/31/2027															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$126,49	\$93,71	\$96,75	6,00%	\$ 46,07	N/A
		1/1/2028	12/31/2028															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$134,07	\$98,13	\$102,84	6,00%	\$ 48,83	N/A
Non-Prevailing Wage Work (Exempt)																																			
Kodumite, Principal/Biological Resources Lead, Senior	FIELD	1/1/2025	12/31/2025	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$76,41	\$76,41	\$76,41	\$7,35	\$83,76	\$83,76	\$83,76	(\$8,48)	(\$37,67)	(\$67,25)	(\$8,48)	(\$11,75)	(\$41,13)	\$0,00	(\$11,75)	(\$41,13)	(\$8,48)	(\$26,12)	(\$26,12)	\$209,79	\$95,80	\$125,18	6,00%	\$ 76,41	N/A
		1/1/2026	12/31/2026	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$80,99	\$80,99	\$80,99	\$7,35	\$88,34	\$88,34	\$88,34	(\$33,29)	(\$60,67)	(\$93,85)	(\$33,29)	(\$7,17)	(\$36,55)	\$0,00	(\$7,17)	(\$36,55)	(\$33,29)	(\$26,12)	(\$26,12)	\$222,37	\$96,25	\$125,84	6,00%	\$ 80,99	N/A
		1/1/2027	12/31/2027	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$85,85	\$85,85	\$85,85	\$7,35	\$93,20	\$93,20	\$93,20	(\$48,39)	(\$77,78)	(\$107,16)	(\$48,39)	(\$44,70)	(\$74,08)	(\$16,31)	(\$44,70)	(\$74,08)	(\$33,08)	(\$33,08)	(\$33,08)	\$134,63	\$92,50	\$121,89	6,00%	\$ 85,85	N/A
		1/1/2028	12/31/2028	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$91,00	\$91,00	\$91,00	\$7,35	\$98,35	\$98,35	\$98,35	(\$45,78)	(\$75,17)	(\$104,55)	(\$45,78)	(\$42,09)	(\$71,47)	(\$12,70)	(\$42,09)	(\$71,47)	(\$33,08)	(\$33,08)	(\$33,08)	\$139,19	\$92,76	\$122,15	6,00%	\$ 91,00	N/A
Prevailing Wage Work (Exempt)																																			
Kodumite, Principal/Biological Resources Lead, Senior	HOME	1/1/2025	12/31/2025															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$209,79	\$122,26	\$180,46	6,00%	\$ 76,41	N/A
		1/1/2026	12/31/2026															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$222,37	\$129,58	\$170,08	6,00%	\$ 80,99	N/A
		1/1/2027	12/31/2027															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$235,71	\$137,38	\$180,29	6,00%	\$ 85,85	N/A
		1/1/2028	12/31/2028															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$249,85	\$145,60	\$191,10	6,00%	\$ 91,00	N/A
Non-Prevailing Wage Work (Exempt)																																			
Open Classification I Analyst	FIELD	1/1/2025	12/31/2025	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$45,00	\$45,00	\$45,00	\$0,00	\$45,00	\$45,00	\$45,00	(\$47,24)	(\$76,63)	(\$106,01)	(\$47,24)	(\$43,16)	(\$72,54)	(\$13,77)	(\$43,16)	(\$72,54)	(\$33,47)	(\$33,47)	(\$33,47)	\$137,32	\$92,88	\$122,60	6,00%	\$ 45,00	N/A
		1/1/2026	12/31/2026	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$50,56	\$50,56	\$50,56	\$0,00	\$50,56	\$50,56	\$50,56	(\$41,68)	(\$71,07)	(\$100,45)	(\$41,68)	(\$37,60)	(\$66,96)	(\$8,21)	(\$37,60)	(\$66,96)	(\$33,47)	(\$33,47)	(\$33,47)	\$143,03	\$93,21	\$122,84	6,00%	\$ 50,56	N/A
		1/1/2027	12/31/2027	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$53,59	\$53,59	\$53,59	\$0,00	\$53,59	\$53,59	\$53,59	(\$38,05)	(\$68,04)	(\$98,42)	(\$38,05)	(\$34,57)	(\$63,95)	(\$5,18)	(\$34,57)	(\$63,95)	(\$33,47)	(\$33,47)	(\$33,47)	\$152,32	\$93,51	\$122,90	6,00%	\$ 53,59	N/A
Prevailing Wage Work (non-Exempt)																																			
Open Classification I Analyst	HOME	1/1/2025	12/31/2025															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$123,55	\$72,00	\$94,50	6,00%	\$ 45,00	N/A
		1/1/2026	12/31/2026															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$130,97	\$76,32	\$100,17	6,00%	\$ 47,70	N/A
		1/1/2027	12/31/2027															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$138,82	\$80,90	\$108,18	6,00%	\$ 50,56	N/A
Non-Prevailing Wage Work (non-Exempt)																																			
Open Classification II Analyst	FIELD	1/1/2025	12/31/2025	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$70,00	\$70,00	\$70,00	\$0,00	\$70,00	\$70,00	\$70,00	(\$22,24)	(\$51,63)	(\$81,01)	(\$22,24)	(\$18,16)	(\$47,54)	\$0,00	(\$18,16)	(\$47,54)	(\$22,24)	(\$33,47)	(\$33,47)	\$192,19	\$95,16	\$124,54	6,00%	\$ 70,00	N/A
		1/1/2026	12/31/2026	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$74,20	\$74,20	\$74,20	\$0,00	\$74,20	\$74,20	\$74,20	(\$18,04)	(\$47,43)	(\$76,81)	(\$18,04)	(\$13,96)	(\$43,34)	\$0,00	(\$13,96)	(\$43,34)	(\$33,47)	(\$33,47)	(\$33,47)	\$205,38	\$96,58	\$124,96	6,00%	\$ 74,20	N/A
		1/1/2027	12/31/2027	\$58,77	\$88,16	\$117,54	\$33,47	\$92,24	\$121,63	#####	\$83,37	\$83,37	\$83,37	\$0,00	\$83,37	\$83,37	\$83,37	(\$15,89)	(\$42,98)	(\$72,36)	(\$15,89)	(\$11,80)	(\$38,90)	\$0,00	(\$11,80)	(\$38,90)	(\$33,47)	(\$33,47)	(\$33,47)	\$219,94	\$98,02	\$125,41	6,00%	\$ 83,37	N/A
Prevailing Wage Work (non-Exempt)																																			
Open Classification II Analyst	HOME	1/1/2025	12/31/2025															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$192,19	\$112,00	\$147,00	6,00%	\$ 70,00	N/A
		1/1/2026	12/31/2026															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$203,72	\$118,72	\$155,82	6,00%	\$ 74,20	N/A
		1/1/2027	12/31/2027															\$0,00	\$0,00	\$0,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$215,84	\$125,84	\$165,17	6,00%	\$ 83,37	N/A
Non-Prevailing Wage Work (non-Exempt)																																			

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 3

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

Note: Mark-ups are Not Allowed

Consultant Area West Environmental, Inc.Prime Consultant ☐ Subconsultant ☒

2nd Tier Subconsultant

Project No. RFQ 2024-001Contract No. tbdParticipation Amount tbdDate 11/11/2024

Town of Paradise On-Call CM

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only	
	Straight ³	OT(1.5x)	OT(2x)	From	To				
Lavery, Heather R.	\$98.84	N/A	N/A	1/1/2024	12/31/2024	\$36.00		Not Applicable	
Technician	\$104.77	N/A	N/A	1/1/2025	12/31/2025	\$38.16	6.0%		
Analyst	\$111.06	N/A	N/A	1/1/2026	12/31/2026	\$40.45	6.0%		
	\$117.72	N/A	N/A	1/1/2027	12/31/2027	\$42.88	6.0%		
Hire Date: 05/01/2023	\$124.79	N/A	N/A	1/1/2028	12/31/2028	\$45.45	6.0%		
Exempt	\$132.27	N/A	N/A	1/1/2029	12/31/2029	\$48.18	6.0%		
Rogers, Matthew S.	\$112.57	\$168.85	\$225.14	1/1/2024	12/31/2024	\$41.00		Not Applicable	
Biologist III	\$119.32	\$178.99	\$238.65	1/1/2025	12/31/2025	\$43.46	6.0%		
Senior Scientist	\$126.48	\$189.72	\$252.97	1/1/2026	12/31/2026	\$46.07	6.0%		
	\$134.07	\$201.11	\$268.14	1/1/2027	12/31/2027	\$48.83	6.0%		
Hire Date: 05/24/2021	\$142.12	\$213.17	\$284.23	1/1/2028	12/31/2028	\$51.76	6.0%		
Non-Exempt	\$150.64	\$225.97	\$301.29	1/1/2029	12/31/2029	\$54.87	6.0%		
Rozumowicz-Kodsuntie, Rebecca J. *	\$209.79	N/A	N/A	1/1/2024	12/31/2024	\$76.41		Not Applicable	
Principal/Biological Resources Lead	\$222.38	N/A	N/A	1/1/2025	12/31/2025	\$80.99	6.0%		
Senior Scientist	\$235.72	N/A	N/A	1/1/2026	12/31/2026	\$85.85	6.0%		
	\$249.86	N/A	N/A	1/1/2027	12/31/2027	\$91.01	6.0%		
Hire Date: 04/01/2007	\$264.86	N/A	N/A	1/1/2028	12/31/2028	\$96.47	6.0%		
Exempt	\$280.75	N/A	N/A	1/1/2029	12/31/2029	\$102.25	6.0%		
Open Classification I	\$123.55	\$185.33	\$247.10	1/1/2024	12/31/2024	\$45.00		\$25.00	\$65.00
-	\$130.97	\$196.45	\$261.93	1/1/2025	12/31/2025	\$47.70	6.0%		
Analyst	\$138.82	\$208.23	\$277.65	1/1/2026	12/31/2026	\$50.56	6.0%		
	\$147.15	\$220.73	\$294.30	1/1/2027	12/31/2027	\$53.60	6.0%		

BILLING INFORMATION				CALCULATION INFORMATION					
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only	
	Straight ³	OT(1.5x)	OT(2x)	From	To				
-	\$155.98	\$233.97	\$311.96	1/1/2028	12/31/2028	\$56.81	6.0%		
Non-Exempt	\$165.34	\$248.01	\$330.68	1/1/2029	12/31/2029	\$60.22	6.0%		
Open Classification II	\$192.19	\$288.29	\$384.38	1/1/2024	12/31/2024	\$70.00		\$30.00	\$110.00
-	\$203.72	\$305.59	\$407.45	1/1/2025	12/31/2025	\$74.20	6.0%		
Senior Scientist	\$215.95	\$323.92	\$431.89	1/1/2026	12/31/2026	\$78.65	6.0%		
	\$228.90	\$343.36	\$457.81	1/1/2027	12/31/2027	\$83.37	6.0%		
-	\$242.64	\$363.96	\$485.28	1/1/2028	12/31/2028	\$88.37	6.0%		
Non-Exempt	\$257.20	\$385.79	\$514.39	1/1/2029	12/31/2029	\$93.68	6.0%		

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 2 of 3

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

Consultant Area West Environmental, Inc. ☐ Prime Consultant ☒ Subconsultant ☐ 2nd Tier Subconsultant

Project No. RFQ 2024-001 Contract No. tbd Date 11/11/2024

Town of Paradise On-Call CM

SCHEDULE OF OTHER DIRECT COST ITEMS

DESCRIPTION OF ITEM	Quantity	Unit	Unit Cost	Total
1. Special Tooling				
A. Outside Printing and Reproductions		each	at cost	\$ -
B. Overnight Delivery Services		each	at cost	\$ -
C. Project Specific Supplies		each	at cost	\$ -
2. Travel				
A. Per Diem		state rate	state rate	\$ -
B. Personal Vehicle Mileage		mile	current federal mileage rate	\$ -
C. Vehicle Rental and Fuel		each	at cost	\$ -
D. Company Vehicle (non-overhead vehicle)		mile	current federal mileage rate	\$ -
E. Airfare, Taxi, Uber, Lyft		each	at cost	\$ -
F. Parking, Tolls		each	at cost	\$ -
3. Tools of the Trade				
A. Computers			N/A	\$ -
B. Standard software			N/A	\$ -
C. Cell phones			N/A	\$ -
D. Standard field equipment			N/A	\$ -
4. Overtime Premium				
A. Non-Exempt		hour	billed as direct labor	\$ -
Subconsultant 1:				at cost + fee
Subconsultant 2:				at cost + fee
Subconsultant 3:				at cost + fee

NOTES:

- The Consultant employee's headquarters and/or primary residence as defined in the Caltrans Travel Guide will be established in the Task Order or Personnel Request Form.
- Pre-approved travel and per diem costs will be reimbursed in conformance with the current Department of Transportation Travel and Expense Guide for Consultants. No charge will be invoiced for employee relocation costs.

EXHIBIT 10-H2 COST PROPOSAL (Page 3 of 3)

Certification of Direct Costs

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

- 1 Generally Accepted Accounting Principles (GAAP)
- 2 Terms and conditions of the contract
- 3 Title 23 United States Code Section 112 - Letting of Contracts
- 4 48 Code of Federal Regulations Part 31 - Contract Cost Principles and Procedures
- 5 23 Code of Federal Regulations Part 172 - Procurement, Management, and Administration of Engineering and Design Related Services
- 6 48 Code of Federal Regulations Part 9904 - Cost Accounting Standards Board (when applicable)

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

Local governments are responsible for applying only cognizant agency approved or Caltrans accepted Indirect Cost Rate(s).

Prime Consultant or Subconsultant Certifying:

Name: Becky Rozumowicz-Kodsuntie Title*: President

Signature:  Date of Certification (mm/dd/yyyy): 11/11/2024

Email: becky@areawest.net Phone Number: (916) 987-3362

Address: 6248 Main Avenue, Suite #C, Orangevale, CA 95662

*An individual executive or financial officer of the consultant's or subconsultants organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under this proposed contract:

On call environmental consulting; including, but not limited to, biological, botanical, archaeological resources, CEQA/NEPA compliance, project management, inter agency coordination, permitting, WEAT, mitigation, and monitoring.

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

CONTRACT TYPE_Specific Rates of Compensation		(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)
Sub Consultant's Contract Amount		\$ TBD

Amendment 1 (08/05/25) Page 70

New Hire PW Group 1	Home	9/1/2024	6/30/2025	60.77	\$91.16	\$121.54	33.47	\$94.24	\$124.63	\$155.01	\$73.00	\$109.50	\$146.00	\$0.00	\$73.00	\$109.50	\$146.00	(\$21.24)	(\$15.13)	(\$9.01)	(\$21.24)	\$18.35	\$24.46	\$0.00	\$0.00	\$0.00	(\$21.24)	(\$15.13)	(\$9.01)	\$152.57	\$116.80	\$153.30	5.00%	\$ 73.00		
Prevailing Wage Work (non-Exempt)				60.77	\$91.16	\$121.54	33.47	\$94.24	\$124.63	\$155.01	\$76.65	\$114.98	\$153.30	\$0.00	\$76.65	\$114.98	\$153.30	(\$17.59)	(\$9.65)	(\$1.71)	(\$17.59)	\$23.82	\$31.76	\$0.00	\$0.00	\$0.00	(\$17.59)	(\$9.65)	(\$1.71)	\$160.20	\$122.64	\$160.97	5.00%	\$ 76.65	N/A	
				60.77	\$91.16	\$121.54	33.47	\$94.24	\$124.63	\$155.01	\$80.48	\$120.72	\$160.96	\$0.00	\$80.48	\$120.72	\$160.96	(\$11.76)	(\$0.91)	\$5.95	(\$11.76)	\$32.57	\$43.42	\$0.00	\$0.00	\$0.00	(\$11.76)	(\$0.91)	\$0.00	\$168.20	\$128.77	\$169.01	5.00%	\$ 80.48		
				60.77	\$91.16	\$121.54	33.47	\$94.24	\$124.63	\$155.01	\$84.50	\$126.75	\$169.00	\$0.00	\$84.50	\$126.75	\$169.00	(\$9.74)	\$2.13	\$13.99	(\$9.74)	\$35.60	\$47.46	\$0.00	\$0.00	\$0.00	(\$9.74)	\$0.00	\$0.00	\$176.61	\$135.20	\$177.45	5.00%	\$ 84.50		
				60.77	\$91.16	\$121.54	33.47	\$94.24	\$124.63	\$155.01	\$88.73	\$133.10	\$177.46	\$0.00	\$88.73	\$133.10	\$177.46	(\$5.51)	\$8.47	\$22.45	(\$5.51)	\$41.94	\$55.92	\$0.00	\$0.00	\$0.00	(\$5.51)	\$0.00	\$0.00	\$185.45	\$141.97	\$186.33	5.00%	\$ 88.73		
New Hire PW Group 2	Home	9/1/2024	6/30/2025	558.77	\$88.16	\$117.54	33.47	\$92.24	\$121.63	\$151.01	\$73.00	\$109.50	\$146.00	\$0.00	\$73.00	\$109.50	\$146.00	(\$19.24)	(\$12.13)	(\$4.01)	(\$19.24)	\$21.35	\$29.46	\$0.00	\$0.00	\$0.00	(\$19.24)	(\$12.13)	(\$4.01)	\$152.57	\$116.80	\$153.30	5.00%	\$ 73.00		
Prevailing Wage Work (non-Exempt)				558.77	\$88.16	\$117.54	33.47	\$92.24	\$121.63	\$151.01	\$76.65	\$114.98	\$153.30	\$0.00	\$76.65	\$114.98	\$153.30	(\$15.59)	(\$6.95)	(\$2.29)	(\$15.59)	\$26.82	\$35.76	\$0.00	\$0.00	\$0.00	(\$15.59)	(\$6.95)	(\$2.29)	\$160.20	\$122.64	\$160.97	5.00%	\$ 76.65	N/A	
				558.77	\$88.16	\$117.54	33.47	\$92.24	\$121.63	\$151.01	\$80.48	\$120.72	\$160.96	\$0.00	\$80.48	\$120.72	\$160.96	(\$11.76)	(\$0.91)	\$9.95	(\$11.76)	\$32.57	\$43.42	\$0.00	\$0.00	\$0.00	(\$11.76)	(\$0.91)	\$0.00	\$168.20	\$128.77	\$169.01	5.00%	\$ 80.48		
				558.77	\$88.16	\$117.54	33.47	\$92.24	\$121.63	\$151.01	\$84.50	\$126.75	\$169.00	\$0.00	\$84.50	\$126.75	\$169.00	(\$7.74)	\$5.19	\$17.99	(\$7.74)	\$38.60	\$51.46	\$0.00	\$0.00	\$0.00	(\$7.74)	\$0.00	\$0.00	\$176.61	\$135.20	\$177.45	5.00%	\$ 84.50		
				558.77	\$88.16	\$117.54	33.47	\$92.24	\$121.63	\$151.01	\$88.73	\$133.10	\$177.46	\$0.00	\$88.73	\$133.10	\$177.46	(\$3.51)	\$11.47	\$26.45	(\$3.51)	\$44.94	\$59.92	\$0.00	\$0.00	\$0.00	(\$3.51)	\$0.00	\$0.00	\$185.45	\$141.97	\$186.33	5.00%	\$ 88.73		
New Hire PW Group 3	Home	9/1/2024	6/30/2025	51.56	\$77.34	\$103.12	33.47	\$85.03	\$110.81	\$136.59	\$73.00	\$109.50	\$146.00	\$0.00	\$73.00	\$109.50	\$146.00	(\$12.03)	(\$1.31)	\$9.41	(\$12.03)	\$32.10	\$42.88	\$0.00	\$0.00	\$0.00	(\$12.03)	(\$1.31)	\$0.00	\$152.57	\$116.80	\$153.30	5.00%	\$ 73.00		
Prevailing Wage Work (non-Exempt)				51.56	\$77.34	\$103.12	33.47	\$85.03	\$110.81	\$136.59	\$76.65	\$114.98	\$153.30	\$0.00	\$76.65	\$114.98	\$153.30	(\$8.38)	\$4.17	\$16.71	(\$8.38)	\$37.64	\$50.18	\$0.00	\$0.00	\$0.00	(\$8.38)	\$0.00	\$0.00	\$160.20	\$122.64	\$160.97	5.00%	\$ 76.65	N/A	
				51.56	\$77.34	\$103.12	33.47	\$85.03	\$110.81	\$136.59	\$80.48	\$120.72	\$160.96	\$0.00	\$80.48	\$120.72	\$160.96	(\$4.55)	\$9.91	\$24.37	(\$4.55)	\$43.38	\$57.84	\$0.00	\$0.00	\$0.00	(\$4.55)	\$0.00	\$0.00	\$168.20	\$128.77	\$169.01	5.00%	\$ 80.48		
				51.56	\$77.34	\$103.12	33.47	\$85.03	\$110.81	\$136.59	\$84.50	\$126.75	\$169.00	\$0.00	\$84.50	\$126.75	\$169.00	(\$0.53)	\$15.94	\$32.41	(\$0.53)	\$49.41	\$65.88	\$0.00	\$0.00	\$0.00	(\$0.53)	\$0.00	\$0.00	\$176.61	\$135.20	\$177.45	5.00%	\$ 84.50		
				51.56	\$77.34	\$103.12	33.47	\$85.03	\$110.81	\$136.59	\$88.73	\$133.10	\$177.46	\$0.00	\$88.73	\$133.10	\$177.46	\$3.70	\$22.29	\$40.87	\$0.00	\$55.76	\$74.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.45	\$141.97	\$186.33	5.00%	\$ 88.73		
New Hire PW Group 4	Home	9/1/2024	6/30/2025	545.59	\$68.39	\$91.18	33.47	\$79.06	\$101.86	\$124.65	\$73.00	\$109.50	\$146.00	\$0.00	\$73.00	\$109.50	\$146.00	(\$6.06)	\$7.65	\$21.35	(\$6.06)	\$41.12	\$54.82	\$0.00	\$0.00	\$0.00	(\$6.06)	\$0.00	\$0.00	\$152.57	\$116.80	\$153.30	5.00%	\$ 73.00		
Prevailing Wage Work (non-Exempt)				545.59	\$68.39	\$91.18	33.47	\$79.06	\$101.86	\$124.65	\$76.65	\$114.98	\$153.30	\$0.00	\$76.65	\$114.98	\$153.30	(\$2.41)	\$13.12	\$28.65	(\$2.41)	\$46.59	\$62.12	\$0.00	\$0.00	\$0.00	(\$2.41)	\$0.00	\$0.00	\$160.20	\$122.64	\$160.97	5.00%	\$ 76.65	N/A	
				545.59	\$68.39	\$91.18	33.47	\$79.06	\$101.86	\$124.65	\$80.48	\$120.72	\$160.96	\$0.00	\$80.48	\$120.72	\$160.96	\$1.42	\$18.87	\$36.31	\$0.00	\$52.34	\$69.78	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$168.20	\$128.77	\$169.01	5.00%	\$ 80.48		
				545.59	\$68.39	\$91.18	33.47	\$79.06	\$101.86	\$124.65	\$84.50	\$126.75	\$169.00	\$0.00	\$84.50	\$126.75	\$169.00	\$5.44	\$24.90	\$44.35	\$0.00	\$68.37	\$77.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.61	\$135.20	\$177.45	5.00%	\$ 84.50		
				545.59	\$68.39	\$91.18	33.47	\$79.06	\$101.86	\$124.65	\$88.73	\$133.10	\$177.46	\$0.00	\$88.73	\$133.10	\$177.46	\$9.07	\$31.24	\$52.81	\$0.00	\$64.71	\$86.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185.45	\$141.97	\$186.33	5.00%	\$ 88.73		
New Hire	0	Home	9/1/2024	6/30/2025																													5.00%	\$ 73.00		
Non-Prevailing Wage Work (non-Exempt)																																		5.00%	\$ 76.65	N/A
																																		5.00%	\$ 80.48	
																																		5.00%	\$ 84.50	
																																		5.00%	\$ 88.73	

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 10/03/2024. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 10/03/2024. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follows: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follows:

SAMPLE COST PROPOSAL 4: FOR CONTRACTS WITH PREVAILING WAGES
ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONSULTANT BFI Consulting, Inc. PRIME SUB X
PROJECT NO. CONTRACT NO. Town of Paradise RFQ 2024-001 DATE 7/14/2025

CONTRACT TYPE (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)
Total Other Direct Costs Amount \$

SCHEDULE OF OTHER DIRECT COST ITEMS

Prime Consultant's Name			BFI Consulting								
DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST						
			Extracted Aggregate Grain Size Analysis D6444	1	\$ 240.00	California Compaction Impact Method CT216	1	\$ 330.00	Unconfined Compression Test D2106, T208	1	\$ 185.00
			LTMD (ASTM D1585, AASHTO T247)	1	\$ 605.00	Compaction Curve, D1557, T198	1	\$ 350.00	Unconfined Compression Test		
			Marshall Compacted Unit Weight D6925	1	\$ 185.00	Compaction Curve Check Point, T272	1	\$ 95.00	- Chemically Treated (ast of 3) D1633, D6102	1	\$ 625.00
			Maximum Theoretical Density (Roar) D2041	1	\$ 250.00	Consolidation Test D2435, T216	1	\$ 775.00			
			Oil Content by Extraction D2172	1	\$ 335.00	Durability D3744, T210	1	\$ 275.00	DHS Wage Reporting (Monthly)	1	\$ 180.00
			Oil Content by Ignition D6307, T308	1	\$ 330.00	Expansion Index D4629	1	\$ 345.00	Project Manager	1	\$ 180.00
			Stabilometer Value (3 specimens) (CTM 368)	1	\$ 505.00	Grain Size Analysis - Total Sieve D422, D6913, T88, T27	1	\$ 335.00	Courier	1	\$ 130.00
			Unit Weight of Cores D1118, D2726, D3549	1	\$ 75.00	Grain Size Analysis - Fine or Coarse Sieve D422, D6913, T	1	\$ 175.00	Density Testing Gauge (Daily)	1	\$ 250.00
			Compression Testing - Concrete 4th, C39	1	\$ 55.00	Grain Size Analysis - Finer than No. 200 D1140, T11, C111	1	\$ 165.00			
			Compression Testing - Concrete 6x12, C39	1	\$ 75.00	Grain Size Analysis - Hydrometer D422, D7509	1	\$ 240.00	Travel		
			Flexural Strength - 6" x 6" concrete beam, C78	1	\$ 210.00	L.A. Abrasion (100 and 500 Rev) C535, C131, T96	1	\$ 265.00	A. Lodging, Per GSA Rate for 95959	EA	\$ 146.00
			Absorption of Sand or Gravel (CTM 206, 207)	1	\$ 105.00	Moisture Content D2216, D4363, T265	1	\$ 65.00	B. Meals and Incidentals, Per GSA Rate for 95959	EA	\$ 89.00
			Aggregate Churners Value, C1227	1	\$ 210.00	Resistance Value - Untrreated D2044	1	\$ 405.00	C. Mileage, Per IRS Rate (per mile)	1	\$ 0.70
			Aggregate Crushed Particles, D5821, T330	1	\$ 170.00	Resistance Value - Treated Lime/Cement D2844	1	\$ 535.00	D. Hourly rate	1	\$ 145.00
			Aggregate Unit Weight C29, T19	1	\$ 105.00	Shed Evaluation D2418, T439, C1217	1	\$ 220.00			
						Hamburg Wheel	1	\$ 2,000.00			

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

SAMPLE COST PROPOSAL 2 Page 1 of 3

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

Note: Mark-ups are Not Allowed

Consultant BFI Consulting

☐ Prime Consultant

☒ Subconsultant

☐ 2nd Tier Subconsultant

Project No.

Contract No. Town of Paradise RFQ Participation Amount \$ _TBD
2024-001

7/14/2025

For Combined Rate	Fringe Benefit % + General & Administrative %	=	120.00%	Combined ICR%
OR				
For Home Office Rate	Fringe Benefit % + General & Administrative %	=	120.00%	Home Office ICR%
For Field Office Rate	Fringe Benefit % + General & Administrative %	=	90.00%	Field Office ICR%
	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 ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	To			
John Atkinson	\$176.66	\$176.66	\$176.66	10/3/2024	12/31/2024	\$73.00	5%	Not Applicable
	\$185.49	\$185.49	\$185.49	1/1/2025	12/31/2025	\$76.65	5%	
	\$194.76	\$194.76	\$194.76	1/1/2026	12/31/2026	\$80.48	5%	
Material Tester	\$204.49	\$204.49	\$204.49	1/1/2027	12/31/2027	\$84.50		
Non-exempt								
John Atkinson	\$176.66	\$176.66	\$176.66	10/3/2024	12/31/2024	\$73.00	5%	Not Applicable
	\$185.49	\$185.49	\$185.49	1/1/2025	12/31/2025	\$76.65	5%	
	\$194.76	\$194.76	\$194.76	1/1/2026	12/31/2026	\$80.48	5%	
Material Tester	\$204.49	\$204.49	\$204.49	1/1/2027	12/31/2027	\$84.50		
Non-exempt								
Shelby Fuller	\$176.66	\$176.66	\$176.66	10/3/2024	12/31/2024	\$73.00	5%	Not Applicable
	\$185.49	\$185.49	\$185.49	1/1/2025	12/31/2025	\$76.65	5%	
	\$194.76	\$194.76	\$194.76	1/1/2026	12/31/2026	\$80.48	5%	
Material Tester	\$204.49	\$204.49	\$204.49	1/1/2027	12/31/2027	\$84.50		
Non-exempt								
Shelby Fuller	\$176.66	\$213.16	\$249.66	10/3/2024	12/31/2024	\$73.00	5%	Not Applicable
	\$185.49	\$223.82	\$262.14	1/1/2025	12/31/2025	\$76.65	5%	
	\$194.76	\$235.00	\$275.24	1/1/2026	12/31/2026	\$80.48	5%	
Material Tester	\$204.49	\$246.74	\$288.99	1/1/2027	12/31/2027	\$84.50		
Non-exempt								
New Hire	\$176.66	\$176.66	\$176.66	10/3/2024	12/31/2024	\$73.00	5%	Not Applicable
	\$185.49	\$185.49	\$185.49	1/1/2025	12/31/2025	\$76.65	5%	

Material Tester Non-exempt	\$194.76 \$204.49	\$194.76 \$204.49	\$194.76 \$204.49	1/1/2026 1/1/2027	12/31/2026 12/31/2027	\$80.48 \$84.50	5%	
New Hire	\$176.66 \$185.49 \$194.76	\$213.16 \$223.82 \$235.00	\$249.66 \$262.14 \$275.24	10/3/2024 1/1/2025 1/1/2026	12/31/2024 12/31/2025 12/31/2026	\$73.00 \$76.65 \$80.48	5% 5% 5%	Not Applicable
Material Tester Non-exempt	\$204.49	\$246.74	\$288.99	1/1/2027	12/31/2027	\$84.50		
New Hire	\$176.66 \$185.49 \$194.76	\$176.66 \$185.49 \$194.76	\$176.66 \$185.49 \$194.76	10/3/2024 1/1/2025 1/1/2026	12/31/2024 12/31/2025 12/31/2026	\$73.00 \$76.65 \$80.48	5% 5% 5%	Not Applicable
Material Tester Non-exempt	\$204.49	\$204.49	\$204.49	1/1/2027	12/31/2027	\$84.50		
New Hire	\$176.66 \$185.49 \$194.76	\$213.16 \$223.82 \$235.00	\$249.66 \$262.14 \$275.24	10/3/2024 1/1/2025 1/1/2026	12/31/2024 12/31/2025 12/31/2026	\$73.00 \$76.65 \$80.48	5% 5% 5%	Not Applicable
Material Tester Non-exempt	\$204.49	\$246.74	\$288.99	1/1/2027	12/31/2027	\$84.50		

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²	Effective Date of Hourly Rate	Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
--	-----------------------------------	-------------------------------	---	---------------------	--

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 2 of 3

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

 Consultant BFI Consulting, Inc.
☐ Prime Consultant

☒ Subconsultant

Project No. _____

 Contract No. Town of Paradise RFQ 2024-001

7/14/2025

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs	-		\$0.00	\$0.00
Equipment Rental and Supplies	-		\$0.00	\$0.00
Permit Fees	-		\$0.00	\$0.00
Plan Sheets	-		\$0.00	\$0.00
Test	-		\$0.00	\$0.00
Vehicle	-		\$0.00	\$0.00
Subconsultant 1:				\$0.00
Subconsultant 2:				\$0.00
Subconsultant 3:				\$0.00
Subconsultant 4:				\$0.00
Subconsultant 5:				\$0.00

Note: Add additional pages if necessary.

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3**Certification of Direct Costs:**

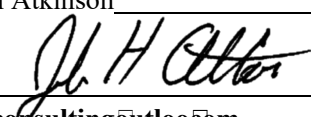
I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

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

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

Prime Consultant or Subconsultant Certifying:

Name: John Atkinson_____

Title*: Vice President_____Signature : _____7/2021 ☐Email: bfi-consulting@outlook.com _____Phone number: 01-221 _____ ☐Address: ☐

☐ An individual executive or financial officer of the consultants or subconsultants organization at a level no lower than a Vice President or a Chief Financial Officer or equivalent has authority to represent the financial information utilized to establish the cost proposal for the contract ☐

List services the consultant is providing under the proposed contract:

material Testing

Sample Only - Required Cost Proposal Template To Be Determined By Agency

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

CONSULTANT Consor PMCM	PRIME	SUB	X
------------------------	-------	-----	---

CONTRACT TYPE	LIST ONE OF THE ABOVE LISTED CONTRACT TYPES
----------------------	---

4. LIST ONE OF THE ABOVE LISTED CONTRACT TYPES.

Non Exempt Employee Loaded Billing Rates

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

Exempt Employee Loaded Billing Rates

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

1. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.

2. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.

SAMPLE COST PROPOSAL 4: FOR CONTRACTS WITH PREVAILING WAGES

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

CONSULTANT_ Consor PMCMPRIME SUB_xCONTRACT TYPE (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. 2024-001.3CONTRACT NO. C240311CADATETotal Other Direct Costs Amount \$

SCHEDULE OF OTHER DIRECT COST ITEMS

Consor PMCM					
DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST
Special Tooling			Special Tooling		
A.			A.		
B.			B.		
C.			C.		
Travel			Travel		
A. Per Diem		Per GSA			
B. Company Vehicles		N/C	B.		
C. Personal Vehicles (Mileage)	Mile	IRS Rate	C.		
Other					
A. FCCM*	% labor	0.03%			
* Facilities Capital Cost of Money (FCCM) will be billed as an Other Direct Cost based on the sum of actual hourly rates (AHR) of each employee (Emp) and the number of monthly hours billed (MHB) multiplied by the FCCM					

Please Note: Consultant completes all applicable items and deletes what is not applicable

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

SAMPLE COST PROPOSAL 2 Page 1 of 3

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

Note: Mark-ups are Not Allowed

Consultant – **Conсор
PMCM**

☒ Prime Consultant

☐ Subconsultant

☐ 2nd Tier Subconsultant

Project No.

Contract No. Town of Paradise RFQ Participation Amount \$ _TBD
2024-001

11/13/2024

For Combined Rate	Fringe Benefit % + General & Administrative %	=	107.55%	Combined ICR%
OR				
For Home Office Rate	Fringe Benefit % + General & Administrative %	=	107.55%	Home Office ICR%
For Field Office Rate	Fringe Benefit % + General & Administrative %	=	107.55%	Field Office ICR%
	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 ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	To			
Sherri Berexa, Project Manager	\$263.42	\$321.11	\$378.80	10/3/2024	12/31/2024	\$115.38	5%	Not Applicable
	\$276.59	\$337.17	\$397.74	1/1/2025	12/31/2025	\$121.15	5%	
	\$290.43	\$354.03	\$417.64	1/1/2026	12/31/2026	\$127.21	5%	
	\$304.95	\$371.73	\$438.52	1/1/2027	12/31/2027	\$133.57	5%	
Non-PW Exempt								
Kayla Miller, Office Engineer	\$141.55	\$172.55	\$203.55	10/3/2024	12/31/2024	\$62.00	5%	Not Applicable
	\$148.63	\$181.18	\$213.73	1/1/2025	12/31/2025	\$65.10	5%	
	\$156.07	\$190.25	\$224.43	1/1/2026	12/31/2026	\$68.36	5%	
	\$163.88	\$199.77	\$235.66	1/1/2027	12/31/2027	\$71.78	5%	
Non-PW Exempt								
Nicole Sanchez, Office Engineer	\$141.55	\$172.55	\$203.55	10/3/2024	12/31/2024	\$62.00	5%	Not Applicable
	\$148.63	\$181.18	\$213.73	1/1/2025	12/31/2025	\$65.10	5%	
	\$156.07	\$190.25	\$224.43	1/1/2026	12/31/2026	\$68.36	5%	
	\$163.88	\$199.77	\$235.66	1/1/2027	12/31/2027	\$71.78	5%	
Non-PW Non-exempt								
Construction Inspector	\$142.69	\$173.94	\$205.19	10/3/2024	12/31/2024	\$62.50	5%	Not Applicable
	\$149.84	\$182.65	\$215.47	1/1/2025	12/31/2025	\$65.63	5%	
	\$157.32	\$191.78	\$226.23	1/1/2026	12/31/2026	\$68.91	5%	
	\$165.20	\$201.38	\$237.56	1/1/2027	12/31/2027	\$72.36	5%	
Non-exempt								
Resident Engineer	\$194.06	\$236.56	\$279.06	10/3/2024	12/31/2024	\$85.00	5%	Not Applicable
	\$203.76	\$248.39	\$293.01	1/1/2025	12/31/2025	\$89.25	5%	
	\$213.94	\$260.80	\$307.65	1/1/2026	12/31/2026	\$93.71	5%	
	\$224.65	\$273.85	\$323.05	1/1/2027	12/31/2027	\$98.40	5%	

Non-exempt								
Assistent Resident Engineer	\$152.96	\$186.46	\$219.96	10/3/2024	12/31/2024	\$67.00	5%	Not Applicable
	\$160.61	\$195.79	\$230.96	1/1/2025	12/31/2025	\$70.35	5%	
	\$168.65	\$205.58	\$242.52	1/1/2026	12/31/2026	\$73.87	5%	
	\$177.07	\$215.85	\$254.63	1/1/2027	12/31/2027	\$77.56	5%	
Non-exempt								
Office Engineer	\$142.69	\$173.94	\$205.19	10/3/2024	12/31/2024	\$62.50	5%	Not Applicable
	\$149.84	\$182.65	\$215.47	1/1/2025	12/31/2025	\$65.63	5%	
	\$157.32	\$191.78	\$226.23	1/1/2026	12/31/2026	\$68.91	5%	
	\$165.20	\$201.38	\$237.56	1/1/2027	12/31/2027	\$72.36	5%	
Non-exempt								

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 2 of 3

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

Consultant Conzor PMCM

☐ Prime Consultant

☒ Subconsultant

Project No. _____

Contract No. Town of Paradise RFQ 2024-001

11/4/2024

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs	-		\$0.00	\$0.00
Equipment Rental and Supplies	-		\$0.00	\$0.00
Permit Fees	-		\$0.00	\$0.00
Plan Sheets	-		\$0.00	\$0.00
Test	-		\$0.00	\$0.00
Vehicle/ Travel	Per GSA	-	\$0.00	\$0.00
Subconsultant 1:				\$0.00
Subconsultant 2:				\$0.00
Subconsultant 3:				\$0.00
Subconsultant 4:				\$0.00
Subconsultant 5:				\$0.00

Note: Add additional pages if necessary.

NOTES:

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

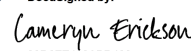
EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3**Certification of Direct Costs:**

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

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

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

Prime Consultant or Subconsultant Certifying:

Name: Cameryn Erickson Title*: Vice President _____
DocuSigned by:
 Signature:  11/22/2024
82D6FE482ABD420
 Email: cameryn.erickson@consorpnm.com Phone Number: +1.650.823.0922 _____
 Address: 1663 Mission street, Suite 425, San Francisco, CA 94103 _____

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

Construction Management, Inspection and Material Testing Services

COST PROPOSAL 2

SPECIFIC RATE OF COMPENSATION

Consultant Crawford & Associates, Inc.

☐ Prime Consultant

☒ Subconsultant

☐ 2nd Tier Subconsultant

Town of Paradise On-Call Construction Management,
Project Inspections, and Materials Testing - RFQ 2024-001

Contract No. Various

Contract Amount \$ TBD

Date 11/11/2024

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification	Loaded Hourly Billing Rates			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% Escalation Increase	Hourly Range - for Classifications Only		
	Straight ³	OT(1.5x)	OT(2x)	From	To					
Benjamin Crawford * Principal	\$280.90	N/A	N/A	2/1/2025	1/31/2026	\$79.00		Not Applicable		
	\$294.95	N/A	N/A	2/1/2026	1/31/2027	\$82.95	5.0%			
	\$309.71	N/A	N/A	2/1/2027	1/31/2028	\$87.10	5.0%			
	\$325.21	N/A	N/A	2/1/2028	1/31/2029	\$91.46	5.0%			
	\$341.46	N/A	N/A	2/1/2029	1/31/2030	\$96.03	5.0%			
(Exempt, Non-Prevailing Wage)										
Eric Nichols * Principal	\$240.33	N/A	N/A	2/1/2025	1/31/2026	\$67.59		Not Applicable		
	\$252.35	N/A	N/A	2/1/2026	1/31/2027	\$70.97	5.0%			
	\$264.97	N/A	N/A	2/1/2027	1/31/2028	\$74.52	5.0%			
	\$278.24	N/A	N/A	2/1/2028	1/31/2029	\$78.25	5.0%			
	\$292.14	N/A	N/A	2/1/2029	1/31/2030	\$82.16	5.0%			
(Exempt, Non-Prevailing Wage)										
Shawn Leyva * Principal	\$220.46	N/A	N/A	2/1/2025	1/31/2026	\$62.00		Not Applicable		
	\$231.48	N/A	N/A	2/1/2026	1/31/2027	\$65.10	5.0%			
	\$243.07	N/A	N/A	2/1/2027	1/31/2028	\$68.36	5.0%			
	\$255.23	N/A	N/A	2/1/2028	1/31/2029	\$71.78	5.0%			
	\$268.00	N/A	N/A	2/1/2029	1/31/2030	\$75.37	5.0%			
(Exempt, Non-Prevailing Wage)										
Chris Trumbull * Senior Project Manager	\$265.51	N/A	N/A	2/1/2025	1/31/2026	\$74.67		Not Applicable		
	\$278.77	N/A	N/A	2/1/2026	1/31/2027	\$78.40	5.0%			
	\$292.71	N/A	N/A	2/1/2027	1/31/2028	\$82.32	5.0%			
	\$307.36	N/A	N/A	2/1/2028	1/31/2029	\$86.44	5.0%			
	\$322.72	N/A	N/A	2/1/2029	1/31/2030	\$90.76	5.0%			
(Exempt, Non-Prevailing Wage)										
Rob Hill * Construction Services Director	\$242.75	N/A	N/A	2/1/2025	1/31/2026	\$68.27		Not Applicable		
	\$254.89	N/A	N/A	2/1/2026	1/31/2027	\$71.68	5.0%			
	\$267.63	N/A	N/A	2/1/2027	1/31/2028	\$75.27	5.0%			
	\$281.01	N/A	N/A	2/1/2028	1/31/2029	\$79.03	5.0%			
	\$295.07	N/A	N/A	2/1/2029	1/31/2030	\$82.98	5.0%			
(Exempt, Non-Prevailing Wage)										
Senior Project Manager <i>TBD</i>	\$256.44	N/A	N/A	2/1/2025	1/31/2026	\$72.12		\$68.23	-	\$76.00
	\$269.28	N/A	N/A	2/1/2026	1/31/2027	\$75.73	5.0%	\$71.64	-	\$79.80
	\$282.75	N/A	N/A	2/1/2027	1/31/2028	\$79.52	5.0%	\$75.22	-	\$83.79
	\$296.91	N/A	N/A	2/1/2028	1/31/2029	\$83.50	5.0%	\$78.98	-	\$87.98

(Exempt, Non-Prevailing Wage)	\$311.77	N/A	N/A	2/1/2029	1/31/2030	\$87.68	5.0%	\$82.93	-	\$92.38
Project Manager II	\$239.34	N/A	N/A	2/1/2025	1/31/2026	\$67.31		\$63.15	-	\$71.47
TBD	\$251.32	N/A	N/A	2/1/2026	1/31/2027	\$70.68	5.0%	\$66.31	-	\$75.04
	\$263.87	N/A	N/A	2/1/2027	1/31/2028	\$74.21	5.0%	\$69.62	-	\$78.80
	\$277.06	N/A	N/A	2/1/2028	1/31/2029	\$77.92	5.0%	\$73.10	-	\$82.74
(Exempt, Non-Prevailing Wage)	\$290.93	N/A	N/A	2/1/2029	1/31/2030	\$81.82	5.0%	\$76.76	-	\$86.87
Project Manager I	\$213.70	N/A	N/A	2/1/2025	1/31/2026	\$60.10		\$56.00	-	\$64.20
TBD	\$224.40	N/A	N/A	2/1/2026	1/31/2027	\$63.11	5.0%	\$58.80	-	\$67.41
	\$235.64	N/A	N/A	2/1/2027	1/31/2028	\$66.27	5.0%	\$61.74	-	\$70.78
	\$247.41	N/A	N/A	2/1/2028	1/31/2029	\$69.58	5.0%	\$64.83	-	\$74.32
(Exempt, Non-Prevailing Wage)	\$259.78	N/A	N/A	2/1/2029	1/31/2030	\$73.06	5.0%	\$68.07	-	\$78.04
Senior Engineer II	\$222.23	\$253.48	\$284.73	2/1/2025	1/31/2026	\$62.50		\$57.00	-	\$68.00
TBD	\$233.36	\$266.18	\$298.99	2/1/2026	1/31/2027	\$65.63	5.0%	\$59.85	-	\$71.40
	\$245.03	\$279.48	\$313.94	2/1/2027	1/31/2028	\$68.91	5.0%	\$62.84	-	\$74.97
	\$257.29	\$293.47	\$329.65	2/1/2028	1/31/2029	\$72.36	5.0%	\$65.98	-	\$78.72
(Non-Exempt, Non-Prevailing Wage)	\$270.17	\$308.16	\$346.15	2/1/2029	1/31/2030	\$75.98	5.0%	\$69.28	-	\$82.65
Senior Engineer I	\$200.86	\$229.11	\$257.35	2/1/2025	1/31/2026	\$56.49		\$51.88	-	\$61.10
TBD	\$210.89	\$240.55	\$270.20	2/1/2026	1/31/2027	\$59.31	5.0%	\$54.47	-	\$64.16
	\$221.45	\$252.59	\$283.73	2/1/2027	1/31/2028	\$62.28	5.0%	\$57.20	-	\$67.36
	\$232.51	\$265.21	\$297.90	2/1/2028	1/31/2029	\$65.39	5.0%	\$60.06	-	\$70.73
(Non-Exempt, Non-Prevailing Wage)	\$244.14	\$278.47	\$312.80	2/1/2029	1/31/2030	\$68.66	5.0%	\$63.06	-	\$74.27
Senior Geologist	\$175.23	\$199.87	\$224.51	2/1/2025	1/31/2026	\$49.28		\$42.56	-	\$56.00
TBD	\$183.97	\$209.84	\$235.71	2/1/2026	1/31/2027	\$51.74	5.0%	\$44.69	-	\$58.80
	\$193.18	\$220.35	\$247.51	2/1/2027	1/31/2028	\$54.33	5.0%	\$46.92	-	\$61.74
	\$202.86	\$231.38	\$259.91	2/1/2028	1/31/2029	\$57.05	5.0%	\$49.27	-	\$64.83
(Non-Exempt, Non-Prevailing Wage)	\$212.99	\$242.94	\$272.89	2/1/2029	1/31/2030	\$59.90	5.0%	\$51.73	-	\$68.07
Project Engineer III	\$175.23	\$199.87	\$224.51	2/1/2025	1/31/2026	\$49.28		\$42.56	-	\$56.00
TBD	\$183.97	\$209.84	\$235.71	2/1/2026	1/31/2027	\$51.74	5.0%	\$44.69	-	\$58.80
	\$193.18	\$220.35	\$247.51	2/1/2027	1/31/2028	\$54.33	5.0%	\$46.92	-	\$61.74
	\$202.86	\$231.38	\$259.91	2/1/2028	1/31/2029	\$57.05	5.0%	\$49.27	-	\$64.83
(Non-Exempt, Non-Prevailing Wage)	\$212.99	\$242.94	\$272.89	2/1/2029	1/31/2030	\$59.90	5.0%	\$51.73	-	\$68.07
Project Geologist III	\$162.39	\$185.23	\$208.06	2/1/2025	1/31/2026	\$45.67		\$40.20	-	\$51.14
TBD	\$170.50	\$194.47	\$218.45	2/1/2026	1/31/2027	\$47.95	5.0%	\$42.21	-	\$53.70
	\$179.03	\$204.21	\$229.38	2/1/2027	1/31/2028	\$50.35	5.0%	\$44.32	-	\$56.38
	\$187.99	\$214.43	\$240.86	2/1/2028	1/31/2029	\$52.87	5.0%	\$46.54	-	\$59.20
(Non-Exempt, Non-Prevailing Wage)	\$197.38	\$225.13	\$252.89	2/1/2029	1/31/2030	\$55.51	5.0%	\$48.86	-	\$62.16
Project Engineer II / Geologist II	\$153.86	\$175.49	\$197.13	2/1/2025	1/31/2026	\$43.27		\$37.84	-	\$48.70
TBD	\$161.54	\$184.25	\$206.97	2/1/2026	1/31/2027	\$45.43	5.0%	\$39.73	-	\$51.14
	\$169.61	\$193.46	\$217.31	2/1/2027	1/31/2028	\$47.70	5.0%	\$41.72	-	\$53.69
	\$178.11	\$203.15	\$228.20	2/1/2028	1/31/2029	\$50.09	5.0%	\$43.80	-	\$56.38
(Exempt, Non-Prevailing Wage)	\$187.00	\$213.29	\$239.59	2/1/2029	1/31/2030	\$52.59	5.0%	\$45.99	-	\$59.20
Project Engineer I / Geologist I	\$136.75	\$155.98	\$175.21	2/1/2025	1/31/2026	\$38.46		\$33.10	-	\$43.82
TBD	\$143.58	\$163.77	\$183.96	2/1/2026	1/31/2027	\$40.38	5.0%	\$34.76	-	\$46.01
	\$150.76	\$171.96	\$193.16	2/1/2027	1/31/2028	\$42.40	5.0%	\$36.49	-	\$48.31
	\$158.30	\$180.56	\$202.82	2/1/2028	1/31/2029	\$44.52	5.0%	\$38.32	-	\$50.73

(Exempt, Non-Prevailing Wage)	\$166.23	\$189.61	\$212.98	2/1/2029	1/31/2030	\$46.75	5.0%	\$40.23	-	\$53.26
Staff Engineer / Geologist	\$115.42	\$131.65	\$147.88	2/1/2025	1/31/2026	\$32.46		\$27.92	-	\$37.00
<i>TBD</i>	\$121.18	\$138.22	\$155.26	2/1/2026	1/31/2027	\$34.08	5.0%	\$29.32	-	\$38.85
	\$127.22	\$145.11	\$163.00	2/1/2027	1/31/2028	\$35.78	5.0%	\$30.78	-	\$40.79
	\$133.59	\$152.37	\$171.16	2/1/2028	1/31/2029	\$37.57	5.0%	\$32.32	-	\$42.83
(Exempt, Non-Prevailing Wage)	\$140.27	\$160.00	\$179.72	2/1/2029	1/31/2030	\$39.45	5.0%	\$33.94	-	\$44.97
Drafter	\$115.56	\$131.81	\$148.06	2/1/2025	1/31/2026	\$32.50		\$30.00	-	\$35.00
<i>TBD</i>	\$121.36	\$138.42	\$155.49	2/1/2026	1/31/2027	\$34.13	5.0%	\$31.50	-	\$36.75
	\$127.44	\$145.36	\$163.28	2/1/2027	1/31/2028	\$35.84	5.0%	\$33.08	-	\$38.59
	\$133.80	\$152.62	\$171.43	2/1/2028	1/31/2029	\$37.63	5.0%	\$34.73	-	\$40.52
(Non-Exempt, Non-Prevailing Wage)	\$140.49	\$160.24	\$180.00	2/1/2029	1/31/2030	\$39.51	5.0%	\$36.47	-	\$42.54

COST PROPOSAL 2
SPECIFIC RATE OF COMPENSATION

Consultant Crawford & Associates, Inc.

Project Coordinator <i>TBD</i>	\$138.67	N/A	N/A	2/1/2025	1/31/2026	\$39.00		\$35.50	-	\$42.50
	\$145.61	N/A	N/A	2/1/2026	1/31/2027	\$40.95	5.0%	\$37.28	-	\$44.63
	\$152.90	N/A	N/A	2/1/2027	1/31/2028	\$43.00	5.0%	\$39.14	-	\$46.86
	\$160.54	N/A	N/A	2/1/2028	1/31/2029	\$45.15	5.0%	\$41.10	-	\$49.20
	(Non-Exempt, Non-Prevailing Wage)	\$168.58	N/A	N/A	2/1/2029	1/31/2030	\$47.41	5.0%	\$43.15	-
Administrative Assistant <i>TBD</i>	\$111.12	N/A	N/A	2/1/2025	1/31/2026	\$31.25		\$27.50	-	\$35.00
	\$116.66	N/A	N/A	2/1/2026	1/31/2027	\$32.81	5.0%	\$28.88	-	\$36.75
	\$122.50	N/A	N/A	2/1/2027	1/31/2028	\$34.45	5.0%	\$30.32	-	\$38.59
	\$128.61	N/A	N/A	2/1/2028	1/31/2029	\$36.17	5.0%	\$31.83	-	\$40.52
	(Non-Exempt, Non-Prevailing Wage)	\$135.05	N/A	N/A	2/1/2029	1/31/2030	\$37.98	5.0%	\$33.43	-
Special Inspector <i>TBD</i>	\$135.12	\$154.12	\$173.12	2/1/2025	1/31/2026	\$38.00		\$34.50	-	\$41.50
	\$141.87	\$161.82	\$181.77	2/1/2026	1/31/2027	\$39.90	5.0%	\$36.23	-	\$43.58
	\$148.97	\$169.92	\$190.86	2/1/2027	1/31/2028	\$41.90	5.0%	\$38.04	-	\$45.75
	\$156.42	\$178.41	\$200.41	2/1/2028	1/31/2029	\$43.99	5.0%	\$39.94	-	\$48.04
	(Non-Exempt, Non-Prevailing Wage)	\$164.24	\$187.33	\$210.43	2/1/2029	1/31/2030	\$46.19	5.0%	\$41.93	-
Senior Technician <i>TBD</i>	\$119.12	\$135.87	\$152.62	2/1/2025	1/31/2026	\$33.50		\$30.00	-	\$37.00
	\$125.09	\$142.68	\$160.27	2/1/2026	1/31/2027	\$35.18	5.0%	\$31.50	-	\$38.85
	\$131.35	\$149.82	\$168.29	2/1/2027	1/31/2028	\$36.94	5.0%	\$33.08	-	\$40.79
	\$137.93	\$157.32	\$176.72	2/1/2028	1/31/2029	\$38.79	5.0%	\$34.73	-	\$42.83
	(Non-Exempt, Non-Prevailing Wage)	\$144.83	\$165.19	\$185.56	2/1/2029	1/31/2030	\$40.73	5.0%	\$36.47	-
Staff Technician <i>TBD</i>	\$108.45	\$123.70	\$138.95	2/1/2025	1/31/2026	\$30.50		\$26.00	-	\$35.00
	\$113.89	\$129.91	\$145.92	2/1/2026	1/31/2027	\$32.03	5.0%	\$27.30	-	\$36.75
	\$119.58	\$136.39	\$153.21	2/1/2027	1/31/2028	\$33.63	5.0%	\$28.67	-	\$38.59
	\$125.55	\$143.21	\$160.86	2/1/2028	1/31/2029	\$35.31	5.0%	\$30.10	-	\$40.52
	(Non-Exempt, Non-Prevailing Wage)	\$131.85	\$150.39	\$168.93	2/1/2029	1/31/2030	\$37.08	5.0%	\$31.60	-
Field Technician <i>TBD</i>	\$96.01	\$109.51	\$123.01	2/1/2025	1/31/2026	\$27.00		\$24.00	-	\$30.00
	\$100.81	\$114.98	\$129.16	2/1/2026	1/31/2027	\$28.35	5.0%	\$25.20	-	\$31.50
	\$105.85	\$120.74	\$135.62	2/1/2027	1/31/2028	\$29.77	5.0%	\$26.46	-	\$33.08
	\$111.15	\$126.78	\$142.41	2/1/2028	1/31/2029	\$31.26	5.0%	\$27.78	-	\$34.73
	(Non-Exempt, Non-Prevailing Wage)	\$116.70	\$133.11	\$149.52	2/1/2029	1/31/2030	\$32.82	5.0%	\$29.17	-
Special Inspector I ** <i>Group 1</i> <i>TBD</i>	\$206.23	\$235.23	\$264.23	2/1/2025	1/31/2026	\$58.00		\$52.00	-	\$64.00
	\$216.55	\$247.00	\$277.45	2/1/2026	1/31/2027	\$60.90	5.0%	\$54.60	-	\$67.20
	\$227.37	\$259.34	\$291.32	2/1/2027	1/31/2028	\$63.95	5.0%	\$57.33	-	\$70.56
	\$238.74	\$272.31	\$305.88	2/1/2028	1/31/2029	\$67.14	5.0%	\$60.20	-	\$74.09
	(Non-Exempt, Prevailing Wage)	\$250.68	\$285.93	\$321.18	2/1/2029	1/31/2030	\$70.50	5.0%	\$63.21	-
Special Inspector II ** <i>Group 2</i> <i>TBD</i>	\$191.12	\$218.00	\$244.87	2/1/2025	1/31/2026	\$53.75		\$52.00	-	\$55.50
	\$200.68	\$228.90	\$257.12	2/1/2026	1/31/2027	\$56.44	5.0%	\$54.60	-	\$58.28
	\$210.71	\$240.34	\$269.97	2/1/2027	1/31/2028	\$59.26	5.0%	\$57.33	-	\$61.19

	\$221.25	\$252.36	\$283.47	2/1/2028	1/31/2029	\$62.22	5.0%	\$60.20	-	\$64.25
(Non-Exempt, Prevailing Wage)	\$232.31	\$264.98	\$297.64	2/1/2029	1/31/2030	\$65.33	5.0%	\$63.21	-	\$67.46
Laborer Technician **	\$137.79	\$157.16	\$176.54	2/1/2025	1/31/2026	\$38.75		\$35.50	-	\$42.00
Group 2 and 3	\$144.68	\$165.03	\$185.37	2/1/2026	1/31/2027	\$40.69	5.0%	\$37.28	-	\$44.10
TBD	\$151.90	\$173.26	\$194.62	2/1/2027	1/31/2028	\$42.72	5.0%	\$39.14	-	\$46.31
	\$159.51	\$181.94	\$204.37	2/1/2028	1/31/2029	\$44.86	5.0%	\$41.10	-	\$48.62
(Non-Exempt, Prevailing Wage)	\$167.48	\$191.03	\$214.58	2/1/2029	1/31/2030	\$47.10	5.0%	\$43.15	-	\$51.05
Soils/Asphalt Technician **	\$182.23	\$207.86	\$233.48	2/1/2025	1/31/2026	\$51.25		\$47.50	-	\$55.00
Group 3	\$191.33	\$218.24	\$245.14	2/1/2026	1/31/2027	\$53.81	5.0%	\$49.88	-	\$57.75
TBD	\$200.90	\$229.15	\$257.40	2/1/2027	1/31/2028	\$56.50	5.0%	\$52.37	-	\$60.64
	\$210.96	\$240.63	\$270.29	2/1/2028	1/31/2029	\$59.33	5.0%	\$54.99	-	\$63.67
(Non-Exempt, Prevailing Wage)	\$221.52	\$252.67	\$283.82	2/1/2029	1/31/2030	\$62.30	5.0%	\$57.74	-	\$66.85
Concrete Technician **	\$167.12	\$190.62	\$214.12	2/1/2025	1/31/2026	\$47.00		\$40.00	-	\$54.00
Group 4	\$175.48	\$200.15	\$224.83	2/1/2026	1/31/2027	\$49.35	5.0%	\$42.00	-	\$56.70
TBD	\$184.26	\$210.17	\$236.08	2/1/2027	1/31/2028	\$51.82	5.0%	\$44.10	-	\$59.54
	\$193.47	\$220.67	\$247.88	2/1/2028	1/31/2029	\$54.41	5.0%	\$46.31	-	\$62.51
(Non-Exempt, Prevailing Wage)	\$203.14	\$231.70	\$260.27	2/1/2029	1/31/2030	\$57.13	5.0%	\$48.62	-	\$65.64

1. Key Personnel **must** be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
2. The cost proposal format shall not be amended.
3. Billing Rate = Actual Hourly Rate * (1+ICR) * (1+Fee). The indirect cost rate established for this Contract is extended through the duration of this specific Contract. All costs must comply with the Federal cost principles for reimbursement.
4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

SCHEDULE OF OTHER DIRECT COSTS

Consultant Crawford & Associates, Inc.☐ Prime Consultant☒ Sub ConsultantProject Town of Paradise On-Call Construction Management, Inspections, and Materials TeDate 11/11/2024

Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs	TBD	Mile	IRS Rate	Actual Cost
Vehicle Charge	TBD	Day	\$25.00	Actual Cost
Per Diem (Lodging & Meals)	TBD	Day	GSA Rate	Actual Cost
Permit Fees	TBD	At Cost	TBD	Actual Cost
Traffic Control - Major (DBE)	TBD	At Cost	TBD	Actual Cost
Traffic Control - Minor (DBE)	TBD	At Cost	TBD	Actual Cost
Traffic Control - Major (Non-DBE, PW)	TBD	Day	\$2,500.00	Actual Cost
Traffic Control - Minor (Non-DBE, PW)	TBD	Half Day	\$1,500.00	Actual Cost
Traffic Control - Major (Non-DBE, Non-PW)	TBD	Day	\$1,700.00	Actual Cost
Traffic Control - Minor (Non-DBE, Non-PW)	TBD	Half Day	\$1,020.00	Actual Cost
Traffic Control Sign Board	TBD	Day	\$650.00	Actual Cost
Traffic Control Equipment (Shoulder signs, cones, etc.)	TBD	Day	\$200.00	Actual Cost
Drilling Rig & Crew	TBD	At Cost	TBD	Actual Cost
Core Machine with Generator	TBD	Day	\$2,600.00	Actual Cost
Core Machine Bit	TBD	Each	\$3.00	Actual Cost
Core Boxes	TBD	Each	\$17.25	Actual Cost
Hot Mix Asphalt Patching (First)	TBD	First	\$1,000.00	Actual Cost
Hot Mix Asphalt Patching (2 or more)	TBD	Each After	\$500.00	Actual Cost
Wildcat DCP Equipment	TBD	Day	\$750.00	Actual Cost
Wildcat DCP Tips	TBD	Each	\$20.00	Actual Cost
Seismic Refraction	TBD	Day	\$1,300.00	Actual Cost
Survey Equipment	TBD	Day	\$150.00	Actual Cost
Percolation Equipment	TBD	Day	\$200.00	Actual Cost
Hand Auger	TBD	Day	\$200.00	Actual Cost
Backfill	TBD	Bag	\$8.00	Actual Cost
Steel Liners	TBD	Each	\$10.00	Actual Cost
Nuclear Density Tests	TBD	Each	\$10.00	Actual Cost
Concrete Equipment - CT 539 / ASTM C172, CT 556 / ASTM C143, CT 540 / ASTM C31, CT 551 / ASTM C1064	TBD	Per Pour	\$65.00	Actual Cost
#200 Wash - ASTM D1140	TBD	Each	\$120.00	Actual Cost
Sieve Analysis - ASTM D6913	TBD	Each	\$160.00	Actual Cost
Mass Grain Size (Scour) - ASTM D6913	TBD	Each	\$2,200.00	Actual Cost
Grain Size with Hydrometer - ASTM D422	TBD	Each	\$245.00	Actual Cost
Grain Size Analysis - CT 202	TBD	Each	\$210.00	Actual Cost
Hydrometer Analysis - ASTM D422	TBD	Each	\$210.00	Actual Cost
Moisture & Density - ASTM D2216, D7263	TBD	Each	\$80.00	Actual Cost
Moisture Content - ASTM D2216, CT 226	TBD	Each	\$55.00	Actual Cost
Non-Plastic Index Result - ASTM D4318	TBD	Each	\$125.00	Actual Cost
Plasticity Index - ASTM D4318/ D2487, CT 204	TBD	Each	\$260.00	Actual Cost
Landscape Suitability	TBD	Each	\$125.00	Actual Cost
California Impact - CT 216	TBD	Each	\$350.00	Actual Cost
Compaction Curve (4" Mold) - ASTM D698/ D1557	TBD	Each	\$455.00	Actual Cost
Compaction Curve (6" Mold) - ASTM D698/ D1557	TBD	Each	\$510.00	Actual Cost
Compaction Curve Checkpoint (4" Mold) - ASTM D698/ D1557	TBD	Each	\$125.00	Actual Cost
Compaction Curve Checkpoint (6" Mold) - ASTM D698/ D1557	TBD	Each	\$125.00	Actual Cost
Compression (Rock) - ASTM 7012	TBD	Each	\$275.00	Actual Cost
Compressive Strength of Cylinders (6x12) - ASTM CT 39	TBD	Each	\$40.00	Actual Cost
Compressive Strength of Cylinders (4x8) - ASTM CT 39	TBD	Each	\$37.00	Actual Cost
Direct Shear (CD 3pt) Peak Only - ASTM D3080	TBD	Each	\$500.00	Actual Cost
Point Load (Rock) - ASTM D5731	TBD	Each	\$65.00	Actual Cost
Resistance Value (R-Value) - ASTM D2844, CT 301	TBD	Each	\$450.00	Actual Cost
Triaxial Shear-UU - ASTM D2850	TBD	Each	\$175.00	Actual Cost
Triaxial Staged-UU - ASTM D2850	TBD	Each	\$290.00	Actual Cost
Unconfined Compression (Rock) - ASTM D2166	TBD	Each	\$230.00	Actual Cost
Unconfined Compression (Soil) - ASTM D2166	TBD	Each	\$180.00	Actual Cost
1-D Consolidation - ASTM D2435	TBD	Each	\$400.00	Actual Cost
1-D Consolidation (Time Rate) / Per Point - ASTM D2435	TBD	Each	\$100.00	Actual Cost
Expansion Index - ASTM D4829	TBD	Each	\$275.00	Actual Cost
Corrosivity Testing (pH, Resistivity, Sulfate, Chloride) - CT 417, 422, 643	TBD	Each	\$240.00	Actual Cost
Corrosivity Testing (pH, Resistivity, Sulfate, Chloride, Redox) - CT 417, 422, 643 / ASTM G200M	TBD	Each	\$350.00	Actual Cost
Asphalt Ignition Calibration - CT 382	TBD	Each	\$460.00	Actual Cost
Cleaness Value - CT 227	TBD	Each	\$270.00	Actual Cost
Percent Asphalt Ignition Oven - CT 382	TBD	Each	\$150.00	Actual Cost
Sand Equivalent - CT 217	TBD	Each	\$135.00	Actual Cost
Stabilometer Value - CT 366	TBD	Each	\$225.00	Actual Cost
Theoretical Maximum Specific Gravity/Density - CT 309	TBD	Each	\$225.00	Actual Cost
Mix Design - ASTM D1557, D1633	TBD	Each	\$2,000.00	Actual Cost
EZ Frisk Software Use	TBD	Per Location	\$2,250.00	Actual Cost
Subconsultant 1:			\$	-

NOTES:

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

CERTIFICATION OF DIRECT COSTS

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

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

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

Prime Consultant or Subconsultant Certifying:

Name: Benjamin D. Crawford

Title *: President

Signature: 

Date of Certification (mm/dd/yyyy): 11/11/2024

Email: ben.crawford@crawford-inc.com

Phone Number: (916) 455-4225

Address: Crawford & Associates, Inc., 4701 Freeport Blvd., Sacramento, CA 95822

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

Construction Management Support and Materials Testing Services

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

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Date 11/11/2024 Participation Amount \$ \$0.00

Town of Paradise/Consort North America, Inc.
Agreement for Professional Services
Contract 2024-001.3

[illegible]

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

SCHEDULE OF OTHER DIRECT COSTS

 Consultant Crawford & Associates, Inc.
☐ Prime Consultant

☒ Sub Consultant

 Project Town of Paradise On-Call Construction Management, Inspections, and Materials T

 Date 11/11/2024

Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs	TBD	Mile	IRS Rate	Actual Cost
Vehicle Charge	TBD	Day	\$25.00	Actual Cost
Per Diem (Lodging & Meals)	TBD	Day	GSA Rate	Actual Cost
Permit Fees	TBD	At Cost	TBD	Actual Cost
Traffic Control - Major (DBE)	TBD	At Cost	TBD	Actual Cost
Traffic Control - Minor (DBE)	TBD	At Cost	TBD	Actual Cost
Traffic Control - Major (Non-DBE, PW)	TBD	Day	\$2,500.00	Actual Cost
Traffic Control - Minor (Non-DBE, PW)	TBD	Half Day	\$1,500.00	Actual Cost
Traffic Control - Major (Non-DBE, Non-PW)	TBD	Day	\$1,700.00	Actual Cost
Traffic Control - Minor (Non-DBE, Non-PW)	TBD	Half Day	\$1,020.00	Actual Cost
Traffic Control Sign Board	TBD	Day	\$650.00	Actual Cost
Traffic Control Equipment (Shoulder signs, cones, etc.)	TBD	Day	\$200.00	Actual Cost
Drilling Rig & Crew	TBD	At Cost	TBD	Actual Cost
Core Machine with Generator	TBD	Day	\$2,600.00	Actual Cost
Core Machine Bit	TBD	Each	\$3.00	Actual Cost
Core Boxes	TBD	Each	\$17.25	Actual Cost
Hot Mix Asphalt Patching (First)	TBD	First	\$1,000.00	Actual Cost
Hot Mix Asphalt Patching (2 or more)	TBD	Each After	\$500.00	Actual Cost
Wildcat DCP Equipment	TBD	Day	\$750.00	Actual Cost
Wildcat DCP Tips	TBD	Each	\$20.00	Actual Cost
Seismic Refraction	TBD	Day	\$1,300.00	Actual Cost
Survey Equipment	TBD	Day	\$150.00	Actual Cost
Percolation Equipment	TBD	Day	\$200.00	Actual Cost

Hand Auger	TBD	Day	\$200.00	Actual Cost
Backfill	TBD	Bag	\$8.00	Actual Cost
Steel Liners	TBD	Each	\$10.00	Actual Cost
Nuclear Density Tests	TBD	Each	\$10.00	Actual Cost
Concrete Equipment - CT 539 / ASTM C172, CT 556 / ASTM C143, CT 540 / ASTM C31, CT 551 / ASTM C1064	TBD	Per Pour	\$65.00	Actual Cost
#200 Wash - ASTM D1140	TBD	Each	\$120.00	Actual Cost
Sieve Analysis - ASTM D6913	TBD	Each	\$160.00	Actual Cost
Mass Grain Size (Scour) - ASTM D6913	TBD	Each	\$2,200.00	Actual Cost
Grain Size with Hydrometer - ASTM D422	TBD	Each	\$245.00	Actual Cost
Grain Size Analysis - CT 202	TBD	Each	\$210.00	Actual Cost
Hydrometer Analysis - ASTM D422	TBD	Each	\$210.00	Actual Cost
Moisture & Density - ASTM D2216, D7263	TBD	Each	\$80.00	Actual Cost
Moisture Content - ASTM D2216, CT 226	TBD	Each	\$55.00	Actual Cost
Non-Plastic Index Result - ASTM D4318	TBD	Each	\$125.00	Actual Cost
Plasticity Index - ASTM D4318/ D2487, CT 204	TBD	Each	\$260.00	Actual Cost
Landscape Suitability	TBD	Each	\$125.00	Actual Cost
California Impact - CT 216	TBD	Each	\$350.00	Actual Cost
Compaction Curve (4" Mold) - ASTM D698/ D1557	TBD	Each	\$455.00	Actual Cost
Compaction Curve (6" Mold) - ASTM D698/ D1557	TBD	Each	\$510.00	Actual Cost
Compaction Curve Checkpoint (4" Mold) - ASTM D698/ D1557	TBD	Each	\$125.00	Actual Cost
Compaction Curve Checkpoint (6" Mold) - ASTM D698/ D1557	TBD	Each	\$125.00	Actual Cost
Compression (Rock) - ASTM 7012	TBD	Each	\$275.00	Actual Cost
Compressive Strength of Cylinders (6x12) - ASTM CT 39	TBD	Each	\$40.00	Actual Cost
Compressive Strength of Cylinders (4x8) - ASTM CT 39	TBD	Each	\$37.00	Actual Cost
Direct Shear (CD 3pt) Peak Only - ASTM D3080	TBD	Each	\$500.00	Actual Cost
Point Load (Rock) - ASTM D5731	TBD	Each	\$65.00	Actual Cost
Resistance Value (R-Value) - ASTM D2844, CT 301	TBD	Each	\$450.00	Actual Cost
Triaxial Shear-UU - ASTM D2850	TBD	Each	\$175.00	Actual Cost
Triaxial Staged-UU - ASTM D2850	TBD	Each	\$290.00	Actual Cost
Unconfined Compression (Rock) - ASTM D2166	TBD	Each	\$230.00	Actual Cost
Unconfined Compression (Soil) - ASTM D2166	TBD	Each	\$180.00	Actual Cost

1-D Consolidation - ASTM D2435	TBD	Each	\$400.00	Actual Cost
1-D Consolidation (Time Rate) / Per Point - ASTM D2435	TBD	Each	\$100.00	Actual Cost
Expansion Index - ASTM D4829	TBD	Each	\$275.00	Actual Cost
Corrosivity Testing (pH, Resistivity, Sulfate, Chloride) - CT 417, 422, 643	TBD	Each	\$240.00	Actual Cost
Corrosivity Testing (pH, Resistivity, Sulfate, Chloride, Redox) - CT 417, 422, 643 / ASTM G200M	TBD	Each	\$350.00	Actual Cost
Asphalt Ignition Calibration - CT 382	TBD	Each	\$460.00	Actual Cost
Cleanness Value - CT 227	TBD	Each	\$270.00	Actual Cost
Percent Asphalt Ignition Oven - CT 382	TBD	Each	\$150.00	Actual Cost
Sand Equivalent - CT 217	TBD	Each	\$135.00	Actual Cost
Stabilometer Value - CT 366	TBD	Each	\$225.00	Actual Cost
Theoretical Maximum Specific Gravity/Density - CT 309	TBD	Each	\$225.00	Actual Cost
Mix Design - ASTM D1557, D1633	TBD	Each	\$2,000.00	Actual Cost
EZ Frisk Software Use	TBD	Per Location	\$2,250.00	Actual Cost
Subconsultant 1:				\$ -
Subconsultant 2:				\$ -

NOTES:

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

CERTIFICATION OF DIRECT COSTS

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

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

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

Prime Consultant or Subconsultant Certifying:

Name: Benjamin D. Crawford

Title *: President

Signature: 

Date of Certification (mm/dd/yyyy): 11/11/2024

Email: ben.crawford@crawford-inc.com

Phone Number: (916) 455-4225

Address: Crawford & Associates, Inc., 4701 Freeport Blvd., Sacramento, CA 95822

*An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

Construction Management, Inspections, and Materials Testing Services

Cost Proposal

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 3

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

Note: Mark-ups are Not Allowed

Consultant Empower Engineering Inc.

☐ Prime Consultant

☒ Subconsultant

☐ 2nd Tier Subconsultant

Project No. ____

Contract No. Town of Paradise
OnCall

Participation Amount \$__

Date 04/29/2025

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only	
	Straight	OT(1.5x)	OT(2x)	From	To			Min	Max
TBD (Classification Only)	\$262.52	\$262.52	\$262.52	1/1/2025	12/31/2025	\$107.50	5%	\$ 100.00	\$ 115.00
Senior Engineer	\$275.64	\$275.64	\$275.64	1/1/2026	12/31/2026	\$112.88	5%	\$ 105.00	\$ 120.75
Non Prevailing Wage	\$289.42	\$289.42	\$289.42	1/1/2027	12/31/2027	\$118.52	5%	\$ 110.25	\$ 126.79
	\$303.89	\$303.89	\$303.89	1/1/2028	12/31/2028	\$124.44	5%	\$ 115.76	\$ 133.13
	\$319.09	\$319.09	\$319.09	1/1/2029	12/31/2029	\$130.67	5%	\$ 121.55	\$ 139.78
Exempt	\$335.04	\$335.04	\$335.04	1/1/2030	12/31/2030	\$137.20	5%	\$ 127.63	\$ 146.77
TBD (Classification Only)	\$231.99	\$279.49	\$326.99	1/1/2025	12/31/2025	\$95.00	5%	\$ 85.00	\$ 105.00
Engineer III	\$243.59	\$293.46	\$343.34	1/1/2026	12/31/2026	\$99.75	5%	\$ 89.25	\$ 110.25
Non Prevailing Wage	\$255.77	\$308.14	\$360.51	1/1/2027	12/31/2027	\$104.74	5%	\$ 93.71	\$ 115.76
	\$268.56	\$323.54	\$378.53	1/1/2028	12/31/2028	\$109.97	5%	\$ 98.40	\$ 121.55
	\$281.99	\$339.72	\$397.46	1/1/2029	12/31/2029	\$115.47	5%	\$ 103.32	\$ 127.63
Non Exempt	\$296.08	\$356.71	\$417.33	1/1/2030	12/31/2030	\$121.25	5%	\$ 108.48	\$ 134.01
TBD (Classification Only)	\$194.14	\$233.89	\$273.64	1/1/2025	12/31/2025	\$79.50	5%	\$ 70.00	\$ 89.00
Engineer II	\$203.85	\$245.58	\$287.32	1/1/2026	12/31/2026	\$83.48	5%	\$ 73.50	\$ 93.45
Non Prevailing Wage	\$214.04	\$257.86	\$301.69	1/1/2027	12/31/2027	\$87.65	5%	\$ 77.18	\$ 98.12
	\$224.74	\$270.76	\$316.77	1/1/2028	12/31/2028	\$92.03	5%	\$ 81.03	\$ 103.03
	\$235.98	\$284.29	\$332.61	1/1/2029	12/31/2029	\$96.63	5%	\$ 85.09	\$ 108.18
Non Exempt	\$247.78	\$298.51	\$349.24	1/1/2030	12/31/2030	\$101.46	5%	\$ 89.34	\$ 113.59
TBD (Classification Only)	\$155.07	\$186.82	\$218.57	1/1/2025	12/31/2025	\$63.50	5%	\$ 55.00	\$ 72.00
Engineer I	\$162.82	\$196.16	\$229.50	1/1/2026	12/31/2026	\$66.68	5%	\$ 57.75	\$ 75.60
Non Prevailing Wage	\$170.96	\$205.97	\$240.97	1/1/2027	12/31/2027	\$70.01	5%	\$ 60.64	\$ 79.38
	\$179.51	\$216.26	\$253.02	1/1/2028	12/31/2028	\$73.51	5%	\$ 63.67	\$ 83.35

	\$188.48	\$227.08	\$265.67	1/1/2029	12/31/2029	\$77.18	5%	\$ 66.85	\$ 87.52
Non Exempt	\$197.91	\$238.43	\$278.95	1/1/2030	12/31/2030	\$81.04	5%	\$ 70.20	\$ 91.89
TBD (Classification Only)	\$192.92	\$232.42	\$271.92	1/1/2025	12/31/2025	\$79.00	5%	\$ 70.00	\$ 88.00
Engineering Technician III	\$202.56	\$244.04	\$285.51	1/1/2026	12/31/2026	\$82.95	5%	\$ 73.50	\$ 92.40
Non Prevailing Wage	\$212.69	\$256.24	\$299.79	1/1/2027	12/31/2027	\$87.10	5%	\$ 77.18	\$ 97.02
	\$223.33	\$269.05	\$314.78	1/1/2028	12/31/2028	\$91.45	5%	\$ 81.03	\$ 101.87
	\$234.49	\$282.51	\$330.52	1/1/2029	12/31/2029	\$96.02	5%	\$ 85.09	\$ 106.96
Non Exempt	\$246.22	\$296.63	\$347.04	1/1/2030	12/31/2030	\$100.83	5%	\$ 89.34	\$ 112.31
TBD (Classification Only)	\$133.92	\$165.67	\$197.42	1/1/2025	12/31/2025	\$63.50	5%	\$ 55.00	\$ 72.00
Engineering Technician II	\$140.62	\$173.96	\$207.29	1/1/2026	12/31/2026	\$66.68	5%	\$ 57.75	\$ 75.60
Non Prevailing Wage	\$147.65	\$182.65	\$217.66	1/1/2027	12/31/2027	\$70.01	5%	\$ 60.64	\$ 79.38
	\$155.03	\$191.79	\$228.54	1/1/2028	12/31/2028	\$73.51	5%	\$ 63.67	\$ 83.35
	\$162.78	\$201.37	\$239.97	1/1/2029	12/31/2029	\$77.18	5%	\$ 66.85	\$ 87.52
Non Exempt	\$170.92	\$211.44	\$251.97	1/1/2030	12/31/2030	\$81.04	5%	\$ 70.20	\$ 91.89
TBD (Classification Only)	\$119.66	\$144.16	\$168.66	1/1/2025	12/31/2025	\$49.00	5%	\$ 42.00	\$ 56.00
Engineering Technician I	\$125.64	\$151.37	\$177.09	1/1/2026	12/31/2026	\$51.45	5%	\$ 44.10	\$ 58.80
Non Prevailing Wage	\$131.92	\$158.93	\$185.95	1/1/2027	12/31/2027	\$54.02	5%	\$ 46.31	\$ 61.74
	\$138.52	\$166.88	\$195.24	1/1/2028	12/31/2028	\$56.72	5%	\$ 48.62	\$ 64.83
	\$145.45	\$175.22	\$205.00	1/1/2029	12/31/2029	\$59.56	5%	\$ 51.05	\$ 68.07
Non Exempt	\$152.72	\$183.99	\$215.26	1/1/2030	12/31/2030	\$62.54	5%	\$ 53.60	\$ 71.47
TBD (Classification Only)	\$205.13	\$247.13	\$289.13	1/1/2025	12/31/2025	\$84.00	5%	\$ 78.00	\$ 90.00
Lead Inspector	\$215.38	\$259.48	\$303.58	1/1/2026	12/31/2026	\$88.20	5%	\$ 81.90	\$ 94.50
Prevailing Wage	\$226.15	\$272.46	\$318.76	1/1/2027	12/31/2027	\$92.61	5%	\$ 86.00	\$ 99.23
	\$237.46	\$286.08	\$334.70	1/1/2028	12/31/2028	\$97.24	5%	\$ 90.29	\$ 104.19
	\$249.33	\$300.39	\$351.44	1/1/2029	12/31/2029	\$102.10	5%	\$ 94.81	\$ 109.40
Non Exempt	\$261.80	\$315.40	\$369.01	1/1/2030	12/31/2030	\$107.21	5%	\$ 99.55	\$ 114.87
TBD (Classification Only)	\$177.05	\$213.30	\$249.55	1/1/2025	12/31/2025	\$72.50	5%	\$ 65.00	\$ 80.00
Inspector II	\$185.90	\$223.96	\$262.02	1/1/2026	12/31/2026	\$76.13	5%	\$ 68.25	\$ 84.00
Prevailing Wage	\$195.19	\$235.16	\$275.12	1/1/2027	12/31/2027	\$79.93	5%	\$ 71.66	\$ 88.20
	\$204.95	\$246.92	\$288.88	1/1/2028	12/31/2028	\$83.93	5%	\$ 75.25	\$ 92.61
	\$215.20	\$259.26	\$303.32	1/1/2029	12/31/2029	\$88.12	5%	\$ 79.01	\$ 97.24
Non Exempt	\$225.96	\$272.22	\$318.49	1/1/2030	12/31/2030	\$92.53	5%	\$ 82.96	\$ 102.10
TBD (Classification Only)	\$150.18	\$180.93	\$211.68	1/1/2025	12/31/2025	\$61.50	5%	\$ 55.00	\$ 68.00
Inspector I	\$157.69	\$189.98	\$222.27	1/1/2026	12/31/2026	\$64.58	5%	\$ 57.75	\$ 71.40
Prevailing Wage	\$165.58	\$199.48	\$233.38	1/1/2027	12/31/2027	\$67.80	5%	\$ 60.64	\$ 74.97
	\$173.86	\$209.45	\$245.05	1/1/2028	12/31/2028	\$71.19	5%	\$ 63.67	\$ 78.72
	\$182.55	\$219.93	\$257.30	1/1/2029	12/31/2029	\$74.75	5%	\$ 66.85	\$ 82.65
Non Exempt	\$191.68	\$230.92	\$270.17	1/1/2030	12/31/2030	\$78.49	5%	\$ 70.20	\$ 86.79

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 2 of 3

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

 Consultant Empower Engineering Inc
☐ Prime Consultant

☒ Subconsultant

Project No. _____

Contract No. _____

Date _____

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
External Printing and Reproduction	Actual (Note 3)		\$0.00	
Postage/Delivery/Overnight	Actual (Note 3)		\$0.00	
Travel	Note 6		\$0.00	
	-		\$0.00	
	-		\$0.00	
	-		\$0.00	
Subconsultant 1:				\$0.00
Subconsultant 2:				\$0.00
Subconsultant 3:				\$0.00
Subconsultant 4:				\$0.00
Subconsultant 5:				\$0.00

Note: Add additional pages if necessary.

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3

Certification of Direct Costs:

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

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

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

Prime Consultant or Subconsultant Certifying:

Name: Gina Prchlik Title*: President
Signature :  Date of Certification (mm/dd/yyyy): 04/29/2025
Email: gina@empower-eng.com
Address: 9580 Oak Ave Pkwy, Ste 7, 183 Folsom, CA 95630

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

SAMPLE COST PROPOSAL 4: FOR CONTRACTS WITH PREVAILING WAGES
ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

Please Note: Consultant completes all items in yellow highlight

CONSULTANT: KMP Str PRIME SUB X
PROJECT NO. CONTRACT NO. DATE 11/14/2025

CONTRACT TYPE (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)
Prime Consultant's Contract Amount \$

Loaded Rate Calculation									
Non Exempt Employee Loaded Billing Rates									
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)									
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)									
Exempt Employee Loaded Billing Rates									
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)									
The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.									

Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)									Employee Actual Rate (fringe benefits vary year over year)						DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable DELTA (TOTAL)	DELTA (BASE) = Employee Base - DIR Base			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
				Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	1.5 OT	2.0 OT	Straight		1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)							
		From	To	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT																				
Sarah Modeste, Partner	FIELD	1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$74.52	\$111.78	\$149.04	\$26.00	\$100.52	\$137.78	\$175.04	\$8.28	\$16.16	\$24.03	\$0.00	\$23.63	\$31.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$295.35	\$119.23	\$156.49	5.00%	\$ 74.52	N/A		
Prevailing Wage Work (Exempt)		1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$78.25	\$117.38	\$156.50	\$26.00	\$104.25	\$143.38	\$182.50	\$12.01	\$21.75	\$31.49	\$0.00	\$29.22	\$38.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$310.14	\$125.20	\$164.33	5.00%	\$ 78.25			
		1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$82.16	\$123.24	\$164.32	\$26.00	\$108.16	\$149.24	\$190.32	\$15.92	\$27.62	\$39.31	\$0.00	\$35.09	\$46.78	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$325.63	\$131.46	\$172.54	5.00%	\$ 82.16			
		1/1/2028	12/31/2028	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$86.27	\$129.41	\$172.54	\$26.00	\$112.27	\$155.41	\$198.54	\$20.03	\$33.78	\$47.53	\$0.00	\$41.25	\$55.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$341.92	\$138.03	\$181.17	5.00%	\$ 86.27			
Sarah Modeste, Partner	HOME	1/1/2025	12/31/2025															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$295.35	\$119.23	\$156.49	5.00%	\$ 74.52	N/A			
Non-Prevailing Wage Work (Exempt)		1/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$310.14	\$125.20	\$164.33	5.00%	\$ 78.25				
		1/1/2027	12/31/2027															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$325.63	\$131.46	\$172.54	5.00%	\$ 82.16				
		1/1/2028	12/31/2028															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$341.92	\$138.03	\$181.17	5.00%	\$ 86.27				
Noah Painter, Partner	FIELD	1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$62.50	\$62.50	\$62.50	\$18.34	\$80.84	\$80.84	\$80.84	(\$11.40)	(\$40.79)	(\$70.17)	(\$11.40)	(\$25.66)	(\$55.04)	\$0.00	(\$25.66)	(\$55.04)	(\$11.40)	(\$15.13)	(\$15.13)	\$247.71	\$94.41	\$123.79	5.00%	\$ 62.50	N/A		
Prevailing Wage Work (Exempt)		1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$65.63	\$65.63	\$65.63	\$18.34	\$83.97	\$83.97	\$83.97	(\$8.27)	(\$37.66)	(\$67.04)	(\$8.27)	(\$22.53)	(\$51.91)	\$0.00	(\$22.53)	(\$51.91)	(\$8.27)	(\$15.13)	(\$15.13)	\$260.12	\$94.72	\$124.10	5.00%	\$ 65.63			
		1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$68.91	\$68.91	\$68.91	\$18.34	\$87.25	\$87.25	\$87.25	(\$4.99)	(\$34.38)	(\$63.76)	(\$4.99)	(\$19.25)	(\$48.63)	\$0.00	(\$19.25)	(\$48.63)	(\$4.99)	(\$15.13)	(\$15.13)	\$273.12	\$95.05	\$124.43	5.00%	\$ 68.91			
		1/1/2028	12/31/2028	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$72.36	\$72.36	\$72.36	\$18.34	\$90.70	\$90.70	\$90.70	(\$1.54)	(\$30.93)	(\$60.31)	(\$1.54)	(\$15.80)	(\$45.18)	\$0.00	(\$15.80)	(\$45.18)	(\$1.54)	(\$15.13)	(\$15.13)	\$286.79	\$95.39	\$124.78	5.00%	\$ 72.36			
Noah Painter, Partner	HOME	1/1/2025	12/31/2025															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$247.71	\$100.00	\$131.25	5.00%	\$ 62.50	N/A			
Non-Prevailing Wage Work (Exempt)		1/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$260.12	\$105.01	\$137.82	5.00%	\$ 65.63				
		1/1/2027	12/31/2027															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$273.12	\$110.26	\$144.71	5.00%	\$ 68.91				
		1/1/2028	12/31/2028															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$286.79	\$115.78	\$151.96	5.00%	\$ 72.36				
Lisa Serra, Project Coordinator	FIELD	1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$54.52	\$54.52	\$54.52	\$8.11	\$62.63	\$62.63	\$62.63	(\$29.61)	(\$59.00)	(\$88.38)	(\$29.61)	(\$33.64)	(\$63.02)	(\$4.25)	(\$33.64)	(\$63.02)	(\$25.36)	(\$25.36)	(\$25.36)	\$220.34	\$93.61	\$122.99	5.00%	\$ 54.52	N/A		
Prevailing Wage Work (Exempt)		1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$57.25	\$57.25	\$57.25	\$8.11	\$65.36	\$65.36	\$65.36	(\$26.88)	(\$56.27)	(\$85.65)	(\$26.88)	(\$30.91)	(\$60.29)	(\$1.52)	(\$30.91)	(\$60.29)	(\$25.36)	(\$25.36)	(\$25.36)	\$228.43	\$93.88	\$123.27	5.00%	\$ 57.25			
		1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$60.11	\$60.11	\$60.11	\$8.11	\$68.22	\$68.22	\$68.22	(\$24.02)	(\$53.41)	(\$82.79)	(\$24.02)	(\$28.05)	(\$57.43)	\$0.00	(\$28.05)	(\$57.43)	(\$24.02)	(\$25.36)	(\$25.36)	\$238.24	\$94.17	\$123.55	5.00%	\$ 60.11			
		1/1/2028	12/31/2028	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$63.12	\$63.12	\$63.12	\$8.11	\$71.23	\$71.23	\$71.23	(\$21.01)	(\$50.40)	(\$79.78)	(\$21.01)	(\$25.04)	(\$54.42)	\$0.00	(\$25.04)	(\$54.42)	(\$21.01)	(\$25.36)	(\$25.36)	\$250.17	\$94.47	\$123.85	5.00%	\$ 63.12			
Lisa Serra, Project Coordinator	HOME	1/1/2025	12/31/2025															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$216.09	\$87.23	\$114.49	5.00%	\$ 54.52	N/A			
Non-Prevailing Wage Work (Exempt)		1/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$226.91	\$91.60	\$120.23	5.00%	\$ 57.25				
		1/1/2027	12/31/2027															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$238.24	\$96.18	\$126.23	5.00%	\$ 60.11				
		1/1/2028	12/31/2028															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$250.17	\$100.99	\$132.55	5.00%	\$ 63.12				
Jill Scofield, Senior Project Manager	FIELD	1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$60.00	\$60.00	\$60.00	\$10.79	\$70.79	\$70.79	\$70.79	(\$21.45)	(\$50.84)	(\$80.22)	(\$21.45)	(\$28.16)	(\$57.54)	\$0.00	(\$28.16)	(\$57.54)	(\$21.45)	(\$22.68)	(\$22.68)	\$237.80	\$94.16	\$123.54	5.00%	\$ 60.00	N/A		
Prevailing Wage Work (non-Exempt)		1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$63.00	\$63.00	\$63.00	\$10.79	\$73.79	\$73.79	\$73.79	(\$18.45)	(\$47.84)	(\$77.22)	(\$18.45)	(\$25.16)	(\$54.54)	\$0.00	(\$25.16)	(\$54.54)	(\$18.45)	(\$22.68)	(\$22.68)	\$249.69	\$94.46	\$123.84	5.00%	\$ 63.00			
		1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$66.15	\$66.15	\$66.15	\$10.79	\$76.94	\$76.94	\$76.94	(\$15.30)	(\$44.69)	(\$74.07)	(\$15.30)	(\$22.01)	(\$51.39)	\$0.00	(\$22.01)	(\$51.39)	(\$15.30)	(\$22.68)	(\$22.68)	\$262.18	\$94.77	\$124.16	5.00%	\$ 66.15			
		1/1/2028	12/31/2028	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$69.46	\$69.46	\$69.46	\$10.79	\$80.25	\$80.25	\$80.25	(\$11.99)	(\$41.38)	(\$70.76)	(\$11.99)	(\$18.70)	(\$48.08)	\$0.00	(\$18.70)	(\$48.08)	(\$11.99)	(\$22.68)	(\$22.68)	\$275.30	\$95.10	\$124.49	5.00%	\$ 69.46			
Jill Scofield, Senior Project Manager	HOME	1/1/2025	12/31/2025															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$237.80	\$96.00	\$126.00	5.00%	\$ 60.00	N/A			
Non-Prevailing Wage Work (non-Exempt)		1/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$249.69	\$100.80	\$132.30	5.00%	\$ 63.00				
		1/1/2027	12/31/2027															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$262.18	\$105.84	\$138.92	5.00%	\$ 66.15				
		1/1/2028	12/31/2028															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$275.30	\$111.14	\$145.87	5.00%	\$ 69.46				
Lydiah Kennedy, Project Assistant	FIELD	1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$30.00	\$30.00	\$30.00	\$10.79	\$40.79	\$40.79	\$40.79	(\$51.45)	(\$80.84)	(\$110.22)	(\$51.45)	(\$58.16)	(\$87.54)	(\$28.77)	(\$58.16)	(\$87.54)	(\$22.68)	(\$22.68)	(\$22.68)	\$147.67	\$91.16	\$120.54	5.00%	\$ 30.00	N/A		
Prevailing Wage Work (non-Exempt)		1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$31.50	\$31.50	\$31.50	\$10.79	\$42.29	\$42.29	\$42.29	(\$49.95)	(\$79.34)	(\$108.72)	(\$49.95)	(\$56.68)	(\$86.04)	(\$27.27)	(\$56.68)	(\$86.04)	(\$22.68)	(\$22.68)	(\$22.68)	\$152.12	\$91.31	\$120.69	5.00%	\$ 31.50			
		1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$33.08	\$33.08	\$33.08	\$10.79	\$43.87	\$43.87	\$43.87	(\$48.37)	(\$77.76)	(\$107.14)	(\$48.37)	(\$55.08)	(\$84.46)	(\$25.69)	(\$55.08)	(\$84.46)	(\$22.68)	(\$22.68)	(\$22.68)	\$156.80	\$91.46	\$120.85	5.00%	\$ 33.08			
		1/1/2028	12/31/2028	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$34.73	\$34.73	\$34.73	\$10.79	\$45.52	\$45.52	\$45.52	(\$46.72)	(\$76.11)	(\$105.49)	(\$46.72)	(\$53.43)	(\$82.81)	(\$24.04)	(\$53.43)	(\$82.81)	(\$22.68)	(\$22.68)	(\$22.68)	\$161.69	\$91.63	\$121.01	5.00%	\$ 34.73			
Lydiah Kennedy, Project Assistant	HOME	1/1/2025	12/31/2025															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$118.90	\$48.00	\$63.00	5.00%	\$ 30.00	N/A			
Non-Prevailing Wage Work (non-Exempt)		1/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$124.85	\$50.40	\$66.15	5.00%	\$ 31.50				
		1/1/2027	12/31/2027															\$0.00	\$0.00	\$0.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$131.11	\$52.93							

SAMPLE COST PROPOSAL 2 Page 1 of 3

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

Note: Mark-ups are Not Allowed

Consultant KMP

☐ Prime Consultant

☒ Subconsultant

☐ 2nd Tier Subconsultant

Project No.

Contract No. Town of Paradise RFQ Participation Amount \$_TBD
2024-001

11/13/2024

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	To			
*Sarah Modeste, Partner	\$295.35	\$295.35	\$295.35	10/3/2024	12/31/2024	\$74.52	5%	Not Applicable
	\$310.14	\$310.14	\$310.14	1/1/2025	12/31/2025	\$78.25	5%	
	\$325.63	\$325.63	\$325.63	1/1/2026	12/31/2026	\$82.16	5%	
	\$341.92	\$341.92	\$341.92	1/1/2027	12/31/2027	\$86.27		
Exempt								
Noah Painter, Partner	\$247.71	\$247.71	\$247.71	10/3/2024	12/31/2024	\$62.50	5%	Not Applicable
	\$260.12	\$260.12	\$260.12	1/1/2025	12/31/2025	\$65.63	5%	
	\$273.12	\$273.12	\$273.12	1/1/2026	12/31/2026	\$68.91	5%	
	\$286.79	\$286.79	\$286.79	1/1/2027	12/31/2027	\$72.36		
Exempt								
Lisa Serra, Project Coordinator	\$216.09	\$216.09	\$216.09	10/3/2024	12/31/2024	\$54.52	5%	Not Applicable
	\$226.91	\$226.91	\$226.91	1/1/2025	12/31/2025	\$57.25	5%	
	\$238.24	\$238.24	\$238.24	1/1/2026	12/31/2026	\$60.11	5%	
	\$250.17	\$250.17	\$250.17	1/1/2027	12/31/2027	\$63.12		
Exempt								
Jill Scofield, Senior Project Manager	\$237.80	\$267.80	\$297.80	10/3/2024	12/31/2024	\$60.00	5%	Not Applicable
	\$249.69	\$281.19	\$312.69	1/1/2025	12/31/2025	\$63.00	5%	
	\$262.18	\$295.25	\$328.33	1/1/2026	12/31/2026	\$66.15	5%	
	\$275.30	\$310.03	\$344.76	1/1/2027	12/31/2027	\$69.46		
Non-exempt								

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	To			
Lydia Kennedy, Project Assistant	\$118.90	\$133.90	\$148.90	10/3/2024	12/31/2024	\$30.00	5%	Not Applicable
	\$124.85	\$140.60	\$156.35	1/1/2025	12/31/2025	\$31.50	5%	
	\$131.11	\$147.65	\$164.19	1/1/2026	12/31/2026	\$33.08	5%	
	\$137.65	\$155.01	\$172.38	1/1/2027	12/31/2027	\$34.73		
Non-Exempt								

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 2 of 3

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

Consultant KMP Strategies LLC

☐ Prime Consultant

☒ Subconsultant

Project No. _____

Contract No. Town of Paradise RFQ 2024-001

11/4/2024

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs	-		\$0.00	\$0.00
Equipment Rental and Supplies	-		\$0.00	\$0.00
Permit Fees	-		\$0.00	\$0.00
Plan Sheets	-		\$0.00	\$0.00
Test	-		\$0.00	\$0.00
Vehicle	-		\$0.00	\$0.00
Subconsultant 1:				\$0.00
Subconsultant 2:				\$0.00
Subconsultant 3:				\$0.00
Subconsultant 4:				\$0.00
Subconsultant 5:				\$0.00

Note: Add additional pages if necessary.

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3**Certification of Direct Costs:**

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

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

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

Prime Consultant or Subconsultant Certifying:

Name: Sarah Modeste Title*: Partner

Signature :  11/13/2024

Email: sarah@kmpstrategies.com Phone Number: 916-548-1982

Address: 1721 2nd Street, Ste 100, Sacramento, CA 95811

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

public outreach services

SAMPLE COST PROPOSAL 4: FOR CONTRACTS WITH PREVAILING WAGES

Please Note: Consultant completes all items in yellow highlight

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

CONSULTANT	Mozamo Engineering, Inc.	PRIME	SUB	X
PROJECT NO.	CONTRACT NO. Town of Paradise RFQ 2024-001	DATE		

CONTRACT TYPE	Seismic Rates of Compensation	JUST ONE OF THE ABOVE LISTED CONTRACT TYPES
Sub Consultant's Contract Amount	\$ TBD	

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

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

Name/Classification	Home Office Personal Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)										Employee Actual Rate (fringe benefits vary year over year)										DELTA (TOTAL) = Employee Total Rate - DIR Rate			DELTA (BASE) = Employee Base - DIR Base			DELTA Base = DIR Rate - Employee Base Rate			DELTA TOTAL - DELTA BASE (Employee DIR)			Loaded Hourly Billing Rates		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
		From	To	Straight	Base Salary 1.5 OT	2.0 OT	Fringe Benefits	Total Base Salary + Fringe Benefits	Straight	1.5 OT	2.0 OT	Estimate Fringe	Total Base + Fringe Benefits	Straight	1.5 OT	2.0 OT	DELTA TOTAL	DELTA TOTAL	DELTA TOTAL	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT 1.5x	OT 2.0x									
Jeremy Lank, EIT Assistant Resident Engineer/Construction Inspector	FIELD First Shift	10/3/2024	12/31/2024	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	#####	\$72.00	#####	#####	\$12.32	\$84.32	\$120.32	\$156.32	(\$7.92)	(\$1.30)	\$5.31	(\$7.92)	\$19.85	\$26.46	\$0.00	\$0.00	\$0.00	(\$7.92)	(\$1.30)	\$0.00	\$158.28	\$194.28	\$230.28	5.00%	\$ 72.00	N/A					
Prevailing Wage Work (non-Exempt)		1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	#####	\$75.60	#####	#####	\$12.32	\$87.92	\$125.72	\$163.52	(\$4.32)	\$4.10	\$12.51	(\$4.32)	\$25.25	\$33.66	\$0.00	\$0.00	\$0.00	(\$4.32)	\$0.00	\$0.00	\$166.20	\$204.00	\$241.80	5.00%	\$ 75.60						
		1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	#####	\$79.38	#####	#####	\$12.32	\$91.70	\$131.39	\$171.08	(\$0.54)	\$9.76	\$20.07	(\$0.54)	\$30.92	\$41.22	\$0.00	\$0.00	\$0.00	(\$0.54)	\$0.00	\$0.00	\$174.51	\$214.20	\$253.89	5.00%	\$ 79.38						
		1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	#####	\$83.35	#####	#####	\$12.32	\$95.67	\$137.35	\$179.02	\$3.43	\$15.72	\$28.01	\$0.00	\$36.87	\$49.16	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.23	\$224.91	\$266.58	5.00%	\$ 83.35						
Jeremy Lank, EIT Assistant Resident Engineer/Construction Inspector	FIELD Second Shift	10/3/2024	12/31/2024	\$66.12	\$99.18	\$132.24	\$33.47	\$99.59	\$132.65	#####	\$72.00	#####	#####	\$12.32	\$84.32	\$120.32	\$156.32	(\$15.27)	(\$12.33)	(\$9.39)	(\$15.27)	\$8.82	\$11.76	\$0.00	\$0.00	\$0.00	(\$15.27)	(\$12.33)	(\$9.39)	\$158.28	\$194.28	\$230.28	5.00%	\$ 72.00	N/A					
Prevailing Wage Work (non-Exempt)		1/1/2025	12/31/2025	\$66.12	\$99.18	\$132.24	\$33.47	\$99.59	\$132.65	#####	\$75.60	#####	#####	\$12.32	\$87.92	\$125.72	\$163.52	(\$11.67)	(\$6.93)	(\$2.19)	(\$11.67)	\$14.22	\$18.96	\$0.00	\$0.00	\$0.00	(\$11.67)	(\$6.93)	(\$2.19)	\$166.20	\$204.00	\$241.80	5.00%	\$ 75.60						
		1/1/2026	12/31/2026	\$66.12	\$99.18	\$132.24	\$33.47	\$99.59	\$132.65	#####	\$79.38	#####	#####	\$12.32	\$91.70	\$131.39	\$171.08	(\$7.89)	(\$1.26)	\$5.37	(\$7.89)	\$19.89	\$26.52	\$0.00	\$0.00	\$0.00	(\$7.89)	(\$1.26)	\$0.00	\$174.51	\$214.20	\$253.89	5.00%	\$ 79.38						
		1/1/2027	12/31/2027	\$66.12	\$99.18	\$132.24	\$33.47	\$99.59	\$132.65	#####	\$83.35	#####	#####	\$12.32	\$95.67	\$137.35	\$179.02	(\$3.92)	\$4.69	\$13.31	(\$3.92)	\$25.85	\$34.46	\$0.00	\$0.00	\$0.00	(\$3.92)	\$0.00	\$0.00	\$183.23	\$224.91	\$266.58	5.00%	\$ 83.35						
Jeremy Lank, EIT Assistant Resident Engineer/Construction Inspector	FIELD	10/3/2024	12/31/2024																																					
Non-Prevailing Wage Work (non-Exempt)		1/1/2025	12/31/2025																																					
		1/1/2026	12/31/2026																																					
		1/1/2027	12/31/2027																																					
Joseph Nixa Construction Inspector	FIELD First Shift	10/3/2024	12/31/2024	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	#####	\$65.00	\$97.50	#####	\$16.41	\$81.41	\$113.91	\$146.41	(\$10.63)	(\$7.72)	(\$4.60)	(\$10.63)	\$9.35	\$12.46	\$0.00	\$0.00	\$0.00	(\$10.63)	(\$7.72)	(\$4.60)	\$142.89	\$175.39	\$207.89	5.00%	\$ 65.00	N/A					
Prevailing Wage Work (non-Exempt)		1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	#####	\$68.25	#####	#####	\$16.41	\$84.66	\$118.79	\$152.91	(\$7.58)	(\$2.84)	\$1.90	(\$7.58)	\$14.22	\$18.96	\$0.00	\$0.00	\$0.00	(\$7.58)	(\$2.84)	\$0.00	\$150.04	\$184.16	\$218.29	5.00%	\$ 68.25						
		1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	#####	\$71.86	#####	#####	\$16.41	\$86.07	\$123.90	\$159.73	(\$4.17)	\$2.27	\$8.72	(\$4.17)	\$19.34	\$25.78	\$0.00	\$0.00	\$0.00	(\$4.17)	\$0.00	\$0.00	\$157.53	\$193.36	\$229.19	5.00%	\$ 71.86						
		1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	#####	\$75.24	#####	#####	\$16.41	\$91.65	\$129.27	\$166.89	(\$0.59)	\$7.64	\$16.86	(\$0.59)	\$24.71	\$32.94	\$0.00	\$0.00	\$0.00	(\$0.59)	\$0.00	\$0.00	\$165.40	\$203.02	\$240.64	5.00%	\$ 75.24						
Joseph Nixa Construction Inspector	FIELD	10/3/2024	12/31/2024																																					
Non-Prevailing Wage Work (non-Exempt)		1/1/2025	12/31/2025																																					
		1/1/2026	12/31/2026																																					
		1/1/2027	12/31/2027																																					
Marcel Edwards-Brame Office Engineer	FIELD	10/3/2024	12/31/2024																																					
Non-Prevailing Wage Work (non-Exempt)		1/1/2025	12/31/2025																																					
		1/1/2026	12/31/2026																																					
		1/1/2027	12/31/2027																																					
Corinne Burkhard, EIT Office Engineer	FIELD	10/3/2024	12/31/2024																																					
Non-Prevailing Wage Work (non-Exempt)		1/1/2025	12/31/2025																																					
		1/1/2026	12/31/2026																																					
		1/1/2027	12/31/2027																																					

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 10/03/2024. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 10/03/2024. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:
- For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
- For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows:
- Billing rate for travel time = Loaded Rate Formula "C" above.
- All travel time, outside of the regular work day, will be billed without the application of overhead rate as follows: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
- For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follows:

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

CONSULTANT Mozamo Engineering, Inc.

PRIME

SIIR Y

CONTRACT NO. Town of Paradise RFO 2024-001

DATE _____

CONTRACT TYPE

(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

Total Other Direct Costs Amount \$ _____

SCHEDULE OF OTHER DIRECT COST ITEMS

[illegible]

Please Note: Consultant completes all applicable items and deletes what is not applicable

Important Notes:

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

SAMPLE COST PROPOSAL 2 Page 1 of 4

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

Note: Mark-ups are Not Allowed

Consultant _Mozamo Engineering

☐ Prime Consultant

☐ Subconsultant

☐ 2nd Tier Subconsultant

Project No.

Contract No.

Town of Paradise RFQ 2024- Participation Amount \$ _TBD
001

11/13/2024

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	To			
Jeremy Lanik, EIT	\$158.28	\$194.28	\$230.28	10/3/2024	12/31/2024	\$72.00	5%	Not Applicable
Assistant Resident Engineer/	\$166.20	\$204.00	\$241.80	1/1/2025	12/31/2025	\$75.60	5%	
Construction Inspector**	\$174.51	\$214.20	\$253.89	1/1/2026	12/31/2026	\$79.38	5%	
	\$183.23	\$224.91	\$266.58	1/1/2027	12/31/2027	\$83.35	5%	
Non-Exempt								
Joseph Nixa	\$142.89	\$175.39	\$207.89	10/3/2024	12/31/2024	\$65.00	5%	Not Applicable
Construction Inspector	\$150.04	\$184.16	\$218.29	1/1/2025	12/31/2025	\$68.25	5%	
	\$157.53	\$193.36	\$229.19	1/1/2026	12/31/2026	\$71.66	5%	
	\$165.40	\$203.02	\$240.64	1/1/2027	12/31/2027	\$75.24	5%	
Non-Exempt								
Marcel Edwards-Brame	\$87.93	\$107.93	\$127.93	10/3/2024	12/31/2024	\$40.00	5%	Not Applicable
Office Engineer	\$92.33	\$113.33	\$134.33	1/1/2025	12/31/2025	\$42.00	5%	
	\$96.95	\$119.00	\$141.05	1/1/2026	12/31/2026	\$44.10	5%	
	\$101.81	\$124.96	\$148.12	1/1/2027	12/31/2027	\$46.31	5%	
Non-Exempt								
Corinne Burkhard, EIT	\$127.50	\$156.50	\$185.50	10/3/2024	12/31/2024	\$58.00	5%	Not Applicable
Office Engineer	\$133.88	\$164.33	\$194.78	1/1/2025	12/31/2025	\$60.90	5%	
	\$140.58	\$172.56	\$204.53	1/1/2026	12/31/2026	\$63.95	5%	
	\$147.62	\$181.19	\$214.77	1/1/2027	12/31/2027	\$67.15	5%	
Non-Exempt								

NOTES:

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

SAMPLE COST PROPOSAL 2 Page 2 of 4

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

Note: Mark-ups are Not Allowed

Consultant _Mozamo Engineering

☐ Prime Consultant

☐ Subconsultant

☐ 2nd Tier Subconsultant

Project No.

Contract No.

Town of Paradise RFQ 2024- Participation Amount \$ _TBD
001

11/13/2024

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	To			
TBD Resident Engineer	\$0.00	\$0.00	\$0.00	10/3/2024	12/31/2024	\$0.00	5%	\$80-\$110
	\$0.00	\$0.00	\$0.00	1/1/2025	12/31/2025	\$0.00	5%	
	\$0.00	\$0.00	\$0.00	1/1/2026	12/31/2026	\$0.00	5%	
	\$0.00	\$0.00	\$0.00	1/1/2027	12/31/2027	\$0.00	5%	
TBD Assistant Resident Engineer**	\$0.00	\$0.00	\$0.00	10/3/2024	12/31/2024	\$0.00	5%	\$70-\$95
	\$0.00	\$0.00	\$0.00	1/1/2025	12/31/2025	\$0.00	5%	
	\$0.00	\$0.00	\$0.00	1/1/2026	12/31/2026	\$0.00	5%	
	\$0.00	\$0.00	\$0.00	1/1/2027	12/31/2027	\$0.00	5%	
TBD Construction Inspector**	\$0.00	\$0.00	\$0.00	10/3/2024	12/31/2024	\$0.00	5%	\$50-\$80
	\$0.00	\$0.00	\$0.00	1/1/2025	12/31/2025	\$0.00	5%	
	\$0.00	\$0.00	\$0.00	1/1/2026	12/31/2026	\$0.00	5%	
	\$0.00	\$0.00	\$0.00	1/1/2027	12/31/2027	\$0.00	5%	
TBD Office Engineer	\$0.00	\$0.00	\$0.00	10/3/2024	12/31/2024	\$0.00	5%	\$40-\$70
	\$0.00	\$0.00	\$0.00	1/1/2025	12/31/2025	\$0.00	5%	
	\$0.00	\$0.00	\$0.00	1/1/2026	12/31/2026	\$0.00	5%	
	\$0.00	\$0.00	\$0.00	1/1/2027	12/31/2027	\$0.00	5%	

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 2 of 4

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

Consultant: Mozamo Engineering _____

☐ Prime Consultant

☒ Subconsultant

Project No. _____

Contract No. Town of Paradise RFQ 2024-001

11/4/2024

SCHEDULE OF OTHER DIRECT COST ITEMS (Add additional pages as necessary)				
Description of Item	Quantity	Unit	Unit Cost	Total
Subconsultant 1:				\$0.00
Subconsultant 2:				\$0.00
Subconsultant 3:				\$0.00
Subconsultant 4:				\$0.00
Subconsultant 5:				\$0.00

Note: Add additional pages if necessary.

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 4 of 4**Certification of Direct Costs:**

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

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

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

Prime Consultant or Subconsultant Certifying:Name: Erin Mock, PETitle*: PrincipalSignature : 

11/13/2024

Email: emock@mozamoengineering.comPhone Number: (916) 237-7161 Address: 100 Howe Ave 130S, Sacramento, CA 95831

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

Construction management, inspection and material testing services

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

CONTRACT TYPE Specific Rates of Compensation		(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)
Sub Consultant's Contract Amount \$ TBD		

Town of Paradise/Conсор North America, Inc.
Agreement for Professional Services
Contract 2024-001.3

Prevailing Wage Work (Non Exempt)		1/1/2027	12/31/2027	\$68.04	\$102.06	\$136.08	\$33.47	\$101.51	\$135.53	\$169.55	\$68.04	\$102.06	\$136.08	\$33.47	\$101.51	\$135.53	\$169.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$222.11	\$256.13	\$290.15	5.00%	\$ 68.04	
Bernardo Gutierrez Field Inspector	FIELD	10/3/2024	12/31/2024	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$191.85	\$221.23	\$250.62		\$ 58.77	N/A
		1/1/2025	12/31/2025	\$61.71	\$92.57	\$123.42	\$33.47	\$95.18	\$126.04	\$156.89	\$61.71	\$92.57	\$123.42	\$33.47	\$95.18	\$126.04	\$156.89	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$201.44	\$232.30	\$263.15	5.00%	\$ 61.71	
		1/1/2026	12/31/2026	\$64.80	\$97.20	\$129.60	\$33.47	\$98.27	\$130.67	\$163.07	\$64.80	\$97.20	\$129.60	\$33.47	\$98.27	\$130.67	\$163.07	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$211.53	\$243.93	\$276.33	5.00%	\$ 64.80	
Prevailing Wage Work (Non Exempt)		1/1/2027	12/31/2027	\$68.04	\$102.06	\$136.08	\$33.47	\$101.51	\$135.53	\$169.55	\$68.04	\$102.06	\$136.08	\$33.47	\$101.51	\$135.53	\$169.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$222.11	\$256.13	\$290.15	5.00%	\$ 68.04	
Cesar Copado Field Inspector	FIELD	10/3/2024	12/31/2024	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$191.85	\$221.23	\$250.62		\$ 58.77	N/A
		1/1/2025	12/31/2025	\$61.71	\$92.57	\$123.42	\$33.47	\$95.18	\$126.04	\$156.89	\$61.71	\$92.57	\$123.42	\$33.47	\$95.18	\$126.04	\$156.89	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$201.44	\$232.30	\$263.15	5.00%	\$ 61.71	
		1/1/2026	12/31/2026	\$64.80	\$97.20	\$129.60	\$33.47	\$98.27	\$130.67	\$163.07	\$64.80	\$97.20	\$129.60	\$33.47	\$98.27	\$130.67	\$163.07	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$211.53	\$243.93	\$276.33	5.00%	\$ 64.80	
Prevailing Wage Work (Non Exempt)		1/1/2027	12/31/2027	\$68.04	\$102.06	\$136.08	\$33.47	\$101.51	\$135.53	\$169.55	\$68.04	\$102.06	\$136.08	\$33.47	\$101.51	\$135.53	\$169.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$222.11	\$256.13	\$290.15	5.00%	\$ 68.04	
Roly Tabon Field Inspector	FIELD	10/3/2024	12/31/2024	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$191.85	\$221.23	\$250.62		\$ 58.77	N/A
		1/1/2025	12/31/2025	\$61.71	\$92.57	\$123.42	\$33.47	\$95.18	\$126.04	\$156.89	\$61.71	\$92.57	\$123.42	\$33.47	\$95.18	\$126.04	\$156.89	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$201.44	\$232.30	\$263.15	5.00%	\$ 61.71	
		1/1/2026	12/31/2026	\$64.80	\$97.20	\$129.60	\$33.47	\$98.27	\$130.67	\$163.07	\$64.80	\$97.20	\$129.60	\$33.47	\$98.27	\$130.67	\$163.07	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$211.53	\$243.93	\$276.33	5.00%	\$ 64.80	
Prevailing Wage Work (Non Exempt)		1/1/2027	12/31/2027	\$68.04	\$102.06	\$136.08	\$33.47	\$101.51	\$135.53	\$169.55	\$68.04	\$102.06	\$136.08	\$33.47	\$101.51	\$135.53	\$169.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$222.11	\$256.13	\$290.15	5.00%	\$ 68.04	

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 10/03/2024. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 10/03/2024 Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:
For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
Billing rate for travel time = Loaded Rate Formula "C" above.
All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

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

CONSULTANT	SIERRA GEOTECH DBE INC		PRIME	SUB X	
PROJECT NO.	DB24000	CONTRACT NO.		DATE	10/28/2024

SCHEDULE OF OTHER DIRECT COST ITEMS

[illegible]

Please Note: Consultant completes all applicable items and deletes what is not applicable

Important Notes:

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

SAMPLE COST PROPOSAL 2 Page 1 of 3

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

Note: Mark-ups at _____
Consultant **Sierra Geotech**

☐ Prime Consultant

☒ Subconsultant

☐ 2nd Tier Subconsultant

Project No. _____

Contract No. Town of Paradise RFQ Participation Amount \$ _TBD
2024-001

11/13/2024

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - for Classifications Only
	Straight	OT(1.5x)	OT(2x)	From	To			
Shaun Vemuri MSCE, Principal Engineer	\$228.51 \$239.93 \$251.94 \$264.54	\$263.51 \$276.68 \$290.53 \$305.06	\$298.51 \$313.43 \$329.12 \$345.58	10/3/2024 1/1/2025 1/1/2026 1/1/2027	12/31/2024 12/31/2025 12/31/2026 12/31/2027	\$70.00 \$73.50 \$77.18 \$81.04	5% 5% 5% 5%	Not Applicable
Exempt								
Vikram Kyatham MSCE, Principal Engineer	\$200.86 \$210.91 \$221.45 \$232.52	\$231.62 \$243.22 \$255.37 \$268.14	\$262.39 \$275.52 \$289.29 \$303.75	10/3/2024 1/1/2025 1/1/2026 1/1/2027	12/31/2024 12/31/2025 12/31/2026 12/31/2027	\$61.53 \$64.61 \$67.84 \$71.23	5% 5% 5% 5%	Not Applicable
Exempt								
Ray Downes, Lab Manager	\$142.13 \$149.25 \$156.72 \$164.56	\$163.90 \$172.11 \$180.73 \$189.76	\$185.67 \$194.97 \$204.73 \$214.97	10/3/2024 1/1/2025 1/1/2026 1/1/2027	12/31/2024 12/31/2025 12/31/2026 12/31/2027	\$43.54 \$45.72 \$48.01 \$50.41	5% 5% 5% 5%	Not Applicable
Exempt								
Inna Radova, Project Engineer	\$156.95 \$164.78 \$173.01 \$181.66	\$180.99 \$190.02 \$199.51 \$209.49	\$205.03 \$215.26 \$226.01 \$237.31	10/3/2024 1/1/2025 1/1/2026 1/1/2027	12/31/2024 12/31/2025 12/31/2026 12/31/2027	\$48.08 \$50.48 \$53.00 \$55.65	5% 5% 5% 5%	Not Applicable
Exempt								
Chelsea Shears , Projects Administrator	\$109.85 \$115.33 \$121.11 \$127.18	\$126.67 \$132.99 \$139.66 \$146.66	\$143.50 \$150.66 \$158.21 \$166.14	10/3/2024 1/1/2025 1/1/2026 1/1/2027	12/31/2024 12/31/2025 12/31/2026 12/31/2027	\$33.65 \$35.33 \$37.10 \$38.96	5% 5% 5% 5%	Not Applicable

Non-exempt									
Anthony Prado	Field Inspector	\$191.85	\$221.23	\$250.62	10/3/2024	12/31/2024	\$58.77	5%	Not Applicable
		\$201.44	\$232.30	\$263.15	1/1/2025	12/31/2025	\$61.71	5%	
		\$211.53	\$243.93	\$276.33	1/1/2026	12/31/2026	\$64.80	5%	
		\$222.11	\$256.13	\$290.15	1/1/2027	12/31/2027	\$68.04	5%	
Non-exempt									
Trey Alix	Field Inspector	\$191.85	\$221.23	\$250.62	10/3/2024	12/31/2024	\$58.77	5%	Not Applicable
		\$201.44	\$232.30	\$263.15	1/1/2025	12/31/2025	\$61.71	5%	
		\$211.53	\$243.93	\$276.33	1/1/2026	12/31/2026	\$64.80	5%	
		\$222.11	\$256.13	\$290.15	1/1/2027	12/31/2027	\$68.04	5%	
Non-exempt									
Elijah Dawber	Field Inspector	\$191.85	\$221.23	\$250.62	10/3/2024	12/31/2024	\$58.77	5%	Not Applicable
		\$201.44	\$232.30	\$263.15	1/1/2025	12/31/2025	\$61.71	5%	
		\$211.53	\$243.93	\$276.33	1/1/2026	12/31/2026	\$64.80	5%	
		\$222.11	\$256.13	\$290.15	1/1/2027	12/31/2027	\$68.04	5%	
Non-exempt									
Monib Banouri	Field Inspector	\$191.85	\$221.23	\$250.62	10/3/2024	12/31/2024	\$58.77	5%	Not Applicable
		\$201.44	\$232.30	\$263.15	1/1/2025	12/31/2025	\$61.71	5%	
		\$211.53	\$243.93	\$276.33	1/1/2026	12/31/2026	\$64.80	5%	
		\$222.11	\$256.13	\$290.15	1/1/2027	12/31/2027	\$68.04	5%	
Non-exempt									
Sayed Banouri	Field Inspector	\$191.85	\$221.23	\$250.62	10/3/2024	12/31/2024	\$58.77	5%	Not Applicable
		\$201.44	\$232.30	\$263.15	1/1/2025	12/31/2025	\$61.71	5%	
		\$211.53	\$243.93	\$276.33	1/1/2026	12/31/2026	\$64.80	5%	
		\$222.11	\$256.13	\$290.15	1/1/2027	12/31/2027	\$68.04	5%	
Non-exempt									
Jamie Galvan	Field Inspector	\$191.85	\$221.23	\$250.62	10/3/2024	12/31/2024	\$58.77	5%	Not Applicable
		\$201.44	\$232.30	\$263.15	1/1/2025	12/31/2025	\$61.71	5%	
		\$211.53	\$243.93	\$276.33	1/1/2026	12/31/2026	\$64.80	5%	
		\$222.11	\$256.13	\$290.15	1/1/2027	12/31/2027	\$68.04	5%	
Non-exempt									
Matt Angel	Field Inspector	\$191.85	\$221.23	\$250.62	10/3/2024	12/31/2024	\$58.77	5%	Not Applicable
		\$201.44	\$232.30	\$263.15	1/1/2025	12/31/2025	\$61.71	5%	
		\$211.53	\$243.93	\$276.33	1/1/2026	12/31/2026	\$64.80	5%	
		\$222.11	\$256.13	\$290.15	1/1/2027	12/31/2027	\$68.04	5%	
Non-exempt									
Bernardo Gutierrez	Field Inspector	\$191.85	\$221.23	\$250.62	10/3/2024	12/31/2024	\$58.77	5%	Not Applicable
		\$201.44	\$232.30	\$263.15	1/1/2025	12/31/2025	\$61.71	5%	
		\$211.53	\$243.93	\$276.33	1/1/2026	12/31/2026	\$64.80	5%	
		\$222.11	\$256.13	\$290.15	1/1/2027	12/31/2027	\$68.04	5%	
Non-exempt									
Cesar Copado	Field Inspector	\$191.85	\$221.23	\$250.62	10/3/2024	12/31/2024	\$58.77	5%	Not Applicable
		\$201.44	\$232.30	\$263.15	1/1/2025	12/31/2025	\$61.71	5%	
		\$211.53	\$243.93	\$276.33	1/1/2026	12/31/2026	\$64.80	5%	
		\$222.11	\$256.13	\$290.15	1/1/2027	12/31/2027	\$68.04	5%	
Non-exempt									
Roly Tabon	Field Inspector	\$191.85	\$221.23	\$250.62	10/3/2024	12/31/2024	\$58.77	5%	Not Applicable
		\$201.44	\$232.30	\$263.15	1/1/2025	12/31/2025	\$61.71	5%	
		\$211.53	\$243.93	\$276.33	1/1/2026	12/31/2026	\$64.80	5%	

Non-exempt	\$222.11	\$256.13	\$290.15	1/1/2027	12/31/2027	\$68.04	5%	
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NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 2 of 3
 SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Consultant: Sierra Geotech Inc _____
 Project No. _____

Contract No. Town of Paradise RFQ 2024-001

AGGREGATE BASE					
TEST	FULL TEST NAME	METHOD	UNIT	PRICE	
R-Value	Method of Test for Determining the Resistance R Value of Treated and Untreated Bases, Subbases, and Basement Soils by the Stabilometer	CT-301	Ea	\$	400
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
Sand Equivalent	Method of Test for Sand Equivalent	CT-217	Ea	\$	150
Durability	Method of Test for Durability Index	CT-229	Ea	\$	224
Curve	Method of Test for Relative Compaction of Untreated and Treated Soils and Aggregates	CT-216	Ea	\$	150
AGGREGATE SUBBASE					
R-Value	Method of Test for Determining the Resistance R Value of Treated and Untreated Bases, Subbases, and Basement Soils by the Stabilometer	CT-301	Ea	\$	400
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
Sand Equivalent	Method of Test for Sand Equivalent	CT-217	Ea	\$	150
Curve	Method of Test for Relative Compaction of Untreated and Treated Soils and Aggregates	CT-216	Ea	\$	150
RSC BASE					
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
Cleaness Value	Method of Test for Evaluating Cleaness of Coarse Aggregate	CT-227	Ea	\$	150
Sand Equivalent	Method of Test for Sand Equivalent	CT-217	Ea	\$	150
Curve	Method of Test for Relative Compaction of Untreated and Treated Soils and Aggregates	CT-216	Ea	\$	150
LEAN CONCRETE BASE					
Sand Equivalent	Method of Test for Sand Equivalent	CT-217	Ea	\$	150
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
Compressive Strength	Method of Test for Compressive Strength of Molded Concrete Cylinders	CT 521	Ea	\$	50
LEAN CONCRETE BASE RAPID SETTING					
Sand Equivalent	Method of Test for Sand Equivalent	CT-217	Ea	\$	150
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
FULL DEPTH RECLAMATION - NO STABILIZATION					
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
Curve	Method of Test for Relative Compaction of Untreated and Treated Soils and Aggregates	CT-216	Ea	\$	150
FULL DEPTH RECLAMATION - FOAMED ASPHALT					
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
Indirect Tensile Strength	Method of Test for Resistance of Compacted Bituminous Mixture to Moisture Induced Damage	CT-371	Ea	\$	3,400
Curve	Method of Test for Relative Compaction of Untreated and Treated Soils and Aggregates	CT-216	Ea	\$	150
FULL DEPTH RECLAMATION - CEMENT					
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
Compressive Strength	Standard Test Methods for Compressive Strength of Molded Soil-Cement Cylinders	D1633	Ea	\$	250
Curve	Method of Test for Relative Compaction of Untreated and Treated Soils and Aggregates	CT-216	Ea	\$	150
Water Sulfates	Method of Testing Soils and Waters for Sulfate Content	CT-417	Ea	\$	150
Water Chlorides	Method of Testing Soils and Waters for Chloride Content	CT-422	Ea	\$	150
CEMENT TREATED BASE					
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
Sand Equivalent	Method of Test for Sand Equivalent	CT-217	Ea	\$	150
R-Value	Method of Test for Determining the Resistance R Value of Treated and Untreated Bases, Subbases, and Basement Soils by the Stabilometer	CT-301	Ea	\$	400
Water Sulfates	Method of Testing Soils and Waters for Sulfate Content	CT-417	Ea	\$	150
CEMENT TREATED PERMEABLE BASE					

TEST		METHOD	Unit	Unit Price
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$ 150
Cleaness Value	Method of Test for Evaluating Cleaness of Coarse Aggregate	CT-227	Ea	\$ 150
Abrasion of Coarse Aggregate	Abrasion of Coarse Aggregate by Use of the Los Angeles Abrasion Testing Machine	CT-211	Ea	\$ 325
Soundness of Aggregates	Method of Test for Soundness of Aggregates by Use of Sodium Sulfate	CT-214	Ea	\$ 215
PARTIAL DEPTH RECYCLING (PDR)				
Water Sulfates	Method of Testing Soils and Waters for Sulfate Content	CT-417	Ea	\$ 150
Water Chlorides	Method of Testing Soils and Waters for Chloride Content	CT-422	Ea	\$ 150
Sieve Analysis of Fine and Coarse Aggregates	Standard Method of Test for Sieve Analysis of Fine and Coarse Aggregates	T-27	Ea	\$ 200
Bulk Specific Gravity	Standard Method of Test for Bulk Specific Gravity of Compacted Specimens	T-269	Ea	\$ 200
Air Voids	Standard Method of Test for Percent Air Voids in Compacted Dense and Open Asphalt Mixtures	T-269	Ea	\$ 200
Maximum Theoretical Specific Gravity	Standard Method of Test for Theoretical Maximum Specific Gravity (Gmm) and Density of Asphalt Mixtures	T-209	Ea	\$ 200
Marshall Stability PDR-EA	Standard Method of Test for Resistance to Plastic Flow of Asphalt Mixtures Using Marshall Apparatus	T-245	Ea	\$ 100
Moisture Susceptibility	Standard Method of Test for Resistance of Compacted Asphalt Mixtures to Moisture-Induced Damage	T-283	Ea	\$ 3,500
Emulsified Asphalts	Standard Method of Test for Emulsified Asphalts	T-59	Ea	\$ 188
Penetration	Standard Method of Test for Penetration of Bituminous Materials	T-49	Ea	\$ 125
Ductility	Standard Method of Test for Ductility of Asphalt Materials	T-51	Ea	\$ 125
Solubility in Trichloroethylene	Standard Method of Test for Solubility of Bituminous Materials	T-44	Ea	\$ 125
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$ 150
COLD CENTRAL PLANT RECYCLING (CCPR)				
Water Sulfates	Method of Testing Soils and Waters for Sulfate Content	CT-417	Ea	\$ 150
Water Chlorides	Method of Testing Soils and Waters for Chloride Content	CT-422	Ea	\$ 150
Sieve Analysis of Fine and Coarse Aggregates	Standard Method of Test for Sieve Analysis of Fine and Coarse Aggregates	T-27	Ea	\$ 200
Bulk Specific Gravity	Standard Method of Test for Bulk Specific Gravity of Compacted Specimens	T-269	Ea	\$ 200
Air Voids	Standard Method of Test for Percent Air Voids in Compacted Dense and Open Asphalt Mixtures	T-269	Ea	\$ 200
Maximum Theoretical Specific Gravity	Standard Method of Test for Theoretical Maximum Specific Gravity (Gmm) and Density of Asphalt Mixtures	T-209	Ea	\$ 200
Marshall Stability	Standard Method of Test for Resistance to Plastic Flow of Asphalt Mixtures Using Marshall Apparatus	T-245	Ea	\$ 106
Moisture Susceptibility	Standard Method of Test for Resistance of Compacted Asphalt Mixtures to Moisture-Induced Damage	T-283	Ea	\$ 3,500
Emulsified Asphalts	Standard Method of Test for Emulsified Asphalts	T-59	Ea	\$ 188
Penetration	Standard Method of Test for Penetration of Bituminous Materials	T-49	Ea	\$ 125
Ductility	Standard Method of Test for Ductility of Asphalt Materials	T-51	Ea	\$ 125
Solubility in Trichloroethylene	Standard Method of Test for Solubility of Bituminous Materials	T-44	Ea	\$ 125
EARTHWORK/SOILS				
Curve	Standard Test Methods for Laboratory Compaction Characteristics of Soil Using Modified Effort (56,000 ft-lbf/ft ³ (2,700 kN-m/m ³))	D1557	Ea	\$ 350
LIME STABILIZED SOIL				
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$ 150
Curve	Method of Test for Relative Compaction of Untreated and Treated Soils and Aggregates	CT-216	Ea	\$ 150
SHOULDER BACKING				
TEST		METHOD	Unit	Unit Price
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$ 150
Sand Equivalent	Method of Test for Sand Equivalent	CT-217	Ea	\$ 150
Crushed Particles	Method of Test for Determining Percentage of Crushed Particles	CT-205	Ea	\$ 231
Durability	Method of Test for Durability Index	CT-229	Ea	\$ 224
STRUCTURAL CONCRETE				
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$ 150
Sand Equivalent	Method of Test for Sand Equivalent	CT-217	Ea	\$ 150
Cleaness Value	Method of Test for Evaluating Cleaness of Coarse Aggregate	CT-227	Ea	\$ 150
Compressive Strength of Molded Concrete Cylinders	Method of Test for Compressive Strength of Molded Concrete Cylinders	CT-521	Ea	\$ 50
HMA TYPE A				

Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
Sand Equivalent	Method of Test for Sand Equivalent	CT-217	Ea	\$	150
Moisture Content of Bituminous Mixtures	Method of Test for Determining Moisture Content of Bituminous Mixtures or Graded Mineral Aggregates Using Microwave Ovens	CT-370	Ea	\$	322
Crushed Particles	Method of Test for Determining Percentage of Crushed Particles	CT-205	Ea	\$	231
Abrasion of Coarse Aggregate	Abrasion of Coarse Aggregate by Use of the Los Angeles Abrasion Testing Machine	CT-211	Ea	\$	325
Flat and Elongated Particles in Coarse Aggregate	Standard Test Method for Flat Particles, Elongated Particles, or Flat and Elongated Particles in Coarse Aggregate	D4791	Ea	\$	75
Maximum Theoretical Specific Gravity	Standard Method of Test for Theoretical Maximum Specific Gravity (Gmm) and Density of Asphalt Mixtures	T-209	Ea	\$	200
Moisture Susceptibility	Standard Method of Test for Resistance of Compacted Asphalt Mixtures to Moisture-Induced Damage	T-283	Ea	\$	3,500
Void Content of Fine Aggregate	Standard Method of Test for Uncompacted Void Content of Fine Aggregate	T-335	Ea	\$	206
Moisture Content of Asphalt Mixtures	Standard Method of Test for Moisture Content of Asphalt Mixtures by Oven Method	T-329	Ea	\$	125
Hamburg Track Wheel	Standard Method of Test for Hamburg Wheel-Track Testing of Compacted Asphalt Mixtures	T-324	Ea	\$	125
HMA Volumetrics - VMA, VFA, DP	Volumetric Properties of HMA mixtures - Voids in Mineral Aggregates, Voids Filled with Asphalt, Dust Proportion	MS-2	Ea	\$	1,025
Stabilometer	Standard Test Method for determining Stabilometer Value of Compacted HMA Specimens	CT-366	Ea	\$	338
Moisture Susceptibility	Standard Method of Test for Resistance of Compacted Asphalt Mixtures to Moisture-Induced Damage	T-283	Ea	\$	3,500
Soundness of Aggregate	Standard Method of Test for Soundness of Aggregate by Use of Sodium Sulfate or Magnesium Sulfate	T-104	Ea	\$	563
Aggregate Durability Index	Standard Method of Test for Aggregate Durability Index	T-210	Ea	\$	207
Bulk Specific Gravity	Standard Method of Test for Bulk Specific Gravity (Gmb) of Compacted Asphalt Mixtures Using Paraffin-Coated Specimens	T-275	Ea	\$	173
Air Voids	Standard Method of Test for Percent Air Voids in Compacted Dense and Open Asphalt Mixtures	T-269	Ea	\$	200
RHMA					
Sieve Analysis of Fine and Coarse Aggregates	Standard Method of Test for Sieve Analysis of Fine and Coarse Aggregates	T-27	Ea	\$	200
Sand Equivalent	Standard Method of Test for Plastic Fines in Graded Aggregates and Soils by Use of the Sand Equivalent Test	T-176	Ea	\$	125
Aggregate Moisture Content	Standard Method of Test for Total Evaporable Moisture Content of Aggregate by Drying	T-255	Ea	\$	206
Crushed Particles	Standard Method of Test for Determining the Percentage of Fracture in Coarse Aggregate	T-335	Ea	\$	125
LA Rattler	Standard Method of Test for Resistance to Degradation of Small-Size Coarse Aggregate by Abrasion and Impact in the Los Angeles Machine	T-96	Ea	\$	100
Flat and Elongated Particles in Coarse Aggregate	Standard Test Method for Flat Particles, Elongated Particles, or Flat and Elongated Particles in Coarse Aggregate	D4791	Ea	\$	75
Maximum Theoretical Specific Gravity	Standard Method of Test for Theoretical Maximum Specific Gravity (Gmm) and Density of Asphalt Mixtures	T-209	Ea	\$	200
Moisture Susceptibility	Standard Method of Test for Resistance of Compacted Asphalt Mixtures to Moisture-Induced Damage	T-283	Ea	\$	3,500
Void Content of Fine Aggregate	Standard Method of Test for Uncompacted Void Content of Fine Aggregate	T-335	Ea	\$	206
Void Content of Fine Aggregate	Standard Method of Test for Uncompacted Void Content of Fine Aggregate	T-304	Ea	\$	1,044
Moisture Content of Asphalt Mixtures	Standard Method of Test for Moisture Content of Asphalt Mixtures by Oven Method	T-329	Ea	\$	125
Hamburg Track Wheel	Standard Method of Test for Hamburg Wheel-Track Testing of Compacted Asphalt Mixtures	T-324	Ea	\$	125
RHMA Volumetrics - VMA, VFA, DP	Volumetric Properties of HMA mixtures - Voids in Mineral Aggregates, Voids Filled with Asphalt, Dust Proportion	MS-2	Ea	\$	1,025
Moisture Susceptibility	Standard Method of Test for Resistance of Compacted Asphalt Mixtures to Moisture-Induced Damage	T-283	Ea	\$	3,500
Soundness of Aggregate	Standard Method of Test for Soundness of Aggregate by Use of Sodium Sulfate or Magnesium Sulfate	T-104	Ea	\$	563
Aggregate Durability Index	Standard Method of Test for Aggregate Durability Index	T-210	Ea	\$	207
Bulk Specific Gravity	Standard Method of Test for Bulk Specific Gravity (Gmb) of Compacted Asphalt Mixtures Using Paraffin-Coated Specimens	T-275	Ea	\$	173
Air Voids	Standard Method of Test for Percent Air Voids in Compacted Dense and Open Asphalt Mixtures	T-269	Ea	\$	200
RHMA WITH RAP					
Sieve Analysis of Fine and Coarse Aggregates	Standard Method of Test for Sieve Analysis of Fine and Coarse Aggregates	T-27	Ea	\$	200
Sand Equivalent	Standard Method of Test for Plastic Fines in Graded Aggregates and Soils by Use of the Sand Equivalent Test	T-176	Ea	\$	125
Aggregate Moisture Content	Standard Method of Test for Total Evaporable Moisture Content of Aggregate by Drying	T-255	Ea	\$	206
Crushed Particles	Standard Method of Test for Determining the Percentage of Fracture in Coarse Aggregate	T-335	Ea	\$	125
LA Rattler	Standard Method of Test for Resistance to Degradation of Small-Size Coarse Aggregate by Abrasion and Impact in the Los Angeles Machine	T-96	Ea	\$	100
Flat and Elongated Particles in Coarse Aggregate	Standard Test Method for Flat Particles, Elongated Particles, or Flat and Elongated Particles in Coarse Aggregate	D4791	Ea	\$	75
Maximum Theoretical Specific Gravity	Standard Method of Test for Theoretical Maximum Specific Gravity (Gmm) and Density of Asphalt Mixtures	T-209	Ea	\$	200
Moisture Susceptibility	Standard Method of Test for Resistance of Compacted Asphalt Mixtures to Moisture-Induced Damage	T-283	Ea	\$	3,500
Void Content of Fine Aggregate	Standard Method of Test for Uncompacted Void Content of Fine Aggregate	T-335	Ea	\$	206
Moisture Content of Asphalt Mixtures	Standard Method of Test for Moisture Content of Asphalt Mixtures by Oven Method	T-329	Ea	\$	125
Hamburg Track Wheel	Standard Method of Test for Hamburg Wheel-Track Testing of Compacted Asphalt Mixtures	T-324	Ea	\$	125

RHMA Volumetrics - VMA, VFA, DP	Volumetric Properties of HMA mixtures - Voids in Mineral Aggregates, Voids Filled with Asphalt, Dust Proportion	MS-2	Ea	\$	1,025
Moisture Susceptibility	Standard Method of Test for Resistance of Compacted Asphalt Mixtures to Moisture-Induced Damage	T-283	Ea	\$	3,500
Soundness of Aggregate	Standard Method of Test for Soundness of Aggregate by Use of Sodium Sulfate or Magnesium Sulfate	T-104	Ea	\$	563
Aggregate Durability Index	Standard Method of Test for Aggregate Durability Index	T-210	Ea	\$	207
Bulk Specific Gravity	Standard Method of Test for Bulk Specific Gravity (Gmb) of Compacted Asphalt Mixtures Using Paraffin-Coated Specimens	T-275	Ea	\$	173
Air Voids	Standard Method of Test for Percent Air Voids in Compacted Dense and Open Asphalt Mixtures	T-269	Ea	\$	200
ASPHALT RUBBER BINDER					
Viscosity	Standard Test Method for Kinematic Viscosity of Transparent and Opaque Liquids (and Calculation of Dynamic Viscosity)	D445	Ea	\$	125
Flash and Fire Points	Standard Test Method for Flash and Fire Points by Cleveland Open Cup Tester	D92	Ea	\$	105
Asphaltenes	Standard Test Method for Characteristic Groups in Rubber Extender and Processing Oils and Other Petroleum-Derived Oils by the Clay-Gel Absorption Chromatographic Method	D2007	Ea	\$	1,000
Crumb Rubber Modifier	Method of Test for Crumb Rubber Modifier	CT-385	Ea	\$	869
Cone Penetration	Standard Test Methods for Cone Penetration of Lubricating Grease	D217	Ea	\$	622
Resilience	Standard Test Methods for Sealants and Fillers, Hot-Applied, for Joints and Cracks in Asphalt Pavements and Portland Cement Concrete Pavements	D5329	Ea	\$	175
Softening Point	Standard Test Method for Softening Point of Bitumen (Ring-and-Ball Apparatus)	D36	Ea	\$	125
Rotational Handheld Viscometer	Standard Test Method for Measurement of Apparent Viscosity of Asphalt-Rubber or Other Asphalt Binders by Using a Rotational Handheld Viscometer	D7741	Ea	\$	113
CHIP SEALS AGGREGATE TESTING					
Crushed Particles	Standard Method of Test for Determining the Percentage of Fracture in Coarse Aggregate	T-335	Ea	\$	125
LA Rattler	Standard Method of Test for Resistance to Degradation of Small-Size Coarse Aggregate by Abrasion and Impact in the Los Angeles Machine	T-96	Ea	\$	100
Flat and Elongated Particles in Coarse Aggregate	Standard Test Method for Flat Particles, Elongated Particles, or Flat and Elongated Particles in Coarse Aggregate	D4791	Ea	\$	75
Film Stripping	Method of Test for Stripping	CT-302	Ea	\$	1,000
Durability	Method of Test for Durability Index	CT-229	Ea	\$	224
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
Cleaness Value	Method of Test for Evaluating Cleaness of Coarse Aggregate	CT-227	Ea	\$	150
ASPHALTIC EMULSIONS PRIME COAT					
Emulsified Asphalts	Standard Method of Test for Emulsified Asphalts	T-59	Ea	\$	188
Penetration	Standard Method of Test for Penetration of Bituminous Materials	T-49	Ea	\$	125
Ductility	Standard Method of Test for Ductility of Asphalt Materials	T-51	Ea	\$	125
Solubility in Trichloroethylene	Standard Method of Test for Solubility of Bituminous Materials	T-44	Ea	\$	125
POLYMER MODIFIED ASPHALTIC EMULSIONS CHIP SEAL					
Emulsified Asphalts	Standard Method of Test for Emulsified Asphalts	T-59	Ea	\$	188
Ash Content	Standard Test Method for Pigment Content of Water-Emulsion Paints by Low-Temperature Ashing	D3723	Ea	\$	100
Residue by Evaporation	Method of Test for Residue by Evaporation of Latex Modified Asphalt Emulsion (Withdrawn, it is no longer maintained by Caltrans)	CT-331	Ea	\$	113
Penetration	Standard Method of Test for Penetration of Bituminous Materials	T-49	Ea	\$	125
Ductility	Standard Method of Test for Ductility of Asphalt Materials	T-51	Ea	\$	125
Torsional Recovery	Method of Test for Torsional Recovery of Polymer Modified Asphalt Emulsion Residue	CT-332	Ea	\$	188
Evaporation	Standard Method of Test for Softening Point of Bitumen (Ring-and-Ball Apparatus)	T-53	Ea	\$	125
FOG SEALS AND FLUSH COATS					
Emulsified Asphalts	Standard Method of Test for Emulsified Asphalts	T-59	Ea	\$	188
Penetration	Standard Method of Test for Penetration of Bituminous Materials	T-49	Ea	\$	125
Ductility	Standard Method of Test for Ductility of Asphalt Materials	T-51	Ea	\$	125
Solubility in trichloroethylene	Standard Method of Test for Solubility of Bituminous Materials	T-44	Ea	\$	125
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
SLURRY SEALS AND MICRO-SURFACING					
Emulsified Asphalts	Standard Method of Test for Emulsified Asphalts	T-59	Ea	\$	188
Penetration	Standard Method of Test for Penetration of Bituminous Materials	T-49	Ea	\$	125
Ductility	Standard Method of Test for Ductility of Asphalt Materials	T-51	Ea	\$	125
Torsional Recovery	Method of Test for Torsional Recovery of Polymer Modified Asphalt Emulsion Residue	CT-332	Ea	\$	188

Solubility in trichloroethylene	Standard Method of Test for Solubility of Bituminous Materials	T-44	Ea	\$	125
Crushed Particles	Standard Method of Test for Determining the Percentage of Fracture in Coarse Aggregate	T-335	Ea	\$	125
Abrasion of Coarse Aggregate	Abrasion of Coarse Aggregate by Use of the Los Angeles Abrasion Testing Machine	CT-211	Ea	\$	325
Durability	Method of Test for Durability Index	CT-229	Ea	\$	224
Sand Equivalent	Method of Test for Sand Equivalent	CT-217	Ea	\$	150
Resistance to Degradation	Standard Test Method for Resistance of Fine Aggregate to Degradation by Abrasion in the Micro-Deval Apparatus	D7428	Ea	\$	700
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
Aggregate Moisture Content	Standard Method of Test for Total Evaporable Moisture Content of Aggregate by Drying	T-255	Ea	\$	206
SEAL COAT					
Flash Point of Asphalt Binder	Standard Method of Test for Flash Point of Asphalt Binder by Cleveland Open Cup	T-48	Ea	\$	125
Solubility in trichloroethylene	Standard Method of Test for Solubility of Bituminous Materials	T-44	Ea	\$	125
Dynamic Shear Rheometer	Standard Method of Test for Determining the Rheological Properties of Asphalt Binder Using a Dynamic Shear Rheometer (DSR)	T-315	Ea	\$	125
Rolling Thin-Film Oven Test	Standard Method of Test for Effect of Heat and Air on a Moving Film of Asphalt Binder (Rolling Thin-Film Oven Test)	T-240	Ea	\$	150
Elastic Recovery	Standard Method of Test for Elastic Recovery Test of Asphalt Materials by Means of a Ductilometer	T-301	Ea	\$	138
Accelerated Aging of Asphalt Binder	Standard Practice for Accelerated Aging of Asphalt Binder Using a Pressurized Aging Vessel (PAV)	R-28	Ea	\$	131
Creep stiffness	Standard Method of Test for Determining the Flexural Creep Stiffness of Asphalt Binder Using the Bending Beam Rheometer (BBR)	T-313	Ea	\$	188
LIGHTWEIGHT CELLULAR CONCRETE					
Compressive Strength of Lightweight Concrete	Standard Test Method for Compressive Strength of Lightweight Insulating Concrete	C495	Ea	\$	71
STRUCTURAL CONCRETE (RSC)					
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
Sand Equivalent	Method of Test for Sand Equivalent	CT-217	Ea	\$	150
Cleanliness Value	Method of Test for Evaluating Cleanliness of Coarse Aggregate	CT-227	Ea	\$	150
STRUCTURAL SHOTCRETE					
Compressive Strength [3 Cores]	Standard Practice for Preparing and Testing Specimens from Shotcrete Test Panels	C1140	Ea	\$	165
JOINTED PLAIN CONCRETE PAVEMENT (JPCP)					
Cleanliness Value	Method of Test for Evaluating Cleanliness of Coarse Aggregate	CT-227	Ea	\$	150
Sand Equivalent	Method of Test for Sand Equivalent	CT-217	Ea	\$	150
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
Flexural Strength of Concrete (Beams)	Method of Test for Flexural Strength of Concrete	CT-523	Ea	\$	157
JOINTED PLAIN CONCRETE PAVEMENT (JPCP)[RSC]					
TEST		METHOD	Unit	Unit Price	
Cleanliness Value	Method of Test for Evaluating Cleanliness of Coarse Aggregate	CT-227	Ea	\$	150
Sand Equivalent	Method of Test for Sand Equivalent	CT-217	Ea	\$	150
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
Moisture Content of Soils and Aggregates	Method of Test for Determination of Moisture Content of Soils and Aggregates by Oven Drying	CT-226	Ea		---
Flexural Strength Of Rapid Strength Concrete (Beams)	Method of Test for Flexural Strength Of Rapid Strength Concrete	CT-524	Ea	\$	438
CONTINUOUSLY REINFORCED CONCRETE PAVEMENT (CRCP)					
Cleanliness Value	Method of Test for Evaluating Cleanliness of Coarse Aggregate	CT-227	Ea	\$	150
Sand Equivalent	Method of Test for Sand Equivalent	CT-217	Ea	\$	150
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
Flexural Strength of Concrete (Beams)	Method of Test for Flexural Strength of Concrete	CT-523	Ea	\$	157
PRECAST CONCRETE PAVEMENT (PCP)					
Gradation	Standard Test Method for Sieve Analysis of Fine and Coarse Aggregates	C136	Ea	\$	125
Sand Equivalent	Method of Test for Sand Equivalent	CT-217	Ea	\$	150
Gradation	Standard Test Method for Materials Finer than 75-µm (No. 200) Sieve in Mineral Aggregates by Washing	C117	Ea	\$	125
Moisture	Standard Test Method for Total Evaporable Moisture Content of Aggregate by Drying	C566	Ea	\$	50
Compressive Strength of Molded Concrete Cylinders	Method of Test for Compressive Strength of Molded Concrete Cylinders	CT-521	Ea	\$	50
INDIVIDUAL SLAB REPLACEMENT (RSC)					
Cleanliness Value	Method of Test for Evaluating Cleanliness of Coarse Aggregate	CT-227	Ea	\$	150

Sand Equivalent	Method of Test for Sand Equivalent	CT-217	Ea	\$	150
Gradation	Method of Test for Sieve Analysis of Fine and Coarse Aggregates	CT-202	Ea	\$	150
STEEL					
Reinforcing Steel Splices	Method of Tests for Mechanical and Welded Reinforcing Steel Splices	CT 670	Ea	\$	448
MASONRY					
Comp. Strength	Standard Test Method for Measuring Changes in Height of Cylindrical Specimens of Hydraulic-Cement Grout	C140	Ea	\$	125
PILES					
Pile Loading Gamma-Gamma 4 Tubes per day	Method of Ascertaining The Homogeneity of Concrete in CIDH Piles using Gamma-Gamma Test Method	CT-233	Ea	\$	4,500
HIGH FRICTION SURFACE TREATMENT (HFST)					
Bond Strength	Standard Test Method for Tensile Strength of Concrete Surfaces and the Bond Strength or Tensile Strength of Concrete Repair and Overlay Materials by Direct Tension (Pull-off Method)	C1583	Ea	\$	2,500
HFST	Standard Test Method for Measuring Surface Frictional Properties Using the Dynamic Friction Tester	E1911	Ea	\$	4,000

Miscellaneous Costs					
		QTY	Unit	Unit Price	
Mileage	Mileage	TBD	Mile	IRS Rate	
Lodging	Lodging	TBD	Ea	GSA Rate for 95969	
Meals and Incidentals	Meals and Incidentals	TBD	Ea	GSA Rate for 95969	

NOTES:

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

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3**Certification of Direct Costs:**

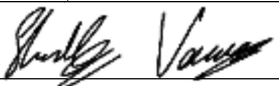
I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

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

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

Prime Consultant or Subconsultant Certifying:

Name: Shaun Vemuri, PE Title*: Managing Principal

Signature :  11/13/2024

Email: shaun@sierrageotech.com Phone Number: 916-917-6673

Address:

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

Construction Management, Inspection and Material Testing Services

SAMPLE COST PROPOSAL 4: FOR CONTRACTS WITH PREVAILING WAGES

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

Please Note: Consultant completes all items in yellow highlight

CONSULTANT: Webster Engineering, Inc.

PRIME SUB X

CONTRACT TYPE_Specivic Rates of Compensation (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)

PROJECT NO. CONTRACT NO. Town of Paradise RFQ 2024-001 DATE: 7/21/2025

Sub Consultant's Contract Amount \$ TBD

Loaded Rate Calculation																				Home Office Personnel:										Fringe Benefit %		Overhead %		General Administration %		Combined %		
Non Exempt Employee Loaded Billing Rates																				NORMAL		+		+		=		104.40%										
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																				OVERTIME		+		+		=		104.40%										
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																				Field Office Personnel:		Fringe Benefit %		Overhead %		General Administration %		Combined %										
Exempt Employee Loaded Billing Rates																				NORMAL		+		+		=		104.40%										
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)																				OVERTIME		+		+		=		104.40%										
																												Fee		=		12.00%						
																														Applicable Multiplier Delta Base (Field)		=		1.00				
																																Applicable Multiplier Fringe (Field)		=		0.00		
Name/Classification	Home Office Personnel Field Office Personnel	Effective Date of Hourly Rate		Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)							Employee Actual Rate (fringe benefits vary year over year)							DELTA (TOTAL) = Employee Total Rate - DIR Rate			Applicable DELTA (TOTAL)	DELTA (BASE) = Employee Base - DIR Base			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class		
		From	To	Straight	1.5 OT	2.0 OT	Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe			Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)					
Brandon LaChance, BSCE, Construction Inspector	FIELD	10/3/2024	12/31/2024	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$134.54	\$163.93	\$193.31	4.00%	\$ 58.77	N/A		
		1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$61.12	\$91.68	\$122.24	\$33.47	\$94.59	\$125.15	\$155.71	\$2.35	\$3.52	\$4.70	\$0.00	\$3.52	\$4.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$139.92	\$170.48		\$201.04			
		1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$63.56	\$95.34	\$127.12	\$33.47	\$97.03	\$128.81	\$160.59	\$4.79	\$7.19	\$9.58	\$0.00	\$7.19	\$9.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$145.51	\$177.29		\$209.07			
		1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$66.10	\$99.15	\$132.20	\$33.47	\$99.57	\$132.62	\$165.67	\$7.33	\$11.00	\$14.66	\$0.00	\$11.00	\$14.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$151.32	\$184.37		\$217.42			
Brandon LaChance, BSCE, Construction Inspector	FIELD	10/3/2024	12/31/2024															\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$103.02	\$125.52	\$148.02	4.00%	\$ 45.00	N/A		
		1/1/2025	12/31/2025															\$0.00	\$0.00	\$0.00												\$107.14	\$130.54		\$153.94			
		1/1/2026	12/31/2026															\$0.00	\$0.00	\$0.00												\$111.42	\$135.75		\$160.09			
		1/1/2027	12/31/2027															\$0.00	\$0.00	\$0.00												\$115.88	\$141.19		\$166.50			
Katherine Webster, PE, Asst RE/Inspector	FIELD	10/3/2024	12/31/2024	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$80.00	\$80.00	\$80.00	\$33.47	\$113.47	\$113.47	\$113.47	\$21.23	(\$8.16)	(\$37.54)	\$0.00	(\$8.16)	(\$37.54)	\$0.00	(\$8.16)	(\$37.54)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.14	\$191.30	\$220.68	4.00%	\$ 80.00	N/A	
		1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$83.20	\$83.20	\$83.20	\$33.47	\$116.67	\$116.67	\$116.67	\$24.43	(\$4.96)	(\$34.34)	\$0.00	(\$4.96)	(\$34.34)	\$0.00	(\$4.96)	(\$34.34)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.47		\$195.42		\$224.81
		1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$86.53	\$86.53	\$86.53	\$33.47	\$120.00	\$120.00	\$120.00	\$27.76	(\$1.63)	(\$31.01)	\$0.00	(\$1.63)	(\$31.01)	\$0.00	(\$1.63)	(\$31.01)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$198.09		\$199.72		\$229.10
		1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$89.99	\$89.99	\$89.99	\$33.47	\$123.46	\$123.46	\$123.46	\$31.22	\$1.83	(\$27.55)	\$0.00	\$1.83	(\$27.55)	\$0.00	\$0.00	(\$27.55)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$206.01	\$206.01		\$233.56		
Justyn Webster, PE, RE/Inspector	FIELD	10/3/2024	12/31/2024	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$80.00	\$80.00	\$80.00	\$33.47	\$113.47	\$113.47	\$113.47	\$21.23	(\$8.16)	(\$37.54)	\$0.00	(\$8.16)	(\$37.54)	\$0.00	(\$8.16)	(\$37.54)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$183.14	\$191.30	\$220.68	4.00%	\$ 80.00	N/A	
		1/1/2025	12/31/2025	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$83.20	\$83.20	\$83.20	\$33.47	\$116.67	\$116.67	\$116.67	\$24.43	(\$4.96)	(\$34.34)	\$0.00	(\$4.96)	(\$34.34)	\$0.00	(\$4.96)	(\$34.34)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190.47		\$195.42		\$224.81
		1/1/2026	12/31/2026	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$86.53	\$86.53	\$86.53	\$33.47	\$120.00	\$120.00	\$120.00	\$27.76	(\$1.63)	(\$31.01)	\$0.00	(\$1.63)	(\$31.01)	\$0.00	(\$1.63)	(\$31.01)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$198.09		\$199.72		\$229.10
		1/1/2027	12/31/2027	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$121.63	\$151.01	\$89.99	\$89.99	\$89.99	\$33.47	\$123.46	\$123.46	\$123.46	\$31.22	\$1.83	(\$27.55)	\$0.00	\$1.83	(\$27.55)	\$0.00	\$0.00	(\$27.55)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$206.01	\$206.01		\$233.56		

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.

3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.

4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 10/03/2024. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 10/03/2024 Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

5. Travel Time Charges:

For Managers:

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

For Exempt staff:

During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:

Billing rate for travel time = Loaded Rate Formula "C" above.

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

For Non-Exempt Employees:

During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:
- Amendment 1 (08/05/25) Page 124

SAMPLE COST PROPOSAL 4: FOR CONTRACTS WITH PR

CONSULTANT _____		PRIME _____	SUB _____
PROJECT NO. _____	CONTRACT NO. _____		DATE _____

[illegible]

Please Note: Consultant completes all applicable items and deletes what is not applicable

- Important Notes:**
1. "N/C" denotes No Charge
 2. The approved travel and Per Diem will be reimbursed in accordance with the current Caltrans Travel Guide for consultants, and detailed in executed Task Order Cost Estimates. No charge will be invoiced for employee relocation costs.
 3. Actual costs are based on prices from appropriate vendors and should be competitive in their respective industries. The costs will be supported with appropriate documents detailed in executed Task Order Cost Estimates. Proposed vendors are not permitted in the Task Order Cost Estimate for each project. Pre-approval by the Caltrans Contract Manager will be required and will be submitted along with the actual invoice.
 4. Proposed employee's residence to the job site as assigned in the Task Order are not reimbursable.
 5. Other Direct Cost (ODC) items claimed shall be in compliance with 48 Code of Federal Regulation, Chapter 1, part 313 (Federal Acquisition Regulation – FAR cost principles) and shall be consistent with the firm's company-wide allocation policies and charging practices with all clients including federal, state, governments, local agencies and private clients.
 6. Proposals shall be billed directly to all clients (Commercial entities, Federal Govt., State Govt., and Local Govt. Agency), and not just when the client will pay for them as a direct cost.
 7. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
 8. For those Items listed here as "tools of the trade" that is part of indirect cost and not applicable as a direct cost, note as Not Applicable (N/A).

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

Note: Mark-ups are Not Allowed

Sub Consultant: Webster Engineering, Inc.

Project No. Town of Paradise: On-Call CM, Inspection and Materials Testing

Contract No. TBD

Date 7/21/2025

Fringe Benefit % + Overhead % + General & Administrative % = Combined Indirect Cost Rate (ICR) % = **104.4%**

FEE = **12.0%**

BILLING INFORMATION				CALCULATION INFORMATION					
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective Date of Hourly Rate		Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Basic Hourly Range- for Classifications Only	
	Straight ³	OT(1.5x)	OT(2x)	From	To				
Katherine Webster, P.E.	\$183.14	\$183.14	\$183.14	1/1/2025	12/31/2025	\$80.00	4.00%	Not Applicable	
Resident Engineer, Assistant RE, Office	\$190.47	\$190.47	\$190.47	1/1/2026	12/31/2026	\$83.20	4.00%		
Engineer, Structure Rep, Scheduler	\$198.09	\$198.09	\$198.09	1/1/2027	12/31/2027	\$86.53	4.00%		
	\$206.01	\$206.01	\$206.01	1/1/2028	12/31/2028	\$89.99	4.00%		
Exempt/Hourly	\$214.25	\$214.25	\$214.25	1/1/2029	12/31/2029	\$93.59	4.00%		
Justyn Webster, P.E.	\$183.14	\$183.14	\$183.14	1/1/2025	12/31/2025	\$80.00	4.00%	Not Applicable	
Resident Engineer, Assistant RE, Office	\$190.47	\$190.47	\$190.47	1/1/2026	12/31/2026	\$83.20	4.00%		
Engineer, Structure Rep, Scheduler	\$198.09	\$198.09	\$198.09	1/1/2027	12/31/2027	\$86.53	4.00%		
	\$206.01	\$206.01	\$206.01	1/1/2028	12/31/2028	\$89.99	4.00%		
Exempt/Hourly	\$214.25	\$214.25	\$214.25	1/1/2029	12/31/2029	\$93.59	4.00%		
Brandon LaChance	\$103.02	\$125.52	\$148.02	1/1/2025	12/31/2025	\$45.00	4.00%	Not Applicable	
Office Engineer	\$107.14	\$130.54	\$153.94	1/1/2026	12/31/2026	\$46.80	4.00%		
	\$111.42	\$135.76	\$160.10	1/1/2027	12/31/2027	\$48.67	4.00%		
	\$115.88	\$141.19	\$166.50	1/1/2028	12/31/2028	\$50.62	4.00%		
Non-Exempt/Hourly	\$120.52	\$146.84	\$173.16	1/1/2029	12/31/2029	\$52.64	4.00%		
Brandon LaChance	\$134.54	\$163.93	\$193.31	1/1/2025	6/30/2024	\$58.77	4.00%	\$58.77	\$70.00
Inspector*	\$139.92	\$170.48	\$201.04	1/1/2025	12/31/2025	\$61.12	4.00%	\$61.12	\$72.80
	\$145.52	\$177.30	\$209.09	1/1/2027	12/31/2027	\$63.57	4.00%	\$63.57	\$75.71
	\$151.34	\$184.39	\$217.45	1/1/2028	12/31/2028	\$66.11	4.00%	\$66.11	\$78.74
Non-Exempt/Hourly	\$157.39	\$191.77	\$226.15	1/1/2029	12/31/2029	\$68.75	4.00%	\$68.75	\$81.89
Stacy Turner	\$91.57	\$111.57	\$131.57	1/1/2025	12/31/2025	\$40.00	4.00%	Not Applicable	
Office Engineer	\$95.23	\$116.03	\$136.83	1/1/2026	12/31/2026	\$41.60	4.00%		
	\$99.04	\$120.68	\$142.31	1/1/2027	12/31/2027	\$43.26	4.00%		
	\$103.01	\$125.50	\$148.00	1/1/2028	12/31/2028	\$44.99	4.00%		
Non-Exempt/Hourly	\$107.13	\$130.52	\$153.92	1/1/2029	12/31/2029	\$46.79	4.00%		
Skyler Lund	\$91.57	\$111.57	\$131.57	1/1/2025	12/31/2025	\$40.00	4.00%	Not Applicable	
Office Engineer	\$95.23	\$116.03	\$136.83	1/1/2026	12/31/2026	\$41.60	4.00%		
	\$99.04	\$120.68	\$142.31	1/1/2027	12/31/2027	\$43.26	4.00%		
	\$103.01	\$125.50	\$148.00	1/1/2028	12/31/2028	\$44.99	4.00%		
Non-Exempt/Hourly	\$107.13	\$130.52	\$153.92	1/1/2029	12/31/2029	\$46.79	4.00%		

(add pages as necessary)

NOTES:

- 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 the contract.
- For named employees enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

Employees subject to Prevailing Wage are marked with (*)

For "Other Direct Cost" listing, see page 2 of this Exhibit

EXHIBIT 10-H COST PROPOSAL

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

Consultant Webster Engineering, Inc. ☐ Prime Consultant ☒ Subconsultant

Project No. Town of Paradise: On-Call CM, Inspection and Materials Testing Contract No. TBD Date 7/21/2025

SCHEDULE OF OTHER DIRECT COST ITEMS				
DESCRIPTION OF ITEMS	Quantity	Unit	Unit Cost	Total
Outside Vendor Reproduction	0.00	LS	\$0.00	\$0.00
U.S. Mail	0.00	EA	\$0.00	\$0.00
Equipment Rental and Supplies	0.00	LS	\$0.00	\$0.00
Personal Vehicle	0.00	Mile	\$0.67	\$0.00
Per Diem (for Inspection Services of Applicable Employees)	TBD	Day	\$120.00	TBD
Permit Fees	0.00	EA	\$0.00	\$0.00
Research Fee	0.00	EA	\$0.00	\$0.00
Records Search	0.00	0.00	\$0.00	\$0.00
Tolls & Parking	0.00	0.00	\$0.00	\$0.00
3rd Tier Subconsultant: Not Applicable				\$0.00
Total ODC's				\$0.00

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

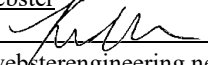
EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3

Certification of Direct Costs:

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

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

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

Prime Consultant or Subconsultant Certifying:Name: Katherine WebsterSignature : Email: katherinee@websterengineering.net

Address: P.O. Box 2214 Placerville, CA 95667

Title*: President

Date of Certification (mm/dd/yyyy): 7/21/2025Phone Number: 916-521-6932

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

Construction Management inclusive of Resident Engineer, Assistant Resident Engineer, Structure Rep, Assistant Structure Rep, Labor Compliance, Schedule Reviews, Office Engineering, Inspection.

TOWN OF PARADISE – AGREEMENT FOR PROFESSIONAL SERVICES
EXHIBIT C SCHEDULE OF PERFORMANCES

_____ Conсор North America, Inc.

Consultant

On-Call Construction Management, Inspection and Materials Testing
Project Title

Varies

Budget Account Number

The Provider shall complete all services in accordance with the specific service and completion schedules established with each executed Task Order.

TOWN OF PARADISE – AGREEMENT FOR PROFESSIONAL SERVICES
EXHIBIT D INSURANCE PROVISIONS

Consor North America, Inc.

Consultant

On-Call Construction Management, Inspection and Materials Testing

Project Title

Varies

Budget Account Number

INSURANCE REQUIREMENTS FOR PROFESSIONAL SERVICES

Consultant shall procure and maintain for the duration of this contract, insurance against claims for injuries to persons or damages to property that may arise from or be in connection with the performance of the work hereunder by Consultant, Consultant's agents, representatives, employees and subconsultants. Before the commencement of work, Consultant shall submit Certificates of Insurance and Endorsements evidencing that consultant has obtained the following forms of coverage:

A. MINIMUM SCOPE AND LIMITS OF INSURANCE - Coverage shall be at least as broad as:

- 1) Commercial General Liability (CGL):** Insurance Services Office (ISO) Form CG 00 01 covering CGL on an "occurrence" basis, including products and completed operations, property damage, bodily injury and personal & advertising injury with limits no less than **\$4,000,000** per occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location (ISO CG 25 03 or 25 04) or the general aggregate limit shall be twice the required occurrence limit.
- 2) Excess Liability:** Consultant shall maintain excess liability coverage of \$1,000,000.
- 3) Automobile Liability:** ISO's Commercial Automobile Liability coverage form CA 00 01. Commercial Automobile Liability: Covering any auto (Code 1) for corporate/business owned vehicles, or if Consultant has no owned autos, covering hired (Code 8) and non-owned autos (Code 9), with limits no less than **\$2,000,000** per accident for bodily injury and property damage.
- 4) Workers' Compensation Insurance:** As required by the State of California with Statutory Limits and Employer's Liability Insurance with limits of no less than **\$1,000,000** per accident for bodily injury and disease. *(Not required if Consultant provides written verification, he or she has no employees.)*
- 5) Professional Liability (Errors and Omissions):** Insurance appropriate to Consultant's profession, with limits no less than **\$2,000,000** per occurrence or claim, **\$2,000,000** aggregate.

TOWN OF PARADISE reserves the right to request additional coverage for specific Task Orders.

If Consultant maintains broader coverage and/or higher limits than the minimums shown above, the Town requires and shall be entitled to the broader coverage and/or higher limits maintained by Consultant. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to the Town.

B. OTHER INSURANCE PROVISIONS - The insurance policies are to contain, or be endorsed to contain, the following provisions:

- 1) Additional Insured Status:** The Town of Paradise, its officers, officials, employees and volunteers as well as the State of California, its officers, agents, and employees and other entities as directed by the Town are to be covered as additional insureds on the CGL and Commercial Auto policies with respect to liability arising out of work or operations performed by or at the direction of the Consultant, including materials, parts or equipment furnished in connection with such work or operations. General Liability coverage can be provided in the form of an endorsement to Consultant's insurance (at least as broad as ISO Form CG 20 10 11 85 or if not available, both CG 20 10, CG 20 26, CG 20 33, or CG 20 38; and CG 20 37 forms if later edition is used).
- 2) Primary Coverage:** For any claims related to this contract, Consultants insurance coverage shall be primary and non-contributory and at least as broad as ISO Form CG 20 01 04 13 as respects the Town, its officers, officials, employees and volunteers. Any insurance or self-insurance maintained by the Town, its officers, officials, employees and volunteers shall be in excess of Consultant's insurance and shall not contribute with it. This requirement shall also apply to an Excess or Umbrella liability policies.
- 3) Umbrella or Excess Policy:** The Consultant may use Umbrella or Excess Policies to provide the liability limits as required in this agreement. This form of insurance will be acceptable provided that all of the Primary and Umbrella or Excess policies shall provide all of insurance coverages herein required, including, but not limited to, primary and non-contributory, additional insured, Self-Insured Retentions, indemnity, and defense requirements. The Umbrella or Excess policies shall be provided on a true "following form" or broader coverage basis, with coverage at least as broad as provided on the underlying Commercial General Liability insurance. No insurance policies maintained by the Additional Insureds, whether primary or excess, and which also apply to a loss covered hereunder, shall be called upon to contribute to a loss until the Contractor's primary and excess liability policies are exhausted.
- 4) Notice of Cancellation:** Each insurance policy required above shall state that coverage shall not be canceled, except with at least a 30-day notice to the Town.

C. WAIVER OF SUBROGATION: Consultant hereby grants to Town a waiver of any right to subrogation which any insurer of said Consultant may acquire against the Town by virtue of the payment of any loss under such insurance. Consultant agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not the Town has received a waiver of subrogation endorsement from the insurer.

D. SELF-INSURED RETENTIONS: Self-insured retentions must be declared to and approved by the Town. The Town may require Consultant to purchase coverage with a lower retention or provide proof of ability to pay losses and related investigations, claim administration and defense expenses within the retention. The policy language shall provide, or be endorsed to provide, that the self-insured retention (SIR) may be satisfied by either the named insured or Town. The CGL and any policies, including Excess liability policies, may not be subject to a self-insured retention or deductible that exceeds \$25,000 unless approved in writing by the Town. Any and all deductibles and self-insured retention shall be the

sole responsibility of Contractor or subcontractor who procured such insurance and shall not apply to the Indemnified Additional Insured Parties. The Town may deduct from any amounts otherwise due Contract to fund the SIR/deductible. Policies shall NOT contain any SIR provision that limits the satisfaction of the SIR to the Named. The policy must also provide that Defense costs, including the Allocated Loss Adjustment Expenses, will satisfy the SIR or deductible. Entity reserves the right to obtain a copy of any policies and endorsements for verification.

- E. ACCEPTABILITY OF INSURERS:** Insurance is to be placed with insurers authorized to conduct business in the state with a current A.M. Best's rating of no less than A:VII, unless otherwise acceptable to the Town.
- F. VERIFICATION OF COVERAGE:** Consultant shall furnish Town with original certificates of insurance including all required amendatory endorsements or copies of the applicable policy language affecting coverage required by this clause and a copy of the Declarations and Endorsement Pages of the CGL and any Excess policies listing all policy endorsements. All certificates and endorsements and copies of the Declaration & Endorsements pages are to be received and approved by the Entity before contract execution. However, failure to obtain the required documents prior to the work beginning shall not waive the Consultant's obligation to provide them. The Town reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time. The Town reserves the right to modify these requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.
- G. SPECIAL RISKS OR CIRCUMSTANCES:** Town reserves the right to modify these requirements including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.
- H. SUBCONSULTANTS:** Consultant shall require and verify that all subconsultants maintain insurance meeting all the requirements stated herein, and Consultant shall ensure that the Town is an additional insured on insurance required from subconsultant.
- I. CLAIMS MADE POLICIES:** If any of the required policies provide coverage on a claims-made basis:
- 1) The Retroactive Date must be shown, and must be before the date of the contract or the beginning of contract work.
 - 2) Insurance must be maintained and evidence of insurance must be provided for at least five (5) years after completion of the contract of work.
 - 3) If coverage is canceled or non-renewed, and not replaced with another claims-made policy form with a Retroactive Date prior to the contract effective date, the Consultant must purchase "extended reporting" coverage for a minimum of five (5) years after completion of contract work.
 - 4) A copy of the claims reporting requirements must be submitted to the Town for review.

TOWN OF PARADISE – AGREEMENT FOR PROFESSIONAL SERVICES

**EXHIBIT E ADDITIONAL FEDERAL PROVISIONS
HUD FUNDED, FEMA FUNDED, AND/OR FHWA FUNDED PROJECTS**

Consor North America, Inc.

Consultant

On-Call Construction Management, Inspection and Materials Testing

Project Title

Varies

Budget Account Number

Expense Contracts; Regulatory Compliance Requirements

All Town contracting shall comply with 2 CFR, Part 200 and legislation for the regulation of labor, safety and environmental protection, emergency preparedness and advisories, and any other codified criteria including but not limited to the following as relevant to this Agreement:

1. Remedies:

A. Contractor Performance and the Breach Thereof

The Town may terminate this Contract and is relieved of the payment of any consideration to the Contractor should the Contractor fail to perform the covenants herein contained at the time and in the manner herein provided. The Contractor shall be notified in a timely manner of default and provided 30 days in which to remedy the default. If at the end of the 30 days, if remedy is not made or does not satisfy the default, the Town shall notify the Contractor of the breach and thereby the termination of this Contract. In the event of such termination, the Town may proceed with the work in any manner deemed proper by the Town. The cost to the Town shall be deducted from any sum due the Contractor under this agreement and the balance, if any, shall be retained by the Town.

B. Termination for Cause and Convenience

In the event the Contractor fails to perform in accordance with the terms of this Contract within the time specified, if any, or a reasonable time after placement of this order, the Town Treasurer may by written notice, cancel this Contract and may hold the Contractor liable for any damage caused the Town by reason of failure to perform in accordance with these conditions.

It is agreed by the parties to this Contract that in case all the work called for under the Contract in all parts and requirements is not finished or completed within the time period as set forth in this Contract, damage will be sustained by the Town of Paradise, and that it is and will be difficult or impossible to ascertain and determine that actual damage which the Town will sustain in the event of and by reason of such delay; and it is therefore agreed that

the Contractor shall pay to the Town the sum of one hundred dollars (\$100) per calendar day for each and every working days' delay in finishing the work in excess of the time period prescribed; and the Contractor agrees to pay said liquidated damages as herein provided, and in case the same is not paid, agrees that the Town may deduct the amount thereof from any money due or that may become due the Consultant under this Contract or any other Contract between the Town and the Consultant.

2. Compliance with State and Federal Laws and Regulations

The Contractors shall comply with all local, state, and federal laws, statutes, and regulations, as well as policies and procedures established by the HCD for the administration of the DR-Infrastructure programs, as the same may be amended from time to time.

3. CDBG-DR Requirements

Consultant shall be in compliance with CDBG-DR requirements, the 2018 DR-Infrastructure Policies and Procedures.

4. "Anti-Kickback Act of 1986" (41 U.S.C. §§ 51-58)

The "Anti-kickback Act of 1986" provides that the Town and the Consultant shall be prohibited from attempting as well as completing "kickbacks," which include any money, fees, commission, credit, gift, gratuity, thing of value, or compensation of any kind. The inclusion of kickback amounts in contract prices is prohibited conduct in itself. This act requires that the purpose of the kickback was for improperly obtaining or rewarding favorable treatment. It is intended to embrace the full range of government contracting.

5. Compliance with the Contract Work Hours and Safety Standards Act 40 U.S.C. 3701-3708

As applicable, documentation shall be maintained that demonstrates compliance with hour and wage requirements for this section and submitted upon request to the Town.

- A. Overtime requirements. No contractor or subcontractor contracting for any part of the Contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed on such work to work in excess of forty hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of forty hours in such workweek.
- B. Violation; liability for unpaid wages; liquidated damages. In the event of any violation of the clause set forth in paragraph (1) of this section Contractor and any subcontractor responsible therefor shall be liable for the unpaid wages. In addition, such Contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in paragraph (1) of this section, in the sum of \$10 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of forty

hours without payment of the overtime wages required by the clause set forth in paragraph (1) of this section.

- C. Withholding for unpaid wages and liquidated damages. The Town shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld, from any moneys payable on account of work performed by the Contractor or subcontractor under any such contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to the Contract Work Hours and Safety Standards Act, which is held by the same prime contractor, such sums as may be determined to be necessary to satisfy any liabilities of such contractor or subcontractor for unpaid wages and liquidated damages as provided in the clause set forth in paragraph (2) of this section.
- D. Safety requirements. The requirements of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.
- E. Subcontracts. The Contractor or subcontractor shall insert in any subcontracts the clauses set forth in paragraph (1) through (5) of this section and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime Contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in paragraphs (1) through (5) of this section.

6. Davis-Bacon Act (Title 29 CFR, Subtitle A, Parts 1, 3, and 5)

The Consultant must abide by the Davis-Bacon Act as amended (40 U.S.C 3141-3148) as supplemented by Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction"). In accordance with the statute, contracts must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contracts must be required to pay wages not less than once a week.

7. Environmental Compliance

- A. The Consultant shall comply with the California Environmental Quality Act (CEQA) requirements as applicable.
- B. The Consultant agrees to comply with the Federal Water Pollution Control Act, as amended, 33 U.S.C., 1251, *et seq.*, as amended, 1318 relating to inspection, monitoring, entry, reports, and information, as well as other requirements, specified in said Section 114 and Section 308, and all applicable standards, orders, regulations and guidelines issued thereunder. Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA).
- C. The Consultant shall comply with the requirements of the Clean Air Act, 42 U.S.C. 1857, *et seq.*, as amended, and all applicable standards, orders and regulations. Violations must be

reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA).

- D. The Consultant shall comply with EPA regulation pursuant to 40 CFR Part 50, as amended.
- E. The Consultant shall comply with HUD regulation pursuant to 24 CFR Part 58.
- F. The Consultant shall comply with the requirements of the Flood Disaster Protection Act of 1973 (42 U.S.C. 4001). The Subrecipient shall assure that for activities located in an area identified by the Federal Emergency Management Agency (FEMA) as having special flood hazards, that flood insurance under the National Flood Insurance Program is obtained and maintained as a condition of financial assistance for acquisition or construction purposes (including rehabilitation).
- G. The Consultant shall comply with the Historic Preservation requirements set forth in the National Historic Preservation Act of 1966, as amended (16 U.S.C. 470), the Archaeological and Historical Preservation Act of 1974 (Public Law 93-291), and the procedures set forth in 36 CFR Part 800, Advisory Council on Historic Preservation Procedures for Protection of Historic Properties, insofar as they apply to the performance of this agreement. The Consultant shall also comply with Executive Order 11593 on the protection and enhancement of the cultural environment. In general, this requires concurrence from the State Historic Preservation Officer for all rehabilitation and demolition of historic properties that are fifty years old or older or that are included on a federal, state, or local historic property list.
- H. The Consultant and the Town agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401–7671q), the Federal Water Pollution Control Act as amended (33 U.S.C. 1251–1387), the Environmental Protection Agency (EPA) regulation pursuant to 40 CFR Part 50 as amended, the HUD regulation pursuant to 24 CFR Part 58, the Flood Disaster Protection Act of 1973 (42 U.S.C. 4001), the National Historic Preservation Act of 1966 as amended 16 U.S.C. 470, the Archaeological and Historical Preservation Act of 1974 (Public Law 93-291), and the procedures set form in 36 CFR Part 800 (Advisory Council on Historic Preservation Procedures for Protection of Historic Properties. Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA).

8. Copeland “Anti-Kickback” Act

The Copeland “Anti-Kickback” Act (40 U.S.C. 3145) provides that the Town and the Contractor shall be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The Town must report all suspected or reported violations to the Federal awarding agency.

- (1) Contractor. The Contractor shall comply with 18 U.S.C. § 874, 40 U.S.C. § 3145, and the requirements of 29 C.F.R. pt. 3 as may be applicable, which are incorporated by reference into this Contract.

- (2) Subcontracts. The Contractor or subcontractor shall insert in any subcontracts the clause above and such other clauses as the FEMA may by appropriate instructions require; and, also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime Contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with all of these contract clauses.
- (3) Breach. A breach of the contract clauses above may be grounds for termination of the contract, and for debarment as a contractor and subcontractor as provided in 29 C.F.R. § 5.12.

9. Rights to Inventions Made Under a Contract or Agreement

If the Federal award meets the definition of “funding agreement” under 37 CFR § 401.2 (a) and the Town or the Contractor wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that “funding agreement,” the Town or the Contractor must comply with the requirements of 37 CFR Part 401, “Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements,” and any implementing regulations issued by the awarding agency.

10. Clean Air Act and the Federal Water Pollution Control Act

The Contractor and the Town agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401–7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251–1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA).

Clean Air Act

- (1) The Contractor agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. § 7401 et seq.
- (2) The Contractor agrees to report each violation to the Town of Paradise and understands and agrees that the Town of Paradise will, in turn, report each violation as required to assure notification to the Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office.
- (3) The Contractor agrees to include these requirements in each subcontract exceeding \$100,000 financed in whole or in part with Federal assistance provided by FEMA.

Federal Water Pollution Control Act

- (1) The Contractor agrees to comply with all applicable standards, orders or regulations issued pursuant to the Federal Water Pollution Control Act, as amended, 33 U.S.C. 1251 et seq.
- (2) The Contractor agrees to report each violation to the Town of Paradise and understands and agrees that the Town of Paradise will, in turn, report each violation as required to assure notification to the Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office.

- (3) The Contractor agrees to include these requirements in each subcontract exceeding \$100,000 financed in whole or in part with Federal assistance provided by FEMA.

11. Energy Efficiency

Contractor will comply with all standards and policies relating to energy efficiency which are contained in the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act (42 U.S.C. 6201).

12. Suspension and Debarment

The Town does not employ vendors or contractors or award contracts to parties listed on the governmentwide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), "Debarment and Suspensions". SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order.

- (1) This Contract is a covered transaction for purposes of 2 C.F.R. pt. 180 and 2 C.F.R. pt. 3000. As such, the Contractor is required to verify that none of the Contractor, its principals (defined at 2 C.F.R. § 180.995), or its affiliates (defined at 2 C.F.R. § 180.905) are excluded (defined at 2 C.F.R. § 180.940) or disqualified (defined at 2 C.F.R. § 180.935).
- (2) The Contractor must comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C and must include a requirement to comply with these regulations in any lower tier covered transaction it enters into.
- (3) This certification is a material representation of fact relied upon by the Town. If it is later determined that the Contractor did not comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C, in addition to remedies available to the Town, the Federal Government may pursue available remedies, including but not limited to suspension and/or debarment.
- (4) The bidder or proposer agrees to comply with the requirements of 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C while this offer is valid and throughout the period of any Contract that may arise from this offer. The bidder or proposer further agrees to include a provision requiring such compliance in its lower tier covered transactions.

See Attachment B.2– Certification Regarding Department, Suspension, Ineligibility and Voluntary Exclusion Lower Tier Covered Transactions

13. Byrd Anti-Lobbying Amendment 31 U.S.C. § 1352 (as amended)

Consultants who apply or bid for an award of \$100,000 or more shall file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in

connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award. See the certification in Attachment B.1.

14. Procurement of Recovered Materials

In the performance of this Contract, the Contractor shall make maximum use of products containing recovered materials that are EPA- designated items unless the product cannot be acquired-

- (i) Competitively within a timeframe providing for compliance with the contract performance schedule;
- (ii) Meeting contract performance requirements; or
- (iii) At a reasonable price.

Information about this requirement is available at EPA's Comprehensive Procurement Guidelines web site, <https://www.epa.gov/smm/comprehensive-procurement-guideline-cpg-program> . The list of EPA-designate items is available at <https://www.epa.gov/smm/comprehensive-procurement-guidelines-construction-products>.

The Contractor also agrees to comply will all other applicable requirements of Section 6002 of the Solid Waste Disposal Act.

In accordance with Section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act, the Consultant shall procure items designated in guidelines of the Environmental Protection Agency (EPA) at 40 CFR Part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition. The Consultant shall procure items designated in the EPA guidelines that contain the highest percentage of recovered materials practicable unless the Consultant determines that such items: (1) are not reasonably available in a reasonable period of time; (2) fail to meet reasonable performance standards, which shall be determined on the basis of the guidelines of the National Institute of Standards and Technology, if applicable to the item; or (3) are only available at an unreasonable price.

Pursuant to 30 CFR 247.2, this clause shall apply to items purchased under this Agreement where: (1) Consultant purchases in excess of \$10,000 of the item under this contract; (2) during the preceding Federal fiscal year, the Consultant: (i) purchased any amount of the items for use under a contract that was funded with Federal appropriations and was with a Federal agency or a State agency or agency of a political subdivision of a State; and (ii) purchased a total of in excess of \$10,000 of the item both under and outside that contract.

15. Additional HUD Requirements (CDBG-DR):

A. Equal Opportunity Requirements and Responsibilities

Except as otherwise provided under 41 CFR Part 60, all contracts that meet the definition of “federally assisted construction contract” in 41 CFR Part 60-1.3 must include the equal opportunity clause provided under 41 CFR 60-1.4(b), in accordance with Executive Order 11246, “Equal Employment Opportunity” (30 FR 12319, 12935, 3 CFR Part, 1964-1065 Comp., p. 339), as

amended by Executive Order 11375, “Amending Executive Order 11246 Relating to Equal Employment Opportunity,” and implementing regulations at 41 CFR part 60, “Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor.”

The obligations undertaken by Subrecipient include, but are not limited to, the obligation to comply with all federal laws and regulations described in Subpart K of 24 CFR Part 570 and specifically with each of the following, among other things, as the same may be amended from time to time. The consultant, performing work under this contract, shall follow these laws and regulations:

1. **Title VI of the Civil Rights Act of 1964:** This act provides that no person shall be excluded from participation, denied program benefits, or subject to discrimination based on race, color, and/or national origin under any program or activity receiving federal financial assistance.
2. **Title VII of the Civil Rights Act of 1968 (The Fair Housing Act):** This act prohibits discrimination in housing on the basis of race, color, religion, sex and/or national origin. This law also requires actions which affirmatively promote fair housing.
3. **Restoration Act of 1987:** This act restores the broad scope of coverage and clarifies the application of the Civil Rights Act of 1964. It also specifies that an institution which receives federal financial assistance is prohibited from discriminating on the basis of race, color, national origin, religion, sex, disability or age in a program or activity which does not directly benefit from such assistance.
4. **Section 109 of Title 1 of the Housing and Community Development Act of 1974 [42 U.S.C. 5309]:** This section of Title 1 provides that no person shall be excluded from participation (including employment), denied program benefits, or subject to discrimination on the basis of race, color, national origin, or sex under any program or activity funded in whole or in part under Title 1 of the Act.
5. **The Fair Housing Amendment Act of 1988:** This act amended the original Fair Housing Act to provide for the protection of families with children and people with disabilities, strengthen punishment for acts of housing discrimination, expand the Justice Department jurisdiction to bring suit on behalf of victims in federal district courts, and create an exemption to the provisions barring discrimination on the basis of familial status for those housing developments that qualify as housing for persons age 55 or older.
6. **The Age Discrimination Act of 1975:** This act provides that no person shall be excluded from participation, denied program benefits, or subject to discrimination on the basis of age under any program or activity receiving federal funding assistance. Effective January 1987, the age cap of 70 was deleted from the laws. Federal law preempts any State law currently in effect on the same topic.
7. **Section 504 of the Rehabilitation Act of 1973:** It is unlawful to discriminate based on disability in federally assisted programs. This Section provides that no otherwise

qualified individual shall, solely by reason of his or her disability, be excluded from participation (including employment), denied program benefits, or subjected to discrimination under any program or activity receiving federal funding assistance. Section 504 also contains design and construction accessibility provisions for multi-family dwellings developed or substantially rehabilitated for first occupancy on or after March 13, 1991.

8. **The Americans with Disabilities Act of 1990 (ADA)**: This act modifies and expands the Rehabilitation Act of 1973 to prohibit discrimination against “a qualified individual with a disability” in employment and public accommodations. The ADA requires that an individual with a physical or mental impairment who is otherwise qualified to perform the essential functions of a job, with or without reasonable accommodation, be afforded equal employment opportunity in all phases of employment.
9. **Executive Order 11063**: This executive order provides that no person shall be discriminated against on the basis of race, color, religion, sex, or national origin in housing and related facilities provided with federal assistance and lending practices with respect to residential property when such practices are connected with loans insured or guaranteed by the federal government.
10. **Executive Order 12259**: This executive order provides that the administration of all federal programs and activities relating to housing and urban development be carried out in a manner to further housing opportunities throughout the United States.
11. **The Equal Employment Opportunity Act**: This act empowers the Equal Employment Opportunity Commission (EEOC) to bring civil action in federal court against private sector employers after the EEOC has investigated the charge, found “probable cause” of discrimination, and failed to obtain a conciliation agreement acceptable to the EEOC. It also brings federal, state, and local governments under the Civil Rights Act of 1964.
12. **The Uniform Guidelines on Employee Selection Procedures adopted by the Equal Employment Opportunity Commission in 1978**: This manual applies to employee selection procedures in the areas of hiring, retention, promotion, transfer, demotion, dismissal and referral. It is designed to assist employers, labor organizations, employment agencies, licensing and certification boards in complying with the requirements of federal laws prohibiting discriminatory employment.
13. **The Vietnam Era Veterans’ Readjustment Act of 1974 (revised Jobs for Veterans Act of 2002)**: This act was passed to ensure equal employment opportunity for qualified disabled veterans and veterans of the Vietnam War. Affirmative action is required in the hiring and promotion of veterans.
14. **Executive Order 11246**: This executive order applies to all federally assisted construction contracts and subcontracts. It provides that no person shall be discriminated against on the basis of race.

B. Minority Business Enterprises and Women's Business Enterprises

The Consultant must take affirmative steps to assure that minority business enterprises and women's business enterprises are used when possible. The affirmative steps must include:

1. Placing qualified small and minority businesses and women's business enterprises on solicitation lists;
2. Assuring that small and minority businesses, and women's business enterprises are solicited whenever they are potential sources;
3. Dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by small and minority businesses, and women's business enterprises;
4. Establishing delivery schedules, where the requirement permits, which encourage participation by small and minority businesses, and women's business enterprises; and
5. Using the services and assistance, as appropriate, of such organizations as the Small Business Administration and the Minority Business Development Agency of the Department of Commerce.

C. Relocation, Displacement, and Acquisition

The Contractor shall comply with the provisions of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, as amended, and regulations adopted to implement the Act in 24 CFR Part 42, 49 CFR Part 24, and Section 104(d) of the Housing and Community Development Act of 1974 as they are applicable.

D. Consultant Agreements:

- A. Consultant shall:
 1. Perform the Approved Project activities in accordance with federal, state, and local regulations, as are applicable.
 2. Provide security to assure completion of the Approved Project(s) by furnishing the borrower and construction lenders with proof of sufficient insurance and performance and payment bonds, or other security approved in advance in writing by the HUD/HCD, as determined by the particulars of each individual Project will be required.
 3. Compliance with all State and federal requirements described in this Agreement including without limitation those that pertain to labor standards, nondiscrimination, Americans with Disabilities Act, Equal Employment Opportunity and Drug Free Workplace, and prevailing wages. In addition to these requirements, all contractors and subcontractors shall comply with the applicable provisions of the California Labor Code.
 4. Maintenance of at least the minimum State required Workers' Compensation Insurance for those employees who will perform the Approved Project activities.
 5. Maintenance, as required by law, of unemployment insurance, disability insurance

and liability insurance, which is reasonable to compensate any person, firm, or corporation, who may be injured or damaged by the contractor, or any subcontractor in performing the Approved Project activities.

6. Compliance with the applicable Equal Opportunity Requirements described in Exhibit E, Section 12 of this Agreement.

B. Consultants and Subconsultants shall follow the Drug-Free Workplace Act of 1988, which include the items below:

1. Publish and give a policy statement to all covered employees informing them that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited in the covered workplace and specifying the actions that will be taken against employees who violate the policy.
2. Establish a drug-free awareness program to make employees aware of a) the dangers of drug abuse in the workplace; b) the policy of maintaining a drug-free workplace; c) any available drug counseling, rehabilitation, and employee assistance programs; and d) the penalties that may be imposed upon employees for drug abuse violations.
3. Notify employees that as a condition of employment on a federal contract or grant, the employee must a) abide by the terms of the policy statement; and b) notify the employer, within 5 calendar days, if he or she is convicted of a criminal drug violation in the workplace.
4. Notify the contracting or granting agency within 10 days after receiving notice that a covered employee has been convicted of a criminal drug violation in the workplace.
5. Impose a penalty on or require satisfactory participation in a drug abuse assistance or rehabilitation program by any employee who is convicted of a reportable workplace drug conviction.
6. Make an ongoing, good faith effort to maintain a drug-free workplace by meeting the requirements of the act.

E. State Contract Manual Requirements (Section 3.11, Federally Funded Contracts Rev. 3/03)

1. This contract is subject to any additional restrictions, limitations, or conditions enacted by the Congress or to any statute enacted by the Congress that may affect the provisions, terms, or funding of this contract in any manner.
2. The parties mutually agree that if the Congress does not appropriate sufficient funds for the program, this contract shall be amended to reflect any reduction in funds.
3. The Town has the option to invalidate the contract under the 30-day cancellation clause or to amend the contract to reflect any reduction in funds.

F. Energy Policy and Conservation Act

This Agreement is subject to mandatory standards and policies relating to energy efficiency which are contained in the State Energy Conservation Plan issued in compliance with the federal Energy Policy and Conservation Act (Pub. L. 94-163, 89 Stat. 871).

G. Construction Standards

The Architectural Barriers Act of 1968 (42 U.S.C. 4151-4157)

The Architectural Barriers Act (ABA) stands as the first measure by Congress to ensure access to the built environment for people with disabilities. The law requires that buildings or facilities that were designed, built, or altered with federal dollars or leased by federal agencies after August 12, 1968, be accessible.

California Green Buildings Standards Code (CALGreen) (Title 24, Part 11 of the California Code of Regulations)

All new construction of residential buildings or reconstruction of substantially damaged buildings must incorporate California Green Buildings Standards Code (CALGreen).

Sustainability Requirements

All rehabilitation, reconstruction, and new construction must be designed to incorporate principles of sustainability, including water and energy efficiency, resilience, and mitigating the impact of future disasters. Wherever feasible, the Subrecipient, Subrecipient's and Contractors must follow best practices, such as those provided by the U.S. Department of Energy.

National Floodplain Elevation Standards

Subrecipients and Contractors must comply with the national floodplain elevation standards for new construction, repair of substantially damaged structures, or substantial improvements to public facilities in flood hazard areas. All structures designed for public facilities use within a special flood hazard area (SFHA), or one percent annual chance, floodplain will be elevated with the lowest floor at least two feet above the base flood elevation level and comply with the requirements of 83 FR 5850 and 83 FR 5861.

Wildland-Urban Interface Building Codes (WUI Codes)

All Approved Projects under this program that are located in a CAL FIRE high fire zone must comply with applicable WUI codes, found in Title 24, Chapter 7a of the California Building Code, which offer specific material, design and construction standards to maximize ignition resistance.

16. Federal labor Standards Provisions

Davis-Bacon Act (40 U.S.C. §§ 3141-3148), which requires that workers receive no less than the prevailing wages being paid for similar work in their locality. Prevailing wages are computed by the Federal Department of Labor and are issued in the form of federal wage decisions for each classification of work. The law applies to most construction, alteration, or repair contracts over \$2,000.

"Anti-Kickback Act of 1986" (41 U.S.C. §§ 51-58), which prohibits attempted as well as completed "kickbacks," which include any money, fees, commission, credit, gift, gratuity, thing of value, or compensation of any kind. The act also provides that the inclusion of kickback amounts in contract prices is prohibited conduct in itself. This act requires that the purpose of the kickback was for improperly obtaining or rewarding favorable treatment. It is intended to embrace the full range of government contracting.

Contract Work Hours and Safety Standards Act - CWHSSA (40 U.S.C. § 3702), which requires that workers receive "overtime" compensation at a rate of one and one-half (1-1/2) times their regular hourly wage after they have worked forty (40) hours in one week.

Title 29, Code of Federal Regulations CFR, Subtitle A, Parts 1, 3 and 5, which are the regulations and procedures issued by the Secretary of Labor for the administration and enforcement of the Davis-Bacon Act, as amended.

The Consultant shall maintain documentation that demonstrates compliance with hour and wage requirements of this part. Such documentation shall be made available to the Town for review upon request. Consultant shall be responsible for monitoring all subcontractors, as applicable, for compliance with these provisions.

17. State Prevailing Wages

- A. The Subrecipient shall ensure that the requirements of California Labor Code (LC), Chapter 1, commencing with Section 1720, Part 7 [LC Section 1720-1743] pertaining to the payment of prevailing wages and administered by the California Department of Industrial Relations are met.
- B. For the purposes of this requirement "construction work" includes, but is not limited to rehabilitation, alteration, demolition, installation, or repair done under contract and paid for, in whole or in part, through this Agreement. All construction work shall be done through the use of a written contract with a properly licensed building contractor incorporating these requirements (the "Construction Contract"). Where the Construction Contract will be between the Subrecipient and a licensed building contractor, the Subrecipient shall serve as the "awarding body" as that term is defined in the LC. Where the Subrecipient will provide funds to a third party that will enter into the Construction Contract with a licensed building contractor, the third party shall serve as the "awarding body." Prior to any disbursement of funds, including but not limited to release of any final retention payment, HCD may require a certification from the awarding body that prevailing wages have been or will be paid.
- C. The applicable wage rate determination on construction work will be the more restrictive of the rate prescribed in LC Section 1770-1784 or the Davis-Bacon Wage Determination.

18. Agreements with Contractors

- A. The Subrecipient shall not enter into any agreement, written or oral, with any Contractor or other party without the prior determination that the Contractor or other party is eligible to receive federal funds and is not listed on the Federal Consolidated List of Debarred, Suspended, and Ineligible Contractors or similar Federal or state listing of debarred or ineligible parties.

The terms “other party” is defined as public or private nonprofit agencies or organizations and certain (limited) private for-profit entities who receive Grant Funds from a Subrecipient to undertake Approved Projects.

- B. An agreement between the Subrecipient and any Contractor or other party shall require:
1. Compliance with all State and federal requirements described in this Agreement including without limitation those that pertain to labor standards, nondiscrimination, Americans with Disabilities Act, Equal Employment Opportunity and Drug Free Workplace, and prevailing wages. In addition to these requirements, all contractors and subcontractors shall comply with the applicable provisions of the California Labor Code.
 2. Maintenance of at least the minimum State required Workers' Compensation Insurance for those employees who will perform the Approved Project activities.
 3. Maintenance, as required by law, of unemployment insurance, disability insurance and liability insurance, which is reasonable to compensate any person, firm, or corporation, who may be injured or damaged by the contractor, or any subcontractor in performing the Approved Project activities.
 4. Compliance with the applicable Equal Opportunity Requirements described in Exhibit D, Section 10 of this Agreement.
- C. Contractors shall:
1. The Approved Project activities in accordance with federal, state, and local regulations, as are applicable.
 2. Provide security to assure completion of the Approved Project(s) by furnishing the borrower and construction lenders with proof of sufficient insurance and performance and payment bonds, or other security approved in advance in writing by HCD, as determined by the particulars of each individual Project will be required.
- D. Contractors and Subcontractors: Drug-Free Workplace Act of 1988
1. Publish and give a policy statement to all covered employees informing them that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited in the covered workplace and specifying the actions that will be taken against employees who violate the policy.
 2. Establish a drug-free awareness program to make employees aware of a) the dangers of drug abuse in the workplace; b) the policy of maintaining a drug-free workplace; c) any available drug counseling, rehabilitation, and employee assistance programs; and d) the penalties that may be imposed upon employees for drug abuse violations.
 3. Notify employees that as a condition of employment on a federal contract or grant, the employee must a) abide by the terms of the policy statement; and b) notify the employer, within 5 calendar days, if he or she is convicted of a criminal drug violation in the workplace.
 4. Notify the contracting or granting agency within 10 days after receiving notice that a covered employee has been convicted of a criminal drug violation in the workplace.
 5. Impose a penalty on or require satisfactory participation in a drug abuse assistance or

rehabilitation program by any employee who is convicted of a reportable workplace drug conviction.

6. Make an ongoing, good faith effort to maintain a drug-free workplace by meeting the requirements of the act.

19. Special Conditions Pertaining to Hazards, Safety Standards and Accident Prevention

- A. Use of Explosives: When the use of explosives is necessary for the prosecution of the work, the Contractor shall observe all local, state and federal laws in purchasing and handling explosives and comply with all insurance requirements. The Contractor shall take all necessary precaution to protect completed work, neighboring property, water lines, or other underground structures. Where there is danger to structures or property from blasting, the charges shall be reduced, and the material shall be covered with suitable timber, steel or rope mats.

The Contractor shall notify all owners of public utility property of intention to use explosives at least 8 hours before blasting is done close to such property. Any supervision or direction of use of explosives by the engineer does not in any way reduce the responsibility of the Contractor or his Surety for damages that may be caused by such use.

- B. Danger Signals and Safety Devices: The Contractor shall make all necessary precautions to guard against damages to property and injury to persons. The Contractor shall put up and maintain in good condition, sufficient red or warning lights at night, suitable barricades and other devices necessary to protect the public.
- C. Protection of Lives and Health: The Contractor shall exercise proper precaution at all times for the protection of persons and property and shall be responsible for all damages to persons or property, either on or off the worksite, which occur as a result of prosecution of the work. The safety provisions of applicable laws and building and construction codes, in addition to specific safety and health regulations described by Chapter XIII, Bureau of Labor Standards, Department of Labor, Part 1518, Safety and Health Regulations for Construction, as outlined in the Federal Register, Volume 36, No. 75, Saturday, April 17, 1971, Title 29 - LABOR, shall be observed and the Contractor shall take or cause to be taken, such additional safety and health measures as reasonably necessary.

20. Additional FEMA Requirements

A. Changes

Changes to this Contract may only be approved by written amendment to this Contract. No alteration or variation of any term or condition of this agreement shall be valid unless made in writing, signed by the parties hereto in accordance with Town Policies and Procedures. No oral understanding or agreement not incorporated as a duly authorized written amendment shall be binding on any of the parties hereto.

B. Access to Records

The following access to records requirements shall apply to this Contract:

1. The Contractor agrees to provide Cal OES, the Town, the FEMA Administrator, the Comptroller General of the United States, or any of their authorized representative's

access to any books, documents, papers, and records of the Contractor which are directly pertinent to this Contract for the purposes of making audits, examinations, excerpts, and transcriptions.

2. The Contractor agrees to permit any of the foregoing parties to reproduce by any means whatsoever or to copy excerpts and transcriptions as reasonably needed.
3. The Contractor agrees to provide the FEMA Administrator or his authorized representatives' access to construction or other work sites pertaining to the work being completed under the Contract.
4. In compliance with the Disaster Recovery Act of 2018, the Town of Paradise and the Contractor acknowledge and agree that no language in this contract is intended to prohibit audits or internal reviews by the FEMA Administrator or the Comptroller General of the United States.

C. Department of Homeland Security (DHS) Seal, Logo and Flags

The Contractor shall not use the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials without specific FEMA pre- approval.

D. Compliance with Federal Law, Regulations, and Executive Orders

This is an acknowledgement that FEMA financial assistance will be used to fund all or a portion of the contract. The Contractor will comply with all applicable federal law, regulations, executive orders, FEMA policies, procedures, and directives.

E. No Obligation by Federal Government.

The Federal Government is not a party to this Contract and is not subject to any obligations or liabilities to the non-Federal entity, Contractor, or any other party pertaining to any matter resulting from the Contract.

F. Program Fraud and False or Fraudulent Statements or Related Acts

The Contractor acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to the Contractor's actions pertaining to this Contract.

EXHIBIT 10-02 CONSULTANT CONTRACT DBE COMMITMENT

1. Local Agency: Town of Paradise 2. Contract DBE Goal: 22%
 3. Project Description: On-Call Construction Management, Inspection and Materials Testing Services
 4. Project Location: Paradise, California
 5. Consultant's Name: Consort North America, Inc. 6. Prime Certified DBE: ☐ 7. Total Contract Award Amount: 23,410,995.00
 8. Total Dollar Amount for ALL Subconsultants: \$ 13,410,995.00 9. Total Number of ALL Subconsultants: 9

10. Description of Work, Service, or Materials Supplied	11. DBE Certification Number	12. DBE Contact Information	13. DBE Dollar Amount
Construction Management Support	47453	Albat 7417 Flowerwood Way, Sacramento, CA 95831 323.459.7510	\$ 111,403.68
Environmental compliance	32027	Area West Environmental 7006 Anice St, Orangevale, CA 95662	\$ 50,000.00
Construction management support	51946	Empower Engineering 9580 Oak Avenue Pkwy, #7, Folsom, CA 95630	\$ 111,403.68
Public outreach	50937	KMP Strategies 1721 2nd St #100, Sacramento, CA 95811 916.548.1982	\$ 34,000.00
Construction management support	49375	Mozamo Engineering, Inc. 1066 Lavender St., Manteca, CA 95337	\$ 111,403.68
Special inspections & materials testing	46066 51621	Sierra Geotech, 2250 Sierra Meadows Dr #A Rocklin, CA 95677 BFI Consulting, 13969 Wings of Morning, Nevada City, CA 95959	\$ 4,682,199.07
Construction management support	44316	Webster Engineering 301 Placerville Dr #1, Placerville, CA 95667	\$ 50,000.00
Local Agency to Complete this Section			
20. Local Agency Contract Number: <u>2024-001</u>		14. TOTAL CLAIMED DBE PARTICIPATION	\$ 5,150,410.11
21. Federal-Aid Project Number: <u>Varies</u>			22.00 %
22. Contract Execution Date: _____			
Local Agency certifies that all DBE certifications are valid and information on this form is complete and accurate.			IMPORTANT: Identify all DBE firms being claimed for credit, regardless of tier. Written confirmation of each listed DBE is required.  03/11/25 24. Date 530-872-6291 26. Phone Digitally signed by Talina Barajas-Chen DN: cn=Talina Barajas-Chen, o=US, email=talina.barajaschen@consoning.com Date: 2024.12.12 16:16:51 -0800 2/27/25 16. Date 916.225.7297 18. Phone 23. Local Agency Representative's Signature Jessica Erdahl 25. Local Agency Representative's Name Supervising PM 27. Local Agency Representative's Title 15. Preparer's Signature Talina Barajas-Chen 17. Preparer's Name Contract Manager 19. Preparer's Title

DISTRIBUTION: 1. Original – Local Agency
 2. Copy – Caltrans District Local Assistance Engineer (DLAE). Failure to submit to DLAE within 30 days of contract execution may result in de-obligation of federal funds on contract.

ADA Notice: For individuals with sensory disabilities, this document is available in alternate formats. For information call (916) 654-6410 or TDD (916) 654-3880 or write Records and Forms Management, 1120 N Street, MS-89, Sacramento, CA 95814.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
01/07/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER MARSH USA LLC 1225 17TH STREET, SUITE 1300 DENVER, CO 80202-5534	CONTACT NAME: PHONE (A/C, No, Ext): E-MAIL ADDRESS:	FAX (A/C, No):
CN144764051-XS-GAUWP-24-25	GA	
INSURED Consort North America, Inc 6505 Waterford District Drive, Suite 470 Miami, FL 33126	INSURER(S) AFFORDING COVERAGE	NAIC #
	INSURER A: Continental Casualty Company	20443
	INSURER B: N/A	N/A
	INSURER C: National Fire Insurance Company	20478
	INSURER D: Axis Surplus Insurance Company	26620
	INSURER E: Travelers Property Casualty Company of America	25674
	INSURER F: The Continental Insurance Company	35289

COVERAGES

CERTIFICATE NUMBER:

SEA-004060397-03

REVISION NUMBER: 8

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☒ POLICY ☐ PRO-JECT ☐ LOC OTHER:	X	X	7095110478	12/31/2024	12/31/2025	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 15,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000 \$
A	☒ AUTOMOBILE LIABILITY ☒ ANY AUTO ☐ OWNED AUTOS ONLY ☐ HIRED AUTOS ONLY ☐ SCHEDULED AUTOS ☐ NON-OWNED AUTOS ONLY	X	X	7095132738	12/31/2024	12/31/2025	COMBINED SINGLE LIMIT (Ea accident) \$ 2,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
F	☒ UMBRELLA LIAB ☐ EXCESS LIAB DED ☐ RETENTION \$	X	X	8018283485	12/31/2024	12/31/2025	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000 \$
C	☒ WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N N	X	7095135476 (AOS) 7095140595 (CA)	12/31/2024 12/31/2024	12/31/2025 12/31/2025	☒ PER STATUTE ☐ OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
D	Prof & Environmental Liability		X	EB2634816/01/2024	12/31/2024	12/31/2025	Per Claim/Aggregate 10,000,000
E	Excess Liability		X	EX-A1241010-24-NF	12/31/2024	12/31/2025	Occurrence/Aggregate 5,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
RE: On-Call Construction Management, Inspection and Materials Testing Services, NO. RFQ 2024-001. *See page 2*

CERTIFICATE HOLDER

Town of Paradise, CA
ATTN: Public Works Department
5555 Skyway
Paradise, CA 95969

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Marsh USA LLC

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ACORD 25 (2016/03)

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AGENCY CUSTOMER ID: CN144764051

LOC #: Denver



ADDITIONAL REMARKS SCHEDULE

Page 2 of 2

AGENCY MARSH USA LLC.		NAMED INSURED Consor North America, Inc. 6505 Waterford District Drive, Suite 470 Miami, FL 33126
POLICY NUMBER		
CARRIER	NAIC CODE	EFFECTIVE DATE:

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,
FORM NUMBER: 25 FORM TITLE: Certificate of Liability Insurance

The Town of Paradise, its officers, officials, employees and volunteers as well as the State of California, its officers, agents, and employees and other entities as directed by the Town are included as additional insureds on a Primary and Non-contributory basis if required by written contract with respect to General Liability, Automobile Liability and Umbrella Liability per the terms and conditions of the policy. A waiver of subrogation applies in favor of The Town of Paradise, its officers, officials, employees and volunteers as well as the State of California, its officers, agents, and employees and other entities as directed by the Town if required by written contract with respect to General Liability, Automobile Liability, Umbrella Liability, Professional Liability, and Workers' Compensation per the terms and conditions of the policy where permitted by state law. Professional Liability & Environmental Liability Retro Date: 12/31/18.

ACORD 101 (2008/01)

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Business Auto Policy
Policy Endorsement

ADDITIONAL INSURED - PRIMARY AND NON-CONTRIBUTORY

It is understood and agreed that this endorsement amends the **BUSINESS AUTO COVERAGE FORM** as follows:

SCHEDULE
Name of Additional Insured Person Or Organization
Per schedule on file with company

1. In conformance with paragraph A.1.c. of **Who Is An Insured** of Section II - **LIABILITY COVERAGE**, the person or organization scheduled above is an insured under this policy.
2. The insurance afforded to the additional insured under this policy will apply on a primary and non-contributory basis if you have committed it to be so in a written contract or written agreement executed prior to the date of the "accident" for which the additional insured seeks coverage under this policy.

All other terms and conditions of the policy remain unchanged

This endorsement, which forms a part of and is for attachment to the policy issued by the designated Insurers, takes effect on the Policy Effective date of said policy at the hour stated in said policy, unless another effective date (the Endorsement Effective Date) is shown below, and expires concurrently with said policy.

Form No: CNA7162700X110-20121

Endorsement Effective Date:

Endorsement No. ; Page: 1 of 1

Underwriting Company: Continental Casualty Company, 1611 N Franklin St, Chicago, IL 60610

Endorsement Expiration Date:

Policy No: BUA 1096132738

Policy Effective Date: 12/31/2024

Policy Page: of

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NOTICE OF CANCELLATION TO CERTIFICATEHOLDERS

It is understood and agreed that:

If you have agreed under written contract to provide notice of cancellation to a party to whom the Agent of Record has issued a Certificate of Insurance, and if we cancel a policy term described on that Certificate of Insurance for any reason other than nonpayment of premium, then notice of cancellation will be provided to such Certificateholders at least 30 days in advance of the date cancellation is effective.

If notice is mailed, then proof of mailing to the last known mailing address of the Certificateholder on file with the Agent of Record will be sufficient to prove notice.

Any failure by us to notify such persons or organizations will not extend or invalidate such cancellation, or impose any liability or obligation upon us or the Agent of Record.

All other terms and conditions of the policy remain unchanged.

This endorsement, which forms a part of and is for attachment to the policy issued by the designated Insurers, takes effect on the Policy Effective date of said policy at the hour stated in said policy, unless another effective date (the Endorsement Effective Date) is shown below, and expires concurrently with said policy.

Form No: CNA88021XX 102-20131

Endorsement Effective Date:

Endorsement No: ; Pages: 1 of 1

Underwriting Company: Continental Casualty Company, 161 N Franklin St, Chicago, IL 60606

Endorsement Expiration Date:

Policy No: BUA 7096132734

Policy Effective Date: 12/31/2024

Policy Page: of

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**WAIVER OF TRANSFER OF RIGHTS OF RECOVERY
AGAINST OTHERS TO US (WAIVER OF SUBROGATION)**

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

This endorsement modifies Insurance provided under the following:

AUTO DEALERS COVERAGE FORM

BUSINESS AUTO COVERAGE FORM

MOTOR CARRIER COVERAGE FORM

With respect to coverage provided by this endorsement, the provisions of the Coverage Form apply unless modified by the endorsement.

This endorsement changes the policy effective on the inception date of the policy unless another date is indicated below.

Named Insured: CONSOR HOLDINGS LLC.

Endorsement Effective Date: 12/31/2024

SCHEDULE

Name(s) Of Person(s) Or Organization(s):

ANY PERSON OR ORGANIZATION FOR WHOM OF WHICH
YOU ARE REQUIRED BY WRITTEN CONTRACT OR
AGREEMENT TO OBTAIN THIS WAIVER FROM US.

Information required to complete this Schedule, if not shown above, will be shown in the Declarations.

The **Transfer Of Rights Of Recovery Against Others To Us** condition does not apply to the person(s) or organization(s) shown in the Schedule, but only to the extent the subrogation is waived prior to the "accident" or the "loss" under a contract with that person or organization.

Form No: CA 04 44 10 13

Endorsement Effective Date:

Endorsement No: ; Pages: 1 of 1

Underwriting Company: Continental Casualty Company, 161 N Franklin St, Chicago, IL 60606

Endorsement Expiration Date:

Policy No: BUA 7096132734

Policy Effective Date: 12/31/2024

Policy Page: of

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**CNA PARAMOUNT****Blanket Additional Insured - Owners, Lessees or Contractors -
with Products-Completed Operations Coverage Endorsement**

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

It is understood and agreed as follows:

- I. WHO IS AN INSURED** is amended to include as an **Insured** any person or organization whom you are required by **written contract** to add as an additional insured on this **Coverage Part**, but only with respect to liability for **bodily injury, property damage or personal and advertising injury** caused in whole or in part by your acts or omissions, or the acts or omissions of those acting on your behalf:

- A.** In the performance of your ongoing operations subject to such **written contract**; or
- B.** In the performance of **your work** subject to such **written contract**, but only with respect to **bodily injury** or **property damage** included in the **products-completed operations hazard**, and only if:
 - 1.** The **written contract** requires you to provide the additional insured such coverage; and
 - 2.** This **Coverage Part** provides such coverage; and
- C.** Subject always to the terms and conditions of this policy, including the limits of insurance, the insurer will not provide such additional insured with:
 - 1.** Coverage broader than what you are required to provide by the **written contract**; or
 - 2.** A higher limit of insurance than what you are required to provide by the **written contract**.

Any coverage granted by this Paragraph I. shall apply solely to the extent permissible by law.

- II.** If the written contract requires additional insured coverage under the 07-04 edition of CG2010 or CG2037, then paragraph I. above is deleted in its entirety and replaced by the following:

WHO IS AN INSURED is amended to include as an **Insured** any person or organization whom you are required by **written contract** to add as an additional insured on this **Coverage Part**, but only with respect to liability for **bodily injury, property damage or personal and advertising injury** caused in whole or in part by your acts or omissions, or the acts or omissions of those acting on your behalf:

- A.** In the performance of your ongoing operations subject to such **written contract**; or
- B.** In the performance of **your work** subject to such **written contract**, but only with respect to **bodily injury** or **property damage** included in the **products-completed operations hazard**, and only if:
 - 1.** The **written contract** requires you to provide the additional insured such coverage; and
 - 2.** This **Coverage Part** provides such coverage.

- III.** But if the written contract requires:

- A.** Additional insured coverage under the 11-85 edition, 10-83 edition, or 10-C1 edition of CG2010, or under the 10-C1 edition of CG2037; or
- B.** Additional insured coverage with "arising out of" language;

then paragraph I. above is deleted in its entirety and replaced by the following:

WHO IS AN INSURED is amended to include as an **Insured** any person or organization whom you are required by **written contract** to add as an additional insured on this **Coverage Part**, but only with respect to liability for **bodily injury, property damage or personal and advertising injury** arising out of **your work** that is subject to such **written contract**.

CNA75079XX (3-22)
Page 1 of 3
CONTINENTAL CASUALTY COMPANY
Insured Name: CONSOR HOLDINGS LLC

Policy No: 7095110476
Endorsement No:
Effective Date: 12/31/2024

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	CNA PARAMOUNT Blanket Additional Insured - Owners, Lessees or Contractors - with Products-Completed Operations Coverage Endorsement
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- IV. But if the **written contract** requires additional insured coverage to the greatest extent permissible by law, then paragraph I. above is deleted in its entirety and replaced by the following:

WHO IS AN INSURED is amended to include as an **Insured** any person or organization whom you are required by **written contract** to add as an additional insured on this **Coverage Part**, but only with respect to liability for **bodily injury, property damage or personal and advertising injury** arising out of **your work** that is subject to such **written contract**.

- V. The insurance granted by this endorsement to the additional insured does not apply to **bodily injury, property damage, or personal and advertising injury** arising out of:

- A. The rendering of, or the failure to render, any professional architectural, engineering, or surveying services, including:
 1. The preparing, approving, or failing to prepare or approve maps, shop drawings, opinions, reports, surveys, field orders, change orders or drawings and specifications; and
 2. Supervisory, inspection, architectural or engineering activities; or
- B. Any premises or work for which the additional insured is specifically listed as an additional insured on another endorsement attached to this **Coverage Part**.

- VI. Under **COMMERCIAL GENERAL LIABILITY CONDITIONS**, the Condition entitled **Other Insurance** is amended to add the following, which supersedes any provision to the contrary in this Condition or elsewhere in this **Coverage Part**:

Primary and Noncontributory Insurance

With respect to other insurance available to the additional insured under which the additional insured is a named insured, this insurance is primary to and will not seek contribution from such other insurance, provided that a **written contract** requires the insurance provided by this policy to be:

1. Primary and non-contributing with other insurance available to the additional insured; or
2. Primary and to not seek contribution from any other insurance available to the additional insured.

But except as specified above, this insurance will be excess of all other insurance available to the additional insured.

- VII. Solely with respect to the insurance granted by this endorsement, the section entitled **COMMERCIAL GENERAL LIABILITY CONDITIONS** is amended as follows:

The Condition entitled **Duties In The Event of Occurrence, Offense, Claim or Suit** is amended with the addition of the following:

Any additional insured pursuant to this endorsement will as soon as practicable:

1. Give the Insurer written notice of any **claim**, or any **occurrence** or offense which may result in a **claim**;
2. Send the Insurer copies of all legal papers received, and otherwise cooperate with the Insurer in the investigation, defense, or settlement of the **claim**; and
3. Make available any other insurance, and endeavor to tender the defense and indemnity of any **claim** to any other insurer or self-insurer, whose policy or program applies to a loss that the Insurer covers under this **coverage part**. However, if the **written contract** requires this insurance to be primary and non-contributory, this paragraph 3. does not apply to other insurance under which the additional insured is a named insured.

The Insurer has no duty to defend or indemnify an additional insured under this endorsement until the Insurer receives written notice of a **claim** from the additional insured.

CNA75079XX (3-22)
Page 2 of 3
CONTINENTAL CASUALTY COMPANY
Insured Name: CONSOR HOLDINGS LLC

Policy No: 700011047
Endorsement No:
Effective Date: 12/31/2024

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CNA PARAMOUNT
Policy Holder Notice - Countrywide

It is understood and agreed that:

If the **Named Insured** has agreed under written contract to provide notice of cancellation to a party to whom the Agent of Record has issued a Certificate of Insurance, and if the Insurer cancels a policy term described on that Certificate of Insurance for any reason other than nonpayment of premium, then notice of cancellation will be provided to such Certificate holders at least 30 days in advance of the date cancellation is effective.

If notice is mailed, then proof of mailing to the last known mailing address of the Certificate holder on file with the Agent of Record will be sufficient to prove notice.

Any failure by the Insurer to notify such persons or organizations will not extend or invalidate such cancellation, or impose any liability or obligation upon the Insurer or the Agent of Record.

All other terms and conditions of the Policy remain unchanged.

This endorsement, which forms a part of and is for attachment to the Policy issued by the designated Insurers, takes effect on the effective date of said Policy at the hour stated in said Policy, unless another effective date is shown below, and expires concurrently with said Policy.

05/22/2025 09:29:25



CNA75C14XX (1-15)

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CONTINENTAL CASUALTY COMPANY

Insured Name: CONSOR HOLDINGS LLC

Policy No: 7095110478

Endorsement No: 1

Effective Date: 12/31/2024

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Workers Compensation And Employers Liability Insurance
Policy Endorsement

BLANKET WAIVER OF OUR RIGHT TO RECOVER FROM OTHERS

This endorsement changes the policy to which it is attached.

It is agreed that **Part One - Workers' Compensation Insurance G. Recovery From Others** and **Part Two - Employers' Liability Insurance H. Recovery From Others** are amended by adding the following:

We will not enforce our right to recover against persons or organizations. (This agreement applies only to the extent that you perform work under a written contract that requires you to obtain this agreement from us.)

PREMIUM CHARGE - Refer to the Schedule of Operations

The charge will be an amount to which you and we agree that is a percentage of the total standard premium for California exposure. The amount is 2%.

All other terms and conditions of the policy remain unchanged.

This endorsement, which forms a part of and is for attachment to the policy issued by the designated Insurers, takes effect on the Policy Effective Date of said policy at the hour stated in said policy, unless another effective date (the Endorsement Effective Date) is shown below, and expires concurrently with said policy unless another expiration date is shown below.

Form No: G-12160-B (11-1997)

Endorsement Effective Date:

Endorsement No.: Pages: 1 of 1

Underwriting Company: National Fire Insurance Company of Hartford, 161 N Franklin St, Chicago, IL 60606

Endorsement Expiration Date:

Policy No: WC 7 95140595

Policy Effective Date: 1/23/2024

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Workers Compensation And Employers Liability Insurance
Policy Endorsement

WAIVER OF OUR RIGHT TO RECOVER FROM OTHERS ENDORSEMENT

We have the right to recover our payments from anyone liable for an injury covered by this policy. We will not enforce our right against the person or organization named in the Schedule. This agreement applies only to the extent that you perform work under a written contract that requires you to obtain this agreement from us.

This agreement shall not operate directly or indirectly to benefit anyone not named in the Schedule.

Any person or organization for which the employer has agreed by written contract, executed prior to loss, may execute a waiver of subrogation. However, for purposes of work performed by the employer in Missouri, this waiver of subrogation does not apply to any construction group of classifications as designated by the waiver of right to recover from others (subrogation) rule in our manual.

Schedule

Any Person or Organization on whose behalf you are required to obtain this waiver of our right to recover from under a written contract or agreement.

The premium charge for the endorsement is reflected in the Schedule of Operations.

All other terms and conditions of the policy remain unchanged.

This endorsement, which forms a part of and is for attachment to the policy issued by the designated Insurers, takes effect on the Policy Effective Date of said policy at the hour stated in said policy, unless another effective date (the Endorsement Effective Date) is shown below, and expires concurrently with said policy unless another expiration date is shown below.

Form No: WC OD 03 13 104-18841

Endorsement Effective Date:

Endorsement No.: Pages: 1 of 1

Underwriting Company: National Fire Insurance Company of Hartford, 161 N Franklin St, Chicago, IL 60606

Endorsement Expiration Date:

Policy No: WC 7 95135476

Policy Effective Date: 12/31/2024

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