

RESOLUTION NO. 10-701

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
BLACK DIAMOND, KING COUNTY, WASHINGTON
AUTHORIZING A CONTRACT WITH PARAMETRIX FOR
ON-CALL TRANSPORTATION SERVICES**

WHEREAS, the City does not have the staff level or the full range of expertise to provide comprehensive and timely engineering service for transportation related projects, issues, planning, development review, small studies and engineering assistance; and

WHEREAS, Parametrix has been determined to be the most qualified consultant to efficiently assist the City with transportation engineering services;

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF BLACK DIAMOND,
WASHINGTON, DOES RESOLVE AS FOLLOWS:**

Section 1. The Mayor is authorized to execute a contract with Parametrix to provide on-call transportation services for the next two years in the form substantially attached hereto as Exhibit A.

**PASSED BY THE CITY COUNCIL OF THE CITY OF BLACK DIAMOND,
WASHINGTON, AT A REGULAR MEETING THEREOF, THIS 5TH DAY OF AUGUST,
2010.**

CITY OF BLACK DIAMOND:



Rebecca Olness, Mayor

Attest:



Brenda L. Martinez, City Clerk

CITY OF BLACK DIAMOND PROFESSIONAL SERVICES AGREEMENT

(On-Call Transportation Planning and Traffic Engineering Services)

This Professional Services Agreement (the or this "Agreement"), for reference purposes only, is dated August 5, 2010 and is entered into by and between

CITY OF BLACK DIAMOND, WASHINGTON (the "City")

Physical Address: 24301 Roberts Drive

Mailing Address: PO Box 599

Black Diamond, WA 98010

Contact: Seth Boettcher, Public Works Director

Phone: 360-886-2560 Fax: 360-886-2592

and

Parametrix, Inc. ("Consultant")

1231 Fryar Avenue

PO Box 460

Sumner, WA 98390

Contact: ~~Susan M. Graham~~ Daniel L. Mc Reynolds

Phone: 253-863-5128

Fax: 253-863-0946

Tax Id No.: 91-0914810

For professional services in connection with the following project:

(Description of project) (the "Project").

RECITALS

WHEREAS, the City does not currently have adequate staff to provide professional transportation planning and traffic engineering services; and

WHEREAS, the City often has a need to request such professional services to be provided in a short time frame to met response deadlines and other factors; and

WHEREAS, the City has a need to hire a consultant to provide such services on an as-needed on-call basis; and

WHEREAS, this Agreement for of on-call transportation planning and traffic engineering services will improve the ability of City staff to (1) be more responsive to the Mayor, Council, public, and development community, (2) to more efficiently process small task orders administratively instead of a contract supplement through council approval; and (3) provide a good tracking mechanism for small engineering tasks; and

WHEREAS, project tasks utilizing professional transportation planning and traffic engineering services that exceed Mayorial signature authority would still require City Council review and approval;

WHEREAS, the City has conducted a selection process to select the most qualified firm to provide such engineering services and has determined that the Consultant was the most qualified firm; and

WHEREAS, the City now desires to enter into an on-call professional services agreement with the Consultant to provide such professional transportation planning and traffic engineering services as are needed from time to time by the City;

NOW THEREFORE, in consideration of the terms and conditions contained herein, and in consideration of payments and agreements to be made and performed by the City and Consultant, the parties hereto covenant and agree as follows:

TERMS AND CONDITIONS

1. Services by Consultant

1.1 Consultant has been hired to provide professional transportation planning and traffic engineering services as requested by the City. The services to be performed are generally described in the scope of work attached to this Agreement as Exhibit "A". The services performed by Consultant shall not exceed the Scope of Work nor shall the Consultant be entitled to a greater amount of compensation as that provided in this Agreement without the prior written authorization of the City.

1.2 The City may from time to time require changes or modifications in the Scope of Work. Such changes, including any decrease or increase in the amount of compensation, shall be agreed to by the parties and incorporated in written amendments to this Agreement.

1.3 Consultant represents and warrants that it, its staff to be assigned to the Project, and its subconsultants and their staff have the requisite training, skill, and experience necessary to provide the services required by this Agreement and are appropriately accredited and licensed by all applicable agencies and governmental entities. Services provided by Consultant and its subconsultants under this Agreement will be performed in a manner consistent with that degree of care and skill ordinarily exercised by members of the same profession currently practicing in similar circumstances.

1.4 This Agreement shall expire on the 5th day of August, 2012; provided that, the obligations of Consultant and the City under a pending on-call task request issued prior to the expiration date shall survive the expiration of this Agreement until such time as all obligations of the Parties there under is complete or such request is otherwise cancelled or terminated by the City.

2. Schedule of Task

2.1 The City will issue an on-call task request for each project task for which the City requires Consultant services. No work shall be commenced by Consultant under this Agreement except pursuant to such an on-call task request issued by the City in the form attached hereto as Exhibit "B". Consultant shall perform the services described in the on-call task request in accordance with the schedule and scope of work set forth in the on-call task request (the "Task Scope of Work").

2.2 Consultant will diligently proceed with the work and shall assure that it, and its subconsultants, will have adequate staffing at all times in order to complete the Task Scope of Work in a timely manner. If factors beyond Consultant's control that could not have been reasonably foreseen as of the date of this on-call task request cause delay, then the parties will negotiate in good faith to determine whether an extension is appropriate. The Consultant shall provide the City with written notice of any delay, or potential delay, that may trigger the need for a time extension within 3 business days after the Consultant becomes aware of the delay or potential delay.

2.3 Consultant is authorized to proceed with services upon issuance of each on-call task request by the City, unless otherwise specified in the on-call task request.

3. Compensation

MAXIMUM COMPENSATION. Total Compensation for all services provided pursuant to this Agreement shall not exceed a maximum amount of \$100,000.

TASK ORDER TIME AND MATERIALS NOT TO EXCEED. Compensation for the services provided pursuant to an on-call task request shall not exceed \$7,500 without the written authorization of the City Council.

RATES. Compensation for the services provided pursuant to each on-call task request shall be on a time and materials basis according to the list of billing rates and reimbursable expenses attached hereto as Exhibit "C." Consultant may adjust the billing rates and reimbursable expenses on or after October 15, 2012 by providing City with written notice of the adjusted rates and expenses no less than (30) thirty days prior to the effective date of such adjustment. The billing rates and reimbursable expenses for on-call task orders issued prior to receipt of written notice of the rate/expense adjustment by the City shall not be affected by the adjustment.

OTHER. In the event that after commencement of work, the Consultant anticipates that the work for an on-call task request will exceed \$7,500, Consultant shall promptly notify the City and provide the City with whatever documents or information is necessary to request approval of any amounts in excess thereof.

4. Payment

4.1 Consultant shall maintain time and expense records and provide them to the City monthly, along with monthly invoices, in a format acceptable to the City for work performed to the date of the invoice.

4.2 All invoices shall be paid by City warrant within sixty (60) days of actual receipt by the City of an invoice conforming in all respects to the terms of this Agreement.

4.3 Consultant shall keep cost records and accounts pertaining to this Agreement available for inspection by City representatives for three (3) years after final payment unless a longer period is required by a third-party agreement. Consultant shall make copies available to the City on request.

4.4 If the City believes in good faith that the services rendered pursuant to a specific on-call task request do not meet the requirements of the Agreement, the City may request that the Consultant correct or modify the work to comply with the Agreement. In such event, City must clearly and reasonably provide to Consultant an explanation of City concern over the work and the remedy that City expects from Consultant. The City may withhold payment for such work until the work meets the requirements of the Agreement.

4.5 All payments shall be subject to adjustment for any amounts, upon audit or otherwise, determined to have been improperly invoiced and/or paid.

5. Discrimination and Compliance with Laws

5.1 Consultant agrees not to discriminate against any employee or applicant for employment or any other person in the performance of this Agreement because of race, creed, color, national origin, marital status, sex, age, disability, or other circumstance prohibited by federal, state, or local law or ordinance, except for a bona fide occupational qualification.

5.2 Consultant and its subconsultants shall comply with federal, state, and local laws and ordinances applicable to the work to be done under this Agreement.

5.3 Any violation of this Section 5 shall be a material breach of this Agreement and grounds for immediate cancellation, termination, or suspension of the Agreement by the City, in whole or in part, and may result in Consultant's ineligibility to conduct further work for the City.

6. Suspension and Termination of Agreement

6.1 The City reserves the right to terminate or suspend this Agreement at any time, without cause, by giving Consultant notice in writing ten (10) days prior to the termination or suspension date. In the event of termination, all finished or unfinished reports, or other material prepared by Consultant pursuant to this Agreement, shall be submitted to the City. In the event the City terminates this Agreement prior to completion without cause, Consultant may complete such analyses and records as may be necessary to place its files in order. Consultant shall be

entitled to compensation for any satisfactory work completed on the Project prior to the date of suspension or termination.

6.2 Any notice from the City to Consultant regarding the suspension of this Agreement shall specify the anticipated period of suspension. Any reimbursement for expenses incurred due to the suspension shall be limited to Consultant's reasonable expenses and shall be subject to verification. Consultant shall resume performance of services under this Agreement without delay when the suspension period ends.

7. Standard of Care

7.1 Consultant represents and warrants that it has the requisite training, skill, and experience necessary to provide the services under this Agreement and is appropriately accredited and licensed by all applicable agencies and governmental entities. Services Consultant provides under this Agreement will be performed in a manner consistent with that degree of care and skill ordinarily exercised by members of the same profession currently practicing in similar circumstances.

8. Ownership of Work Product

8.1 Ownership of the originals of any reports, data, studies, surveys, charts, maps, drawings, specifications, figures, photographs, memoranda, and any other documents which are developed, compiled, or produced as a result of this Agreement, whether or not completed, shall be vested in the City and shall be submitted to the City upon termination of this Agreement. Any reuse of these materials by the City for projects or purposes other than those that fall within the scope of this Agreement and the project to which it relates, without written concurrence by Consultant, will be at the sole risk of the City.

8.2 The City acknowledges Consultant's documents as instruments of professional service. Nevertheless, the documents prepared under this Agreement shall become the property of the City upon completion of the work. The City agrees to hold harmless and indemnify Consultant against all claims made against Consultant for damage or injury, including defense costs, arising out of the City's reuse of such documents beyond the use for which they were originally intended without the written authorization of Consultant.

8.3 Methodology, software, logic, and systems developed under this Agreement are the property of Consultant and the City, and may be used as either Consultant or the City see fit, including the right to revise or publish the same without limitation.

9. Indemnification/Hold Harmless

9.1 Consultant shall defend, indemnify, and hold the City, its officers, officials, employees and volunteers harmless from any and claims, injuries, damages, losses or suits including reasonable attorney fees, arising out of or resulting from the negligent or wilfull acts, errors, or omissions of Consultant or its subconsultants in performance of this Agreement.

10. Insurance

10.1 Consultant shall procure and maintain for the duration of the Agreement, and shall provide proof satisfactory to the City that such insurance is procured and maintained by each of its subconsultants, insurance against claims for injuries to persons or damage to property which may arise from or in connection with the performance of the work hereunder by Consultant, its agents, representatives, or employees.

10.2 Consultant shall procure and maintain the following types and amounts of insurance:

a. Automobile Liability insurance covering all owned, non-owned, hired, and leased vehicles. Coverage shall be written on Insurance Services Office (ISO) form CA 00 01 or a substitute form providing equivalent liability coverage. If necessary, the policy shall be endorsed to provide contractual liability coverage. This insurance shall have a minimum combined single limit for bodily injury and property damage of \$1,000,000 per accident.

b. Commercial General Liability insurance shall be written on ISO occurrence form CG 00 01 or a substitute form providing equivalent liability coverage and shall cover liability arising from premises, operations, independent contractors, personal injury, and advertising injury. This insurance shall be written with limits no less than \$1,000,000 each occurrence, \$2,000,000 general aggregate.

c. Workers' Compensation coverage as required by the Industrial Insurance laws of the State of Washington.

d. Professional Liability insurance appropriate to Consultant's profession, with limits no less than \$1,000,000 per claim and \$1,000,000 policy aggregate limit.

10.3 The Automobile Liability, Commercial General Liability, and Professional Liability insurance policies are to contain, or be endorsed to contain, the following provisions:

a. Consultant's insurance coverage shall be primary insurance vis-à-vis the City. Any insurance, self-insurance, or insurance pool coverage maintained by the City shall be excess over Consultant's insurance and shall not contribute with it.

b. Consultant's insurance shall be endorsed to state that coverage shall not be cancelled, except after thirty (30) days prior written notice by certified mail, return receipt requested, has been given to the City.

10.4 The City shall be named as an additional insured under Consultant's Automobile Liability and Commercial General Liability insurance policies with respect to the work to be performed for the City pursuant to this Agreement.

10.5 Insurance shall be placed with insurers with a current A.M. Best rating of not less than A:VII.

10.6 Declaration pages issued by the insurance carriers for the policies mentioned in this Section 10 showing such insurance to be in force shall be filed with the City not less than ten (10) days following both parties signing this Agreement and before commencement of the work. In addition, the City may request, in writing, a full copy from Consultant of any insurance policy Consultant must procure and maintain pursuant to this Agreement and Consultant must provide

such copy to the City within ten (10) days of Consultant's receipt of the City's request. Any policy or required insurance written on a claims-made basis shall provide coverage as to all claims arising out of the services performed under this Agreement. Such policy or policies shall be carried by the Consultant at the specified limits for a minimum period of three (3) years following completion of the services to be performed.

11. Assigning or Subcontracting

11.1 Consultant shall not assign, transfer, subcontract, or encumber any rights, duties, or interests accruing from this Agreement without the express prior written consent of the City, which consent may be withheld at the sole discretion of the City.

12. Independent Contractor

12.1 Consultant and its subconsultants are, and shall be at all times during the term of this Agreement, independent contractors.

12.2 The Consultant acknowledges that it is responsible for the payment of all charges and taxes applicable to the services performed under this agreement, and the Consultant agrees to comply with all applicable laws regarding the reporting of income, maintenance of insurance and records, and all other requirements and obligations imposed as a result of the Consultant's status as an independent contractor. If the City is assessed, liable or responsible in any manner for those charges or taxes, the Consultant agrees to hold the City harmless from those costs, including attorney's fees.

12.3. The Consultant shall provide at its sole expense all materials, office space, and other necessities to perform its duties under this agreement, unless otherwise specified in this Agreement.

12.4 The Consultant, at its expense, shall obtain and keep in force any and all necessary licenses and permits.

12.5 This agreement shall be for the sole benefit of the parties hereto, and nothing contained herein shall create a contractual relationship with, or create a cause of action in favor of, a third party against either party hereto.

13. Notice

13.1 All notices required by this Agreement shall be considered properly delivered when personally delivered, when received by facsimile, or on the third day following mailing, postage prepaid, certified mail, return receipt requested to:

City: City Administrator
City of Black Diamond
P.O. Box 599
Black Diamond, WA 98010

Fax: 360-886-2592

With a copy to: Chris Bacha
Kenyon Disend, PLLC
11 Front Street South
Issaquah, WA 98027
Fax: 425-392-7071

Consultant: Parametrix, Inc.
1231 Fryar Avenue
PO Box 460
Sumner, WA 98390
Contact: ~~Susan M. Graham~~ Daniel L. Mc Reynolds
Phone: 253-863-5128
Fax: 253-863-0946
Tax Id No.: 91-0914810

14. Disputes

14.1 Any action for claims arising out of or relating to this Agreement shall be governed by the laws of the State of Washington. Venue shall be in King County Superior Court, Kent, Washington.

15. Attorney Fees

15.1 In any suit or action instituted to enforce any right granted in this Agreement, the substantially prevailing party shall be entitled to recover its costs, disbursements, and reasonable attorney fees from the other party.

16. General Administration and Management on Behalf of the City

16.1 The City Administrator for the City, or his designee, shall review and approve Consultant's invoices to the City under this Agreement and shall have primary responsibility for overseeing and approving work or services to be performed by Consultant.

17. Extent of Agreement/Modification

17.1 This Agreement, together with any attachments or addenda, represents the entire and integrated Agreement between the parties hereto and supersedes all prior negotiations, representations, or agreements, either written or oral. Each on-call task request issued pursuant to this Agreement, shall be and become incorporated into this Agreement as though fully set forth herein. This Agreement may only be amended, modified, or added to by written instrument properly signed by both parties.

18. Conflict of Interest.

18.1 The Consultant shall comply with all federal, state, and City conflict of interest laws, statutes and regulations. The Consultant represents that the Consultant presently has no interest and shall not acquire any interest, direct or indirect, in any project to which this agreement pertains which would conflict in any manner or degree with the performance of the Consultant's services and obligations hereunder.

19. Equal Opportunity.

19.1 "The Equal Opportunity Clause" in Section 301 of Executive Order 10925 as amended, and the implementing Rules and Regulations, are herein incorporated by reference for all contracts that include Federal funding.

IN WITNESS WHEREOF the parties hereto have executed this Agreement as of the day and year first written above.

CITY OF BLACK DIAMOND

By: Rebecca Olness

Rebecca Olness

Its: Mayor

Date: 8-6-10

CONSULTANT

By: [Signature]

Printed Name: Daniel L. McReynolds

Its: Principal

Date: 8-26-10

JPO
8/26/10

Attest:

By: Brenda L. Martinez

Brenda L. Martinez

City Clerk

EXHIBIT A

General Scope of Work

Transportation Planning and Traffic Engineering

- Corridor studies
- Comprehensive plans
- Transportation modeling
- Roundabout Modeling and Site Analysis
- Traffic impact analysis
- Traffic impact fee analysis
- Traffic calming analysis

Design Engineering

- Preparation of Contract Documents (Plans and Specifications for bidding)
 - Freeways, highways, and interchanges
 - Arterials and local streets
 - Intersections including roundabout and/or signalized control
 - Storm sewer and stormwater mitigation
 - Multi-modal transit centers
 - Traffic calming
 - Non-motorized facilities such as paths, bike lanes, sidewalks and joint use facilities
 - Low-impact development best management practices
- Utility Coordination, Design and Relocation

Survey

- Mapping
 - Topographic Mapping and Basemap Preparation
 - Construction Staking
- Right of Way
 - Determination and mapping of R.O.W., easements, tracts, etc.
 - Legal descriptions and exhibits
 - Preparation of R.O.W. plans
 - R.O.W. acquisition assistance

Stormwater Runoff Mitigation Design

- Stormwater Comprehensive Planning and hydraulic modeling
- Hydrologic modeling using single event and continuous runoff models (SBUH, WWHM, MGS Flood, etc.)
- Stormwater mitigation determination, BMP selection and design

- Drainage report preparation
- Storm Water Pollution Prevention Plan preparation
- Low Impact Development BMP selection and design

Structural Engineering

- Federal, state, and local bridge design
- Retaining walls and engineered embankment design
- Type, size, and location reports for retaining walls and bridges
- Structural inspections
- Load rating

Environmental Services

- Environmental planning, permitting and documentation (NEPA and SEPA)
- Environmental classification (federal funding requirement per LAG Manual, etc.)
- Environmental impact statements and assessments
- Wetland delineation and mitigation
- Stream delineation, classification and mitigation
- Wildlife biology
- Hazardous material investigation and remediation

Transit Planning and Design

- Multi-modal system planning
- Travel demand and patronage forecasting
- Transit facility planning
- Intermodal facility planning
- Light rail transit design
- Bus rapid transit design

Cost Estimating

- Planning level estimating
- Project level estimating

Funding Assistance

- Multi-modal system planning
- Travel demand and patronage forecasting
- Transit facility planning
- Highway, collector and local roadway funding
- Grant writing assistance

Construction Services

- Construction Ad and Award Assistance
- Construction Engineering Support
- Construction administration and observation
- Construction documentation (e.g. LAG Manual compliance or equivalent to comply with Federal Acquisition Regulations and Audit requirements)

Miscellaneous

- The above specific services are not intended to be a restrictive limit of services as the city may request other engineering services related to engineering activities that the city may be working on with Parametrix.
- Other duties as assigned by the City of Black Diamond related to Transportation or Transportation Projects.

Exhibit B

City of Black Diamond On-Call Task Request

Date: _____	City Staff Contact: _____
Project Name: _____	Phone: _____
Parametrix Project No.: _____	Fax: _____
Request Made To: _____	
Parametrix Phone: 253-863-5128	
Parametrix Fax: 253-826-2873	

Scope of Task Request

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Budget Estimate:

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Task Request Approval:

Written Name	Title
Signature	Date

Exhibit B

*Costs are billed on a time and materials basis, Parametrix, Inc. shall notify the City should additional funds be necessary to complete the task order. Additional work beyond that which is ordered by the City shall not commence until written notification is received from the City.

Exhibit C

Parametrix Washington State Category Billing Rates Effective January 1, 2010

Classification	Grade	Rate for Billing	Classification	Grade	Rate for Billing
Principal	19-20	\$210	Project & Construction Srv Mgr	18	\$205
Project Delivery Officer	19	\$215	Site Construction Manager	18	\$175
Principal Consultant	19-20	\$235	Sr. Construction Manager	17	\$170
Program Manager	20	\$230	Sr. Construction Manager	16	\$165
Program Manager	19	\$210	Sr. Construction Manager	15	\$140
Program Manager	18	\$165	Construction Mgr. IV	14	\$135
Division Manager	19	\$210	Construction Mgr. III	13	\$130
Division Manager	18	\$190	Construction Mgr. II	12	\$110
Division Manager	17	\$185	Constr Technician IV	12	\$115
Division Manager	16	\$155	Constr Technician III	11	\$110
Operations Manager	18	\$170	Constr Technician II	10	\$90
Operations Manager	17	\$165	Constr Technician I	9-9	\$80
Operations Manager	16	\$140			
			CADD Supervisor	12	\$110
Sr Consultant	19-21	\$215	CADD Tech Lead	12	\$115
Sr Consultant	17-18	\$195	CADD Operator III	11	\$105
Sr Engineer	17	\$175	CADD Operator II	9-10	\$80
Sr Engineer	16	\$165	CADD Operator I	8	\$70
Sr Engineer	15	\$150			
Engineer IV	14	\$130	Sr. GIS Analyst	11	\$100
Engineer III	13	\$125	GIS Technician	10	\$90
Engineer III	12	\$115	GIS Technician	9	\$85
Engineer II	11	\$105			
Engineer I	10	\$95	Survey Supervisor	14	\$135
Engineering Technician	9	\$80	Sr Surveyor	13	\$135
			Sr Surveyor	12	\$115
Sr. Designer	16-17	\$160	Surveyor III	11	\$105
Sr. Designer	15	\$145	Surveyor II	10	\$85
Designer IV	14	\$140	Surveyor I	9	\$70
Designer III	13	\$125	Jr Surveyor	8	\$65
Designer III	11-12	\$115			
Designer II	11	\$100	Production Manager	12	\$125
Designer II	9-10	\$95	Word Proc Mgr Editor	11	\$105
Designer I	9-10	\$90	Technical Editor	10	\$100
			Word Processing Specialist	9	\$90
Sr Planner	17	\$180	Sr Word Processor	8	\$75
Sr. Planner	16	\$160	Word Processor	7	\$65
Sr. Planner	15	\$140			
Planner IV	14	\$120	Sr. Graphic Artist	10	\$105
Planner III	12-13	\$110	Graphic Artist	9	\$85
Planner II	11	\$95			
Planner I	10	\$85	Project Controls Specialist	11	\$100
			Project Coordination Supervisor	11	\$95
Sr. Toxicologist	17	\$195	Sr Project Coordinator	10	\$90
Sr. Toxicologist	16-16	\$155	Project Coordinator	9	\$85
Toxicologist IV	14	\$130	Sr Technical Aide	8	\$75
Toxicologist III	12-13	\$115	Technical Aide	7	\$70
Toxicologist II	11	\$90			
Toxicologist I	10	\$85	Staff Accountant	10	\$100
			Sr. Project Accountant	10	\$90
Sr. Scientist/Biologist	17	\$170	Sr. Accounting Specialist	10	\$85
Sr. Scientist/Biologist	16	\$160	Project Accountant	9	\$80
Sr. Scientist/Biologist	15	\$145	Project Accountant	8	\$75
Scientist/Biologist IV	14-15	\$130			
Scientist/Biologist III	13	\$115	Office Admin Manager	12-14	\$125
Scientist/Biologist III	12	\$110	Office Administrator	10	\$90
Scientist/Biologist II	11	\$100	Sr Admin Assist	9	\$90
Scientist/Biologist I	10	\$85	Sr Admin Assist	8	\$70
			Admin Assistant	6-7	\$65
Sr Hydrogeologist	17	\$165	Receptionist	6	\$55
Sr Hydrogeologist	16	\$160	Office Clerk	4	\$45
Sr Hydrogeologist	15	\$145	Sr. LAN Admin	13	\$105
Hydrogeologist IV	14	\$115	LAN Admin I	11-12	\$100
Hydrogeologist III	12-13	\$110	Information Resource Manager	13	\$120
Hydrogeologist II	11	\$90	Librarian	11	\$85
Hydrogeologist I	10	\$85	Library Specialist	9	\$75
			Library Assistant	6	\$60
Environmental Technician III	10	\$105			
Environmental Technician II	9	\$85	Expert Witness		\$250
Environmental Technician I	8	\$75	Value Engineering		\$250

Direct project expenses and reproduction costs are billed at cost plus 18%.
 Public hearing testimony services are billed at hourly rates plus 30%.