

ROSEVILLE
REQUEST FOR COUNCIL ACTION

Date: November 28, 2022
Item No.: 10.h

Department Approval



City Manager Approval



Item Description: Approve Professional Service Agreement for Water System Analysis

BACKGROUND

The City of Roseville purchases its water from Saint Paul Regional Water System (SPRWS). The current agreement expires at the end of 2024. The City of Roseville supplies water to the City of Arden Hills. This agreement also expires at the end of 2024. In order to prepare to re-negotiate both of these expiring agreements, the City looked to hire a consultant to complete two major tasks:

- Task 1 – Review of SPRWS Water System Study
- Task 2 – Service to Arden Hills – Cost of Service and Rate Design

For Task 1, every few years SPRWS performs a “cost of services study” for wholesale customers, which includes Little Canada and Roseville. They last did studies in 2017 and 2019. Their consultant completed a draft report in September 2022 for cities to review. The City’s consultant would review the report to make sure the analysis is fair to the City. If issues are found with the analysis, the City will work with SPRWS to revise the rates accordingly.

For Task 2, the City currently has a spreadsheet that tries to capture the fixed costs of the water system that are associated with providing water to the City of Arden Hills. The spreadsheet has been updated every few years as costs have changed, but an overall analysis of the structure of the base rate and the assumptions into the spreadsheet have not been completed in at least 10 years. AE2S completed a water model study in 2017 so they are familiar with our water system and how it interacts with the Arden Hills system. They will be able to review the systems and better establish the costs properly that can be applied to Arden Hills based on industry standards. It is anticipated, based on this analysis, that a new base rate structure for Arden Hills will be determined. This will likely be incorporated into the new agreement starting in 2025.

Based on the agreement, Task 1 work will be completed this year and Task 2 work will be completed by May 30, 2023. Costs to perform this analysis are estimated to be \$22,400.

FINANCIAL IMPACTS

The estimated cost of this agreement is \$22,400. All costs for the study would be paid by the water fund.

The analysis completed under this contract should allow the City to better capture fixed costs on the water system from Arden Hills.

STAFF RECOMMENDATION

Staff recommends the City Council approve the professional service agreement with AE2S Nexus.

31 **REQUESTED COUNCIL ACTION**

32 Motion to approve the professional service agreement with AE2S Nexus.

Prepared by: Jesse Freihammer, PE, Public Works Director
Attachments: A: Professional Service Agreement
B: AE2S Nexus Proposal

Standard Agreement for Professional Services

This Agreement (“Agreement”) is made on the 28th day of November, 2022, between the City of Roseville, a municipal corporation (hereinafter “City”), and AE2S, a domestic corporation (hereinafter “Consultant”).

Preliminary Statement

The City has adopted a policy regarding the selection and hiring of consultants to provide a variety of professional services for City projects. That policy requires that persons, firms or corporations providing such services enter into written agreements with the City. The purpose of this Agreement is to set forth the terms and conditions for the performance of professional services by the Consultant.

The City and Consultant agree as follows:

1. ***Scope of Work Proposal.*** The Consultant agrees to provide the professional services shown in Exhibit “A” attached hereto (“Work”) in consideration for the compensation set forth in Provision 3 below. The terms of this Agreement shall take precedence over and supersede any provisions and/or conditions in any proposal submitted by the Consultant.
2. ***Term.*** The term of this Agreement shall be from November 28, 2022, the date of signature by the parties notwithstanding.
3. ***Compensation for Services.*** The City agrees to pay the Consultant a not-to-exceed amount of \$22,400 as compensation as described in Exhibit A attached hereto for the Work, subject to the following:
 - A. Any changes in the Work which may result in an increase to the compensation due the Consultant shall require prior written approval of the City. The City will not pay additional compensation for Work that does not have such prior written approval.
 - B. Third party independent contractors and/or subcontractors may be retained by the Consultant when required by the complex or specialized nature of the Work when authorized in writing by the City. The Consultant shall be responsible for and shall pay all costs and expenses payable to such third party contractors unless otherwise agreed to by the parties in writing.
4. ***City Representative and Special Requirements:***
 - A. The Public Works Director shall act as the City’s representative with respect to the Work to be performed under this Agreement. Such representative shall have authority to transmit instructions, receive information and interpret and define the City’s policies and decisions with respect to the Work to be performed under this Agreement, but shall not have the right to enter into contracts or make binding agreements on behalf of the City with respect to the Work or this Agreement. The City may change the City’s representative at any time by notifying the Consultant of such change in writing.
 - B. In the event that the City requires any special conditions or requirements relating to the Work and/or this Agreement, such special conditions and requirements are stated in Exhibit C attached hereto. The parties agree that such special conditions and requirements are incorporated into and made a binding part of this Agreement and the Consultant agrees to perform the Work in accordance with, and that this Agreement shall be subject to, the conditions and requirements set forth in Exhibit C.

5. **Method of Payment.** The Consultant shall submit to the City, on a monthly basis, an itemized invoice for Work performed under this Agreement. Invoices submitted shall be paid in the same manner as other claims made to the City. Invoices shall contain the following:
- A. For Work reimbursed on an hourly basis, the Consultant shall indicate for each employee, his or her name, job title, the number of hours worked, rate of pay for each employee, a computation of amounts due for each employee, and the total amount due for each project task. For all other Work, the Consultant shall provide a description of the Work performed and the period to which the invoice applies. For reimbursable expenses, if provided for in Exhibit A, the Consultant shall provide an itemized listing and such documentation of such expenses as is reasonably required by the City. In addition to the foregoing, all invoices shall contain, if requested by the City, the City's project number, a progress summary showing the original (or amended) amount of the Agreement, the current billing, past payments, the unexpended balance due under the Agreement, and such other information as the City may from time to time reasonably require.
 - B. To receive any payment pursuant to this Agreement, the invoice must include the following statement dated and signed by the Consultant: "I declare under penalty of perjury that this account, claim, or demand is just and correct and that no part of it has been paid."
- The payment of invoices shall be subject to the following provisions:
- A. The City shall have the right to suspend the Work to be performed by the Consultant under this Agreement when it deems necessary to protect the City, residents of the City or others who are affected by the Work. If any Work to be performed by the Consultant is suspended in whole or in part by the City, the Consultant shall be paid for any services performed prior to the delivery upon the Consultant of the written notice from the City of such suspension.
 - B. The Consultant shall be reimbursed for services performed by any third party independent contractors and/or subcontractors only if the City has authorized the retention of and has agreed to pay such persons or entities pursuant to Section 3B above.
6. **Project Manager and Staffing.** The Consultant has designated Jacob D. Strombeck ("Project Contacts") to perform and/or supervise the Work, and as the persons for the City to contact and communicate with regarding the performance of the Work. The Project Contacts shall be assisted by other employees of the Consultant as necessary to facilitate the completion of the Work in accordance with the terms and conditions of this Agreement. The Consultant may not remove or replace the Project Contacts without the prior approval of the City.
7. **Standard of Care.** All Work performed by the Consultant under this Agreement shall be in accordance with the normal standard of care in Ramsey County, Minnesota, for professional services of like kind.
8. **Audit Disclosure.** Any reports, information, data and other written documents given to, or prepared or assembled by the Consultant under this Agreement which the City requests to be kept confidential shall not be made available by the Consultant to any individual or organization without the City's prior written approval. The books, records, documents and accounting procedures and practices of the Consultant or other parties relevant to this Agreement are subject to examination by the City and either the Legislative Auditor or the State Auditor for a period of six (6) years after the effective date of this Agreement. The Consultant shall at all times abide by Minn. Stat. § 13.01 et seq. and the Minnesota Government Data Practices Act, to the extent the Act is applicable to data, documents, and other information in the possession of the Consultant.

9. **Termination.** This Agreement may be terminated at any time by the City, with or without cause, by delivering to the Consultant at the address of the Consultant set forth in Provision 26 below, a written notice at least ten (10) days prior to the date of such termination. The date of termination shall be stated in the notice. Upon termination the Consultant shall be paid for services rendered (and reimbursable expenses incurred if required to be paid by the City under this Agreement) by the Consultant through and until the date of termination so long as the Consultant is not in default under this Agreement. If the City terminates this Agreement because the Consultant is in default of its obligations under this Agreement, no further payment shall be payable or due to the Consultant following the delivery of the termination notice, and the City may, in addition to any other rights or remedies it may have at law or in equity, retain another consultant to undertake or complete the Work to be performed hereunder.
10. **Subcontractor.** The Consultant shall not enter into subcontracts for services provided under this Agreement without the express written consent of the City. The Consultant shall promptly pay any subcontractor involved in the performance of this Agreement as required by the State Prompt Payment Act.
11. **Independent Consultant.** At all times and for all purposes herein, the Consultant is an independent contractor and not an employee of the City. No statement herein shall be construed so as to find the Consultant an employee of the City.
12. **Non-Discrimination.** During the performance of this Agreement, the Consultant shall not discriminate against any person, contractor, vendor, employee or applicant for employment because of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation or age. The Consultant shall post in places available to employees and applicants for employment, notices setting forth the provision of this non-discrimination clause and stating that all qualified applicants will receive consideration for employment. The Consultant shall incorporate the foregoing requirements of this Provision 12 in all of its subcontracts for Work done under this Agreement, and will require all of its subcontractors performing such Work to incorporate such requirements in all subcontracts for the performance of the Work. The Consultant further agrees to comply with all aspects of the Minnesota Human Rights Act, Minnesota Statutes 363.01, et. seq., Title VI of the Civil Rights Act of 1964, and the Americans with Disabilities Act.
13. **Assignment.** The Consultant shall not assign this Agreement, nor its rights and/or obligations hereunder, without the prior written consent of the City.
14. **Services Not Provided For.** No claim for services furnished by the Consultant not specifically provided for herein shall be paid by the City.
15. **Compliance with Laws and Regulations.** The Consultant shall abide with all federal, state and local laws, statutes, ordinances, rules and regulations in the performance of the Work. The Consultant and City, together with their respective agents and employees, agree to abide by the provisions of the Minnesota Data Practices Act, Minnesota Statutes Section 13, as amended, and Minnesota Rules promulgated pursuant to Chapter 13. Any violation by the Consultant of statutes, ordinances, rules and regulations pertaining to the Work to be performed shall constitute a material breach of this Agreement and entitle the City to immediately terminate this Agreement.
16. **Waiver.** Any waiver by either party of a breach of any provisions of this Agreement shall not affect, in any respect, the validity of the remainder of this Agreement or either parties ability to enforce a subsequent breach.

17. **Indemnification.** To the fullest extent permitted by law, the Consultant agrees to defend, indemnify and hold the City, and its mayor, council members, officers, agents, employees and representatives harmless from and against all liability, claims, damages, costs, judgments, losses and expenses, including but not limited to reasonable attorney's fees, arising out of or resulting from any act or omission of the Consultant, its officers, agents, employees, contractors and/or subcontractors pertaining to the execution, performance or failure to adequately perform the Work and/or its obligations under this Agreement.

18. Insurance.

A. General Liability. Prior to starting the Work and during the full term of this Agreement, the Consultant shall procure, maintain and pay for such insurance as will protect against claims for bodily injury or death, and for damage to property, including loss of use, which may arise out of operations by the Consultant or by any subcontractor of the Consultant, or by anyone employed by any of them, or by anyone for whose acts any of them may be liable. Such insurance shall include, but not be limited to, minimum coverages and limits of liability specified in this Provision 18 or such greater coverages and amounts as are required by law. Except as otherwise stated below, the policies shall name the City as an additional insured for the Work provided under this Agreement and shall provide that the Consultant's coverage shall be primary and noncontributory in the event of a loss.

B. The Consultant shall procure and maintain the following minimum insurance coverages and limits of liability with respect to the Work:

Worker's Compensation:	Statutory Limits
Commercial General Liability:	\$1,000,000 per occurrence \$1,000,000 general aggregate \$1,000,000 products – completed operations aggregate \$5,000 medical expense
Comprehensive Automobile Liability:	\$1,000,000 combined single limit (shall include coverage for all owned, hired and non-owned vehicles).

C. The Commercial General Liability policy(ies) shall be equivalent in coverage to ISO form CG 0001, and shall include the following:

- (i) Personal injury with Employment Exclusion (if any) deleted;
- (ii) Broad Form Contractual Liability coverage; and
- (iii) Broad Form Property Damage coverage, including Completed Operations.

D. During the entire term of this Agreement, and for such period of time thereafter as is necessary to provide coverage until all relevant statutes of limitations pertaining to the Work have expired, the Consultant shall procure, maintain and pay for professional liability insurance, satisfactory to the City, which insures the payment of damages for liability arising out of the performance of professional services for the City, in the insured's capacity as the Consultant, if such liability is caused by an error, omission, or negligent act of the insured or any person or organization for whom the insured is liable. Said policy shall provide an aggregate limit of at least \$2,000,000.00.

- E. The Consultant shall maintain in effect all insurance coverages required under this Provision 18 at Consultant's sole expense and with insurance companies licensed to do business in the state in Minnesota and having a current A.M. Best rating of no less than A-, unless otherwise agreed to by the City in writing. In addition to the requirements stated above, the following applies to the insurance policies required under this Provision:
- (i) All policies, except the Professional Liability Insurance Policy, shall be written on an "occurrence" form ("claims made" and "modified occurrence" forms are not acceptable);
 - (ii) All policies, except the Professional Liability Insurance Policy and the Worker's Compensation Policy, shall name "the City of Roseville" as an additional insured;
 - (iii) All policies, except the Professional Liability Insurance Policy and the Worker's Compensation Policy, shall insure the defense and indemnify obligations assumed by Consultant under this Agreement; and
 - (iv) All policies shall contain a provision that coverages afforded thereunder shall not be canceled or non-renewed or restrictive modifications added, without thirty (30) days prior written notice to the City.

A copy of: (i) a certification of insurance satisfactory to the City, and (ii) if requested, the Consultant's insurance declaration page, riders and/or endorsements, as applicable, which evidences the compliance with this Paragraph 18, must be filed with the City prior to the start of Consultant's Work. Such documents evidencing insurance shall be in a form acceptable to the City and shall provide satisfactory evidence that the Consultant has complied with all insurance requirements. Renewal certificates shall be provided to the City prior to the expiration date of any of the required policies. The City will not be obligated, however, to review such declaration page, riders, endorsements or certificates or other evidence of insurance, or to advise Consultant of any deficiencies in such documents, and receipt thereof shall not relieve the Consultant from, nor be deemed a waiver of, the City's right to enforce the terms of the Consultant's obligations hereunder. The City reserves the right to examine any policy provided for under this Provision 18.

19. **Ownership of Documents.** All plans, diagrams, analysis, reports and information generated in connection with the performance of this Agreement ("Information") shall become the property of the City, but the Consultant may retain copies of such documents as records of the services provided. The City may use the Information for any reasons it deems appropriate without being liable to the Consultant for such use. The Consultant shall not use or disclose the Information for purposes other than performing the Work contemplated by this Agreement without the prior consent of the City.
20. **Annual Review.** Prior to January 1 of each year of this Agreement, the City shall have the right to conduct a review of the performance of the Work performed by the Consultant under this Agreement. The Consultant agrees to cooperate in such review and to provide such information as the City may reasonably request. Following each performance review the parties shall, if requested by the City, meet and discuss the performance of the Consultant relative to the remaining Work to be performed by the Consultant under this Agreement.
21. **Conflicts.** No salaried officer or employee of the City and no member of the City Council of the City shall have a financial interest, direct or indirect, in this Agreement. The violation of this provision shall render this Agreement void.
22. **Governing Law.** This Agreement shall be controlled by the laws of the State of Minnesota.

23. **Counterparts.** This Agreement may be executed in multiple counterparts, each of which shall be considered an original.
24. **Severability.** The provisions of this Agreement are severable. If any portion hereof is, for any reason, held by a court of competent jurisdiction to be contrary to law, such decision shall not affect the remaining provisions of this Agreement.
25. **Notices.** Any notice to be given by either party upon the other under this Agreement shall be properly given: a) if delivered personally to the City Manager if such notice is to be given to the City, or if delivered personally to an officer of the Consultant if such notice is to be given to the Consultant, b) if mailed to the other party by United States registered or certified mail, return receipt requested, postage prepaid, addressed in the manner set forth below, or c) if given to a nationally, recognized, reputable overnight courier for overnight delivery to the other party addressed as follows:

If to City: City of Roseville
 Roseville City Hall
 2660 Civic Center Drive
 Roseville, MN 55113
 Attn: City Manager

If to Consultant: AE2S Nexus
 6901 East Fish Lake Road, Suite 184
 Water Tower Place Business Center
 Maple Grove, MN 55369
 Attn: Jacob Strombeck

Notices shall be deemed effective on the date of receipt if given personally, on the date of deposit in the U.S. mails if mailed, or on the date of delivery to an overnight courier if so delivered; provided, however, if notice is given by deposit in the U.S. mails or delivery to an overnight courier, the time for response to any notice by the other party shall commence to run one business day after the date of mailing or delivery to the courier. Any party may change its address for the service of notice by giving written notice of such change to the other party, in any manner above specified, 10 days prior to the effective date of such change.

26. **Entire Agreement.** Unless stated otherwise in this Provision 27, the entire agreement of the parties is contained in this Agreement and its exhibits. This Agreement supersedes all prior oral agreements and negotiations between the parties relating to the subject matter hereof as well as any previous agreements presently in effect between the parties relating to the subject matter hereof. Any alterations, amendments, deletions, or waivers of the provisions of this Agreement shall be valid only when expressed in writing and duly signed by the parties, unless otherwise provided herein. The following agreements supplement and are a part of this Agreement: none.

IN WITNESS WHEREOF, the undersigned parties have entered into this Agreement as of the date set forth above.

CITY OF ROSEVILLE

By: _____
Mayor

By: _____
City Manager

AE2S Nexus

By: _____
Jacob D. Strombeck

Its: Nexus Practice Leader



November 18, 2022

Jesse Freihammer, P.E.
 Interim Public Works Director / City Engineer
 2660 Civic Center Drive
 Roseville, MN 55113

**RE: Letter Agreement
 Roseville Water Utility Financial Services**

Dear Mr. Freihammer:

Advanced Engineering and Environmental Services, LLC (d/b/a “AE2S Nexus”) proposes to complete Water Utility Financial Services for the City of Roseville, Minnesota, referred to herein as CLIENT.

This is an Agreement between CLIENT and AE2S Nexus effective upon approval of the CLIENT.

Scope of Services

1. **Task 1 – Review of St. Paul Regional Water System Study:** AE2S Nexus will review the methodology applied to assign cost to Roseville, summarize our understanding of the rationale behind the approach, and provide any recommendations for providing feedback to St. Paul RWS, if appropriate. Specific tasks include:
 - 1.1 Review Report
 - 1.2 Prepare Summary of findings
 - 1.3 Hold review meeting with City Staff

2. **Task 2 – Service to Arden Hills – Cost of Service and Rate Design:** A Cost of Service Analysis (COSA) is critical to setting rates and charges for service that are commensurate with the benefits received. Said more simply, a COSA is performed to ensure that those causing the costs are paying for the costs. This task will review the utility budgets to understand how the individual line items lead to delivering water service to your customers, specifically Arden Hills. We will use the industry standard COSA approach that consists of a three-step procedure of 1) Functionalization, 2) Classification, and 3) Allocation. The results of the COSA will provide a reference upon which we can base evaluation of alternative rate design approaches for Arden Hills. Specific tasks include:
 - 2.1 Review Current Rate Setting Approach
 - 2.2 Information Request and Data Review
 - 2.3 Kickoff Meeting/Discussion
 - 2.4 Develop Test Year Revenue Requirements
 - 2.5 Cost of Service Analysis (Arden Hills + Remainder City)
 - 2.6 Revenue Requirements Projections (including CIP Review) and Assignment of Arden Hill Cost Share

- 2.7 Arden Hills Rate Design and Forecast
- 2.8 Results Review Meeting with City Staff
- 2.9 Prepare Tech Memo documenting results

Additional Services

Services resulting from significant changes in the general scope, extent, or character of the Assignment are not included as a part of the general Scope of Services. If authorized in writing by the CLIENT, AE2S Nexus will provide services beyond the scope of this Agreement on an hourly basis in accordance with the Hourly Fee Schedule attached as Exhibit B.

CLIENT's Responsibility

CLIENT shall do the following in a timely manner, so as not to delay the services of AE2S Nexus:

1. Designate a person to act as CLIENT's representative with respect to the services to be rendered under this Agreement. Such person shall have complete authority to transmit instructions, receive information, and interpret and define CLIENT's policies and decisions with respect to services for the Assignment.
2. Provide relevant information regarding requirements for the Assignment. AE2S Nexus shall be entitled to use and rely upon all information provided by CLIENT or others in performing AE2S's services under this Agreement.
3. CLIENT shall, so long as AE2S Nexus is not in default, promptly pay AE2S for such services as have been performed satisfactorily hereunder in accordance with the fee terms set forth herein.

AE2S Nexus shall be entitled to use and rely upon all information provided by CLIENT or others in performing AE2S Nexus's services under this Agreement. CLIENT shall bear all costs incident to compliance with its responsibilities pursuant to this paragraph.

Fees

We currently estimate the total fee, based on hourly billing rates plus expenses, at \$22,400.

Standard Terms and Conditions

Standard terms and conditions of this Agreement between CLIENT and AE2S Nexus are specified in Exhibit A.

Performance Schedule

Upon approval, AE2S Nexus is prepared to immediately initiate work on this project with the intent of providing results for Task 1 by December 31, 2022, if all necessary data is readily available. Task 2 will be completed by May 30, 2023. This agreement may be terminated with at least seven days prior written notice to the other party.

Contract Documents

This Agreement includes the following documents, incorporated herein by reference:

1. Exhibit A - Terms and Conditions; and
2. Exhibit B - Hourly Fee and Expense Schedule.

There are no contract documents other than this Agreement and those documents listed above.

AE2S Nexus Designated Representative

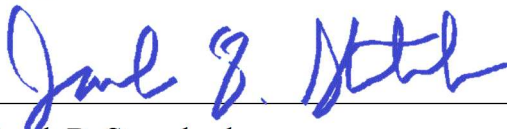
Jacob Strombeck
Water Tower Business Center
6901 E Fish Lake Rd, Suite 184
Maple Grove, MN 55369
Jacob.Strombeck@ae2s.com
Phone: 701.866.3808

Acceptance

If this Agreement sets forth your understanding of our agreement, including the scope of work desired, fees, terms, and conditions, please sign in the space provided and return a copy to AE2S Nexus. Thank you for the opportunity to assist in this project and we look forward to working with you.

Sincerely,

AE2S Nexus

By: 

Jacob D. Strombeck
Nexus Practice Leader

Accepted this _____ day of
_____, 20__

By: _____

Name and Title

This is EXHIBIT B, consisting of 2 pages, referred to in and part of the Agreement between Client and AE2S Nexus for professional consulting services dated November 18, 2022

2022 Hourly Fee and Expense Schedule

Labor Rates*

Administrative 1	\$61.00	I&C Assistant	\$98.00
Administrative 2	\$74.00	I&C 1	\$138.00
Administrative 3	\$89.00	I&C 2	\$160.00
Communications Specialist 1	\$98.00	I&C 3	\$183.00
Communications Specialist 2	\$113.00	I&C 4	\$194.00
Communications Specialist 3	\$131.00	I&C 5	\$203.00
Communications Specialist 4	\$158.00	IT 1	\$117.00
Communications Specialist 5	\$173.00	IT 2	\$159.00
Construction Services 1	\$118.00	IT 3	\$190.00
Construction Services 2	\$145.00	Land Surveyor Assistant	\$90.00
Construction Services 3	\$160.00	Land Surveyor 1	\$108.00
Construction Services 4	\$180.00	Land Surveyor 2	\$129.00
Construction Services 5	\$198.00	Land Surveyor 3	\$145.00
Engineering Assistant 1	\$77.00	Land Surveyor 4	\$160.00
Engineering Assistant 2	\$92.00	Land Surveyor 5	\$177.00
Engineering Assistant 3	\$116.00	Operations Specialist 1	\$93.00
Engineer 1	\$125.00	Operations Specialist 2	\$113.00
Engineer 2	\$148.00	Operations Specialist 3	\$140.00
Engineer 3	\$177.00	Operations Specialist 4	\$158.00
Engineer 4	\$203.00	Operations Specialist 5	\$184.00
Engineer 5	\$215.00	Project Coordinator 1	\$109.00
Engineering Technician 1	\$75.00	Project Coordinator 2	\$121.00
Engineering Technician 2	\$96.00	Project Coordinator 3	\$132.00
Engineering Technician 3	\$117.00	Project Coordinator 4	\$148.00
Engineering Technician 4	\$131.00	Project Coordinator 5	\$167.00
Engineering Technician 5	\$149.00	Project Manager 1	\$188.00
Financial Analyst 1	\$104.00	Project Manager 2	\$206.00
Financial Analyst 2	\$118.00	Project Manager 3	\$223.00
Financial Analyst 3	\$142.00	Sr. Designer 1	\$165.00
Financial Analyst 4	\$155.00	Sr. Designer 2	\$183.00
Financial Analyst 5	\$172.00	Sr. Designer 3	\$194.00
GIS Specialist 1	\$98.00	Sr. Financial Analyst 1	\$194.00
GIS Specialist 2	\$118.00	Sr. Financial Analyst 2	\$212.00
GIS Specialist 3	\$139.00	Sr. Financial Analyst 3	\$231.00
GIS Specialist 4	\$155.00	Sr. Project Manager 1	\$235.00
GIS Specialist 5	\$173.00	Sr. Project Manager 2	\$254.00
		Sr. Project Manager 3	\$265.00
		Technical Expert 1	\$320.00
		Technical Expert 2	Negotiable

*These rates are subject to adjustment each year on January 1

Position titles are for labor rate grade purposes only.

Reimbursable Expense Rates

Transportation	\$0.65/mile
Survey Vehicle	\$0.85/mile
Laser Printouts/Photocopies	\$0.30/copy
Plotter Printouts	\$1.00/s.f.
UAS - Photo/Video Grade	\$100.00/day
Total Station – Robotic	\$35.00/hour
Mapping GPS	\$25.00/hour
Fast Static/RTK GPS	\$50.00/hour
All-Terrain Vehicle/Boat	\$100.00/day
Cellular Modem	\$75.00/month
Web Hosting	\$26.00/month
Legal Services Reimbursement	\$250.00/hour
Outside Services	cost *1.15
Geotechnical Services	cost *1.30
Out of Pocket Expenses	cost*1.15
Rental Car	cost*1.20
Project Specific Equipment	Negotiable.

* Position titles are for labor rate grade purposes only.

These rates are subject to adjustment each year on January 1.