

PW032916-06 4/4/16

REQUEST AUTHORIZATION FOR MAYOR AND FINANCE OFFICER TO SIGN PROFESSIONAL SERVICES AGREEMENT OR AMENDMENT

Date: March 29, 2014

Project Name & Number: Water Rights Acquisition Assistance; Project No. 16-2314 CIP #: 50303

Project Description: The agreement will provide the City of Rapid City with technical assistance and expertise in identifying, quantifying, acquiring and transfer of available surface water and groundwater water rights.

Consultant: RESPEC, Inc.

Original Contract Amount: \$150,000.00 Original Contract Date: April 4, 2016 Original Completion Date: April 4, 2019

Addendum No:

Amendment Description:

Current Contract Amount:	_____	Current Completion Date:	_____
Change Requested:	_____		
New Contract Amount:	\$0.00	New Completion Date:	_____

Funding Source This Request:

Amount	Dept.	Line Item	Fund	Comments
\$150,000.00	933	4223	602	
	Total			

Agreement Review & Approvals

[Signature] 3/16/14
 Project Manager Date

[Signature] 3/20/14
 Compliance Specialist Date

[Signature] 3/29/14
 City Attorney Date

[Signature] 3-22-14
 Division Manager Date

[Signature] 3-22-14
 Department Director Date

ROUTING INSTRUCTIONS

Route two originals of the Agreement for review and signatures.
 Finance Office - Retain one original
 Project Manager - Retain second original for delivery to Consultant
 cc: Public Works
 Engineering
 Project Manager

FINANCE OFFICE USE ONLY

(Note to Finance: Please write date of Agreement in appropriate space in the Agreement document)

	Date	Initials	Approved
Appropriation	3/23/16	OH	Y N
Cash Flow			Y N

**Agreement Between City of Rapid City and RESPEC, Inc.
for Professional Services for Water Rights Acquisition Assistance,
Project No. 16-2314 CIP No. 50303**

AGREEMENT made April 4, 2016 between the City of Rapid City, SD (City) and RESPEC, Inc., (Engineer), located at 3824 Jet Drive, Rapid City, SD 57701. City intends to obtain services for Water Rights Acquisition Assistance Project No. 16-2314, CIP No. 50303. The scope of services is as described in Exhibits A, B and C.

The City and the Engineer agree as follows:

The Engineer shall provide professional engineering services for the City in all phases of the Project as defined in Exhibits A, B and C, serve as the City's professional engineering representative for the Project, and give professional engineering consultation and advice to the City while performing its services.

Section 1—Basic Services of Engineer

1.1 General

- 1.1.1 The Engineer shall perform professional services described in this agreement, which include customary engineering services. Engineer intends to serve as the City's professional representative for those services as defined in this agreement and to provide advice and consultation to the City as a professional. Any opinions of probable project cost, approvals, and other decisions provided by Engineer for the City are rendered on the basis of experience and qualifications and represent Engineer's professional judgment.
- 1.1.2 All work shall be performed by or under the direct supervision of a professional Engineer licensed to practice in South Dakota.
- 1.1.3 All documents including Drawings and Specifications provided or furnished by Engineer pursuant to this Agreement are instruments of service in respect of the Project and Engineer shall retain an ownership therein. Reuse of any documents pertaining to this project by the City on extensions of this project or on any other project shall be at the City's risk. The City agrees to defend, indemnify, and hold harmless Engineer from all claims, damages, and expenses including attorney's fees arising out of such reuse of the documents by the City or by others acting through the City.

1.2 Scope of Work

The Engineer shall:



- 1.2.1 Consult with the City, other agencies, groups, consultants, and/or individuals to clarify and define requirements for the Project and review available data.
- 1.2.2 Perform the tasks described in the Scope of Services. (See Exhibits A and B.)

Section 2—Information Provided by City

The City will provide any information in its possession for the project at no cost to the Engineer.

Section 3—Notice to Proceed

The City will issue a written notification to the Engineer to proceed with the work. The Engineer shall not start work prior to receipt of the written notice. The Engineer shall not be paid for any work performed prior to receiving the Notice to Proceed.

Section 4—Mutual Covenants

4.1 General

- 4.1.1 The Engineer shall not sublet or assign any part of the work under this Agreement without written authority from the City.
- 4.1.2 The City and the Engineer each binds itself and partners, successors, executors, administrators, assigns, and legal representatives to the other party to this agreement and to the partners, successors, executors, administrators, assigns, and legal representatives of such other party, regarding all covenants, agreements, and obligations of this agreement.
- 4.1.3 Nothing in this agreement shall give any rights or benefits to anyone other than the City and the Engineer.
- 4.1.4 This agreement constitutes the entire agreement between the City and the Engineer and supersedes all prior written or oral understandings. This agreement may only be amended, supplemented, modified, or canceled by a duly executed written instrument.
- 4.1.5 The Engineer shall make such revisions in plans which may already have been completed, approved, and accepted by the City, as are necessary to correct Engineer's errors or omissions in the plans, when requested to do so by the City, without extra compensation therefore.



- 4.1.6 If the City requests that previously satisfactorily completed and accepted plans or parts thereof be revised, the Engineer shall make the revisions requested by the City. This work shall be paid for as extra work.
- 4.1.7 If the City changes the location from the one furnished to the Engineer, or changes the basic design requiring a new survey for the portions so changed, the redesign will be paid for as extra work.
- 4.1.8 The City may at any time by written order make changes within the general scope of this Agreement in the work and services to be performed by the Engineer. Any changes which materially increase or reduce the cost of or the time required for the performance of the Agreement shall be deemed a change in the scope of work for which an adjustment shall be made in the Agreement price or of the time for performance, or both, and the Agreement shall be modified in writing accordingly. Additional work necessary due to the extension of project limits shall be paid for as extra work.
- 4.1.9 Extra work, as authorized by the City, will be paid for separately and be in addition to the consideration of this Section.
- 4.1.10 For those projects involving conceptual or process development services, activities often cannot be fully defined during the initial planning. As the project does progress, facts and conditions uncovered may reveal a change in direction that may alter the scope of services. Engineer will promptly inform the City in writing of such situations so that changes in this agreement can be renegotiated.
- 4.1.11 This Agreement may be terminated (a) by the City with or without cause upon seven days' written notice to the Engineer and (b) by the Engineer for cause upon seven days' written notice to the City. If the City terminates the agreement without cause, the Engineer will be paid for all services rendered and all reimbursable expenses incurred prior to the date of termination.
- If termination is due to the failure of the Engineer to fulfill its agreement obligations, the City may take over the work and complete it. In such case, the Engineer shall be liable to the City for any additional cost to the extent directly resulting from Engineer's action.
- 4.1.12 The City or its duly authorized representatives may examine any books, documents, papers, and records of the Engineer involving transactions related to this agreement for three years after final



payment. All examinations will be performed at reasonable times, with proper notice. Engineer's documentation will be in a format consistent with general accounting procedures.

- 4.1.13 The City shall designate a representative authorized to act on the City's behalf with respect to the Project. The City or such authorized representative shall render decisions in a timely manner pertaining to documents submitted by the Engineer in order to avoid unreasonable delay in the orderly and sequential progress of the Engineer's services.
- 4.1.14 Costs and schedule commitments shall be subject to renegotiation for delays caused by the City's failure to provide specified facilities or information or for delays caused by other parties, excluding sub-contractors and sub-consultants, unpredictable occurrences including without limitation, fires, floods, riots, strikes, unavailability of labor or materials, delays or defaults by suppliers of materials or services, process shutdowns, acts of God, or the public enemy, or acts of regulations of any governmental agency or any other conditions or circumstances beyond the control of the City or Engineer. Temporary delays of services caused by any of the above which results in additional costs beyond those outlined may require renegotiation of this agreement.
- 4.1.15 The City will give prompt written notice to the Engineer if the City becomes aware of any fault or defect in the Project or nonconformance with the Project Documents.
- 4.1.16 Unless otherwise provided in this Agreement, the Engineer and the Engineer's consultants shall have no responsibility for the discovery, presence, handling, removal or disposal of, or exposure of persons to hazardous materials in any form at the project site, including but not limited to asbestos products, polychlorinated biphenyl (PCB), or other toxic substances.
- 4.1.17 In the event asbestos or toxic materials are encountered at the jobsite, or should it become known in any way that such materials may be present at the jobsite or any adjacent areas that may affect the performance of Engineer's services, Engineer may, at their option and without liability for consequential or any other damages, suspend performance of services on the project until the City retains appropriate specialist CONSULTANT(S) or contractor(s) to identify, abate, and/or remove the asbestos or hazardous or toxic materials.



- 4.1.18 This agreement, unless explicitly indicated in writing, shall not be construed as giving Engineer the responsibility or authority to direct or supervise construction means, methods, techniques, sequences, or procedures of construction selected by any contractors or subcontractors or the safety precautions and programs incident to the work of any contractors or subcontractors.
- 4.1.19 Neither the City nor the Engineer, nor its Consultants, shall hold the other liable for any claim based upon, arising out of, or in any way involving the discharge, dispersal, release or escape of smoke, vapors, soot, fumes, acids, alkalis, toxic chemicals, liquids, or gases, waste materials, or other irritants, contaminants, or pollutants.
- 4.1.20 Neither the City nor the Engineer, nor its Consultants, shall hold the other liable for any claim based upon, arising out of, or any way involving the specification or recommendation of asbestos, in any form, or any claims based upon use of a product containing asbestos.
- 4.1.21 Engineer hereby represents and warrants that it does not fail or refuse to collect or remit South Dakota or City sales or use tax for transactions which are taxable under the laws of the State of South Dakota.

4.2 **City of Rapid City NonDiscrimination Policy Statement**

In compliance with Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination act of 1975, the Americans with Disabilities Act of 1990, and other nondiscrimination authorities it is the policy of the City of Rapid City, 300 Sixth Street, Rapid City, SD 57701-5035, to provide benefits, services, and employment to all persons without regard to race, color, national origin, sex, disabilities/handicaps, age, or income status. No distinction is made among any persons in eligibility for the reception of benefits and services provided by or through the auspices of the City of Rapid City.

Engineer will permit access to any and all records pertaining to hiring and employment and to other pertinent data and records for the purpose of enabling the Commission, its agencies or representatives, to ascertain compliance with the above provisions.

This section shall be binding on all subcontractors or suppliers.



Section 5—Payments to the Engineer

5.1 Schedule of Pay Rates

The City will pay the Engineer for services rendered or authorized extra work according to the Engineer's hourly rate schedule. (See Exhibit C.)

5.2 Fee

The maximum amount of the fee for the services as detailed in Section 1.2 shall not exceed \$150,000.00 unless the scope of the project is changed as outlined in Section 4. If expenses exceed the maximum amount, the Engineer shall complete the design as agreed upon here without any additional compensation. Sub task dollar amounts may be reallocated to other tasks as long as the total fee is not exceeded. Prime consultant may not mark up sub-consultant or sub-contractor services.

5.3 Progress Payments

Monthly progress payments shall be processed by the City upon receipt of the claim as computed by the Engineer based on work completed during the month at the rates established in Section 5.1 and approved by the City.

Net payment to the Engineer shall be due within forty-five (45) days of receipt by the City.

Section 6—Completion of Services

The Engineer shall complete services on a schedule agreed to by both parties upon identification and scoping of each request for work under this agreement.

Section 7—Insurance Requirements

7.1 Insurance Required

The Engineer shall secure the insurance specified below. The insurance shall be issued by insurance company(s) acceptable to the City and may be in a policy or policies of insurance, primary or excess. Certificates of all required insurance including any policy endorsements shall be provided to the City prior to or upon the execution of this Agreement.

7.2 Cancellation

The Engineer will provide the City with at least 30 days' written notice of an insurer's intent to cancel or not renew any of the insurance coverage. The Contractor agrees to hold the City harmless from any liability, including



additional premium due because of the Contractor's failure to maintain the coverage limits required.

7.3 City Acceptance of Proof

The City's approval or acceptance of certificates of insurance does not constitute City assumption of responsibility for the validity of any insurance policies nor does the City represent that the coverages and limits described in this agreement are adequate to protect the Engineer, its consultants or subcontractors interests, and assumes no liability therefore. The Engineer will hold the City harmless from any liability, including additional premium due, because of the Engineer's failure to maintain the coverage limits required.

7.4 Specific Requirements

- 7.4.1 Workers' compensation insurance with statutory limits required by South Dakota law. Coverage B-Employer's Liability coverage of not less than \$500,000 each accident, \$500,000 disease-policy limit, and \$500,000 disease-each employee.
- 7.4.2 Commercial general liability insurance providing occurrence form contractual, personal injury, bodily injury and property damage liability coverage with limits of not less than \$1,000,000 per occurrence, \$2,000,000 general aggregate, and \$2,000,000 aggregate products and completed operations. If the occurrence form is not available, claims-made coverage shall be maintained for three years after completion of the terms of this agreement. The policy shall name the City and its representatives as an additional insured.
- 7.4.3 Automobile liability insurance covering all owned, nonowned, and hired automobiles, trucks, and trailers. The coverage shall be at least as broad as that found in the standard comprehensive automobile liability policy with limits of not less than \$1,000,000 combined single limit each occurrence. The required limit may include excess liability (umbrella) coverage.
- 7.4.4 Professional liability insurance providing claims-made coverage for claims arising from the negligent acts, errors or omissions of the Engineer or its consultants, of not less than \$1,000,000 each occurrence and not less than \$1,000,000 annual aggregate. Coverage shall be maintained for at least three years after final completion of the services.



Section 8—Hold Harmless

The Engineer hereby agrees to hold the City harmless from any and all claims or liability including attorneys' fees arising out of the professional services furnished under this Agreement, and for bodily injury or property damage arising out of services furnished under this Agreement, providing that such claims or liability are the result of a negligent act, error or omission of the Engineer and/or its employees/agents arising out of the professional services described in the Agreement.

Section 9—Independent Business

The parties agree that the Engineer operates an independent business and is contracting to do work according to his own methods, without being subject to the control of the City, except as to the product or the result of the work. The relationship between the City and the Engineer shall be that as between an independent contractor and the City and not as an employer-employee relationship. The payment to the Engineer is inclusive of any use, excise, income or any other tax arising out of this agreement.

Section 10-Indemnification

If this project involves construction and Engineer does not provide consulting services during construction including, but not limited to, onsite monitoring, site visits, site observation, shop drawing review and/or design clarifications, City agrees to indemnify and hold harmless Engineer from any liability arising from the construction activities undertaken for this project, except to the extent such liability is caused by Engineer's negligence.

Section 11-Controlling Law and Venue

This Agreement shall be subject to, interpreted and enforced according to the laws of the State of South Dakota, without regard to any conflicts of law provisions. Parties agree to submit to the exclusive venue and jurisdiction of the State of South Dakota, 7th Judicial Circuit, Pennington County.

Section 12-Severability

Any unenforceable provision herein shall be amended to the extent necessary to make it enforceable; if not possible, it shall be deleted and all other provisions shall remain in full force and effect.

Section 13—Funds Appropriation

If funds are not budgeted or appropriated for any fiscal year for services provided by the terms of this agreement, this agreement shall impose no obligation on the City for payment. This agreement is null and void except as to annual payments herein agreed




upon for which funds have been budgeted or appropriated, and no right of action or damage shall accrue to the benefit of the Engineer, its successors or assignees, for any further payments. For future phases of this or any project, project components not identified within this contract shall not constitute an obligation by the City until funding for that component has been appropriated.

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

City of Rapid City:

Engineer:


MAYOR


RESPEC, INC.


DATE: 4-7-16

DATE: 3/14/2016

ATTEST:


FINANCE OFFICER

Reviewed By:


DAN COON, OPERATIONS MANAGEMENT ENGINEER

DATE: 3/16/16

CITY'S DESIGNATED PROJECT REPRESENTATIVE:

ENGINEERING FIRM'S DESIGNATED PROJECT REPRESENTATIVE:

NAME: Dan Coon
PHONE: (605) 394-4154
EMAIL: dan.coon@rcgov.org

NAME: Jared Oswald
PHONE: (605) 394-6400
EMAIL: jared.oswald@respec.com



EXHIBIT A
SCOPE OF WORK
CITY OF RAPID CITY
WATER RIGHTS ACQUISITION ASSISTANCE

PROJECT NO. 16-2314/ CIP NO. 50303

BACKGROUND

RESPEC staff has been actively engaged in assisting the City of Rapid City (City) with completing water rights transfers from irrigated acres within Rapid Valley to storage at Pactola Reservoir or use at the City's infiltration galleries. The City has expressed a desire to retain RESPEC's water rights transfer services as well as assessment and maintenance of their existing water rights portfolio in 2016 and in subsequent years as may be agreed to by both parties. Typical tasks associated with water rights investigations, transfers, portfolio maintenance are described below in Tasks 1-3. However, services provided may not specifically fit into one of these tasks but will be directly related to investigation of existing or acquisition of future water rights by the City of Rapid City. If work outside of the scope below arises, this Scope of Work can be modified to incorporate such work. RESPEC will bill the City by the tasks identified on a time and materials basis for each specific water rights assistance request made by the City of Rapid City.

Task 1 – General Water Rights Acquisition Assistance

This task will involve RESPEC supporting the City of Rapid City in matters related to surface water and groundwater water rights acquisitions prior to the right being identified as a viable candidate for acquisition or transfer. The task will consist of but may not be limited to:

- Assist the City in identifying available (new and existing) water rights and the probability of acquisition of the water right
- Assist the City in management of a database listing local water rights.
- Meeting with landowners to discuss existing water rights
- Coordination with SD DENR water rights staff to assess the viability of current water rights
- Attendance at ditch company meetings
- Research of SD DENR water rights database
- Research of historic ditch company records

- Meetings with City of Rapid City staff to discuss water rights acquisitions
- Facilitation of meetings between water right holders, ditch company, and/or City of Rapid City representatives

Task 2 – Transfer Surface Water Rights

Once a water right has been identified as a viable candidate for transfer, RESPEC will assist the City of Rapid City in transferring the right from its current agricultural use to municipal use by the City. The below subtasks identify the typical steps involved in this process. This contract may involve all or only a subset of these tasks dependent on the continued viability of the transfer as it goes through the process and dollars remaining in the contract.

Task 2.1 – Determine Historic Cropping Patterns and Associated Water Use

RESPEC will assess historic data and reports (from the SD DENR and US Bureau of Reclamation) as well as communicate with landowners, local residents, and ditch company representatives to determine the historic cropping patterns and water use at the selected site. This information can then be used to develop a Preliminary Engineering Report that will be attached to the water rights transfer application.

Task 2.2 – Interaction With Irrigation Ditch Personnel and the South Dakota Department of Environment and Natural Resources

This task will consist of the following items:

- Meet with the appropriate Irrigation District boards or designated personnel to inform them of the project, review the information documented in Task 2.1, and obtain feedback concerning the project.
- Provide a copy of the report developed in Task 2.1 to the appropriate South Dakota Department of Environment and Natural Resources (SD DENR) personnel and meet with and obtain feedback concerning the report.
- Revise the Preliminary Engineering Report to address concerns identified in these meetings.
- Coordinate meetings with the Irrigation Ditch and the SD DENR representative that will be attended by City personnel, as appropriate.
- Prepare an agenda and record and distribute meeting minutes for all the meetings.

Task 2.3 – Submit an Application for Water Rights Transfer to the South Dakota Department of Environment and Natural Resources

The information gathered during Tasks 2.1 and 2.2 can be incorporated into an application to transfer the water rights to storage in Pactola Reservoir or to uptake by water supply infiltration galleries.

Task 2.4 – Support the City of Rapid City When Water Rights Transfer Application is Heard by the State Water Management Board

RESPEC will be available to support the City of Rapid City during testimony given to the State Water Board during the transfer process. This may also involve preparatory meetings prior to the hearing.

Task 3 – Groundwater Rights Acquisition/Permitting

This task will involve supporting the city in the acquisition/permitting of new groundwater rights or the transfer of existing groundwater rights. The individual components of work involved in this process will be adaptively developed based on need.

Task 4 – Compilation, Maintenance, and Assessment of Water Rights Portfolio

This task will involve developing an inventory of the existing water rights available to the City of Rapid City and then maintaining the water rights portfolio. It could also involve investigating currently held surface and groundwater rights.

- Review and compilation of currently held surface and groundwater rights available to the City including priority date, flow rate/volume, timing and use restrictions.
- Assessment of potential groundwater rights available to the City. This may involve investigating available USGS studies on the topic or performing groundwater modeling to determine availability of groundwater resources.
- Maintenance of water rights portfolio as water rights are acquired.

PROJECT SCHEDULE

The schedule for each water rights assistance request shall be agreed to by both parties upon identification and scoping of the request.

EXHIBIT B
BUDGET FOR WATER RIGHTS ACQUISITION ASSISTANCE

Services for water rights acquisition assistance will be provided in accordance with Exhibit A. Items will be billed as requested by the City at the rates provided in Exhibit C. Total project cost billed under this agreement shall not exceed \$150,000.00.

RESPEC

Professional Consulting Labor Billing Rates

EXHIBIT C

Project No. 16-2314/CIP No. 50303

Labor Category	Hourly Labor Billing Rate					
	I	II	III	IV	V	VI
Principal Consultant	\$200.00	\$210.00	\$220.00	\$230.00	\$240.00	\$250.00
Resident Consultant	\$190.00	\$200.00	\$210.00	\$215.00	\$220.00	\$225.00
Senior Staff Scientist	\$170.00	\$175.00	\$180.00	\$185.00	\$190.00	\$195.00
Senior Staff Engineer	\$165.00	\$170.00	\$175.00	\$180.00	\$190.00	\$200.00
Senior Staff Geologist	\$165.00	\$170.00	\$175.00	\$180.00	\$190.00	\$200.00
Staff Consultant	\$150.00	\$155.00	\$160.00	\$170.00	\$175.00	\$180.00
Water Resource Scientist	\$130.00	\$135.00	\$140.00	\$145.00	\$150.00	\$155.00
Project Engineer	\$130.00	\$135.00	\$140.00	\$145.00	\$150.00	\$155.00
Project Analyst	\$125.00	\$130.00	\$135.00	\$140.00	\$145.00	\$150.00
Project GIS Analyst	\$125.00	\$130.00	\$135.00	\$140.00	\$145.00	\$150.00
Project Ecologist	\$125.00	\$130.00	\$135.00	\$140.00	\$145.00	\$150.00
Project Biologist	\$125.00	\$130.00	\$135.00	\$140.00	\$145.00	\$150.00
Project Geologist	\$125.00	\$130.00	\$135.00	\$140.00	\$145.00	\$150.00
Staff Engineer	\$110.00	\$115.00	\$120.00	\$125.00	\$130.00	\$135.00
GIS Developer	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00	\$125.00
Staff Analyst	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00	\$125.00
Staff Scientist	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00	\$125.00
Staff Geologist	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00	\$125.00
Watershed Scientist	\$95.00	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00
GIS Analyst	\$95.00	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00
Engineer	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00	\$115.00
Ecologist	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00
Biologist	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00
Botanist	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00
Analyst	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00
Geologist	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00
Rangeland Scientist	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00
Scientist	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00

Support Labor Category	Hourly Labor Billing Rate					
	I	II	III	IV	V	VI
Engineering Technician	\$70.00	\$75.00	\$85.00	\$95.00	\$100.00	\$105.00
AutoCAD Technician	\$75.00	\$80.00	\$85.00	\$90.00	\$100.00	\$110.00
GIS Technician	\$65.00	\$70.00	\$75.00	\$80.00	\$90.00	\$100.00
Support Staff	\$55.00	\$60.00	\$70.00	\$75.00	\$80.00	\$90.00
Technical Editor	\$55.00	\$60.00	\$70.00	\$75.00	\$80.00	\$85.00
Seasonal Technician	\$45.00	\$50.00	\$55.00	\$60.00	\$65.00	\$70.00
Engineering Intern	\$40.00	\$45.00	\$50.00	\$55.00	\$60.00	\$65.00
Accounting Assistant	\$55.00	\$60.00	\$70.00	\$75.00	\$80.00	\$85.00

A General and Administrative Expense of 10% will be added to travel, computer expenses, subcontracts, and other direct costs.