

DMJM+Harris, Inc.

As-Needed Project Planning and Design Services

AGREEMENT FOR SERVICES # AGMT 05-796

THIS AGREEMENT, made and entered into by and between the County of El Dorado, a political subdivision of the State of California (hereinafter referred to as "County"), and DMJM+Harris, Inc., a New York corporation duly qualified to conduct business in the State of California, whose principal place of business is 605 Third Avenue, New York, New York 10158, and whose local office is located at 601 University Avenue, Suite 274, Sacramento, California 95825, (hereinafter referred to as "Consultant");

W I T N E S S E T H

WHEREAS, County has determined that it is necessary to obtain a consultant to assist its Department of Transportation with as-needed engineering services; and

WHEREAS, Consultant has represented to County that it is specially trained, experienced, expert, and competent to perform the special services required hereunder, and County has determined to rely upon such representations; and

WHEREAS, it is the intent of the parties hereto that such services be in conformity with all applicable state and local laws; and

WHEREAS, County has determined that the provision of such services provided by Consultant are in the public's best interest, and authorized by El Dorado County Charter, Section 210(b)(6) and/or Government Code Section 31000;

NOW, THEREFORE, County and Consultant mutually agree as follows:

ARTICLE I

Scope of Services: Consultant agrees to furnish personnel, subconsultants and services necessary to provide as-needed engineering and construction support services including but not limited to, those tasks and deliverables as identified in Exhibit A, marked "Scope of Services," incorporated herein and made by reference a part hereof.

Consultant's services are to be provided specifically in support of projects included in County's five-year capital improvement program, and generally in support of other County activities as required. The specific Services for each assignment shall be determined at a meeting or telephone conference between Consultant and County's Contract Administrator, or designee, to discuss the needs, applicable standards, required deliverables, specific Consultant staff, subconsultants (if required) and any task-related mileage budget, if applicable, on a task-by-task basis. Following the meeting, Consultant shall provide the Contract Administrator with a scope of work, a schedule and a not-to-exceed cost to complete the work (Task Order), which shall require approval, authorization and notification

to proceed from the Contract Administrator, prior to commencement of the work. No payment will be made for any work performed prior to approval of the Task Order.

Consultant shall attach a copy of each notification to proceed, as backup documentation, to any invoices submitted for payment under the terms of this Agreement. Copies of notices attached to invoices shall reflect Consultant's charges for the specific support or review services billed on those invoices.

All of the tasks included in this Article are the responsibility of Consultant, unless specifically described as a task or item of work to be provided by County. Consultant shall be responsible for the supervision, administration and work performed by any subconsultant for services rendered.

ARTICLE II

Term: This Agreement shall become effective when fully executed by both parties hereto shall expire two years from the date of execution by County.

ARTICLE III

Compensation for Services: For services provided herein, including all deliverables referenced in Article I, Scope of Services, County agrees to pay Consultant monthly in arrears. Payment shall be made within thirty (30) days following County receipt and approval of itemized invoice(s) detailing services rendered. For the purposes hereof, the billing rate shall be in accordance with Exhibit B, marked "Hourly Billing Rates," incorporated herein and made by reference a part hereof.

The total amount of this Agreement shall not exceed \$1,000,000, inclusive of all work of subconsultants and expenses.

Reimbursement for mileage expenses, if applicable, shall not exceed the rates to be paid to County employees under the current Board of Supervisors Travel Policy.

ARTICLE IV

Progress Reports: Consultant shall submit progress reports at intervals that are commensurate with the requirements of the Tasks herein and based upon mutually agreeable schedules. At a minimum, Consultant shall submit progress reports once per month. The reports shall be sufficiently detailed for the County's Contract Administrator, or designee, to determine if Consultant is performing to expectations and is on schedule, to provide communication of interim findings and to afford occasions for airing difficulties or special circumstances encountered so that remedies can be developed. Separate detail shall be provided for each ongoing Task or Task Order. Progress reports shall include the total number of hours worked by Consultant and any authorized subconsultants.

ARTICLE V

Licenses: Consultant represents that it and any and all subconsultants employed under this Agreement are duly licensed in good standing by the State of California to perform the services under this Agreement, and that Consultant and all subconsultants shall maintain said licenses in good standing throughout the term of this Agreement.

ARTICLE VI

Ownership of Data: Upon completion or earlier termination of all Services under this Agreement, ownership and title to all reports, documents, plans, maps, specifications, estimates, addenda, compilations and any and all other materials or data produced as part of this Agreement will automatically be vested in County and no further agreement will be necessary to transfer ownership to County. Consultant shall furnish County all necessary copies of data needed to complete the review and approval process of the project. Any reuse of Consultant prepared documents, except for the specific purpose intended hereunder, will be at County's sole risk and without liability or legal exposure to Consultant or its subconsultants.

ARTICLE VII

Changes to Agreement: This Agreement may be amended by mutual consent of the parties hereto. Said amendments shall become effective only when in writing and fully executed by duly authorized officers of the parties hereto. There shall be no change in Consultant's Project Manager or subconsultants without prior written approval by County's Contract Administrator.

ARTICLE VIII

Consultant to County: It is understood that the services provided under this Agreement shall be prepared in and with cooperation from County and its staff. It is further agreed that in all matters pertaining to this Agreement, Consultant shall act as Consultant only to County and shall not act as Consultant to any other individual or entity affected by this Agreement nor provide information in any manner to any party outside of this Agreement that would conflict with Consultant's responsibilities to County during term hereof.

ARTICLE IX

Confidentiality: Consultant shall maintain the confidentiality and privileged nature of all records, including billing records, together with any knowledge therein acquired, in accordance with all applicable State and Federal laws and regulations, as they may now exist or may hereafter be amended or changed. Consultant, and all Consultant's staff, employees, and representatives, shall not use or disclose, directly or indirectly at any time, any said confidential information, other than to County's Department of Transportation for the purpose of, and in the performance of, this Agreement. This confidentiality provision shall survive after the expiration or termination of this Agreement.

ARTICLE X

Assignment and Delegation: Consultant is engaged by County for its unique qualifications and skills as well as those of its personnel. Consultant shall not subcontract, delegate, or assign services to be provided, in whole or in part, to any other person or entity without prior written consent of County. Notwithstanding this Article, County may, through its Contract Administrator, authorize Consultant to utilize subconsultants for services performed in Article I, Scope of Services, for the particular tasks, work and deliverables identified therein. Said approval and authorization shall be sought and received by Consultant prior to subconsultants' commencement of work. Notwithstanding any provision to the contrary, at no time shall County be obligated to pay separately for subconsultant services.

ARTICLE XI

Independent Consultant/Liability: Consultant is, and shall be at all times, deemed independent and shall be wholly responsible for the manner in which it performs services required by terms of this Agreement. Consultant exclusively assumes responsibility for acts of its employees, associates, and subconsultants, if any are authorized herein, as they relate to services to be provided under this Agreement during the course and scope of their employment.

Consultant shall be responsible for performing the work under this Agreement in a safe, professional, skillful, and workmanlike manner and shall be liable for its own negligence and negligent acts of its employees and subconsultants.. County shall have no right of control over the manner in which work is to be done and shall, therefore, not be charged with responsibility of preventing risk to Consultant or its employees or subconsultants.

ARTICLE XII

Prevailing Wage: County requires Consultant's Services on public works project(s) involving local, State and/or Federal funds to which prevailing wage requirements may apply. As a consequence, Consultant shall comply with all applicable State and Federal prevailing wage rates, statutes, rules and regulations then in effect. In the event of conflict between applicable Federal and State provisions, the higher prevailing wage rate will apply. Consultant shall use the general prevailing wage rates determined by the Director of Industrial Relations for the county in which the work is to be done, which are available at the offices of the District Director of Transportation for the district in which the work is situated. Changes, if any, to the general prevailing wage rates will be available at the same location. The Federal minimum wage rates are determined by the United States Secretary of Labor and may be examined at the office described above. Future effective general prevailing wage rates which have been predetermined and are on file with the California Department of Industrial Relations are referenced but not printed in the general prevailing wage rates.

ARTICLE XIII

Fiscal Considerations: The parties to this Agreement recognize and acknowledge that County is a political subdivision of the State of California. As such, County is subject to the provisions of Article XVI, Section 18 of the California Constitution and other similar fiscal and procurement laws and regulations and may not expend funds for products, equipment, or services not budgeted in a given year. It is further understood that in the normal course of County business, County will adopt a proposed budget prior to a given fiscal year, but that the final adoption of a budget does not occur until after the beginning of the fiscal year.

Notwithstanding any other provision of this Agreement to the contrary, County shall give notice of cancellation of this Agreement in the event of adoption of a proposed budget that does not provide for funds for the services, products, or equipment subject herein. Such notice shall become effective upon the adoption of a final budget, which does not provide funding for this Agreement. Upon the effective date of such notice, this Agreement shall be automatically terminated and County released from any further liability hereunder.

In addition to the above, should the Board of Supervisors during the course of a given year for financial reasons reduce or order a reduction in the budget for any County department for which services were contracted to be performed, pursuant to this paragraph in the sole discretion of County, this Agreement may be deemed to be canceled in its entirety subject to payment for services performed prior to cancellation.

ARTICLE XIV

Default, Termination, and Cancellation:

- A. **Default:** Upon the occurrence of any default of the provisions of this Agreement, a party shall give written notice of said default to the party in default (notice). If the party in default does not cure the default within ten (10) days of the date of notice (Time to Cure), then such party shall be in default. The Time to Cure may be extended in the discretion of the party giving notice. Any extension of Time to Cure must be in writing, prepared by the party in default for signature by the party giving notice, and must specify the reason(s) for the extension and the date in which the extension of Time to Cure expires.

Notice given under this section shall specify the alleged default and the applicable Agreement provision and shall demand that the party in default perform the provisions of this Agreement within the applicable period of time. No such notice shall be deemed a termination of this Agreement unless the party giving notice so elects in this notice, or the party giving notice so elects in a subsequent written notice after the Time to Cure has expired.

- B. **Bankruptcy:** This Agreement, at the option of County, shall be terminable in the case of bankruptcy, voluntary or involuntary, or insolvency of Consultant.
- C. **Ceasing Performance:** County may terminate this Agreement in the event Consultant ceases to operate as a business, or otherwise becomes unable to substantially perform any term or condition of this Agreement.
- D. **Termination or Cancellation without Cause:** County may terminate this Agreement in whole or in part upon seven (7) calendar days written notice by County for any reason. If such prior termination is effected, County will pay for satisfactory services rendered prior to the effective dates, as set forth in the Notice of Termination provided to Consultant, and for such other services which County may agree to in writing as necessary for contract resolution. In no event, however, shall County be obligated to pay more than the total amount of the contract. Upon receipt of a Notice of Termination, Consultant shall promptly discontinue all services affected, as of the effective date of termination set forth in such Notice of Termination, unless the Notice directs otherwise. In the event of termination for default, County reserves the right to take over and complete the work by contract or by any other means.

ARTICLE XV

Notice to Parties: All notices to be given by the parties hereto shall be in writing and served by depositing same in the United States Post Office, postage prepaid and return

receipt requested. Notices to County shall be in duplicate and addressed as follows:

To County:

County of El Dorado
Department Of Transportation
2850 Fairlane Court
Placerville, California 95667

Attn.: Janet Postlewait,
Senior Planner

With a Copy to:

County of El Dorado
Department of Transportation
2850 Fairlane Court
Placerville, California 95667

Attn: Tim C. Prudhel,
Contract Services Office

or to such other location as County directs.

Notices to Consultant shall be addressed as follows:

DMJM+Harris, Inc.
601 University Avenue, Suite 274
Sacramento, California 95828

Attn.: Neil H. Harris, P.E.
Vice President

or to such other location as Consultant directs.

ARTICLE XVI

Indemnity: To the fullest extent allowed by law, Consultant shall defend, indemnify, and hold County harmless against and from any and all claims, suits, losses, damages, and liability for damages of every name, kind and description, including attorneys fees and costs incurred, brought for, or on account of, injuries to or death of any person, including but not limited to workers, County employees, and the public, or damage to property, or any economic losses, which are claimed to or in any way arise out of, directly or indirectly, or are connected with: (1) any negligent (whether passive or active) act, error or omission; or willful misconduct of Consultant, its subconsultant(s) agents or employee(s) or any of these; or (2) any breach of any statutory, regulatory, contractual or legal duty of any kind related, directly or indirectly, to the services, responsibilities or duties required of Consultant by this Agreement. This duty of Consultant to indemnify and save County harmless includes the duties to defend set forth in California Civil Code Section 2778.

ARTICLE XVII

Insurance: Consultant shall provide proof of a policy of insurance satisfactory to the El Dorado County Risk Manager and documentation evidencing that Consultant maintains insurance that meets the following requirements:

- A. Full Workers' Compensation and Employers' Liability Insurance covering all employees of Consultant as required by law in the State of California.
- B. Commercial General Liability Insurance of not less than \$1,000,000 combined single limit per occurrence for bodily injury and property damage.

- C. Automobile Liability Insurance of not less than \$500,000 is required in the event motor vehicles are used by Consultant in performance of the Agreement.
- D. In the event Consultant is a licensed professional and is performing professional services under this Agreement, Professional Liability Insurance is required with a limit of liability of not less than \$1,000,000.
- E. Consultant shall furnish a certificate of insurance satisfactory to the El Dorado County Risk Manager as evidence that the insurance required above is being maintained.
- F. The insurance will be issued by an insurance company acceptable to the Risk Management Division, or be provided through partial or total self-insurance likewise acceptable to the Risk Management Division.
- G. Consultant agrees that the insurance required herein 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 contract, Consultant shall immediately provide a new certificate of insurance as evidence of the required insurance coverage. In the event Consultant fails to keep in effect at all times insurance coverage as herein provided, County may, in addition to any other remedies it may have, terminate this contract upon the occurrence of such event. New certificates of insurance are subject to the approval of the Risk Manager, and Consultant agrees that no work or services shall be performed prior to the giving of such approval.
- H. The certificate of insurance must include the following provisions stating that:
 - 1. The insurer will not cancel the insured's coverage without 30-day prior written notice to County; and
 - 2. The County of El Dorado, its officers, officials, employees, and volunteers are included as additional insured, but only insofar as the operations under this Agreement are concerned. This provision shall apply to all liability policies except Workers' Compensation and professional liability insurance policies.
- I. Consultant's insurance coverage shall be primary insurance as respects the County, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by County, its officers, officials, employees, or volunteers shall be in excess of Consultant's insurance and shall not contribute with it.
- J. Any deductibles or self-insured retentions must be declared to, and approved, by County. At the option of County, either: The insurer shall reduce or eliminate such deductibles or self-insured retentions as respects County, its officers, officials, employees, and volunteers; or Consultant shall procure a bond guaranteeing payment of losses and related investigations, claim administration, and defense expenses.

- K. Any failure to comply with the reporting provisions of the policies shall not affect coverage provided to the County, its officers, officials, employees, or volunteers.
- L. The insurance companies shall have no recourse against the County of El Dorado, its officers and employees or any of them for payment of any premiums or assessments under any policy issued by any insurance company.
- M. Consultant's obligations shall not be limited by the foregoing insurance requirements and shall survive the expiration of this Agreement.
- N. In the event Consultant cannot provide an occurrence policy, Consultant shall provide insurance covering claims made as a result of performance of this Agreement for not less than three (3) years following completion of performance of this Agreement.
- O. The certificate of insurance shall meet such additional standards as may be determined by the contracting County department, either independently or in consultation with the Risk Management Division as essential for protection of County.

In addition, Consultant shall ensure that all subconsultants maintain workers' compensation, general liability, auto liability and professional liability insurance as specified above and shall provide County with proof of same.

ARTICLE XVIII

Interest of Public Official: No official or employee of County who exercises any functions or responsibilities in review or approval of services to be provided by Consultant under this Agreement shall participate in or attempt to influence any decision relating to this Agreement which affects personal interest or interest of any corporation, partnership, or association in which he/she is directly or indirectly interested; nor shall any such official or employee of County have any interest, direct or indirect, in this Agreement or the proceeds thereof.

ARTICLE XIX

Interest of Consultant: Consultant covenants that Consultant presently has no personal interest or financial interest, and shall not acquire same in any manner or degree, in either: 1) any other contract connected with or directly affected by the services to be performed by this Agreement; or, 2) any other entities connected with or directly affected by the services to be performed by this Agreement. Consultant further covenants that in the performance of this Agreement no person having any such interest shall be employed by Consultant.

ARTICLE XX

California Residency (Form 590): All independent Consultants providing services to County must file a State of California Form 590, certifying their California residency or, in the case of a corporation, certifying that they have a permanent place of business in California. Consultant will be required to submit a Form 590 prior to execution of this Agreement, or County shall withhold seven (7) percent of each payment made to

Consultant during the term of this Agreement. This requirement applies to any agreement/contract exceeding \$1,500.

ARTICLE XXI

Taxpayer Identification Number (Form W-9): All independent contractors or corporations providing services to County must file a Department of the Treasury Internal Revenue Service Form W-9, certifying their Taxpayer Identification Number.

ARTICLE XXII

California Forum and Law: Any dispute resolution action arising out of this Agreement, including, but not limited to, litigation, mediation, or arbitration, shall be brought in El Dorado County, California, and shall be resolved in accordance with the laws of the State of California. Consultant waives any removal rights it might have under Code of Civil Procedure Section 394.

ARTICLE XXIII

Year 2000 Compliance: Consultant agrees that all hardware and software developed, distributed, installed, programmed, or employed as a result of this order will comply with ISO 9000 date format to correctly manipulate and present date-sensitive data.

Upon delivery of product and thereafter, the date and date logic component shall effectively and efficiently operate using a four-digit year.

Upon written notification by County of any hardware or software failure to comply with ISO 9000 date format, Consultant will replace or correct the failing component with compliant hardware or software immediately, at no cost to County.

ARTICLE XXIV

Contract Administrator: The County Officer or employee with responsibility for administering this Agreement is Janet Postlewait, Senior Planner, Department of Transportation, or successor.

ARTICLE XXV

Authorized Signatures: The parties to this Agreement represent that the undersigned individuals executing this Agreement on their respective behalf are fully authorized to do so by law or other appropriate instrument and to bind upon said parties to the obligations set forth herein.


ARTICLE XXVI

Partial Invalidity: If any provision of the Agreement is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remaining provisions will continue in full force and effect without being impaired or invalidated in any way.

ARTICLE XXVII

Entire Agreement: This document and the documents referred to herein or exhibits hereto are the entire Agreement between the parties, and they incorporate or supersede all prior written or oral agreements or understandings.

Requesting Department Concurrence:

By:  Dated: 7/19/05
Elizabeth B. Diamond
Interim Director
Department of Transportation

IN WITNESS WHEREOF, the parties have executed this Agreement on the dates indicated below, the latest of which shall be deemed to be the effective date of this Agreement.

-- COUNTY OF EL DORADO --

By: Charlie Paine Dated: 8/16/05
CHARLIE PAINE, CHAIRMAN
Board of Supervisors
"County"

Attest:
Cindy Keck
Clerk of the Board of Supervisors

By: Stephyn Sofia Dated: 8/16/05
Deputy Clerk

-- DMJM+HARRIS, INC. --

By: Neil H. Harris Dated: 27 July 2005
Neil H. Harris
Vice President
"Consultant"

DMJM+HARRIS, INC.

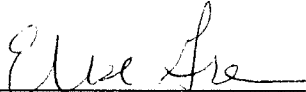
CERTIFICATE OF SECRETARY

The undersigned, Elise R. Greenspan, does hereby certify that she is now and at all times relevant hereto has been the duly elected and acting Secretary of DMJM+HARRIS, Inc., a New York corporation, and does hereby further certify that Neil H. Harris is a Vice President of DMJM+HARRIS, Inc., and has held that position continuously since his election to said office by the unanimous written consent of the Board of Directors of this corporation on February 1, 1997.

The undersigned does further certify that, in accordance with Section 3, Article V of the By-Laws of said corporation, any officer of the corporation holding the title of Vice President or higher may execute contracts on behalf of the corporation.

IN WITNESS WHEREOF, I have hereunto set my hand as Secretary of DMJM+HARRIS, Inc. and have affixed the corporate seal of this corporation this 25th day of July, 2005.

DMJM+HARRIS, INC.

By 
Elise R. Greenspan, Secretary

(CORPORATE SEAL)

STATE OF NEW YORK)
)ss:
COUNTY OF NEW YORK)

On this 25th day of July, 2005, before me, a Notary Public in and for the State of New York, personally appeared Elise R. Greenspan, who acknowledged herself to be the Secretary of DMJM+HARRIS, Inc., and that she, as such Secretary, being authorized so to do, executed the foregoing instrument for the purposes therein contained, by signing her name as Secretary of the corporation.


Notary Public

DENISE JENKINS
Notary Public, State of New York
No. 01JE600154
Qualified in New York County
Commission Expires June 18, 2007

EXHIBIT A

Scope of Services

The Scope of Services may include, but not be limited to the following:

Project Management Services

Provide full service project management for all stages of project development.

Make recommendation(s) to establish the project-specific purpose and need, based on information provided by the Department and supplemental review and analysis by the consultant.

Make recommendation(s) to establish the project scope, schedule and budget.

Provide project scheduling and resource analysis.

Assist in identifying possible funding sources, and in coordinating and preparing funding and programming documents.

Project Planning and Preliminary Design Services

Prepare the preliminary design of roadway improvement projects in support of the Department's 5-year Capital Improvement Program.

Perform preliminary engineering analysis and prepare studies and reports relating to route selection and adoption, alignment alternatives, traffic operations, drainage, right-of-way, utility and geotechnical engineering.

Perform necessary land and topographic surveys.

Prepare advanced planning level (30%) plans, specifications and estimates (PS&E).

May provide review and analysis of previously prepared preliminary engineering data, designs, PS&E, and prior recommendations.

Environmental Analysis and Compliance / Project Approval Services

Prepare initial studies, focused technical studies (if necessary), final environmental documents, and mitigation and monitoring plans for compliance with the California Environmental Quality Act (CEQA) and the National Environmental Policy Act (NEPA) as required for individual projects.

Identify project impacts, propose feasible mitigation measures, and file appropriate notices and other documents.

Prepare applications for and obtain wetland (404) permits, water quality (401) certifications, and Streambed Alteration (1601) Agreements on behalf of the Department.

Project Design Services

Prepare project design and contract documents (PS&E).

Prepare additional land and topographic surveys.

Prepare final engineering reports, maintain and provide project records.

Prepare final quantity take-off documentation for use during construction.

Consultant may be tasked to provide specialty engineering and design services in Traffic, Hydrology and Hydraulics, Structures and Geotechnical Engineering support.

Utility Coordination Services

Meet with utility companies and obtain records of company facilities.

Positively locate existing utilities in the field as necessary.

Identify conflicts with existing utility facilities.

Coordinate design avoidance or relocation strategies.

Coordinate design of project with utility company relocation projects.

Right of Way Services

Provide right of way engineering and documentation for necessary acquisitions.

Support appraisal and acquisition efforts by providing design documentation, off-setting improvement costs, and meet with property owners, appraisal and acquisition agents.

Prepare, submit for approval and file deeds, legal descriptions and records of survey.

Establish final right of way and property monuments.

Construction Support Services

Prepare and review alternative designs and proposals in support of contract change orders.

Review complex contractor submittals to determine conformance with specifications and plans.

Oversee final project acceptance (responsible engineer oversight).

Task Assignment Procedure

The Contract Administrator shall provide Consultant with a Notice To Proceed for each "as-needed" task. Consultant shall not commence work until receiving said notice. Prior to issuing each notice, the Contract Administrator and Consultant shall agree to a task list or scope of services (Task Order) identifying the required deliverables, Consultant staff, subconsultants (if required), schedule and a not-to-exceed amount for each task order. Consultant shall attach a copy of each notice, as backup documentation, to any invoices submitted for payment under the terms of this Agreement. Copies of notices attached to said invoice(s) shall reflect Consultant's charges for the specific services billed on the invoice(s).

All work will be performed on a time and materials basis, and billed in accordance with the Hourly Rate Schedule attached as Exhibit B.

DMJM+Harris, Inc.

EXHIBIT B

Hourly Billing Rates
Calendar Year 2005

<u>Classification</u>	<u>Hourly Rate</u>
Officer-in-Charge	\$ 210.00
Project Manager	\$ 192.00
Engineering Manager	\$ 160.00
Sr. Engineer	\$ 124.00
Engineer	\$ 96.00
Associate Engineer	\$ 83.00
Assistant Engineer	\$ 80.00
Sr. CADD Technician	\$ 77.00
CADD Technician	\$ 60.00
Clerical	\$ 40.00

Other Direct Costs

Mileage:

Reimbursement for mileage expenses, if applicable, shall not exceed the rates to be paid to County employees under the current Board of Supervisors' Travel Policy.

All outside costs (including subconsultants) billed at cost + 5% administrative markup. Outside costs include reproduction, delivery, and special drafting media (other than bond paper).

Note: All billing rates shown are valid through December 31, 2005 and are escalated 5% per annum on January 1 of each successive year.