

SERVICES AGREEMENT (PROFESSIONAL SERVICES) On-Call Engineering and Multidisciplinary Professional Services

City Agreement No. _____

City Budget Code: _____

This Services Agreement (Professional Services) for On-Call Engineering and Multidisciplinary Professional Services ("Agreement") by and between the City of Napa, a California charter city ("City"), and Mark Thomas & Company, Inc. ("Consultant"), is effective on the date last signed by the City, which is identified on the signature page as the "Effective Date."

RECITALS

A. The City desires to obtain the services more particularly described in this Agreement and Exhibit "A," and generally including professional engineering services on an on-call basis.

B. On September 4, 2025, the City issued a request for proposals for on-call professional CIP Engineering and Multidisciplinary Services, and on September 30, 2025, the Consultant submitted a proposal demonstrating the Consultant's qualifications and experience to provide such services.

NOW, THEREFORE, the City and the Consultant, for the mutual consideration described herein, agree as follows:

1. SCOPE OF SERVICES.

1.1. Services. Consultant, acting in its capacity as an engineering consultant, licensed and in good standing under California law, will perform the services described in the *Scope of Services and Schedule of Performance*, attached hereto as **Exhibit "A"** and incorporated herein by reference ("Services"), in accordance with the terms and conditions of this Agreement and to the satisfaction of the City's authorized representative, Farid Javandel, Senior Traffic Engineer ("City's Authorized Representative").

1.2. Standard of Care. In performing the Services, Consultant will meet the applicable standard of care for, and exercise the degree of skill and diligence ordinarily used by reputable professionals within the greater San Francisco Bay Area who provide the same or similar type of professional services as the Services required under this Agreement. Consultant will require and ensure that all of its employees, subconsultants, or agents performing or contributing to the Services will comply with the requirements of this Agreement.

1.3. Independent Contractor. Consultant will control the manner and means for performing the Services, acting as an independent contractor and not as an employee of the City. Consultant will not be entitled to any of the benefits that the City provides to its employees, including, but not limited to, health or retirement benefits.

1.4. Subcontracting. If Consultant subcontracts with a subconsultant to perform any of the Services, the City is deemed an intended beneficiary of that subcontract and the subconsultant will owe a duty of due care to the City. City reserves the right to approve or reject any proposed subconsultant, based on the subconsultant's qualifications, relevant experience, or reputation.

1.5. Third Party Beneficiaries. Except to the extent expressly stated herein, this Agreement will not be construed to create any rights in third parties.

1.6. Time for Performance. Time is of the essence for the performance of all Services and duties under this Agreement. Consultant will commence and complete all Services by the date and within any

timeframes set forth in Exhibit "A." Services for which times for performance are not specified in this Agreement will be commenced and completed by Consultant in a reasonably prompt and timely manner based upon the circumstances and direction from the City's Authorized Representative. Consultant will submit all requests for extensions of time to the City in writing no later than ten days after the start of the circumstances or events giving rise to the delay, and no later than the time by which performance is due. The City's approval of any extension of time for performance of the Services will not operate to waive the City's rights or remedies with respect to damages caused by Consultant's delay.

1.7. Errors and Omissions. Consultant is solely responsible for costs arising from its errors and omissions, including increased construction costs or delay costs. Upon City's request, Consultant will promptly correct its errors and omissions, at no cost to the City.

1.8. Unsatisfactory Services. Upon written notice from the City that any of the Services fail to comply with the requirements of this Agreement or any other legal requirement (collectively, "**Unsatisfactory Services**"), Consultant will promptly correct or cure any such Unsatisfactory Services within the time specified in the City's written notice. Consultant will not be entitled to any additional compensation or extension of time to correct or cure the Unsatisfactory Services. Consultant's correction or cure of Unsatisfactory Services will not operate to waive the City's rights or remedies with respect to any damages caused by the Unsatisfactory Services, the cost of which may be recovered by the City as an offset from payment otherwise due or to become due to Consultant.

2. COMPENSATION.

2.1. Payment. The City will pay Consultant for Consultant's time and authorized expenses necessary to perform the Services, at the rates and charges set forth in the *Compensation Rates and Charges* attached hereto as **Exhibit "B"** and incorporated herein by reference, as compensation in full for Services satisfactorily performed in compliance with this Agreement. Consultant's total compensation for performing the Services may not exceed \$1,000,000, without prior written authorization from the City. If the City authorizes Consultant to perform services in addition to the Scope of Services set forth in Exhibit "A," Consultant will be compensated in accordance with the rates and charges in Exhibit "B." Consultant will not be entitled to any compensation for additional services performed without the City's prior written consent, or which exceed the scope of the City's written consent.

2.2. Invoices. Consultant will submit a monthly itemized invoice to the City's Authorized Representative for the Services provided during the preceding month. At a minimum, the invoice will identify the Services performed, the hours spent performing the Services, the applicable hourly rate(s), and any authorized expenses based on the rates and charges authorized in Exhibit "B." The City will pay the Consultant within 30 days after approval of each invoice, with the exception of any disputed amounts.

3. AUTHORIZED REPRESENTATIVE. Consultant hereby assigns David Williams to serve as the Consultant's authorized representative ("**Consultant's Authorized Representative**"), to personally participate in and manage the Services provided under this Agreement, and to serve as the primary point of contact for all matters pertaining to this Agreement.

3.1. Substitutions. As a material inducement to entering into this Agreement, the City has relied upon Consultant's representations regarding Consultant's qualifications (including the qualifications of Consultant's Authorized Representative, its personnel, and its subconsultants, if any, as identified on Exhibits "A" and "B"). Consultant will not replace Consultant's Authorized Representative (or any of its personnel or its subconsultants, if any, as identified on Exhibits "A" and "B") without the City's prior written consent.

4. NOTICES. All notices or requests required or contemplated by this Agreement will be in writing and delivered to the other party's Authorized Representative by personal delivery, U.S. Mail, nationwide overnight delivery service, email, or as otherwise specified herein. Delivery is deemed effective upon the first to occur of: (a) actual receipt by a party's Authorized Representative, (b) actual receipt at the address identified below, or (c) three business days following deposit in the U.S. Mail of registered or certified mail

sent to the address identified below. A party's contact information, below, may be changed by providing written notice of any change to the other party.

TO CITY:	Farid Javandel, Senior Traffic Engineer CITY OF NAPA P.O. Box 660 NAPA, CA 94559-0660
TO CONSULTANT:	David Williams, PE Project Manager Mark Thomas & Company, Inc. 2121 N California Boulevard, Suite 260 Walnut Creek, CA 94596 dwilliams@markthomas.com

5. **TERM.** The term of this Agreement begins on the Effective Date, and ends upon Consultant's completion of the Services required by this Agreement, unless terminated earlier as provided herein. The following provisions will survive expiration or termination of this Agreement: Section 7.2 (Dispute Resolution), Section 8.1 (Confidentiality), Section 8.4 (Records of Performance), Section 10 (Indemnification), Section 11.4 (Professional Liability), Section 13.3 (Taxes), and Section 14 (General Provisions).

6. **CITY'S RIGHT TO TERMINATE.** The City may terminate this Agreement for convenience (with or without cause) by providing written notice of termination to Consultant, effective upon the date stated in the notice. If the City terminates the Agreement it will pay Consultant for all Services satisfactorily performed up to and including the effective date of the termination, subject to the provisions of Sections 2 and 8.2.

7. **DEFAULT AND DISPUTE RESOLUTION.**

7.1. **Default.** Consultant will be deemed in default of this Agreement if Consultant is not complying with the terms of this Agreement, the City has reason to believe that Consultant will not be able complete the Services consistent with the requirements of, or the time specified in, the Agreement, or the Consultant fails to correct work in the time specified by the City in the written notice to Consultant as set forth in Section 1.8. If either of these circumstances exist, the City may give written notice of default to Consultant and demand that the default be cured or corrected within ten days of the notice, unless the City determines that additional time is reasonably necessary to cure the default. If Consultant fails to cure the default within of the time specified in the notice, and the Consultant fails to give adequate written assurance of due performance within the specified time, then the City may terminate this Agreement in accordance with Section 6, or the City may pursue dispute resolution in accordance with Section 7.2.

7.2. **Dispute Resolution.** If any dispute arises between the parties in relation to this Agreement, the Authorized Representatives for each party will meet, in person, as soon as practicable, to engage in a good faith effort to resolve the dispute informally. If the parties are unable to resolve the dispute, in whole or in part, through informal discussions, the parties agree to participate in mediation. Notwithstanding the existence of a dispute, the Consultant will continue providing the Services during the course of any dispute, unless otherwise directed by the City.

7.2.1. Either party may give written notice to the other party of a request to submit a dispute to mediation, and a mediation session will take place within 60 days of the date that such notice is given, or sooner if reasonably practicable. The parties will jointly appoint a mutually acceptable mediator. The parties will share equally the costs of the mediator; however, each party will pay its own costs of preparing for and participating in the mediation, including any legal costs.

7.2.2. Good faith participation in mediation pursuant to this Section is a condition precedent to either party commencing litigation in relation to the dispute. In addition, any claims by Consultant arising from or related to this Agreement, are subject to the claim presentment requirements in the Government Claims

Act (Government Code section 900 et seq.).

8. INFORMATION AND RECORDS.

8.1. Confidentiality. Consultant will not disclose any information or records related to the performance of this Agreement, including information and records received from the City, as well as information and records created by the Consultant, to any person other than a City employee, unless and only to the extent that the City provides the Consultant with prior written consent to make a disclosure, or disclosure by Consultant is required by law or court order. If Consultant determines that disclosure of information is required by law or court order, the Consultant must first give the City notice of its intent to disclose any such information with sufficient time for the City to determine whether it may need to take protective steps, including, without limitation, by seeking a protective order or other legal relief. Consultant will notify the City's Authorized Representative of any request for disclosure of information, or any actual or potential disclosure of information, under this Agreement. Consultant's obligations under this section will survive the termination of this Agreement.

8.2. Title to Records. All original documents or records ("work product"), whether paper or electronic, required by this Agreement to be prepared by Consultant (including its employees and subconsultants), whether complete or in progress, are the property of the City. Consultant will promptly deliver all such work product to the City at the completion of the Services, upon termination, or upon demand by the City. However, Consultant may make and keep copies of the work product. Consultant makes no warranty that the work product is suitable for reuse by the City for any purpose unrelated to this Agreement,

8.3. Contract Cost Disclosure. For any document or report prepared in whole or in part by Consultant pursuant to this Agreement, Consultant will include the numbers and dollar amounts of related contracts or subcontracts as further specified by Government Code Section 7550.

8.4. Records of Performance. Consultant will maintain adequate records of performance under this Agreement (including Services provided, invoices for payment, and payments received) and make these records available to the City for inspection, audit, and copying, during the term of this Agreement and until four years after the Agreement has expired or been terminated.

8.5. Electronic Communications. Consultant will use reasonable good faith efforts to avoid transmitting electronic viruses or other damaging coding, and will promptly advise the City if Consultant discovers that an electronic virus or similar destructive coding may have been transmitted to the City.

8.6. Copyrights/Patents. In performing the Services under this Agreement, Consultant will not unlawfully infringe on any copyrighted or patented work. Consultant is solely responsible for the cost of any authorizations necessary to use any copyrighted or patented work.

9. ACCIDENT REPORT. If any death, personal injury, or property damage occurs in connection with the performance of the Services, Consultant will promptly submit to the City Clerk's Office a written notice of the incident of damage with the following information:

- 9.1. A description of the damage including date, time, and location, and whether any City property was involved;
- 9.2. Name and contact information of any witness;
- 9.3. Name and address of the injured or deceased person(s); and
- 9.4. Name and address of Consultant's insurance company.

10. **INDEMNIFICATION.** To the full extent permitted by law, Consultant will indemnify, hold harmless, release, and defend the City (including its officers, elected or appointed officials, employees, volunteers, and agents) from and against any and all liability or claims (including actions, demands, damages, injuries, settlements, losses, or costs [including legal costs and reasonable attorney's fees]) (collectively, "Liability") of any nature, arising out of, pertaining to, or relating to Consultant's or its subconsultants' negligence, recklessness, or willful misconduct in the performance of the Services under this Agreement. Consistent with Civil Code Section 2782, Consultant will not be obligated to indemnify City for the proportionate share of the Liability caused by the City's active negligence, passive negligence, sole negligence, or willful misconduct. To the extent that Services are "design professional services," as defined by Civil Code Section 2782.8, the cost to defend charged to the Consultant will not exceed the Consultant's proportionate percentage of fault. Consultant's indemnification obligations under this Agreement are not limited by any limitations of any insurance held by Consultant, including, but not limited to, workers' compensation insurance.

11. **INSURANCE.** Consultant will not perform Services under this Agreement until Consultant has obtained all insurance required under Section 11 and such insurance has been approved by the City Attorney as to form and the Risk Manager as to carrier and sufficiency. The City of Napa is now utilizing an online insurance verification system called PINS Advantage. After being selected for an agreement with the City, Consultant/Contractor will receive an email with instructions to log into the PINS Advantage System. Consultant/Contractor shall upon receiving the email noted above, log into the system and upload Certificates of Insurance and any endorsements required by this Agreement. For questions or issues with setting up your PINS Advantage account, please contact insurancecerts@cityofnapa.org. All requirements provided in this Section must appear either in the body of the insurance policies or as endorsements and must specifically bind the insurance carrier.

11.1. **Policies and Limits.** Without limiting Consultant's indemnification obligations in Section 10, Consultant will procure and maintain throughout the period of this Agreement, the following policies of insurance and endorsements from insurers (if other than the State Compensation Fund) with a current A.M. Best rating of no less than A:VII or its equivalent against injury/death to persons or damage to property which may arise from or in connection with the activities hereunder of Consultant, its agents, employees or subconsultants:

11.1.1. **Commercial General Liability Policy.** Consultant must procure and maintain Commercial General Liability Insurance (CGL) at least as broad as CG 00 01 (occurrence form), with minimum limits of no less than \$1,000,000 per occurrence and \$2,000,000 in the aggregate for bodily injury, personal injury, property damage, products and completed operations, and contractual liability.

11.1.2. **Automobile Liability Policy.** Consultant must procure and maintain Automobile Liability Insurance at least as broad as ISO Form number CA 0001, Code 1 (any auto), covering use of all owned, non-owned, and hired automobiles and all vehicles used in the performance of this Agreement with minimum limits not less than \$1,000,000 per accident, combined single limit for bodily injury and property damage liability.

11.1.3. **Workers' Compensation.** Consultant must procure and maintain Workers' Compensation in such amounts as will fully comply with the laws of the State of California and which will indemnify, insure and provide legal defense for both Consultant and City against any loss, claim or damage arising from any injuries or occupational diseases occurring to any worker employed by or any persons retained by Consultant in the course of carrying out the Services and Employer's Liability with minimum limits of \$1,000,000 per accident for bodily injury or disease. If Consultant is not subject to California Workers' Compensation requirements, Consultant must file a completed certificate of exemption form which may be obtained from the City prior to commencing any activity authorized hereunder.

11.1.4. **Professional Liability.** Consultant must procure and maintain Professional Liability Insurance appropriate to the Consultant's profession covering liability imposed by law or contract arising out of an error, omission or negligent act in the performance, or lack thereof, of the Services and any physical property damage, bodily injury or death resulting therefrom, with limits not less than \$2,000,000

per claim and in the aggregate. The insurance must include a vicarious liability endorsement to indemnify, defend, and hold harmless the City for claims arising out of the Consultant's Services and an extended reporting endorsement, for a period of not less than four years from the date of completion of those Services. The policy inception date or retroactive date must coincide with or precede the Effective Date of this Agreement (including subsequent policies purchased as renewals or replacements).

11.2. Endorsements.

11.2.1. The CGL and automobile liability policies must contain an endorsement naming the City, its officers, elected or appointed officials, employees, volunteers, and agents as covered parties for liability arising out of the operations performed by or on behalf of Consultant. The coverage will contain no special limitations on the scope of protection afforded to the City, its officers, officials, employees, volunteers, and agents.

11.2.2. All policies of insurance provided by Consultant pursuant to this Agreement will be primary and non-contributory to any coverage maintained by the City. Any insurance carried by City will not contribute to, or be excess of insurance maintained by Consultant, nor in any way provide benefit to Consultant, its subconsultants, affiliates, officers, directors, employees, subsidiaries, parent company, or agents, if any.

11.2.3. The inclusion of more than one insured will not operate to impair or limit the rights of one insured against another, and the coverage will apply as though separate policies have been issued to each insured. Additionally, if the CGL insurance or other form of insurance with a general aggregate limit is used, either the general aggregate limit will apply separately to this Agreement or the general aggregate will be twice the required occurrence limit.

11.3. All Policies.

11.3.1. For all insurance policies required under this Agreement, each certificate of insurance will state that the coverage afforded by the policy or policies will not be reduced, cancelled, or allowed to expire without at least 30 days written notice to City, unless due to non-payment of premiums, in which case at least 10 days written notice is required. Notice required under this subsection will be sent by certified mail. Each required policy will include an endorsement providing that the insurer agrees to waive any right of subrogation it may have against the City. The endorsements will be on forms provided by City or as approved by City's Risk Manager.

11.3.2. Any deductible or self-insured retention will be disclosed to the City prior to the City's execution of this Agreement and is subject to approval by the City.

11.3.3. If Consultant does not keep all required insurance policies in full force and effect, the City may, in addition to other remedies under this Agreement, terminate or suspend this Agreement.

11.3.4. The coverage types and limits required pursuant to this Agreement will in no way limit the liability of Consultant.

12. **CONFLICTS OF INTEREST.** Consultant represents that as of the Effective Date of this Agreement it has no interest and will not acquire any interest, direct or indirect, which would conflict in any manner or degree with the performance of the Services. Consultant further warrants that in the performance of the Services, Consultant will not employ or enter into a subcontract with any person or entity having any such conflict of interest.

12.1. **Financial Interest.** Consultant will not make or participate in making or in any way attempt to use Consultant's position to influence a City decision in which Consultant knows, or has reason to know, Consultant has a financial interest other than the compensation promised by this Agreement. Consultant represents that it has diligently conducted a search and inventory of its financial interests, as defined in the regulations promulgated by the Fair Political Practices Commission, and has determined that Consultant

does not, to the best of Consultant's knowledge, have a financial interest that would conflict with Consultant's duties under this Agreement. Consultant will immediately notify the City in writing if Consultant learns of a financial interest that may conflict with Consultant's obligations under this Agreement.

12.2. Covenant Against Contingent Fees. Consultant represents that it has not employed, retained, or entered into a contract with any person or entity, other than a bona fide employee working for the Consultant, to solicit or secure this Agreement; and that it has not paid or agreed to pay any person or entity, other than a bona fide employee, any fee, commission, percentage, brokerage fee, gift, or any other consideration, contingent upon or resulting from the making of this Agreement. For breach or violation of this representation, the City may void this Agreement without liability or any further obligation to Consultant, or, alternatively, may elect to deduct from payments due or to become due to Consultant, the full amount of such fee, commission, percentage, brokerage fee, gift, or other consideration.

12.3. Statement of Economic Interest. If the City determines Consultant (or any of its employees or subconsultants) is subject to disclosure requirements under the Political Reform Act (Government Code section 87100 et seq.), Consultant (including any required employees or subconsultants) will complete and file a "Statement of Economic Interest" (Form 700) with the City Clerk's Office disclosing Consultant's financial interests.

12.4. Subsequent Contracts. Unless otherwise specified in Exhibit "A," Consultant's duties and Services under this Agreement do not include preparing or assisting the City with any portion of the City's preparation of a request for proposals, request for qualifications, or any other solicitation regarding a subsequent or additional contract with the City. The City will at all times retain responsibility for public contracting, including with respect to any subsequent phase of this project. Unless otherwise specified in Exhibit "A," Consultant's participation in the planning, discussions, or drawing of project plans or specifications will be limited to conceptual, preliminary, or initial plans or specifications. Consultant will cooperate with the City to ensure that all bidders for a subsequent contract on any subsequent phase of this project have access to the same information, including all conceptual, preliminary, or initial plans or specifications prepared by Consultant pursuant to this Agreement, if any.

13. COMPLIANCE WITH LAW.

13.1. Legal and Licensing Compliance. Consultant will comply with all applicable federal, state and local laws, rules, and regulations related to the Services under this Agreement. Consultant represents and warrants to City that Consultant has and will keep in effect during the term of this Agreement all licenses (including, but not limited to, the City of Napa business license), permits, qualifications, and approvals of whatsoever nature which are legally required for Consultant to practice Consultant's profession or perform the Services.

13.2. Nondiscrimination. At all times during the term of this Agreement, Consultant will comply with all applicable federal, state, and local laws, rules, and regulations prohibiting discrimination based on race, ethnicity, color, national origin, religion, marital status, age, sex, sexual orientation, disability (including any physical or mental impairment that substantially limits a major life activity), medical condition, or any protected class.

13.3. Taxes. Consultant will file tax returns as required by law and pay all applicable taxes on amounts paid pursuant to this Agreement. Consultant will be solely liable and responsible to pay such taxes and other obligations, including, but not limited to, state and federal income and FICA taxes.

13.4. Provisions Deemed Inserted. Every provision of law required to be inserted or referenced in this Agreement will be deemed to be inserted or referenced.

14. GENERAL PROVISIONS.

14.1. Headings. The heading titles for each section of this Agreement are included only as a guide to the contents and are not to be considered as controlling, enlarging, or restricting the interpretation of the Agreement.

14.2. Severability. If any term of this Agreement (including any phrase, provision, covenant, or condition) is held by a court of competent jurisdiction to be invalid or unenforceable, the Agreement will be construed as not containing that term, and the remainder of this Agreement will remain in full force and effect; provided, however, this section will not be applied to the extent that it would result in a frustration of the parties' intent under this Agreement.

14.3. Governing Law, Jurisdiction, and Venue. The interpretation, validity, and enforcement of this Agreement will be governed and interpreted in accordance with the laws of the State of California. Any suit, claim, or legal proceeding of any kind related to this Agreement will be filed and heard in a court of competent jurisdiction in the County of Napa.

14.4. Attorney's Fees. If any litigation is commenced to enforce or interpret this Agreement, the prevailing party is entitled to reasonable attorney's fees, costs, and expenses incurred.

14.5. Assignment and Delegation. This Agreement will not be assigned or transferred in whole or in part, nor will any of the Consultant's duties be delegated, without the City's prior written consent. Any attempt to assign, transfer, or delegate this Agreement, in whole or any part, without the City's prior written consent will be void and of no force or effect. Any consent by the City to one assignment, transfer, or delegation will not be deemed to be consent to any subsequent assignment, transfer, or delegation.

14.6. Modifications. This Agreement may not be amended or modified orally. No amendment or modification of this Agreement is binding unless it is in a writing signed by both parties.

14.7. Waivers. No waiver of a breach, default, or duty under this Agreement will be effective unless it is in writing and signed by the party waiving the breach, default, or duty. Waiver of a breach, default, or duty under this Agreement will not constitute a continuing waiver or a waiver of any subsequent breach, default, or duty under this Agreement.

14.8. Entire Agreement. This Agreement, including all documents incorporated herein by reference, comprises the entire integrated understanding between the parties concerning the Services. This Agreement supersedes all prior negotiations, agreements, and understandings regarding this matter, whether written or oral. The documents incorporated by reference into this Agreement are complementary; what is called for in one is binding as if called for in all. If any provision in any document attached or incorporated into this Agreement conflicts or is inconsistent with a provision in the body of this Agreement, the provisions in the body of this Agreement will control over any such conflicting or inconsistent provisions.

14.9. Interpretation. Each party to this Agreement has had an opportunity to review the Agreement, and to consult with its respective legal counsel regarding the meaning of the Agreement. Accordingly, Civil Code Section 1654 will not apply to interpret any uncertainty in the meaning of the Agreement.

15. SIGNATURES.

15.1. Counterparts. This Agreement may be executed in counterparts, each one of which is deemed an original, but all of which together constitute a single instrument.

ATTACHMENT 1

15.2. Signatures; Electronic Signatures. The individuals executing this Agreement represent and warrant that they have the right, power, legal capacity, and authority to enter into and to execute this Agreement on behalf of the respective legal entities of the Consultant and the City. The parties agree that this Agreement may be executed and transmitted electronically and that electronic signatures shall have the same force and effect as original signatures in accordance with the Electronic Signatures in Global and National Commerce Act, 15 U.S.C. 7001 et seq.; the California Uniform Electronic Transactions Act, Civil Code Section 1633.1 et seq. and California Government Code Section 16.5.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement to be effective on the Effective Date set forth below.

CITY:

CITY OF NAPA, a California charter city

By:

Julie B. Lucido, Public Works Director

CONSULTANT:

MARK THOMAS & CO., a California corporation

By:

Sasha Dansky, Executive Vice President

Date:

("Effective Date")

COUNTERSIGNED:

Erika Leahy, City Auditor

APPROVED AS TO FORM:

Christopher Diaz, Interim City Attorney

EXHIBIT "A"**SCOPE OF SERVICES AND SCHEDULE OF PERFORMANCE**

1.0. **SCOPE OF SERVICES.** Consultant will perform the Services described in this Exhibit "A," in accordance with the terms of the Agreement.

1.1. **TYPE OF SERVICES** The professional services may include, but are not limited to, the following activities conducted to industry standards:

- Public outreach/stakeholder outreach
- Preliminary and final engineering of the project of streets, highways or building facilities
- Environmental technical studies
- Environmental Document
- Environmentally sensitive areas
- Geotechnical/geology
- Street, highway & facility designs
- Pedestrian and bike path
- Risk register
- Landscaping
- Mapping including topography
- Street design, including repair/replacement of curb, gutter, sidewalk, driveways, ramps, street trees, signs, pavement, etc.
- Facility design
- Structural analysis and design
- Geotechnical/geology work
- Traffic signal design
- Striping and signage analysis
- Traffic studies
- Storm drain infrastructure analysis and design, including hydrology and hydraulic analysis
- Erosion control and design of Best Management Practices
- Floodplain analyses
- Mapping existing utilities and evaluating new/existing utility conflicts
- Right-of-Way services including R/W engineering, appraisal and acquisitions for permanent and temporary easements

- Permits from resource or other agencies as appropriate
- Constructability reviews
- Preparation of engineering plans, specifications and estimates (PS&Es) in City or other approved format, as appropriate
- Construction Support services including attendance at construction meetings, responses to requests for information, review of contract submittals, and evaluation of design changes during construction

2.0. SCHEDULE OF PERFORMANCE.

2.1. **REQUESTS FOR SERVICES.** Upon request by City, Consultant will provide the Services described above, beginning on the Effective Date and ending three years from the Effective Date. The Services will be provided for a variety of individual matters, as required by the City. Upon request by the City's Authorized Representative for Consultant to perform Services for a particular matter, Consultant will provide a written estimate of the time within which Services for the matter will be completed, and the estimated cost for providing the requested Services. Following written authorization from the City's Authorized Representative, Consultant will perform and complete the Services as specified in the written authorization. Consultant is not entitled to payment for any Services performed without a written authorization, or for Services that exceed the scope of a written authorization. For purposes of this Section, the written estimate and written authorization may be provided on paper or in an electronic form.

3.0. **PREVAILING WAGE COMPLIANCE.** If this Agreement includes work performed during the "design and preconstruction phases of construction" (including inspection or field surveying services), as defined by "Prevailing Wage Laws" (as set forth in the California Labor Code, including section 1720 et seq.), the City hereby determines that those Services are "public works," and this Agreement is subject to all applicable requirements of Chapter 1 of Part 7 of Division 2 of the Labor Code, and all related regulations, including requirements pertaining to wages, working hours, and workers' compensation insurance, and the following provisions. Subconsultants performing "public works" under this Agreement are subject to all of the requirements of this Section.

3.1. **Prevailing Wages.** Consultant must comply with the prevailing wage requirements applicable in Napa County for each craft, classification, or type of worker needed to perform the Services, including employer payments for health and welfare, pension, vacation, and apprenticeship. The prevailing wage rates are on file with the City Engineer's office and are also available online at <http://www.dir.ca.gov/DLSR>. Pursuant to Labor Code section 1775, Consultant will forfeit to City as a penalty up to \$200 for each calendar day, or portion of a day, for each worker paid less than the applicable prevailing wage rate, in addition to paying each such worker the difference between the applicable prevailing wage rate and the amount actual paid to the worker.

3.2. **Working Hours.** Pursuant to Labor Code section 1810, eight hours of labor constitutes a legal day's work. Pursuant to Labor Code section 1813, Consultant will forfeit to City as a penalty, the sum of \$25 for each day during which a worker employed by Consultant is required or permitted to work more than eight hours during any one calendar day, or more than 40 hours per calendar week, unless such worker is paid overtime wages pursuant to Labor Code section 1815. All Services must be performed during City's regular business days and hours, except as otherwise specified in this Agreement or subject to City's prior written authorization.

3.3. **Payroll Records.** Consultant must maintain certified payroll records in compliance with Labor Code sections 1776 and 1812, and any implementing regulations promulgated by the Department of Industrial Relations ("DIR"). For each payroll record, Consultant must certify under penalty of perjury that the information in the payroll is true and correct and complies with the requirements of Labor Code sections 1771, 1861, and 1815. Consultant must electronically

ATTACHMENT 1

submit certified payroll records as required by Labor Code section 1771.4(a).

3.4. Apprentices. If the total compensation payable under this Agreement is \$30,000 or more, Consultant must comply with the apprenticeship requirements in Labor Code section 1777.5.

3.5. Compliance. The Agreement is subject to compliance monitoring and enforcement by the DIR. Pursuant to Labor Code section 1725.5, Consultant must be registered with the DIR to perform public works projects, subject to any applicable exceptions, if any. Consultant must post all job site notices required by laws or regulations pursuant to Labor Code section 1771.4. Pursuant to Labor Code section 1861, by executing this Agreement, Consultant certifies as follows: "I am aware of the provisions of Labor Code 3700 which require every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that code, and I will comply with such provisions before commencing performance of the work on this contract."

EXHIBIT "B"

COMPENSATION RATES AND CHARGES
And
AUTHORIZED EXPENSES AND RATES



MARK THOMAS & COMPANY, INC. RATE SCHEDULE

EXPIRES JUNE 30, 2026

Engineering		
Intern	\$60 - \$105	Surveying
Technician	\$95 - \$135	Survey Technician I-III
Design Engineer I	\$120 - \$175	Lead Survey Technician
Design Engineer II	\$135 - \$210	Survey Specialist I-III
Sr. Technician	\$155 - \$210	Asst Surveyor I-III
Civil Engineering Designer	\$155 - \$245	Project Surveyor I-III
Project Engineer	\$155 - \$225	* Chief of Party
Sr. Project Engineer	\$195 - \$280	* Instrumentperson
Sr. Technical Engineer	\$200 - \$230	* Chainperson
Technical Lead	\$230 - \$280	* Apprentice
Sr. Technical Lead	\$265 - \$335	* 2-Person Crew
CADD Manager	\$220 - \$260	* 3-Person Crew
Design Manager	\$350 - \$390	* Utility Locator
Engineering Manager	\$350 - \$390	
Sr. Engineering Manager	\$365 - \$495	
Construction Management		
Office Engineer	\$165 - \$265	Project Management & Oversight
* Asst. Resident Engineer	\$170 - \$250	Project Manager
* Sr. Inspector - CM	\$185 - \$260	Sr. Project Manager
* Inspector - CM	\$150 - \$275	Survey Manager I-II
Resident Engineer	\$255 - \$335	SUE Program Manager
Sr. Resident Engineer	\$300 - \$370	Division Manager
Construction Manager	\$255 - \$295	Principal
Area Manager - CM	\$280 - \$325	
Planning		
Planner I	\$105 - \$140	Project Support
Economist	\$135 - \$160	Technical/Sr. Technical Writer
Planner II	\$140 - \$170	Project/Sr. Project Assistant
Sr. Planner	\$165 - \$230	Survey Coordinator
Landscape Architecture/Urban Design		
Landscape Intern	\$80 - \$95	Project Accountant
Landscape Designer I	\$100 - \$125	Division Manager
Landscape Designer II	\$120 - \$160	Principal
Landscape Architect	\$155 - \$180	
Sr. Landscape Architect	\$175 - \$200	
Grant Writing		
Funding Specialist	\$135 - \$230	Graphic Designer
Sr. Funding Specialist	\$225 - \$260	Project/Sr. Project Accountant
Funding Manager	\$325 - \$380	Survey Coordinator
District Management		
		Project/Sr. Project Coordinator
		Graphic/Sr. Graphic Designer
		Project/Sr. Project Accountant
		\$115 - \$160
		\$85 - \$185
		Sr. Graphic Manager
		\$195 - \$260
		Project Delivery Manager
		\$210 - \$235
		Project Accountant Manager
		\$230 - \$260
		Safety Manager
		\$245 - \$250
Special Services		
		Expert Witness
		\$550
		Strategic Consulting
		\$550

Reimbursables including, but not limited to; reproductions, delivery and filing fees; outside consultant fees; and survey field expenses will be billed at **Cost Plus 5%**. **Mileage** will be billed per **current IRS Rate**.

Additional promotional steps exist within various rate categories.
 This rate schedule expires June 30, 2026; rates are subject to escalation with new hourly rate schedule as of July 1, 2026.
 * These charge rates are subject to Prevailing Wage laws and Union contract.



GROUP 4

ARCHITECTURE
RESEARCH +
PLANNING, INC.

211 LINDEN AVENUE

SO. SAN FRANCISCO

CA 94080 USA

T: 650-871-0709

F: 650-871-7915

www.g4arch.com

SCHEDULE OF PROFESSIONAL SERVICES

Effective through December 31, 2025

	Hourly Rate
Principal in Charge	\$280.00
Principal	\$270.00
Associate	\$250.00
Project Manager	\$215.00
Architect III	\$210.00
Architect II	\$200.00
Architect I	\$195.00
Architectural Staff III	\$185.00
Architectural Staff II	\$175.00
Architectural Staff I	\$165.00
Interior Designer II / Planner II	\$175.00
Interior Designer I / Planner I	\$165.00
Project Support	\$140.00 - \$250.00
Consulting Principal	\$345.00

Consultants to the Architect will be billed at 1.15 times direct cost.

Reimbursable expenses related to the project, whether for in-house, consultant or client use, will be billed at 1.15 times direct cost. Such expenses include, but are not necessarily limited to:

- Plotting of check sets and presentation drawings.
- Outside service scanning, printing, copying of drawings and documents of any size.
- In-house project-related printing/copying (black/white and color), including draft and final reports, specifications, and drawings.
- Outside telephone conferencing services.
- Postage, delivery and messenger service.
- Overtime expenses with prior client approval.
- Architectural renderings, physical and digital scale models and animations.
- Videos, web services, opinion surveys.
- Travel expenses, including mileage, tolls, lodging and meals.
- Sub-consultant costs.
- Presentation boards.
- Facilitation tools.
- Workshop accessories and facilitation materials.
- Software purchase and licensure on behalf of the client.

The above-listed rates are adjusted annually. The next adjustment will be 1 January 2026.

G:_Project Resources\Y-Contract\Client\Exhibit B Compensation\Project Specific Rates\Group 4 Rate Table 2024-25.docx

**H. T. HARVEY & ASSOCIATES**

Ecological Consultants

50 years of field notes, exploration, and excellence**Professional Fees***Fees Effective January 1, 2025*

Personnel Classification	Hourly Billing Rate
Principal	\$ 355–400
Senior Associate Ecologist	\$ 325
Associate Ecologist	\$ 296
Senior Ecologist 2	\$ 265
Senior Ecologist 1	\$ 233
Ecologist 2	\$ 204
Ecologist 1	\$ 178
Field Biologist 2	\$ 152
Field Biologist 1	\$ 127
Senior GIS Analyst	\$ 233
GIS Analyst	\$ 178
Technical Editor	\$ 155
Senior Technical Support	\$ 152
Technical Support	\$ 127
Clerical Support	\$ 100
Deposition and Testimony	Two times standard rate
Subcontractual Consultants	Cost plus 10%
Direct Expenses	Cost plus 10%
Transportation	Current IRS Federal Standard Mileage Rate <i>(70¢ / mile as of January 2025)</i>
Travel (Cost plus 10%)	~ \$284/day <i>(based on federal per diem rate)</i>
Field Equipment Operation	Variable
GIS Computer Graphics	\$10/hr surcharge

Billing rates are subject to annual increases and will be adjusted at the beginning of each calendar year.



CRAWFORD & ASSOCIATES - 2025 FEE SCHEDULE

EXPIRES DECEMBER 31, 2025

PROJECT MANAGEMENT		HOURLY RATE	REIMBURSABLES		RATE
Principal		\$ 275.00	Mileage		\$ 0.74 / Mile
Senior Project Manager		\$ 255.00	Vehicle Charge		\$ 25.00 / Day
Project Manager II		\$ 245.00	Outside Costs		15% Markup
Project Manager I		\$ 210.00	Permit Fees (City/County)		15% Markup
ENGINEER / GEOLOGIST		HOURLY RATE	Per Diem (Lodging & Meals)		\$ 350 / Day
Senior Engineer II		\$ 225.00	Rush Lab Testing		50% Markup
Senior Engineer I		\$ 205.00	ENGINEERING FIELD EQUIPMENT		
Senior Geologist		\$ 180.00	Backfill	\$ 9.00	Bag
Project Engineer III / Geologist III		\$ 180.00	Core Box	\$ 18.00	Each
Project Engineer II / Geologist II		\$ 160.00	Core Machine Bit	\$ 3.00	Inch
Project Engineer I / Geologist I		\$ 150.00	Core Machine with Generator	\$ 2,700.00	Day
Staff Engineer / Geologist		\$ 140.00	Hand Auger	\$ 210.00	Day
Drafter		\$ 125.00	Hot Mix Asphalt Patching (1st Core)	\$ 1,050.00	First
PROJECT SUPPORT		HOURLY RATE	Hot Mix Asphalt Patching (2 or More)	\$ 500.00	Each After
Project Coordinator		\$ 135.00	Percolation/Infiltration Testing Equipment	\$ 210.00	Day
Administrative Assistant		\$ 115.00	Steel Liners (MCAL)	\$ 12.00	Each
MATERIALS TESTING & CONSTRUCTION SERVICES		HOURLY RATE	Survey Equipment (Liquid Level)	\$ 155.00	Day
Construction Services Director		\$ 255.00	Survey Equipment (Tripod, Level, Rod)	\$ 155.00	Day
Special Inspector		\$ 138.00	Traffic Control - Major (Non DBE, Non-PW)	\$ 1,750.00	Day
Senior Technician		\$ 120.00	Traffic Control - Minor (Non DBE, Non-PW)	\$ 735.00	Day
Staff Technician		\$ 110.00	Traffic Control Equipment (Shoulder signs, cones)	\$ 210.00	Day
PREVAILING WAGE		HOURLY RATE	Traffic Control Sign Board	\$ 650.00	Day
Group 1 - Special Inspector I (Masonry)		\$ 200.00	Wildcat DCP Equipment	\$ 785.00	Day
Group 2 - Special Inspector II (Welding)		\$ 195.00	Wildcat DCP Tip	\$ 21.00	Each
Group 2 and 3 - Laborer Technician		\$ 145.00	SEISMIC ANALYSIS		
Group 3 - Soils/Asphalt Technician		\$ 185.00	EZ Frisk Software Use	\$ 2,350.00	Per Location
Group 4 - Concrete Technician		\$ 175.00	Seismic Survey Equipment (24 channel)	\$ 1,835.00	Day
WORKING HOURS AND PREMIUM TIME		RATE	Seismic Data Processing (1dS)	\$ 145.00	Per Line
A Regular Workday is defined as the first 8 hours between 6am and 6pm, Monday through Friday.			Seismic Data Processing (2dS)	\$ 450.00	Per Line
Standard Overtime: Weekdays & Saturdays (first 8 hours)			Seismic Data Processing (2dS w/CA Stamp)	\$ 1,375.00	Per Line
Overtime: Saturdays (over 8 hours); Sunday (first 8 hours)			MATERIALS TESTING EQUIPMENT		
Overtime: Sundays (over 8 hours) and Holidays			Concrete Testing Equipment (Slump, Unit Wt, Air)	\$ 65.00	Day
Night Shift is defined as a shift starting after 2pm and before 4am			Torque Wrench	\$ 25.00	Day
150% Above Hourly Rate			Bolt tensioning Device - Skidmore	\$ 65.00	Day
200% Above Hourly Rate			4x8 Cylinder Mold	\$ 10.00	Ea
300% Above Hourly Rate			6x12 Cylinder Mold	\$ 12.00	Ea
115% Above Hourly Rate			Proof Load Ram and Pump	\$ 55.00	Day
15% Above Hourly Rate			Sand Cone Equipment	\$ 7.00	Ea
10% Above Hourly Rate			Moisture Emission Test Kit	\$ 75.00	Ea
5% Above Hourly Rate			NDT Weld Testing Equipment UT/MT/PT	\$ 75.00	Day
10% Above Hourly Rate			Nuclear Density Guage	\$ 25.00	Day

Annual Rate Increase Crawford & Associates, Inc. anticipates an hourly rate increase 5% effective Jan 1st of each new year without prior notice. For projects that span multiple years, an updated rate schedule will be sent with the first invoice that reflects the annual increase.



T: 510.562.8833
F: 510.562.8858
earthmech.com

EARTH MECHANICS, INC.**FEE SCHEDULE****August 2025 – June 2026****City of Napa
On-Call Engineering Services**

Classification	Fully Burdened Hourly Rate
Principal/Senior Consultant	\$ 312.00
Senior Principal Engineer/Geologist	\$ 311.00
Principal Engineer/Geologist	\$ 241.00
Senior Engineer/Geologist	\$ 231.00
Senior Project Engineer/Geologist	\$ 179.00
Project Engineer/Geologist	\$ 178.00
Senior Staff Engineer/Geologist	\$ 158.00
Staff Engineer/Geologist	\$ 124.00
Senior Technician	\$ 160.00
Technician I*	\$ 89.00
Project Analyst/Controls	\$ 142.00

* Non-exempt staff subject to overtime pay per California law.

Reimbursable expenses including, but not limited to, drilling, traffic control, waste disposal, specialty testing, and private utility location services will be reimbursed at actual cost with supporting invoice.

Charges invoiced for travel, lodging, and subsistence shall not exceed the current Caltrans rates.

3541 Investment Boulevard, Suite 4, Hayward, CA 94545

Fehr & Peers

2025-2026

(July 2025 through June 2026)

Hourly Billing Rates

Classification	Hourly Rate
Principal	\$280.00 - \$460.00
Senior Associate	\$240.00 - \$335.00
Associate	\$215.00 - \$290.00
Senior Engineer/Planner	\$165.00 - \$240.00
Engineer/Planner	\$140.00 - \$200.00
Senior Engineering Technician	\$160.00 - \$255.00
Senior Project Accountant	\$125.00 - \$190.00
Senior Project Coordinator	\$135.00 - \$225.00
Project Coordinator	\$120.00 - \$190.00
Technician	\$155.00 - \$195.00
Intern	\$100.00 - \$160.00

- *Other Direct Costs / Reimbursable Expenses are invoiced at cost plus 10% for handling.*
- *Personal auto mileage is reimbursed at the current IRS approved rate (70 cents per mile as of Jan 2025).*
- *Technology & Security Fee (software licensing, hardware upgrades, secure data storage, etc.) are invoiced and calculated as a percentage of monthly project labor.*
- *Overtime is paid at 1.5x the regular rate of pay for more than 8 hours in one work day, more than 40 hours in any one workweek, and the first 8 hours worked on the 7th day of work in any one workweek. Overtime is paid at 2x the regular rate of pay for more than 12 hours in one day, and more than 8 hours on any 7th day of a work week.*

Fehr & Peers reserves the right to change these rates at any time with or without advance notice.



MONUMENT
2025 HOURLY RATE SCHEDULE

Right of Way Management & Implementation	
Principal	\$310.00 per hour
Project Director	\$250.00 per hour
Program Manager	\$230.00 per hour
Senior Project Manager / Sr. Utility Project Manager	\$220.00 per hour
ROW Project Manager 2 / Utility Project Manager 2	\$200.00 per hour
ROW Project Manager 1 / Utility Project Manager 1	\$170.00 per hour
Utility Coordinator	\$140.00 per hour
Senior Acquisition Agent / Senior Relocation Agent / Senior Analyst	\$150.00 per hour
Acquisition Agent 2 / Relocation Agent 2 / Property Manager	\$130.00 per hour
Acquisition Agent 1 / Relocation Agent 1	\$120.00 per hour
Senior Project Coordinator	\$135.00 per hour
Project Coordinator 2	\$120.00 per hour
Project Coordinator 1	\$110.00 per hour
Senior Project Analyst	\$150.00 per hour
Project Analyst 2	\$135.00 per hour
Project Analyst 1	\$110.00 per hour
Researcher	\$95.00 per hour
Project Support / Administrative	
Professional Staff	\$90.00 per hour
Project Controller 2	\$105.00 per hour
Project Controller 1	\$80.00 per hour
Project Support Specialist 3	\$100.00 per hour
Project Support Specialist 2	\$90.00 per hour
Project Support Specialist 1	\$80.00 per hour

bove hourly rates are exclusive of local travel/mileage, photocopying, first class postage and overnight courier service. These expenses
 uding out-of-pocket expenses such as pre-approved travel and lodging, outside exhibit preparation, requested overnight courier or registered



Hayward (Corporate) | Fresno | Los Angeles | Sacramento | F. (408) 988-0101 Utility Locating - Ground Penetrating Radar (GPR) - Electromagnetic Pipe Locators Structural Concrete Scanning - Potholing Vacuum Excavation - CCTV Pipe Inspection Mobile LiDAR Scanning - 3D Scanning - 3D Utility Mapping - Gas Standby by - www.bessestlab.com
 DBE 34267 - CSLB 817532 - DIR 1000007058 - MBE 1208095 - SBE 38052 - SLEB 18-00111 - ISN 400231830

BESS Utility Solutions Rate Schedule 2025

Services	Hourly Rate	Night/OT Rate	Emergency Rate
Project Management	\$210		
Project Coordination	\$158		
Utility Foreman	\$205		
Licensed Professional (Civil / Surveyor)	\$215		
LiDAR / UAV / Data Processing and Extraction	\$137		
CAD Technician	\$125		
Reports / Sketches / Clerical	\$125		
Administrative Support	\$125		
Data Processing and Extraction	\$142		
Utility Location & Gas Transmission Standby			
1-Person Utility Designation w/ GPR & EM Pipe Locator	\$205	\$410	\$410
2-Person Utility Designation w/ Multi Antenna GPR	\$410	\$819	\$819
1-Person Gas Transmission Stand by w/truck and equipment	\$215	\$431	\$431
Potholing, Saw Cutting and Vacuum Excavation			
2-Person Utility Potholing w/ air vacuum truck	\$429	\$644	\$859
1-Person Utility Potholing w/ hydro vacuum truck	\$343	\$515	\$687
2-Person Utility Potholing w/ hydro vacuum truck	\$429	\$644	\$859
2-Person Key Hole & Surface Restoration w/ equipment	\$347	\$520	\$693
1-Person Dump Truck Crew w/ equipment	\$257	\$386	\$515
1-Person Saw Cutting Crew w/ Equipment	\$220	\$330	\$440
2-Person Saw Cutting Crew w/ Equipment	\$347	\$521	\$694
Traffic Control			
1-Person Traffic Control w/ arrow truck	\$175	\$262	\$349
2-Person Traffic Control w/ arrow truck	\$280	\$421	\$561
1-Person Flagger / TC Helper	\$158	\$237	\$316
GPR Concrete Scanning and Coring			
1-Person GPR Concrete Scanning w/ equipment	\$210	\$315	\$420
1-Person GPR Concrete Scanning w/ equipment Prevailing Wage	\$281	\$422	\$563
1-Person Coring w/ equipment	\$175	\$262	\$349
1-Person Coring w/ equipment Prevailing Wage	\$184	\$276	\$368
CCTV Camera – Video Inspection			
2-Person CCTV Pipe Inspection w/ Main Line Crawler Unit	\$361	\$542	\$722
2-Person CCTV Pipe Inspection w/ Lateral Line Push Unit	\$350	\$524	\$699
2-Person Hydro Flushing w/ hydro vacuum truck	\$429	\$644	\$859
Surveying and Mapping			
1-Person Survey Crew - GPS / Robotic / 3D Scanner	\$223	\$335	\$447
2-Person Survey Crew - GPS / Robotic / 3D Scanner	\$318	\$477	\$636
2-Person Survey Crew - Mobile LiDAR Scanner	\$394	\$591	\$788
2-Person Survey Crew - UAV Data Collection	\$318	\$477	\$636

NOTE: Rates are portal to portal from our nearest office. Mobilization may apply for distances further than 50 miles from nearest office.

Additional Cost			
1-Person Utility Support Truck	\$175	\$262	\$350
1-Person General Labor Hourly Rate	\$175	\$263	\$351
1-Person Operator Hourly Rate	\$194	\$291	\$389
1-Person Utility Truck Mobilization Rate	\$125		
Air/hydrovac Utility Truck Mobilization Rate	\$315		
CCTV Specialty Utility Truck Mobilization Rate	\$315		
Traffic Control Plans – non-stamped (per sheet)	\$420		
Traffic Control Plans – Stamped (per sheet)	\$630		
Mileage, if applicable		Current IRS Rate	
Lodging and meals, applies when over 50 miles		Current GSA Rate	
Remote Hose Per 25' Section (3" 4" or 6" 10")	\$30/Each		
Off site disposal of Non-Hazardous Material	\$1,200/Load		
Off-Road Vehicle Rental	Cost +10%		
Outside reproductions, shipping, services and consultants	Cost +10%		
Cost of specialty field supplies, rental equipment, bridge tolls etc.	Cost +10%		

Conditions

Work site must be safe and prepared in advanced prior to scheduling our crews (if managed by client)
 Show up cost is a 4 hour minimum per our hourly rates (Per National Pipe Line agreement)
 Minimum charge is 4 hours
 Overtime applies after eight hours of work on site and weekends. Emergencies and Sundays are double time
 Rates above apply to day shift (typical BESS day shift hours are 7:00 AM to 3:30 PM).
 Night rate applies outside of normal shift hours.
 Overtime after 8hrs on site up to 12hrs and Saturdays
 Overtime after 12hrs, Emergency, Sundays and Holidays
 5% escalation applies for multi year contracts



Rincon Consultants, Inc.

Standard Fee Schedule for Environmental Sciences and Planning Services

Professional, Technical and Support Personnel*	Hourly Rate		
	January 1 - December 31, 2025	January 1 - December 31, 2026	January 1 - December 31, 2027
Senior Principal	\$330	\$342	\$354
Principal	\$318	\$329	\$341
Director	\$318	\$329	\$341
Senior Supervisor II	\$302	\$313	\$324
Supervisor I	\$282	\$292	\$302
Senior Professional II	\$264	\$273	\$283
Senior Professional I	\$246	\$255	\$264
Professional IV	\$218	\$226	\$234
Professional III	\$203	\$210	\$217
Professional II	\$180	\$186	\$193
Professional I	\$160	\$166	\$172
Associate III	\$135	\$140	\$145
Associate II	\$121	\$125	\$129
Associate I	\$113	\$117	\$121
Field Technician	\$97	\$100	\$104
Technical Editor	\$152	\$157	\$162
Project Accountant	\$129	\$134	\$139
Billing Specialist	\$111	\$115	\$119
Publishing Specialist	\$124	\$128	\$132
Clerical	\$111	\$115	\$119

* Professional classifications include environmental scientists, urban planners, biologists, geologists, marine scientists, GHG verifiers, sustainability experts, cultural resources experts, data technology experts, and other professionals. Expert witness services consisting of depositions or in-court testimony are charged at the hourly rate of \$400.

Reimbursable Expenses

Direct Cost	Rates
Photocopies – B/W	\$0.25 (single-sided), \$0.45 (double-sided)
Photocopies – Color	\$1.55 (single-sided), \$3.10 (double-sided)
Photocopies – 11" by 17"	\$0.55 (B/W), \$3.40 (color)
Oversized Maps	\$8.50/square foot
Digital Production	\$15/CD, \$20/flash drive
Light-Duty and Passenger Vehicles*	\$90/day
4WD and Off-Road Vehicles*	\$150/day

*Current IRS mileage rate for mileage over 50 and for all miles incurred in employee-owned vehicles.

Other Direct Costs. Other direct costs associated with the execution of a project, that are not included in the hourly rates above, are billed at cost plus 16%. These may include, but are not limited to, laboratory and drilling services, subcontractor services, authorized travel expenses, permit charges and filing fees, mailings and postage, performance bonds, sample handling and shipment, rental equipment, and vehicles other than covered by the above charges.

Annual Escalation. Standard rates subject to 3.5% annual escalation, on January 1.

Payment Terms. All fees will be billed to Client monthly and shall be due and payable upon receipt or as indicated in the contract provisions for the assignment. Invoices are delinquent if not paid within 10 days from receipt or per the contractually required payment terms.

Effective January 1, 2025

ATTACHMENT 1

CIRCLEPOINT
2025-25 - Time and Material Rates

BILLING INFORMATION				CALCULATION INFORMATION				
Name/Job Title/Classification ¹	Hourly Billing Rates ²			Effective date of hourly rate		Actual or Avg. hourly rate ³	% or \$ increase	Ranges
	Straight	OT(1.5x)	OT(2x)	From	To			
Senior Managing Principal Exempt	\$346.50	N/A	N/A	8/1/2025	6/30/2026	\$330.00	5.00%	\$290.00 - \$370.00
	\$363.83	N/A	N/A	7/1/2026	6/30/2027	\$346.50	5.00%	\$304.50 - \$388.50
	\$382.02	N/A	N/A	7/1/2027	6/30/2028	\$363.83	5.00%	\$319.73 - \$407.93
Senior Principal/Principal Exempt	\$288.75	N/A	N/A	8/1/2025	6/30/2026	\$275.00	5.00%	\$250.00 - \$300.00
	\$303.19	N/A	N/A	7/1/2026	6/30/2027	\$288.75	5.00%	\$262.50 - \$315.00
	\$318.35	N/A	N/A	7/1/2027	6/30/2028	\$303.19	5.00%	\$275.63 - \$330.75
Senior Project Manager Exempt	\$267.75	N/A	N/A	8/1/2025	6/30/2026	\$255.00	5.00%	\$240.00 - \$270.00
	\$281.14	N/A	N/A	7/1/2026	6/30/2027	\$267.75	5.00%	\$252.00 - \$283.50
	\$295.19	N/A	N/A	7/1/2027	6/30/2028	\$281.14	5.00%	\$264.60 - \$297.68
Project Manager Exempt	\$236.25	N/A	N/A	8/1/2025	6/30/2026	\$225.00	5.00%	\$200.00 - \$250.00
	\$248.06	N/A	N/A	7/1/2026	6/30/2027	\$236.25	5.00%	\$210.00 - \$262.50
	\$260.47	N/A	N/A	7/1/2027	6/30/2028	\$248.06	5.00%	\$220.50 - \$275.63
Senior Associate Exempt	\$196.88	N/A	N/A	8/1/2025	6/30/2026	\$187.50	5.00%	\$180.00 - \$195.00
	\$206.72	N/A	N/A	7/1/2026	6/30/2027	\$196.88	5.00%	\$189.00 - \$204.75
	\$217.05	N/A	N/A	7/1/2027	6/30/2028	\$206.72	5.00%	\$198.45 - \$214.99
Associate Non-Exempt	\$178.50	\$267.75	\$357.00	8/1/2025	6/30/2026	\$170.00	5.00%	\$160.00 - \$180.00
	\$187.43	\$281.14	\$374.85	7/1/2026	6/30/2027	\$178.50	5.00%	\$168.00 - \$189.00
	\$196.80	\$295.19	\$393.59	7/1/2027	6/30/2028	\$187.43	5.00%	\$176.40 - \$198.45
Assistant/Coordinator Non-Exempt	\$157.50	\$236.25	\$315.00	8/1/2025	6/30/2026	\$150.00	5.00%	\$135.00 - \$165.00
	\$165.38	\$248.06	\$330.75	7/1/2026	6/30/2027	\$157.50	5.00%	\$141.75 - \$173.25
	\$173.64	\$260.47	\$347.29	7/1/2027	6/30/2028	\$165.38	5.00%	\$148.84 - \$181.91
Art Director Exempt	\$207.38	N/A	N/A	8/1/2025	6/30/2026	\$197.50	5.00%	\$185.00 - \$210.00
	\$217.74	N/A	N/A	7/1/2026	6/30/2027	\$207.38	5.00%	\$194.25 - \$220.50
	\$228.63	N/A	N/A	7/1/2027	6/30/2028	\$217.74	5.00%	\$203.96 - \$231.53
Sr Graphic/Web Designers Non-Exempt	\$170.63	\$255.94	\$341.25	8/1/2025	6/30/2026	\$162.50	5.00%	\$150.00 - \$175.00
	\$179.16	\$268.73	\$358.31	7/1/2026	6/30/2027	\$170.63	5.00%	\$157.50 - \$183.75
	\$188.11	\$282.17	\$376.23	7/1/2027	6/30/2028	\$179.16	5.00%	\$165.38 - \$192.94
Sr. Project Accountant Exempt	\$241.50	N/A	N/A	8/1/2025	6/30/2026	\$230.00	5.00%	\$150.00 - \$310.00
	\$253.58	N/A	N/A	7/1/2026	6/30/2027	\$241.50	5.00%	\$157.50 - \$325.50
	\$266.25	N/A	N/A	7/1/2027	6/30/2028	\$253.58	5.00%	\$165.38 - \$341.78
Admin/Clerical Non-Exempt	\$173.25	\$259.88	\$346.50	8/1/2025	6/30/2026	\$165.00	5.00%	\$150.00 - \$180.00
	\$181.91	\$272.87	\$363.83	7/1/2026	6/30/2027	\$173.25	5.00%	\$157.50 - \$189.00
	\$191.01	\$286.51	\$382.02	7/1/2027	6/30/2028	\$181.91	5.00%	\$165.38 - \$198.45