



Agenda Item A.4
CONSENT CALENDAR
Meeting Date: March 3, 2009

TO: Mayor and Councilmembers

FROM: Dan Singer, City Manager

CONTACT: Steve Wagner, Community Services Director

SUBJECT: Consultant Services Agreement with Flowers & Associates, Inc, for Design of the FY 2009-2010 Pavement Rehabilitation Project

RECOMMENDATION:

Authorize the City Manager to execute a consultant services Agreement with Flowers & Associates, Inc., in an amount not to exceed \$45,000 for engineering design services of the FY 2009-2010 Pavement Rehabilitation Project subject to the review and approval as to form by the City Attorney.

BACKGROUND:

Flowers & Associates, Inc. (Flowers) has provided pavement design services for the last five (5) years for the City of Goleta. Each year the design services have been completed on time and under budget.

On October 16, 2006, Council authorized a 3-year design services effort with Flowers & Associates, Inc. for the City's pavement rehabilitation program. This is the final year of the three year period. The scope of next year's pavement rehabilitation project has been developed and a proposal for design services has been negotiated. A consultant services contract with Flower & Associates for design of the FY 2009-2010 pavement rehabilitation project is now recommended for approval.

DISCUSSION:

Flowers' proposal is based on an estimated construction budget for FY 2009-2010 of \$1.89 million. This year Flowers has been asked to prepare two (2) separate construction specifications for two (2) overlay projects. One project will involve the American Recovery and Reinvestment Act of 2009 (Stimulus funding). This project will include the \$485,000 that is the City's share of the Santa Barbara County region's portion of the \$8.3 million to be distributed by SBCAG. Stimulus funding includes Federal requirements for the specification and inspection processes beyond our City standard specifications. The second project will include approximately \$1.4 million for a non-Federally based construction project.

Flowers' scope of design services is attached to the professional services agreement (Attachment 1). The design efforts are scheduled to be completed within 11 weeks so that the projects can be put out to bid in June 2009 and ready for award of contract in July 2009. Flowers' proposal amount of approximately \$45,000 is based on an anticipated construction budget of \$1.89 million. The final scope of the project and associated design services will be based on the amount of improvements for each individual street and the amount of funds approved as part of the FY 2009-2010 budget.

The tentative schedule for the FY 2009-2010 Pavement Rehabilitation Project is as follows:

	Design	Overlay
Begin Design	March '09	
Complete Design	May '09	
Advertise for Bids		May '09
Open Bids		June '09
Council Award of Construction Contracts		July '09
Begin Construction		August '09
Complete Construction		November '09

Flowers is a qualified engineering firm that is capable of completing this project in the specified time frame. The City has worked with Flowers for the past 5 years and all of their projects have been on time and under budget. Therefore, staff recommends execution of a consultant services agreement with Flowers & Associates, Inc. for engineering design of the FY 2009-2010 Pavement Rehabilitation Project in an amount not to exceed \$45,000.

GOLETA STRATIGIC PLAN:

The maintenance of streets in the City of Goleta is consistent with the goals in the Goleta Strategic Plan entitled "Prioritize Maintenance of City Streets, Parks, & Facilities." Specifically, this project meets the Objective "Street Improvement and Reinvestment Program" and moves the City closer toward realizing its vision as defined within the City's Strategic Plan.

ALTERNATIVES:

Council could elect not to award the design services contract to Flowers and direct staff to request other proposals from qualified firms. Doing so would impact the timing of the project.

FISCAL IMPACTS:

The FY 2008-2009 Budget includes \$150,000 for pavement rehabilitation in the General Fund. Of this amount, \$45,000 was set aside for design services for the FY 2009-2010

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Pavement Rehabilitation Project. Staff recommends that the Council award a time and materials contract for design services in an amount not to exceed \$45,000, which is approximately 2.4% of the estimated \$1.89 million construction budget.

The actual scope of repairs may be modified, based on funds available in FY 2009-2010, detailed design costs, or the actual bid costs to meet the available budget. If there is not sufficient budget to construct repairs on all of the streets, some streets will be postponed to the following year with necessary changes for any subsequent areas of pavement failure.

Submitted By:

Reviewed by:

Approved By:

Steve Wagner
Community Services Director

Michelle Greene
Administrative Services Director

Daniel Singer
City Manager

ATTACHMENTS:

1. Agreement for Professional Services

ATTACHMENT 1

Agreement for Professional Services

**AGREEMENT FOR PROFESSIONAL SERVICES
BETWEEN THE CITY OF GOLETA
AND
FLOWERS AND ASSOCIATES, INC.**

This AGREEMENT (herein known as “AGREEMENT”) is made and entered into this 3rd day of March, 2009, by and between the CITY of Goleta, a municipal corporation (herein referred to as "CITY"), and Flowers & Associates, Inc., a California Corporation , (herein referred to as "CONSULTANT").

WHEREAS, CONSULTANT represents that they are sufficiently experienced and capable of providing the services for the Pavement Rehabilitation Project FY 09-10 - Overlay, Phase A and B agreed to herein and are sufficiently familiar with the needs of the CITY; and

WHEREAS, the City Council, on March 3, 2009, approved this AGREEMENT and authorized the City Manager to execute the AGREEMENT.

CITY and CONSULTANT agree as follows:

1. RETENTION AS CONSULTANT

CITY hereby retains CONSULTANT, and CONSULTANT hereby accepts such engagement, to perform the services described in Section 2. CONSULTANT warrants it has the qualifications, experience, and facilities to properly and timely perform said services.

2. DESCRIPTION OF SERVICES

The services to be performed by CONSULTANT are as follows:

Professional Engineering Design Services in conjunction with the Pavement Rehabilitation Project FY 09-10 – Overlay, Phase A and B (herein referred to as “PROJECT”). Services shall generally include Street Surveying and preparation of Contract Documents for the PROJECT, as more particularly set forth in the Scope of Work, attached as Exhibit “A,” and incorporated herein. CONSULTANT shall deliver to CITY the deliverables as follows:

3. COMPENSATION AND PAYMENT

(a) **Maximum and Rate.** The total compensation payable to CONSULTANT by CITY for the services under this AGREEMENT **SHALL NOT EXCEED** the sum of \$45,000 (herein "not to exceed amount"), and shall be earned as the work progresses on the following basis:

Hourly at the hourly rates and with reimbursement to CONSULTANT for those expenses set forth in CONSULTANT's Schedule of Fees marked Exhibit "B," attached and incorporated herein. The rates and expenses set forth in that exhibit shall be binding upon CONSULTANT until June 30, 2010, after which any change in said rates and expenses must be approved in writing by CITY's Project Manager (CITY is to be given 60 days notice of any rate increase request), provided the not to exceed amount is the total compensation due CONSULTANT for all work described under this AGREEMENT.

(b) **Payment.** CONSULTANT shall provide CITY with written verification of the actual compensation earned, which written verification shall be in a form satisfactory to CITY's Project Manager. Invoices shall be made no more frequently than on a monthly basis, and describe the work performed (including a list of hours worked by personnel classification). All payments shall be made within 30 days after CITY's approval of the invoice.

4. EXTRA SERVICES

CITY shall pay CONSULTANT for those CITY authorized extra services, not reasonably included within the services described in Section 2, as mutually agreed to in advance. Unless CITY and CONSULTANT have agreed in writing before the performance of extra services, no liability and no right to claim compensation for such extra services or expenses shall exist. The applicable hourly rates for extra services shall be at the hourly rates set forth in the compensation exhibit. Any compensation for extra services shall be part of the total compensation and shall not increase the not to exceed amount identified in Section 3.

5. CITY PROJECT MANAGER AND SERVICES BY CITY

The services to be performed by CONSULTANT shall be accomplished under the general direction of, and coordinate with, CITY's "Project Manager", as that staff person is designated by CITY from time to time, and who presently is Marti Schultz, Principal Civil Engineer. Project Manager shall have the authority to act on behalf of the CITY in administering this AGREEMENT but shall not be authorized to extend the term of the AGREEMENT or increase the not to exceed amount.

CITY shall perform the services defined as follows:

1. All bid-related tasks from "Notice Inviting Bids" through issuance of Notice-to-Proceed.
2. Provide a base street map to be used to show street locations and type of work.
3. List of streets with dimensions.
4. Copy of front end of the specifications with Federal requirements.

6. TERM, PROGRESS AND COMPLETION

The term of this AGREEMENT is from the date first written above to June 30, 2010, unless term of this AGREEMENT is extended or the AGREEMENT is terminated as provided for herein.

CONSULTANT shall not commence work on the services to be performed until (i) CONSULTANT furnishes proof of insurance as required by paragraph 10 below, and (ii) CITY gives written authorization to proceed with the work provided by CITY's Project Manager. All services shall be completed within 90 following the notice to proceed.

7. OWNERSHIP OF DOCUMENTS

All drawings, designs, data, photographs, reports and other documentation (other than CONSULTANT's drafts, notes and internal memorandum), including duplication of same prepared by CONSULTANT in the performance of these services, are the property of CITY. CITY shall be entitled to immediate possession of the same upon completion of the work under this AGREEMENT, or at any earlier or later time when requested by CITY. CITY agrees to hold CONSULTANT harmless from all damages, claims, expenses, and losses arising out of any reuse of the plans and specifications for purposes other than those described in this AGREEMENT, unless written authorization of CONSULTANT is first obtained.

8. PERSONAL SERVICES/NO ASSIGNMENT/SUBCONTRACTOR

This AGREEMENT is for professional services which are personal to CITY. Alan Chierici, Project Manager, is deemed to be specially experienced and is a key member of CONSULTANT's firm, and shall be directly involved in performing, supervising or assisting in the performance of this work. This key person shall communicate with, and periodically report to, CITY on the progress of the work. Should any such individual be removed from assisting in this contracted work for any reason, CITY may terminate this AGREEMENT.

This AGREEMENT is not assignable by CONSULTANT without CITY's prior consent in writing.

9. HOLD HARMLESS AND INDEMNITY

(a) Hold Harmless for CONSULTANT's Damages. CONSULTANT holds CITY, its elected officials, officers, agents, and employees, harmless from all of CONSULTANT's claims, demands, lawsuits, judgments, damages, losses, injuries or liability to CONSULTANT, to CONSULTANT's employees, to CONSULTANT's contractors or subcontractors, or to the owners of CONSULTANT's firm, which damages, losses, injuries or liability occur during the work required under this AGREEMENT, or occur while CONSULTANT is on CITY property, or which are connected, directly or indirectly, with CONSULTANT's performance of any activity or work required under this AGREEMENT.

(b) Defense and Indemnity of Third Party Claims/Liability. CONSULTANT shall investigate, defend, and indemnify CITY, its elected officials, officers, agents, and employees, from any claims, lawsuits, demands, judgments, and all liability including, but not limited to, monetary or property damage, lost profit, personal injury, wrongful death, general liability, automobile, infringement of copyright/patent/trademark, or professional errors and omissions arising out of, directly or indirectly, an error, negligence, or omission of CONSULTANT or any of CONSULTANT's officers, agents, employees, representatives, subconsultants, or subcontractors, or the willful misconduct of CONSULTANT or any of CONSULTANT's officers, agents, employees, representatives, subconsultants, or subcontractors, in performing the services described in, or normally associated with, this type of contracted work. The duty to defend shall include any suits or actions concerning any activity, product or work required under this AGREEMENT, and also include the payment of all court costs, attorney fees, expert witness costs, investigation costs, claims adjusting costs and any other costs required for and related thereto.

(c) No Waiver. CITY does not waive, nor shall be deemed to have waived, any indemnity, defense or hold harmless rights under this section because of the acceptance by CITY, or the deposit with CITY, of any insurance certificates or policies described in Section 10.

10. INSURANCE

CONSULTANT shall, at CONSULTANT's sole cost and expense, provide insurance as described herein. All insurance is to be placed with insurers authorized to do business in the State of California with an A.M. Best and Company rating level of A- or better, Class VII or better, or as otherwise approved by CITY.

Insurance shall include the following (or broader) coverage:

- a) Insurance Services Office Commercial Liability coverage "occurrence" form CG 00 01 or its exact equivalent with an edition date prior to 2004 and with minimum limits of \$1,000,000 per occurrence and \$2,000,000 in the aggregate.

- b) Insurance Services Office form number CA 0001 or equivalent covering Automobile Liability, including hired and non-owned automobile liability with a minimum limit of 1,000,000 per accident. If the Service Provider owns no vehicles, this requirement may be satisfied by a non-owned and hired auto endorsement to Service Provider's commercial general liability policy.
- c) Workers' Compensation insurance complying with California worker's compensation laws, including statutory limits for workers' compensation and an Employer's Liability limit of \$1,000,000 per accident or disease.

Liability insurance policies required to be provided by CONSULTANT hereunder shall contain or be endorsed to contain the following provisions:

- a) CITY, its employees, officials, agents and member agencies shall be covered as additional insureds. Coverage shall apply to any and all liability arising out of the work performed or related to the contract. Additional insured status under the general liability requirement shall be provided on Insurance Services Office Form CG 20 10 with an edition date prior to 2004, or its exact equivalent. Additional insured status for completed operations shall be provided either in the additional insured form or through another endorsement such as CG 20 37 with an edition date prior to 2004.
- b) General and automobile liability insurance shall apply separately to each insured against whom a claim is made or suit is brought, except with respect to the limits of the insurer's liability. Coverage will not be limited to CITY's vicarious liability.
- c) Liability coverage shall be primary and non-contributing with any insurance maintained by CITY.
- d) Evidence of coverage (including the workers' compensation and employer's liability policies) shall provide that coverage shall not be suspended, voided, canceled or reduced in coverage or in limits except after 30 days' prior written notice has been given to CITY. Such provision shall not include any limitation of liability of the insurer for failure to provide such notice.
- e) No liability insurance coverage provided to comply with this AGREEMENT shall prohibit CONSULTANT, or CONSULTANT's employees, or agents, from waiving the right of recovery prior to a loss. CONSULTANT waives its right of recovery against CITY.
- f) CONSULTANT agrees to deposit with CITY within fifteen (15) days of Notice to Proceed of the Contract certificates of insurance and required endorsements.

- g) There shall be no recourse against CITY for payment of premiums or other amounts with respect to the insurance required to be provided by CONSULTANT hereunder. Any failure, actual or alleged, on the part of CITY to monitor compliance with these requirements will not be deemed as a waiver of any rights on the part of CITY. CITY has no additional obligations by virtue of requiring the insurance set forth herein. In the event any policy of insurance required under this AGREEMENT does not comply with these requirements or is canceled and not replaced, CITY has the right but not the duty to obtain the insurance it deems necessary and any premium paid by CITY will be promptly reimbursed by CONSULTANT or CITY will withhold amounts sufficient to pay premium from CONSULTANT payments.
- h) CONSULTANT agrees to provide immediate notice to CITY of any claim or loss against CONSULTANT arising out of the work performed under this AGREEMENT. CITY assumes no obligation or liability by such notice, but has the right (but not the duty) to monitor the handling of any such claim or claims if they are likely to involve CITY.

11. RELATION OF THE PARTIES

The relationship of the parties to this AGREEMENT shall be that of independent contractors and that in no event shall CONSULTANT be considered an officer, agent, servant or employee of CITY. CONSULTANT shall be solely responsible for any workers compensation insurance, withholding taxes, unemployment insurance, and any other employer obligations associated with the described work.

12. CORRECTIONS

In addition to the above indemnification obligations, CONSULTANT shall correct, at its expense, all errors in the work that may be disclosed during CITY's review of CONSULTANT's report or plans. Should CONSULTANT fail to make such correction in a reasonably timely manner, such correction shall be made by CITY, and the cost thereof shall be charged to CONSULTANT or withheld from any funds due to CONSULTANT hereunder.

13. TERMINATION BY CITY

CITY, by notifying CONSULTANT in writing, may upon 10 calendar days notice, terminate without cause any portion or all of the services agreed to be performed under this AGREEMENT. If termination is for cause, no notice period need be given. In the event of termination, CONSULTANT shall have the right and obligation to immediately assemble work in progress for the purpose of closing out the job. All compensation for actual work performed and charges outstanding at the time of termination shall be payable by CITY to CONSULTANT within 30 days following submission of a final statement by CONSULTANT unless termination is for cause. In such event, CONSULTANT shall be compensated only to the extent required by law.

14. ACCEPTANCE OF FINAL PAYMENT CONSTITUTES RELEASE

The acceptance by CONSULTANT of the final payment made under this AGREEMENT shall operate as and be a release of CITY from all claims and liabilities for compensation to CONSULTANT for anything done, furnished, or relating to CONSULTANT's work or services. Acceptance of payment shall be any negotiation of CITY's check or the failure to make a written extra compensation claim within 10 calendar days of the receipt of that check. However, approval or payment by CITY shall not constitute, nor be deemed, a release of the responsibility and liability of CONSULTANT, its employees, subcontractors, agents and CONSULTANTS for the accuracy and competency of the information provided and/or work performed; nor shall such approval or payment be deemed to be an assumption of such responsibility or liability by CITY for any defect or error in the work prepared by CONSULTANT, its employees, subcontractors, agents and CONSULTANTS.

15. AUDIT OF RECORDS

At any time during normal business hours and as often as it may deem necessary, CONSULTANT shall make available to a representative of CITY for examination of all its records with respect to all matters covered by this AGREEMENT and will permit CITY to audit, examine and/or reproduce such records. CONSULTANT will retain such financial records, time sheets, work progress reports, invoices, bills and project records for at least two years after termination or final payment under this AGREEMENT.

16. WAIVER; REMEDIES CUMULATIVE

Failure by a party to insist upon the strict performance of any of the provisions of this AGREEMENT by the other party, irrespective of the length of time for which such failure continues, shall not constitute a waiver of such party's right to demand strict compliance by such other party in the future. No waiver by a party of a default or breach of the other party shall be effective or binding upon such party unless made in writing by such party, and no such waiver shall be implied from any omissions by a party to take any action with respect to such default or breach. No express written waiver of a specified default or breach shall affect any other default or breach, or cover any other period of time, other than any default or breach and/or period of time specified. All of the remedies permitted or available to a party under this AGREEMENT, or at law or in equity, shall be cumulative and alternative, and invocation of any such right or remedy shall not constitute a waiver or election of remedies with respect to any other permitted or available right of remedy.

17. CONFLICT OF INTEREST

CONSULTANT is unaware of any CITY employee or official that has a financial interest in CONSULTANT's business. During the term of this AGREEMENT and/or as a result of being awarded this AGREEMENT, CONSULTANT shall not offer, encourage or

accept any financial interest in CONSULTANT's business by any CITY employee or official.

18. CONSTRUCTION OF LANGUAGE OF AGREEMENT

The provisions of this AGREEMENT shall be construed as a whole according to its common meaning of purpose of providing a public benefit and not strictly for or against any party. It shall be construed consistent with the provisions hereof, in order to achieve the objectives and purposes of the parties. Wherever required by the context, the singular shall include the plural and vice versa, and the masculine gender shall include the feminine or neutral genders or vice versa.

19. MITIGATION OF DAMAGES

In all situations arising out of this AGREEMENT, the parties shall attempt to avoid and minimize the damages resulting from the conduct of the other party.

20. GOVERNING LAW

This AGREEMENT, and the rights and obligations of the parties, shall be governed and interpreted in accordance with the laws of the State of California. Should litigation occur, venue shall be in Superior Court of Santa Barbara County.

21. TAXPAYER IDENTIFICATION NUMBER

CONSULTANT shall provide CITY with a complete Request for Taxpayer Identification Number and Certification, Form W-9 (Rev. 12-87), as issued by the Internal Revenue Service.

22. NON-APPROPRIATION OF FUNDS

Payments due and payable to CONSULTANT for current services are within the current budget and within an available, unexhausted and unencumbered appropriation of CITY funds. In the event CITY has not appropriated sufficient funds for payment of CONSULTANT services beyond the current fiscal year, this AGREEMENT shall cover only those costs incurred up to the conclusion of the current fiscal year.

23. MODIFICATION OF AGREEMENT

The tasks described in this AGREEMENT and all other terms of this AGREEMENT may be modified only upon mutual written consent of CITY and CONSULTANT.

24. USE OF THE TERM "CITY"

Reference to "CITY" in this AGREEMENT includes CITY Manager or any authorized representative acting on behalf of CITY.

25. PERMITS AND LICENSES

CONSULTANT, at its sole expense, shall obtain and maintain during the term of this AGREEMENT, all appropriate permits, licenses, and certificates that may be required in connection with the performance of services under this AGREEMENT.

26. CAPTIONS

The captions or headings in this AGREEMENT are for convenience only and in no other way define, limit or describe the scope or intent of any provision or section of the AGREEMENT.

27. AUTHORIZATION

Each party has expressly authorized the execution of this AGREEMENT on its behalf and bind said party and its respective administrators, officers, directors, shareholders, divisions, subsidiaries, agents, employees, successors, assigns, principals, partners, joint venturers, insurance carriers and any others who may claim through it to this AGREEMENT.

28. ENTIRE AGREEMENT BETWEEN PARTIES

Except for CONSULTANT's proposals and submitted representations for obtaining this AGREEMENT, this AGREEMENT supersedes any other AGREEMENTs, either oral or in writing, between the parties hereto with respect to the rendering of services, and contains all of the covenants and AGREEMENTs between the parties with respect to said services.

29. PARTIAL INVALIDITY

If any provision in this AGREEMENT is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions will nevertheless continue in full force without being impaired or invalidated in any way.

30. NOTICES

Any notice required to be given hereunder shall be deemed to have been given by depositing said notice in the United States mail, postage prepaid, and addressed as follows:

TO CITY: Attention: Dan Singer
CITY of Goleta
130 Cremona Drive, Suite B
Goleta, CA 93117

TO CONSULTANT: Attention: Eric Flavell
Flowers & Associates, Inc.
Civil Engineers
201 North Cesar Chavez, Suite 100
Santa Barbara, CA 93103

In concurrence and witness whereof, this AGREEMENT has been executed by the parties effective on the date and year first above written.

CITY OF GOLETA

CONSULTANT

Roger S. Aceves, Mayor

By: Eric L. Flavell, P.E.
Title: Vice President

ATTEST:

Deborah Constantino, CITY Clerk

By: Stephen Flowers
Title: C.F.O.

APPROVED AS TO ADMINISTRATION:

Daniel Singer, CITY Manager

APPROVED AS TO FORM

Tim W. Giles, CITY Attorney

EXHIBIT A

SCOPE OF WORK

CONSULTANT shall provide services to evaluate pavement condition of the streets included in the list provided by the CITY at the beginning of this project prepare a priority list and initial Opinion of Estimated Construction Costs and prepare final construction contract documents.

Design Services:

For all phases CONSULTANTS shall:

1. Review each street designated in the list provided by the CITY and any additional streets the CITY may add and make pavement maintenance recommendations to the CITY, which will be incorporated into the bid documents.
2. Core streets included in the project to determine existing AC section.
3. Attend up to two (2) project meetings with CITY.
4. Exchange information with CITY staff, develop and refine pavement maintenance approach and attend up to two (2) project meetings with the CITY.

PHASE A: CONSULTANT shall design an asphalt grind and overlay for Storke Road from Hollister Avenue to Highway 101 bridge deck and Cathedral Oaks Road from Los Carneros Road to 700 feet East of Windsor Avenue and develop Preliminary Engineer's Opinion of Construction Cost for Overlay, and review with CITY.

PHASE B: CONSULTANT shall design an asphalt grind and overlay for the list of streets recommended for the Pavement Rehabilitation Project and develop Preliminary Engineer's Opinion of Construction Cost for Overlay, and review with CITY.

Contract Documents:

For all phases CONSULTANT shall produce all contract documents for the project based on the following criteria:

1. Prepare bid ready documents including specifications and typical details for Pavement Rehabilitation Project FY 09-10 Overlay – Phases A and B.

PHASE A:

Bid ready documents shall include all federal requirements for a federally funded project. CONSULTANT shall be responsible for preparing one set of construction contract documents for: "Pavement Rehabilitation Project FY 09-10 Overlay – Phases A" for grinding and asphalt overlay. The contract documents are anticipated to be specifications combined with typical details in an 8-1/2" x 11" or 11" x 17" format.

PHASE B:

Bid ready documents shall include CITY standard construction specifications. CONSULTANT shall be responsible for preparing one set of construction contract documents for: "Pavement Rehabilitation Project FY 09-10 Overlay – Phases B" for grinding and asphalt overlay. The contract documents shall include specifications combined with typical details in an 8-1/2" x 11" or 11" x 17" format.

EXHIBIT B
COMPENSATION

CITY OF GOLETA
FEE SCHEDULE

<u>ENGINEERING SERVICES</u>	<u>HOURLY RATE</u>
Principal Engineer.....	\$167.00
Associate Engineer.....	\$149.00
Senior Engineer.....	\$134.00
Resident Engineer	\$134.00
Field Engineer	\$116.00
Design Engineer	\$116.00
Senior Inspector	\$112.00
Staff Engineer.....	\$112.00
Senior Technician.....	\$112.00
Technician	\$ 97.00
Project Administrator/Agency Coordinator....	\$ 88.00
Field Inspector	\$ 88.00
CAD Technician.....	\$ 88.00
Word Processor.....	\$ 75.00