



**CONSULTANT AGREEMENT
WSP USA INC. AND CITY OF GREENFIELD**

Effective Date: 4/23/2024

This document constitutes Consultant Agreement No. _____ (“Consultant Agreement”) between **City of Greenfield, IN** (“Client”) and WSP USA Inc. (“Consultant”), to provide professional consultant services to the Client for the **Advisory Services On-Call** Project as described herein.

Consultant is authorized by Client pursuant to this Consultant Agreement which is effective as of the above mentioned date, to provide professional services with regard to the referenced project, as specified in Exhibit C, which is Consultant’s proposal and/or scope of work for the Project (the “Services”). Unless terminated or extended, this Agreement shall expire on **12/31/2024**. Upon the mutual agreement of the Parties prior to expiration of the term, the term of this Agreement may be extended, with an agreed-upon increase to the compensation amount.

It is mutually agreed that Consultant will be compensated as shown in Exhibit D, which is Consultant’s price proposal to Client for the Project.

After execution of this Consultant Agreement, Consultant will transmit to Client insurance certificate(s) showing the referenced Consultant Agreement Number, the Project Name and insurance limits and terms that meet the conditions of this Consultant Agreement, all as shown in Exhibit A.

This document accurately states the agreement between Consultant and Client for the Services. This is an integrated Agreement composed of this Signatory page and Exhibits A, B, C and D and supersedes and replaces any and all terms and conditions of any prior or contemporaneous agreements, communications, arrangements, negotiations or representations, written or oral, with respect to the Services to be provided by the Consultant.

ACCEPTED AND AGREED by the Parties’ Authorized Representatives:

WSP USA Inc.

By: _____
Name: David Borden
Title: Vice President, Construction Director LBL

By: _____
Name:
Title:

- Exhibit A- Insurance
- Exhibit B- General Terms and Conditions
- Exhibit C- Scope of Services
- Exhibit D- Compensation
- Exhibit E- Rates



EXHIBIT A

1. INSURANCE

a. The Consultant shall effect and maintain the following insurance coverages, at its own cost and expense:

1.) Worker's Compensation and Employer's Liability Insurance coverage to include all statutory Worker's Compensation benefits to the employees of Consultant who may sustain work-related injuries, death or diseases. Such insurance shall comply with the statutory requirements of the state in which the work is being performed.

2.) Commercial General Liability Insurance coverage with Comprehensive Broad Form Endorsement to include Consultant's liability for death, bodily injury, advertising liability and property damage to third parties resulting from Consultant's activities, with combined single effective and available amount of One Million Dollars (\$1,000,000.00) per occurrence.

3.) Automobile Liability Insurance coverage to include Consultant's liability for death, bodily injury and property damage resulting from Consultant's activities covering use of owned, hired and non-owned vehicles, with combined single effective and available amount of One Million Dollars (\$1,000,000.00) per occurrence.

4.) Professional Liability Insurance coverage with effective and available amount of One Million Dollars (\$1,000,000.00) per claim and in annual aggregate.

b. The Consultant shall furnish the Client with certificates of insurance showing that the Consultant has complied with this Article. Thirty (30) days written notification of cancellation or non-renewal of the policies will be given to the Client. Insurance certificates will be provided annually during the term of the Consultant Agreement, and shall restate the effective value of the coverage provided. Renewal certificates are due to Client thirty (30) days prior to expiration of the current certificate.

2. INDEMNITY, CONSEQUENTIAL DAMAGES

The Consultant shall indemnify Client from and against any and all claims, suits, actions, judgments, demands, losses, costs, expenses, damages, and liability to the extent caused by the negligent acts, errors, or omissions of the Consultant, its officers, or employees in the performance of Services under this Agreement, however, the Consultant does not assume any risk of damages to property that is incorporated in, or shall be incorporated in, or is located at the Project site which is not within the possession of the Consultant or under the Consultant's direction or control.

To the fullest extent permitted by law, neither party shall be liable to the other, for any consequential, incidental, special, exemplary, or indirect damages whatsoever and however caused and on any theory of liability arising from the Services provided hereunder including but not limited to claims for loss of profits or revenue.

3. LIMITATION OF LIABILITY

To the fullest extent permitted by law, Consultant and its employees' total aggregate liability to Client and any third parties, regardless of the legal theory under which liability is imposed, is limited to the amount of the total compensation actually paid to Consultant by the Client pursuant to this Agreement. This aggregate limit includes attorneys' fees' incurred or awarded under this Agreement.



EXHIBIT B - GENERAL TERMS AND CONDITIONS

1. **SCHEDULE.** The Consultant agrees to provide the Services described and by the due date shown in Exhibit C.
2. **COMPENSATION.** Consultant will be promptly paid by the Client in accordance with the terms provide in Exhibit D. This Agreement will not be paid at a price higher than set forth in Exhibit D without the written consent of Client.
3. **STANDARD OF PERFORMANCE.** The Consultant shall render the Services consistent with the standard of care, skill and diligence exercised by members of the same profession providing similar services under similar conditions at the locale of the Project and at the time the Services are to be performed (“Standard of Care”). The Consultant makes no warranties, express or implied, under this Agreement or otherwise, in connection with its Services.
4. **INDEPENDENT CONTRACTOR.** The Consultant is an independent contractor which has entered into an agreement with Client to provide Services and/or Products to Client and is not in a joint venture, partnership, agent-principal or employer-employee relationship with Client. The Consultant’s personnel shall not be employees of, nor have any contractual relationship with Client. The Consultant, consistent with its status as an independent contractor, further agrees that it or its personnel will not hold themselves out as, nor claim to be, officers, agents, representatives or employees of Client.
5. **CHOICE OF LAW AND VENUE.** This Agreement, including but not limited to, its validity, interpretation and performance, and remedies for contract breach or any other claims, shall be governed by and construed in accordance with the laws of the state where the project is located.
6. **DISPUTES.** If a dispute arises out of or relates to this agreement, or the breach thereof, and if the dispute cannot be settled through negotiation, the parties agree, prior to proceeding to litigation, first to try in good faith to settle the dispute by mediation. The venue for any mediation and litigation under this agreement shall be in the County in which the Project is located.
7. **COMPLIANCE WITH THE LAW.** In its professional judgment, Consultant agrees to comply with all federal, state and local laws, rules, regulations, standards, ordinances and administrative codes applicable to the provision of Services, the delivery of Products, the Project site, and jurisdictions in which the Consultant conducts its business. In the event of a change in laws, regulations, et al., of which the Consultant becomes aware and which the Consultant believes affects Services and/or Products, the Consultant shall inform Client of the change and its impact on Services and/ or Products already complete or to be completed, fees and costs involved, and scheduling. Notwithstanding the foregoing, this provision shall not be construed for any purpose as to establish a standard of care for the Consultant’s performance under this Agreement.
8. **NON-DISCRIMINATION.** It is the policy of Client to eliminate and avoid discrimination because of race, color, religion, age, sex, national origin, ancestry or physical disability including blindness. All Consultants providing Services or delivering Products to Client are required to provide employment, training, compensation and other conditions of employment without regard to race, color, religion, age, sex, national origin, ancestry or physical disability including blindness. Violation of this provision will be grounds for suspension, termination or cancellation of this Agreement in whole or part.
9. **SAFETY.** The Consultant shall not be responsible for the means, methods, techniques, sequences or procedures of construction utilized by the construction contractors. Under no circumstances shall the Consultant be responsible for initiating, maintaining, managing or supervising the safety precautions or programs of the construction contractor or its employees, agents, representatives and subcontractors, in connection with their work
10. **TERMINATION.** This Agreement may be terminated by either party upon thirty (30) days written notice to the other party. Should the Consultant not meet the material requirements of this Agreement, the Client may terminate the Services upon 30 days written notice and reasonable opportunity to cure the alleged default. In the case of termination for convenience, Consultant will be compensated its reasonable termination costs. In the case of either termination for convenience or default, Consultant will be paid for all services performed pursuant to this Agreement, up to the date of termination. In no event shall Consultant be obligated to provide drawings, designs, or other documents to Client after notification of termination until full payment for Consultant’s services has been received.
11. **NO THIRD PARTY BENEFICIARIES.** It is expressly understood and agreed that enforcement of the terms and conditions of this Agreement, and all rights of action relating to such enforcement, shall be strictly reserved to the Parties hereto, and nothing contained in this Agreement shall give or allow any such claim or right



of action by any other or third person or entity on such Agreement. It is the express intention of the Parties hereto that any person or entity, other than the Parties to this Agreement, receiving services or benefits under this Agreement shall be deemed to be incidental beneficiaries only.

12. ANTI-CORRUPTION. The Parties shall conduct themselves in accordance with high ethical standards and in compliance with all applicable laws, including without limitation local and international laws prohibiting bribery and other forms of corruption. Each Party undertakes that it (including its respective officers, directors, employees and agents) will not directly or indirectly through any third party or person pay, give, offer, promise or authorize payment of, any monies or anything of value to any official for the purpose of improperly incentivizing or rewarding favorable treatment or advantage in connection with the Proposals, the Services or the Project. For these purposes, "official" includes any official, agent, or employee, or the close relative of any official, agent, or employee, of (i) any level of the Government of the Country where the Project is located (the Government), any department, agency, or any entity that is wholly owned or controlled by the Government, any international public organization, any recognized political party in the Country where the Project is located, any candidate for potential officer in the Country where the Project is located, or (ii) in the case of private sector work, the Project owner or any other private client.

13. OWNERSHIP OF DOCUMENTS. The Parties hereto agree that Consultant shall retain ownership and possession of all drawings, specifications, and other documents when its services have been completed and fully compensated. The Client will be provided one set of reproducible drawings, specifications, and other documents so furnished and they shall not be reused either for additional services on the Project to be done by others, or on other projects, without the prior written consent of Consultant. Such consent shall stipulate what, if any, additional compensation shall be paid to Consultant for such reuse of documents by the Client. In no event shall the receipt of such additional compensation operate as a waiver of Consultant's rights under this Article.



Exhibit C - Scope and Schedule of Services

The City of Greenfield has requested a professional services agreement to perform staff augmentation for the Department of Engineering on an as-needed, on-call basis. The prescribed services will be carried out as a team approach between the Client and Consultant with close coordination to the Greenfield Mayor's Office and City Staff.

1. Scope of Services

- a. The Consultant shall perform the duties of the Greenfield City Engineer, including but not limited to:
 - i. New subdivision technical review based on the Greenfield Public Improvement Design Standards and Specifications Manual, annexation review & related assistance, review/approval of subdivision performance and maintenance bonds
 - ii. Coordination and communication with the Mayor, other elected officials, and other City Staff regarding planning, engineering, and construction of capital improvement projects
 - iii. Attendance, as necessary, of critical meetings such as Plan Commission, Board of Works, City Council, Redevelopment Commission, and/or other meetings as determined by Client
 - iv. Serving as a member of Plan Commission
 - v. Serving as the Employee in Responsible Charge (ERC) for any INDOT-related projects and completes any required quarterly reporting for active state or federal projects
 - vi. Providing part-time design-oriented management of Capitol Improvement projects. Generally, this will include managing third-party design consultant's efforts during the design of assigned projects. Tasks that may be required: initiate the project, monitor project schedule, manage receipt of deliverables, and verify compliance with City standards and requirements, coordinate to verify the proper scope of work is being completed, communicate with internal and external stakeholders as needed, collaborate with public/private utilities, manage the procurement efforts for bidding and coordinate for project award. The Consultant may be responsible for negotiating scope and fees with other consultants. Other tasks required for project delivery could also be requested by the City.
 - vii. Providing part-time construction management to of Capitol Improvement projects. Generally, this will involve managing third-party construction inspection consultant's efforts during the construction of the assigned projects. The Consultant may perform tasks such as: review shop drawings, help resolve construction inspection-related disputes between the contractor and consultant inspectors, triage utility coordination and conflict issues, manage matters with property owners, and oversee project construction record closeout. The Consultant may be responsible for negotiating scope and fees with other consultants. Other tasks required for project delivery could also be requested by the City.
- b. During the completion of this contract, the Consultant may be asked to perform currently unidentified as-needed engineering services for the benefit of the Client. These assignments may be made, for example, because of the need for accelerated procurement, quick overall project development or delivery, or because the projects are sensitive in nature. The Consultant will perform these assignments as identified by the Client. Projects assigned under this section will have a separate scope and fee justification to be approved by the Client.

2. Schedule

- a. The anticipated expiration of this agreement is December 31,2024



Exhibit D - Compensation

1. Compensation

a. For the performance of the Scope of Services, Client shall compensate the Consultant at the hourly rates ("Rates") shown in Exhibit E, for each hour (or portion thereof) that Services are performed, plus ODCs, up to the not-to-exceed amount ("NTE") shown herein which shall constitute Consultant's Total Compensation.

b. The specified Rates are inclusive of all direct and indirect costs associated with the performance of Services, including, but not limited to, direct labor, overhead, fringe benefits, home office support, and operating margin ("Profit"), unless otherwise specified. The Rates are subject to escalation January 1 of each year.

c. Client will reimburse Consultant for its other direct costs ("ODCs") as follows:

1. Direct mileage at the INDOT approved reimbursement rate

d. The NTE Amount for this Agreement, inclusive of the labor Rates and ODCs, is **\$50,000.00**, which will not be exceeded without the written consent of the Client.

2. Payment Terms

a. The Consultant shall prepare at the end of each four (4) week period an invoice showing the authorized hours Services were performed and corresponding Rates pursuant to the schedule of Services.

1. Invoices shall be in a form acceptable to Client.
2. Invoices for any approved ODCs shall be taken from books of account kept by the Consultant, and the Consultant shall maintain and have available copies of payroll distribution, receipts, bills, and other documents required by the Client to verify such direct expenses.
3. Payment of the invoices shall be due within thirty (30) days of receipt by Client.

b. If Client contests an invoice, it will notify Consultant within five (5) calendar days and Client may withhold only that portion so contested, and will pay the undisputed portion. Client will specify the reasons for it contesting any invoice, and its failure to contest within five (5) calendar days shall be deemed an acceptance of the applicable invoice.



Exhibit E - Rates

It is anticipated that Jason Koch will be the only staff assigned to this agreement. Jason will be classified under "Assistant Vice President, Contract Management" for purposes of this agreement.

P-Grade	Classification	Contract Rate	Overhead
P-07	ASSISTANT CONSULTANT, CIVIL ENGINEER	\$ 92.87	GSO
P-07	ASSISTANT CONSULTANT, ENVIRONMENTAL ENGINEER	\$ 88.35	GSO
P-07	ASSISTANT CONSULTANT, ENVIRONMENTAL PLANNER	\$ 83.39	GSO
P-07	ASSISTANT CONSULTANT, ENVIRONMENTAL SCIENTIST	\$ 90.74	GSO
P-07	ASSISTANT CONSULTANT, FIELD ENGINEER	\$ 85.95	FIELD
P-07	ASSISTANT CONSULTANT, LAND/URBAN PLANNER	\$ 85.99	GSO
P-07	ASSISTANT CONSULTANT, LIGHTING	\$ 94.31	GSO
P-07	ASSISTANT CONSULTANT, STRUCTURAL ENGINEER	\$ 105.16	GSO
P-07	ASSISTANT CONSULTANT, TRAFFIC ENGINEER	\$ 94.61	GSO
P-07	ASSISTANT CONSULTANT, TRANSPORTATION PLANNER	\$ 94.69	GSO
P-07	ASSISTANT CONSULTANT, WATER RESOURCES ENGINEER	\$ 99.63	GSO
X-12	ASSISTANT VICE PRESIDENT, ACCOUNTING	\$ 208.02	GSO
P-12	ASSISTANT VICE PRESIDENT, ADVISORY SERVICES	\$ 208.02	GSO
P-12	ASSISTANT VICE PRESIDENT, AVIATION ENGINEER	\$ 206.42	GSO
P-12	ASSISTANT VICE PRESIDENT, CIVIL ENGINEER	\$ 206.51	GSO
P-12	ASSISTANT VICE PRESIDENT, CONTRACT MANAGEMENT	\$ 186.81	GSO
X-12	ASSISTANT VICE PRESIDENT, CONTRACTS	\$ 197.83	GSO
P-12	ASSISTANT VICE PRESIDENT, CPI	\$ 202.50	GSO
P-12	ASSISTANT VICE PRESIDENT, DESIGN SUPPORT	\$ 208.02	GSO
P-12	ASSISTANT VICE PRESIDENT, ENVIRONMENTAL PLANNER	\$ 200.24	GSO
P-12	ASSISTANT VICE PRESIDENT, ENVIRONMENTAL SCIENTIST	\$ 197.00	GSO
P-12	ASSISTANT VICE PRESIDENT, GEOLOGIST	\$ 202.96	GSO
P-12	ASSISTANT VICE PRESIDENT, GEOTECHNICAL ENGINEER	\$ 208.02	GSO
P-12	ASSISTANT VICE PRESIDENT, LAND/URBAN PLANNER	\$ 189.59	GSO
P-12	ASSISTANT VICE PRESIDENT, LIGHTING	\$ 191.01	GSO
X-12	ASSISTANT VICE PRESIDENT, PROJECT ACCOUNTING	\$ 190.97	GSO
P-12	ASSISTANT VICE PRESIDENT, RESIDENT ENGINEER	\$ 177.18	FIELD
P-12	ASSISTANT VICE PRESIDENT, STRUCTURAL ENGINEER	\$ 204.75	GSO
P-12	ASSISTANT VICE PRESIDENT, SURVEYOR	\$ 170.62	GSO
P-12	ASSISTANT VICE PRESIDENT, TRAFFIC ENGINEER	\$ 207.99	GSO
P-12	ASSISTANT VICE PRESIDENT, TRANSPORTATION PLANNER	\$ 198.88	GSO
P-12	ASSISTANT VICE PRESIDENT, WATER RESOURCES ENGINEER	\$ 204.82	GSO
P-08	ASSOCIATE CONSULTANT, CIVIL ENGINEER	\$ 132.22	GSO
P-08	ASSOCIATE CONSULTANT, CONTRACTS	\$ 99.17	GSO
P-08	ASSOCIATE CONSULTANT, CPI	\$ 113.03	GSO
P-08	ASSOCIATE CONSULTANT, ENVIRONMENTAL PLANNER	\$ 99.13	GSO
P-08	ASSOCIATE CONSULTANT, ENVIRONMENTAL SCIENTIST	\$ 104.05	GSO
P-08	ASSOCIATE CONSULTANT, FIELD ENGINEER	\$ 107.67	FIELD
P-08	ASSOCIATE CONSULTANT, GEOTECHNICAL ENGINEER	\$ 121.20	GSO
P-08	ASSOCIATE CONSULTANT, LAND/URBAN PLANNER	\$ 104.99	GSO
P-08	ASSOCIATE CONSULTANT, LIGHTING	\$ 112.61	GSO
X-08	ASSOCIATE CONSULTANT, PROJECT ACCOUNTING	\$ 102.82	GSO
P-08	ASSOCIATE CONSULTANT, STRUCTURAL ENGINEER	\$ 116.87	GSO



P-08	ASSOCIATE CONSULTANT, TRAFFIC ENGINEER	\$ 115.91	GSO
P-08	ASSOCIATE CONSULTANT, TRANSPORTATION PLANNER	\$ 114.94	GSO
P-08	ASSOCIATE CONSULTANT, WATER RESOURCES ENGINEER	\$ 153.49	GSO
P-09	CONSULTANT, ACCOUNTING	\$ 122.37	GSO
P-09	CONSULTANT, AVIATION ENGINEER	\$ 111.64	GSO
P-09	CONSULTANT, CIVIL ENGINEER	\$ 132.09	GSO
P-09	CONSULTANT, CONTRACTS	\$ 118.90	GSO
P-09	CONSULTANT, CPI	\$ 119.22	GSO
P-09	CONSULTANT, DOCUMENT CONTROL	\$ 114.88	GSO
P-09	CONSULTANT, ENVIRONMENTAL ENGINEER	\$ 127.78	GSO
P-09	CONSULTANT, ENVIRONMENTAL PLANNER	\$ 117.17	GSO
P-09	CONSULTANT, ENVIRONMENTAL SCIENTIST	\$ 104.52	GSO
P-09	CONSULTANT, GEOTECHNICAL ENGINEER	\$ 185.45	GSO
P-09	CONSULTANT, GRAPHIC DESIGN	\$ 119.93	GSO
P-09	CONSULTANT, LAND/URBAN PLANNER	\$ 121.18	GSO
X-09	CONSULTANT, MOBILITY	\$ 117.23	GSO
X-09	CONSULTANT, PROJECT ACCOUNTING	\$ 118.85	GSO
P-09	CONSULTANT, RESIDENT ENGINEER	\$ 124.03	FIELD
P-09	CONSULTANT, STRUCTURAL ENGINEER	\$ 136.95	GSO
P-09	CONSULTANT, TRAFFIC ENGINEER	\$ 134.10	GSO
P-09	CONSULTANT, TRAFFIC MANAGEMENT	\$ 93.45	GSO
P-09	CONSULTANT, TRANSPORTATION PLANNER	\$ 126.95	GSO
P-09	CONSULTANT, WATER RESOURCES ENGINEER	\$ 131.01	GSO
T-06	COORDINATOR, INSPECTOR	\$ 70.17	FIELD
T-06	COORDINATOR, SURVEYOR	\$ 66.99	GSO
T-06	COORDINATOR, TECHNICAL ENGINEERING SUPPORT	\$ 80.28	GSO
T-06	COORDINATOR, TECHNICIAN	\$ 79.29	GSO
T-05	INSPECTOR ASSISTANT	\$ 61.37	FIELD
T-05	INTERN, CIVIL ENGINEERING	\$ 61.49	GSO
T-05	INTERN, CONSTRUCTION MANAGEMENT	\$ 47.14	FIELD
T-05	INTERN, DATA SCIENCE	\$ 57.75	GSO
T-06	INTERN, ENVIRONMENTAL PLANNING	\$ 63.00	GSO
T-05	INTERN, MANAGEMENT CONSULTANCY	\$ 78.75	GSO
T-05	INTERN, STRUCTURAL ENGINEERING	\$ 61.25	GSO
T-05	INTERN, TRAFFIC ENGINEERING	\$ 64.60	GSO
T-05	INTERN, TRANSPORTATION PLANNING	\$ 74.78	GSO
T-06	INTERN, WATER RESOURCES ENGINEERING	\$ 62.53	GSO
P-11	LEAD CONSULTANT, ACOUSTICS AND VIBRATIONS ENGINEERING	\$ 159.91	GSO
P-11	LEAD CONSULTANT, ADVISORY SERVICES	\$ 197.84	GSO
P-11	LEAD CONSULTANT, AVIATION ENGINEER	\$ 164.89	GSO
P-11	LEAD CONSULTANT, CIVIL ENGINEER	\$ 186.93	GSO
P-11	LEAD CONSULTANT, CONTRACT MANAGEMENT	\$ 183.08	GSO
P-11	LEAD CONSULTANT, DOCUMENT CONTROL	\$ 191.04	GSO
P-11	LEAD CONSULTANT, ENVIRONMENTAL ENGINEER	\$ 149.30	GSO
P-11	LEAD CONSULTANT, ENVIRONMENTAL PLANNER	\$ 161.66	GSO
P-11	LEAD CONSULTANT, ENVIRONMENTAL SCIENTIST	\$ 149.41	GSO
P-11	LEAD CONSULTANT, GEOLOGIST	\$ 157.07	GSO
P-11	LEAD CONSULTANT, GEOTECHNICAL ENGINEER	\$ 187.65	GSO



P-11	LEAD CONSULTANT, GIS	\$ 147.68	GSO
P-11	LEAD CONSULTANT, HISTORIAN	\$ 157.75	GSO
P-11	LEAD CONSULTANT, LAND/URBAN PLANNER	\$ 159.57	GSO
P-11	LEAD CONSULTANT, LIGHTING	\$ 148.83	GSO
P-11	LEAD CONSULTANT, PROJECT MANAGEMENT	\$ 184.58	GSO
P-11	LEAD CONSULTANT, RESIDENT ENGINEER	\$ 155.06	FIELD
P-11	LEAD CONSULTANT, STRUCTURAL ENGINEER	\$ 186.62	GSO
P-11	LEAD CONSULTANT, TRAFFIC ENGINEER	\$ 175.81	GSO
P-11	LEAD CONSULTANT, TRANSPORTATION PLANNER	\$ 159.07	GSO
P-11	LEAD CONSULTANT, WATER RESOURCES ENGINEER	\$ 186.02	GSO
T-10	LEAD DESIGN SUPPORT SPECIALIST	\$ 173.85	GSO
T-10	LEAD INSPECTOR	\$ 133.79	FIELD
T-10	LEAD SURVEYOR	\$ 151.56	GSO
T-10	LEAD TECHNICAL ENGINEERING SUPPORT SPECIALIST	\$ 167.37	GSO
T-10	LEAD TECHNICIAN	\$ 147.70	GSO
P-11	MANAGER, ACCOUNTING	\$ 165.66	GSO
X-11	MANAGER, CONTRACTS	\$ 165.34	GSO
P-11	MANAGER, CPI	\$ 158.06	GSO
P-11	MANAGER, DESIGN SUPPORT	\$ 200.18	GSO
X-11	MANAGER, PROJECT ACCOUNTING	\$ 165.54	GSO
P-10	SENIOR CONSULTANT, ACOUSTICS AND VIBRATIONS ENGINEERING	\$ 142.66	GSO
T-08	SPECIALIST, DESIGN SUPPORT	\$ 118.36	GSO
T-08	SPECIALIST, INSPECTOR	\$ 94.41	FIELD
T-08	SPECIALIST, TECHNICAL ENGINEERING SUPPORT	\$ 100.09	FIELD
T-08	SPECIALIST, TECHNICIAN	\$ 98.62	FIELD
T-09	SR INSPECTOR	\$ 146.05	FIELD
X-10	SR. CONSULTANT, ACCOUNTING	\$ 105.34	GSO
P-10	SR. CONSULTANT, ADVISORY SERVICES	\$ 176.68	GSO
P-10	SR. CONSULTANT, CIVIL ENGINEER	\$ 149.99	GSO
X-10	SR. CONSULTANT, CONTRACTS	\$ 125.30	GSO
P-10	SR. CONSULTANT, CPI	\$ 130.40	GSO
P-10	SR. CONSULTANT, DOCUMENT CONTROL	\$ 156.73	GSO
P-10	SR. CONSULTANT, ENVIRONMENTAL PLANNER	\$ 142.78	GSO
P-10	SR. CONSULTANT, ENVIRONMENTAL SCIENTIST	\$ 137.78	GSO
P-10	SR. CONSULTANT, GEOLOGIST	\$ 143.22	GSO
P-10	SR. CONSULTANT, GEOTECHNICAL ENGINEER	\$ 150.76	GSO
P-10	SR. CONSULTANT, GIS	\$ 137.46	GSO
P-10	SR. CONSULTANT, HISTORIAN	\$ 98.46	GSO
P-10	SR. CONSULTANT, LAND/URBAN PLANNER	\$ 145.60	GSO
P-10	SR. CONSULTANT, LIGHTING	\$ 151.74	GSO
X-10	SR. CONSULTANT, PROJECT ACCOUNTING	\$ 141.86	GSO
P-10	SR. CONSULTANT, RESIDENT ENGINEER	\$ 140.96	FIELD
P-10	SR. CONSULTANT, STRUCTURAL ENGINEER	\$ 158.73	GSO
P-10	SR. CONSULTANT, TRAFFIC ENGINEER	\$ 149.83	GSO
P-10	SR. CONSULTANT, TRAFFIC MANAGEMENT	\$ 125.08	GSO
P-10	SR. CONSULTANT, TRANSPORTATION PLANNER	\$ 149.91	GSO
P-10	SR. CONSULTANT, WATER RESOURCES ENGINEER	\$ 154.53	GSO
T-07	SR. COORDINATOR, DESIGN SUPPORT	\$ 99.63	GSO



T-07	SR. COORDINATOR, INSPECTOR	\$ 166.30	FIELD
T-07	SR. COORDINATOR, SURVEYOR	\$ 73.65	GSO
T-07	SR. COORDINATOR, TECHNICAL ENGINEERING SUPPORT	\$ 101.15	GSO
T-07	SR. COORDINATOR, TECHNICIAN	\$ 96.92	GSO
T-09	SR. DESIGN SUPPORT SPECIALIST	\$ 130.93	GSO
T-11	SR. LEAD INSPECTOR	\$ 171.77	FIELD
T-11	SR. LEAD TECHNICIAN	\$ 208.02	GSO
T-09	SR. SURVEYOR	\$ 100.32	GSO
T-09	SR. TECHNICAL ENGINEERING SUPPORT SPECIALIST	\$ 133.59	GSO
T-09	SR. TECHNICIAN	\$ 139.02	GSO
T-05	SURVEYOR ASSISTANT	\$ 74.97	GSO
T-05	TECHNICAL ENGINEERING SUPPORT ASSISTANT	\$ 74.61	GSO
T-05	TECHNICIAN ASSISTANT	\$ 67.73	GSO