

EXHIBIT A

TASK ORDER 3

This Task Order pertains to an Agreement by and between the City of Dripping Springs, (“OWNER”), and HDR Engineering, Inc. (“ENGINEER”), dated April 27, 2021 (“the Agreement”). Engineer shall perform services on the project described below as provided herein and in the Agreement. This Task Order shall not be binding until it has been properly signed by both parties. Upon execution, this Task Order shall supplement the Agreement as it pertains to the project described below.

TASK ORDER NUMBER: 3

PROJECT NAME: 2021 TxDOT Grants

PART 1.0 PROJECT DESCRIPTION:

HDR will assist the City of Dripping Springs in the development of two (2) detailed applications for TxDOT Transportation Alternatives grants.

PART 2.0 SCOPE OF SERVICES TO BE PERFORMED BY ENGINEER ON THE PROJECT:

Project Management and Coordination - \$5,360

- Coordinate with the City of Dripping Springs to verify scope of work for the study and discuss project status.
- Coordinate with the City of Dripping Springs to obtain available information and complete required documentation.
- Provide updates on project progress and complete invoicing.

Project Meetings - \$2,640

- Attend one (1) virtual Transportation Committee Meeting to discuss the TxDOT call for projects.
- Attend one (1) virtual City Council Meeting to discuss the TxDOT call for projects.
- Attend two (2) virtual meetings with the project team and/or City staff to facilitate development of the detailed applications.
- Attend one (1) virtual meeting with the TxDOT Area office to discuss the proposed projects.

Grant Detailed Applications - \$42,535

- Develop detailed applications for the following two (2) projects:
 - Sidewalks along US 290 and Mercer Street near the Triangle
 - Sidewalks along RM 12, near Dripping Springs Elementary School and Dripping Springs Ranch Park
- Conduct a field visit to evaluate and document existing conditions.
- Develop detailed cost estimates for the proposed project.
- Create project layout figures to be presented to the public during outreach efforts and help coordinate public involvement events. It is assumed that the City of Dripping Springs will host events, schedule venues, and/or provide a platform for public input on the City's website.
- Present project layouts and applicable cost and improvement information to City Council for approval. One (1) City Council meeting is assumed, as listed in the previous section.
- Complete the TxDOT application form and compile submittal package, including:
 - Develop Attachment A ("Project Location Information"), outlining the project limits and length.
 - Develop Attachment B ("Project Details"), including a project location map, project layout map, site photographs, illustrative typical section figures, bridge details, and write-ups.
 - Develop Attachment C ("Safety Hazards and Countermeasures"), including a Safety Hazard map, Countermeasure map, and additional safety details, and write-ups
 - Develop Attachment D ("Connectivity"), including a Connectivity map and a Gap/Barrier Elimination Map.
 - Attachment E ("Long Distance Bicycle Routes") will not be necessary for either project based on location.
 - Draft Attachment F ("Project Sponsor Resolution"), to obtain signed resolutions by City Council, Planning and Zoning Commission, Transportation Committee, Emergency Management Commission, and Parks and Recreation Commission. The City of Dripping Springs will review and finalize the resolutions and coordinate with the various City officials and commissions to obtain approvals.
 - Compile Attachment G ("Public Outreach and Support"), which will provide documentation of public involvement and property owner outreach related to the pro-

ject as well as letters of support from stakeholders for the project. The City of Dripping Springs will provide a public involvement platform and notice of project details to City residents. The City will identify adjacent property owners and coordinate project details with property owners. The City will obtain letters of support for the project from stakeholders.

- Develop Attachment H (“Maintenance Documentation”), confirming maintenance of the completed project by the City or identifying the party responsible for maintenance.
- Develop Attachment I (“Local Planning”), identifying any local transportation plans or DSISD hazardous routes that coincide with the proposed project, if applicable.
- Develop Attachment J (“MPO TIP Letter”), providing support for the project and an agreement to integrate the project into the agency’s overall plan from both Capital Area Metropolitan Planning Organization (CAMPO) and Capital Area Council of Governments (CAPCOG). The City will help coordinate between CAMPO and CAPCOG.
- Develop Attachment K (“Environmental Documentation”), including a completed Work Plan Development form and supporting documentation.
- Develop Attachment L (“Property/Ownership/Acquisition”), documenting property ownership (from HaysCAD), encroachments, and/or a letter of consent signed by the TxDOT District Engineer (if project is within TxDOT Right-of-Way). The City will verify property ownership information.
- Develop Attachment M (“Signal, Beacons, and School Zones”), documenting the need and application of signals, beacons, and school zones, if applicable.
- Attachment N (“RR Right-of-Entry/Support Letter”) will not be necessary for either proposed project based on location.
- Develop Attachment O (“Project Timeline”), estimating the number of months it will take to complete the project from application through construction.
- Develop Attachment P (“Preliminary Engineering Costs”), estimating the Plans, Specifications, and Estimate (PS&E) costs in addition to Environmental Costs. The City will review and approve the PS&E and Environmental Costs

30% Design Plans- \$26,640

- Develop 30% plans for the following two (2) projects:
 - Sidewalks along US 290 and Mercer Street near the Triangle
 - Sidewalks along RM 12, near Dripping Springs Elementary School and Dripping Springs Ranch Park

- 30% plans developed for the detailed application will include a cover sheet, layout sheets with annotations, typical section sheets, and technical detail sheets.

Direct Expenses - \$200

PART 3.0 OWNER’S RESPONSIBILITIES:

- City will schedule and attend meeting with TxDOT.
- City will finalize project resolutions and obtain approvals from City Council, Planning and Zoning Commission, Transportation Committee, Emergency Management Commission, and Parks and Recreation Commission.
- City will provide a public involvement platform and notice of project details to City residents.
- The City will identify adjacent property owners and coordinate project details with property owners. The City will obtain letters of support for the project from stakeholders.
- City of Dripping Springs will help review and approve the application.

PART 4.0 ENGINEER’S FEE:

HDR will perform the above scope of work for Task Order 3 for an hourly not to exceed fee of \$77,375.

This Task Order is executed this _____ day of _____, 20__.

City of Dripping Springs

HDR ENGINEERING, INC.

“OWNER”

“ENGINEER”

BY:

BY:

NAME:

NAME:

TITLE:

TITLE:

ADDRESS:

ADDRESS:



Justin Word, P.E.

Vice President

504 Lavaca St. #900

Austin, TX 78701

HDR Engineering, Inc. Terms and Conditions for Consulting Services

1. STANDARD OF PERFORMANCE

The standard of care for all professional engineering, consulting and related services performed or furnished by CONSULTANT and its employees under this Agreement will be the care and skill ordinarily used by members of CONSULTANT's profession practicing under the same or similar circumstances at the same time and in the same locality. CONSULTANT makes no warranties, express or implied, under this Agreement or otherwise, in connection with CONSULTANT's services.

2. INSURANCE/INDEMNITY

CONSULTANT agrees to procure and maintain, at its expense, Workers' Compensation insurance as required by statute; Employer's Liability of \$250,000; Automobile Liability insurance of \$1,000,000 combined single limit for bodily injury and property damage covering all vehicles, including hired vehicles, owned and non-owned vehicles; Commercial General Liability insurance of \$1,000,000 combined single limit for personal injury and property damage; and Professional Liability insurance of \$1,000,000 per claim for protection against claims arising out of the performance of services under this Agreement caused by negligent acts, errors, or omissions for which CONSULTANT is legally liable. OWNER shall be made an additional insured on Commercial General and Automobile Liability insurance policies and certificates of insurance will be furnished to the OWNER. CONSULTANT agrees to indemnify OWNER for third party personal injury and property damage claims to the extent caused by CONSULTANT's negligent acts, errors or omissions. However, neither Party to this Agreement shall be liable to the other Party for any special, incidental, indirect, or consequential damages (including but not limited to loss of use or opportunity; loss of good will; cost of substitute facilities, goods, or services; cost of capital; and/or fines or penalties), loss of profits or revenue arising out of, resulting from, or in any way related to the Project or the Agreement from any cause or causes, including but not limited to any such damages caused by the negligence, errors or omissions, strict liability or breach of contract.

3. ESTIMATES

Any estimates of project cost, value or savings provided by CONSULTANT are intended to allow a comparative evaluation between alternatives and do not constitute a detailed evaluation or prediction of actual project costs, value or savings. Any such estimates are made on the basis of information available to CONSULTANT and on the basis of CONSULTANT's experience and qualifications, and represents its judgment as an experienced and qualified professional engineer. However, since CONSULTANT has no control over the impact of various factors that impact the actual project cost, value or savings, CONSULTANT does not guarantee that the actual project cost, value or savings will not vary from CONSULTANT's estimates.

4. CONTROLLING LAW

This Agreement is to be governed by the law of the state where CONSULTANT's services are performed.

5. SUCCESSORS, ASSIGNS AND BENEFICIARIES

OWNER and CONSULTANT, respectively, bind themselves, their partners, successors, assigns, and legal representatives to the covenants of this Agreement. Neither OWNER nor CONSULTANT will assign, sublet, or transfer any interest in this Agreement or claims arising therefrom without the written consent of the other. No third party beneficiaries are intended under this Agreement.

6. SERVICES AND INFORMATION

OWNER will provide all criteria and information pertaining to OWNER's requirements for the project, including design

objectives and constraints, space, capacity and performance requirements, flexibility and expandability, and any budgetary limitations. OWNER will also provide copies of any OWNER-furnished Standard Details, Standard Specifications, or Standard Bidding Documents which are to be incorporated into the project.

OWNER will furnish the services of soils/geotechnical engineers or other consultants that include reports and appropriate professional recommendations when such services are deemed necessary by CONSULTANT. The OWNER agrees to bear full responsibility for the technical accuracy and content of OWNER-furnished documents and services.

In performing professional engineering, consulting and related services hereunder, it is understood by OWNER that CONSULTANT is not engaged in rendering any type of legal, insurance or accounting services, opinions or advice. Further, it is the OWNER's sole responsibility to obtain the advice of an attorney, insurance counselor or accountant to protect the OWNER's legal and financial interests. To that end, the OWNER agrees that OWNER or the OWNER's representative will examine all studies, reports, sketches, drawings, specifications, proposals and other documents, opinions or advice prepared or provided by CONSULTANT, and will obtain the advice of an attorney, insurance counselor or other consultant as the OWNER deems necessary to protect the OWNER's interests before OWNER takes action or forebears to take action based upon or relying upon the services provided by CONSULTANT.

7. RE-USE OF DOCUMENTS

All documents, including all reports, drawings, specifications, computer software or other items prepared or furnished by CONSULTANT pursuant to this Agreement, are instruments of service with respect to the project. CONSULTANT retains ownership of all such documents. OWNER may retain copies of the documents for its information and reference in connection with the project; however, none of the documents are intended or represented to be suitable for reuse by OWNER or others on extensions of the project or on any other project. Any reuse without written verification or adaptation by CONSULTANT for the specific purpose intended will be at OWNER's sole risk and without liability or legal exposure to CONSULTANT, and OWNER will defend, indemnify and hold harmless CONSULTANT from all claims, damages, losses and expenses, including attorney's fees, arising or resulting therefrom. Any such verification or adaptation will entitle CONSULTANT to further compensation at rates to be agreed upon by OWNER and CONSULTANT.

8. TERMINATION OF AGREEMENT

OWNER or CONSULTANT may terminate the Agreement, in whole or in part, by giving seven (7) days written notice to the other party. Where the method of payment is "lump sum," or cost reimbursement, the final invoice will include all services and expenses associated with the project up to the effective date of termination. An equitable adjustment shall also be made to provide for termination settlement costs CONSULTANT incurs as a result of commitments that had become firm before termination, and for a reasonable profit for services performed.

9. SEVERABILITY

If any provision of this agreement is held invalid or unenforceable, the remaining provisions shall be valid and binding upon the parties. One or more waivers by either party of any provision, term or condition shall not be construed by the other party as a waiver of any subsequent breach of the same provision, term or condition.

10. CONTROLLING AGREEMENT

These Terms and Conditions shall take precedence over any inconsistent or contradictory provisions contained in any proposal, contract, purchase order, requisition, notice-to-proceed, or like document.

11. INVOICES

CONSULTANT will submit monthly invoices for services rendered and OWNER will make payments to CONSULTANT within thirty (30) days of OWNER's receipt of CONSULTANT's invoice.

CONSULTANT will retain receipts for reimbursable expenses in general accordance with Internal Revenue Service rules pertaining to the support of expenditures for income tax purposes. Receipts will be available for inspection by OWNER's auditors upon request.

If OWNER disputes any items in CONSULTANT's invoice for any reason, including the lack of supporting documentation, OWNER may temporarily delete the disputed item and pay the remaining amount of the invoice. OWNER will promptly notify CONSULTANT of the dispute and request clarification and/or correction. After any dispute has been settled, CONSULTANT will include the disputed item on a subsequent, regularly scheduled invoice, or on a special invoice for the disputed item only.

OWNER recognizes that late payment of invoices results in extra expenses for CONSULTANT. CONSULTANT retains the right to assess OWNER interest at the rate of one percent (1%) per month, but not to exceed the maximum rate allowed by law, on invoices which are not paid within thirty (30) days from the date OWNER receives CONSULTANT's invoice. In the event undisputed portions of CONSULTANT's invoices are not paid when due, CONSULTANT also reserves the right, after seven (7) days prior written notice, to suspend the performance of its services under this Agreement until all past due amounts have been paid in full.

12. CHANGES

The parties agree that no change or modification to this Agreement, or any attachments hereto, shall have any force or effect unless the change is reduced to writing, dated, and made part of this Agreement. The execution of the change shall be authorized and signed in the same manner as this Agreement. Adjustments in the period of services and in compensation shall be in accordance with applicable paragraphs and sections of this Agreement. Any proposed fees by CONSULTANT are estimates to perform the services required to complete the project as CONSULTANT understands it to be defined. For those projects involving conceptual or process development services, activities often are not fully definable in the initial planning. In any event, as the project progresses, the facts developed may dictate a change in the services to be performed, which may alter the scope. CONSULTANT will inform OWNER of such situations so that changes in scope and adjustments to the time of performance and compensation can be made as required. If such change, additional services, or suspension of services results in an increase or decrease in the cost of or time required for performance of the services, an equitable adjustment shall be made, and the Agreement modified accordingly.

13. EQUAL EMPLOYMENT AND NONDISCRIMINATION

In connection with the services under this Agreement, CONSULTANT agrees to comply with the applicable provisions of federal and state Equal Employment Opportunity for individuals based on color, religion, sex, or national origin, or disabled veteran, recently separated veteran, other protected veteran and armed forces service medal veteran status, disabilities under provisions of executive order 11246, and other

employment, statutes and regulations, as stated in Title 41 Part 60 of the Code of Federal Regulations § 60-1.4 (a-f), § 60-300.5 (a-e), § 60-741 (a-e).

14. EXECUTION

This Agreement, including the exhibits and schedules made part hereof, constitute the entire Agreement between CONSULTANT and OWNER, supersedes and controls over all prior written or oral understandings. This Agreement may be amended, supplemented or modified only by a written instrument duly executed by the parties.

15. ALLOCATION OF RISK

OWNER AND CONSULTANT HAVE EVALUATED THE RISKS AND REWARDS ASSOCIATED WITH THIS PROJECT, INCLUDING CONSULTANT'S FEE RELATIVE TO THE RISKS ASSUMED, AND AGREE TO ALLOCATE CERTAIN OF THE RISKS, SO, TO THE FULLEST EXTENT PERMITTED BY LAW, THE TOTAL AGGREGATE LIABILITY OF CONSULTANT (AND ITS RELATED CORPORATIONS, SUBCONSULTANTS AND EMPLOYEES) TO OWNER AND THIRD PARTIES GRANTED RELIANCE IS LIMITED TO THE LESSER OF \$1,000,000 OR ITS FEE, FOR ANY AND ALL INJURIES, DAMAGES, CLAIMS, LOSSES, OR EXPENSES (INCLUDING ATTORNEY AND EXPERT FEES) ARISING OUT OF CONSULTANT'S SERVICES OR THIS AGREEMENT REGARDLESS OF CAUSE(S) OR THE THEORY OF LIABILITY, INCLUDING NEGLIGENCE, INDEMNITY, OR OTHER RECOVERY.

16. LITIGATION SUPPORT

In the event CONSULTANT is required to respond to a subpoena, government inquiry or other legal process related to the services in connection with a legal or dispute resolution proceeding to which CONSULTANT is not a party, OWNER shall reimburse CONSULTANT for reasonable costs in responding and compensate CONSULTANT at its then standard rates for reasonable time incurred in gathering information and documents and attending depositions, hearings, and trial.

17. NO THIRD PARTY BENEFICIARIES

This Agreement gives no rights or benefits to anyone other than the OWNER and CONSULTANT and has no third-party beneficiaries. All work product will be prepared for the sole and exclusive use of the OWNER and is not for the benefit of any third party and may not be distributed to, disclosed in any form to, used by, or relied upon by, any third party without the prior written consent of CONSULTANT, which consent may be withheld in its sole discretion. OWNER agrees to indemnify CONSULTANT and its officers, employees, subcontractors, and affiliated corporations from all claims, damages, losses, and costs, including but not limited to litigation expenses and attorney's fees arising out of or related to the unauthorized disclosure, change, or alteration of such work product.

Use of any report or any information contained therein by any party other than OWNER shall be at the sole risk of such party and shall constitute a release and agreement by such party to defend and indemnify CONSULTANT and its affiliates, officers, employees and subcontractors from and against any liability for direct, indirect, incidental, consequential or special loss or damage or other liability of any nature arising from said party's use of such report or reliance upon any of its content. To the maximum extent permitted by law, such release from and indemnification against liability shall apply in contract, tort (including negligence), strict liability, or any other theory of liability.

18. DISCLAIMER

In preparing reports, CONSULTANT relies, in whole or in part, on data and information provided by the OWNER and third parties, which information has not been independently verified by CONSULTANT and which CONSULTANT has assumed to be accurate, complete, reliable, and current. Therefore, while CONSULTANT has utilized the customary professional standard of care in preparing this report, CONSULTANT does not warrant or guarantee the conclusions set forth in reports which are dependent or based upon data, information or statements supplied by third parties or the OWNER.

19 OPERATIONAL TECHNOLOGY SYSTEMS

OWNER agrees that the effectiveness of operational technology systems ("OT Systems") and features designed, recommended or assessed by CONSULTANT are dependent upon OWNER's continued operation and maintenance of the OT Systems in accordance with all standards, best practices, laws, and regulations that govern the operation and maintenance of the OT Systems. OWNER shall be solely responsible for operating and maintaining the OT System in accordance with applicable industry standards (i.e. ISA, NIST, etc.) and best practices, which generally include but are not limited to, cyber security policies and procedures, documentation and training requirements, continuous monitoring of assets for tampering and intrusion, periodic evaluation for asset vulnerabilities, implementation and update of appropriate technical, physical, and operational standards, and offline testing of all software/firmware patches/updates prior to placing updates into production. Additionally, OWNER recognizes and agrees that OT Systems are subject to internal and external breach, compromise, and similar incidents. Security features designed, recommended or assessed by CONSULTANT are intended to reduce the likelihood that OT Systems will be compromised by such incidents. However, CONSULTANT does not guarantee that OWNER's OT Systems are impenetrable and OWNER agrees to waive any claims against CONSULTANT resulting from any such incidents that relate to or affect OWNER's OT Systems.

20. FORCE MAJEURE

CONSULTANT shall not be responsible for delays caused by factors beyond CONSULTANT's reasonable control, including but not limited to delays because of strikes, lockouts, work slowdowns or stoppages, government ordered industry shutdowns, power or server outages, acts of nature, widespread infectious disease outbreaks (including, but not limited to epidemics and pandemics), failure of any governmental or other regulatory authority to act in a timely manner, failure of the OWNER to furnish timely information or approve or disapprove of CONSULTANT's services or work product, or delays caused by faulty performance by the OWNER's or by contractors of any level or any other events or circumstances not within the reasonable control of the party affected, whether similar or dissimilar to any of the foregoing. When such delays beyond CONSULTANT's reasonable control occur, the OWNER agrees that CONSULTANT shall not be responsible for damages, nor shall CONSULTANT be deemed in default of this Agreement, and the parties will negotiate an equitable adjustment to CONSULTANT's schedule and/or compensation if impacted by the force majeure event or condition.

PRIME PROVIDER NAME: HDR ENGINEERING, INC.

TO 3 2021 TxDOT Grants

TASK	TASK DESCRIPTION	PROJECT MANAGER	SENIOR ENGINEER	PROJECT ENGINEER	EIT	CADD TECHNICIAN	PUBLIC INVOLVEMENT MANAGER	GRAPHIC DESIGNER I	SENIOR ENVIRONMENTAL SCIENTIST	ENVIRONMENTAL SCIENTIST	ADMIN	TOTAL LABOR HRS	TOTAL LABOR COST
3	Project Management and Coordination	18		4							4	26	\$5,360.00
	Project Meetings												
	Transportation Committee Meeting (1)	3										3	\$720.00
	City Council Meeting (1)	3										3	\$720.00
	Team Meetings (2)	2		2								4	\$800.00
	TxDOT Meeting (1)	1		1								2	\$400.00
	Detailed Applications												
	Field Visit			4	4							8	\$1,140.00
	Cost Estimates			64								64	\$10,240.00
	Public Involvement Graphics & Coordination	4		5			2	10				21	\$3,220.00
	Attachment A ("Project Location Information")			1								1	\$160.00
	Attachment B ("Project Details")			10	10		1	16				37	\$4,790.00
	Attachment C ("Safety Hazards and Countermeasures")			2	16							18	\$2,320.00
	Attachment D ("Connectivity")			2	16							18	\$2,320.00
	Attachment F ("Project Sponsor Resolution")	1		2	2							5	\$810.00
	Attachment G ("Public Outreach and Support")	4		2	2							8	\$1,530.00
	Attachment H ("Maintenance Documentation")			1								1	\$160.00
	Attachment I ("Local Planning")			2	2							4	\$570.00
	Attachment J ("MPO TIP Letter")			1								1	\$160.00
	Attachment K ("Environmental Documentation")								4	32		36	\$4,600.00
	Attachment L ("Property/Ownership/Acquisition")	2		2	1							5	\$925.00
	Attachment M ("Signal, Beacons, and School Zones")			1								1	\$160.00
	Attachment O ("Project Timeline")		4									4	\$960.00
	Attachment P ("Preliminary Engineering Costs")			4								4	\$640.00
	QC		4	4	4							12	\$2,100.00
	Application Form			8	8							16	\$2,280.00
	Application Compiling and Review	8		8	2							18	\$3,450.00
	30% Design Plans												
	Layout Sheets	1		40		80						121	\$15,440.00
	Detail Sheets	1		8		16						25	\$3,280.00
	Typical Sections	1		16		16						33	\$4,560.00
	QC		4	4		16						24	\$3,360.00
													\$77,175.00
	HOURS SUB-TOTALS	49	12	198	67	128	3	26	4	32	4	523	\$77,175.00
	DIRECT LABOR	\$240.00	\$240.00	\$160.00	\$125.00	\$110.00	\$180.00	\$110.00	\$190.00	\$120.00	\$100.00		
	TOTAL LABOR COSTS	\$11,760.00	\$2,880.00	\$31,680.00	\$8,375.00	\$14,080.00	\$540.00	\$2,860.00	\$760.00	\$3,840.00	\$400.00		\$77,175.00
	SUB-TOTAL												\$77,175.00

TASK	DIRECT COSTS	CONTRACT RATE	UNIT	QUANTITY	AMOUNT
3	8 1/2x11 B/W Paper Copies	0.1	Sheet	205	\$20.50
	8 1/2x11 Color Paper Copies	1	Sheet	40	\$40.00
	11x17 B/W Paper Copies	0.15	Sheet		\$0.00
	11x17 Color Paper Copies	1.5	Sheet		\$0.00
	Turning Movement Counts	50	hour		\$0.00
	Roadway Tube (per counter/24 Hours)	110	each/day		\$0.00
	Travel Time Runs	200	hour		\$0.00
	Mileage	0.58	Per Mile	240	\$139.20
					\$200.00
	SUB-TOTAL DIRECT COST				\$200.00
	SUB-TOTAL LABOR COSTS				\$77,175.00
	TOTAL COST			TOTAL HNTB	\$77,375



HDR Labor Schedule
Hourly Rates
City of Dripping Springs

Effective January 1, 2021

Project Principal	\$320.00
Senior Environmental Lead	\$270.00
Project Manager	\$240.00
QC Manager	\$240.00
Public Involvement Manager	\$180.00
Senior Utility Engineer	\$300.00
Senior Drainage Engineer	\$240.00
Senior Environmental Scientist	\$190.00
Senior Engineer	\$240.00
Project Engineer	\$160.00
EIT	\$125.00
Environmental Scientist	\$120.00
Public Involvement Coordinator	\$130.00
GIS Analyst	\$140.00
Graphic Designer I	\$110.00
Senior CADD Technician	\$160.00
CADD Technician	\$110.00
Archeology/Historian	\$100.00
Administrative Assistant	\$100.00
Expenses	100% of cost
Mileage	Current IRS Rate