

MASTER SERVICES AGREEMENT

THIS Master Services Agreement effective this 23 day of January 2023, by and between the City of Gustavus (hereinafter referred to as the "Client"), and RESPEC Company, LLC a limited liability company organized and existing under the laws of the state of Alaska with an office at 9109 Mendenhall Mall Rd, Suite 4, Juneau, AK 99801 (hereinafter referred to as the "Consultant").

WITNESSETH:

This Master Services Agreement is agreed such that the Consultant can provide design, permitting, reviews of construction documents, bidding support, and construction administrative services in support of the Client's Operations.

NOW, THEREFORE, the parties hereby agree as follows:

1. Scope and Performance of the Work.

The Consultant shall provide design, permitting, reviews of construction documents, bidding support, and construction administrative services, as requested by Client, in support of the Client's Operations. The Consultant shall provide all labor and materials necessary for this scope of work (the "Services") as more fully described in any Task Orders associated with this Master Agreement (hereinafter referred to as the "Work"). Any change in the Work shall be authorized in writing by a Separate Task Order or Change Order and the adjustment to the consideration to be paid Consultant and/or the time for completion of the Work as determined by mutual acceptance.

2. Commencement and Term of the Agreement.

The Master Services Agreement shall commence on March 9, 2026, and shall end on March 9, 2029, unless earlier terminated or renewed in writing by the parties.

Any work associated with Task Orders shall identify specific schedules and the cost of the related work activities. The Consultant shall perform the work in conformance with the cost and specifications provided by the Task Order.

3. Consideration.

- a. For the successful completion of the Scope of Work, the Consultant shall be paid amounts on a time and materials basis or on a fixed-price lump sum basis as more fully described and agreed to in the related Task Orders.
- b. Unless otherwise specified and agreed in a Task Order, hourly rates will be invoiced at the hourly rates provided in Attachment C. Billing rates shown in Attachment C are subject to annual increase. Any increase in Consultants hourly rates shall be provided 60 days in advance of Consultant performing any work utilizing the new rates.
- c. Payment to the Consultant shall be thirty (30) days after receipt of an invoice from the Consultant. The invoice will be in the format specified by the Client and shall contain at a minimum the time period, time spent on each discrete task (for Time and Materials based contracts), and description of services provided. The invoice shall be submitted to the Client's Delegated Representative.

- d. In the event the Work will go beyond the scope of Services originally stated in this Agreement or any Task Order, Consultant and Client may sign a mutually acceptable amendment to the Agreement in writing and executed by both Parties. If the parties cannot agree to an amendment to accommodate additional services, the contract, or any Task Order issued thereunder, may be terminated by the Client upon the conclusion of such amendment discussions. No work shall be performed by Consultant, or paid for by client, beyond that agreed to, in advance and in writing, by the parties.
 - e. Upon Consultant's completion of Work or delivery of Work Product as set forth in the Task Orders, Client shall have sixty (60) days to notify Consultant in writing of any nonconformance of the Work or Work Product under this Agreement. If Client does not notify Consultant in writing within sixty (60) days of completion or delivery of the Work or Work Product of any nonconformance, the Client shall have accepted delivery of the Work or Work Product. In the event Client notifies Consultant of nonconformance within sixty (60) days of completion or delivery of the Work or Work Product, Consultant shall have sixty (60) days to remedy the nonconformance. This paragraph shall not limit Client's legal rights other than the right to reject nonconforming work.
4. Delegation of Authority. The following personnel are hereby authorized to act as official representatives for the specific purposes shown.

Client's Contracting Representative

Sally McLaughlin, Mayor
 PO Box 1
 Gustavus, AK 99826
 907-697-2451
 Sally.McLaughlin@gustavus-ak.gov

Authority

Approve and issue change orders but only when within the spending authority of the Mayor. All other agreements/change orders must be approved by the City Council.

Client's Delegated Representative

Kathy Leary, City Administrator
 PO Box 1
 Gustavus, AK 99826
 907-697-2451
 Kathy.Leary@gustavus-ak.gov

Authority

Assign work, approve invoices and time records, inspect and accept work in process or completed, furnish technical operating procedures and liaison.

Consultant's Contracting Representative

Philip Welling
 3824 Jet Drive
 Rapid City, SD 57703
 (605) 394-6400
Phil.welling@respec.com

Authority

Approve and issue change orders.

Consultant's Delegated Representative

Karen Brady
 1028 Aurora Drive
 Fairbanks, AK 99709
 907-322-5720
 Karen.Brady@respec.com

Authority

Assign work, approve invoices and time records, inspect and accept work in process or completed, furnish technical operating procedures and liaison.

5. Safety Precautions. In performing the Work, the Consultant shall comply with all applicable laws, ordinances, rules, regulations, and lawful authorities or any public authority having jurisdiction for the safety of persons or property.
6. Proprietary Information. The Consultant shall not directly or indirectly disclose to any third person or use for the benefit of the Consultant or any other party, either during or after the term of the Contract, any secret or proprietary information of the Client, whether relating to the work performed hereunder or to the business and affairs of the Client, or any client of the Client, including the Client's manuals or procedures, without the prior written consent of the Client.
7. Intellectual Property Rights. The Consultant is and will be the sole and exclusive owner of all right, title, and interest throughout the world in and to all Pre-Existing Materials, including Intellectual Property Rights therein. All Work Product shall become the property of Client, provided that Client performs all duties and obligations under this Agreement, including but not limited to prompt payment of all sums due under this Agreement. For purposes of this Agreement:
 - a. "Intellectual Property Rights" means any and all rights arising in the US or any other jurisdiction throughout the world in and to (a) patents, patent disclosures, and inventions (whether patentable or not), (b) trademarks, service marks, trade dress, trade names, logos, corporate names, and domain names, and other similar designations of source or origin, together with the goodwill symbolized by any of the foregoing, (c) copyrights and works of authorship (whether copyrightable or not), including computer programs, and rights in data and databases, (d) trade secrets, know-how, and other confidential or proprietary information, and (e) all other intellectual property, in each case whether registered or unregistered, and including all registrations and applications for such rights and renewals or extensions thereof, and all similar or equivalent rights or forms of protection in any part of the world. The parties acknowledge and agree that Consultant shall retain ownership of all preexisting Intellectual Property Rights, inclusive of but not limited to all materials, proprietary methodologies and other creative tangible forms of expression created or owned by Consultant prior to commencement of this Agreement and used in connection with this Agreement and/or incorporated into the services the "Pre-Existing Materials" including but not limited to drawings, specifications, calculations, maps, reports, photographs, samples and other documents whether existing in tangible or electronic form. Consultant retains ownership of its Pre-Existing Materials processes, procedures, know-how and other Intellectual Property Rights pertaining to its ability to continue the same or similar work with existing and future clients and customers.
 - b. "Work Product" means the deliverables and all other writings, technology, inventions, discoveries, processes, techniques, methods, ideas, concepts, research, proposals, and materials, and all other work product of any nature whatsoever, that are created, prepared, produced, authored, edited, modified, conceived, or reduced to practice by, or on behalf of, Client solely or jointly with the Company or others (i) in the course of performing the Services or other work performed by or on behalf of Client in connection with the Services, the Work, or this Agreement or (ii) at any time during the Term or the six month period after expiration or termination of this Agreement based on, derived from, or otherwise using the Client's Confidential Information or Client Materials or resulting from any use of the Client's facilities, personnel, or other resources, and all printed, physical, and electronic copies and other

tangible embodiments of any of the foregoing. Consultant shall be entitled to retain copies of such materials for its files and records.

- c. Any unauthorized use, reuse, or any alteration of the Consultants designs, drawings and specifications, without written verification, completion, or adaptation by the consultant, as appropriate for the specific purpose intended, will be at Client's sole risk and without liability or legal exposure to Consultant.
8. **Standard of Care.** Consultant shall provide professional services necessary to complete the Work consistent with that level of skill and care ordinarily exercised by members of the Consultant's profession for a project of a similar size, scope, and complexity in a similar geographic location at the time the services are provided and consistent with all applicable local, state, and federal laws and regulations. No other warranty or representation about the performance of the Work, express or implied, is intended or included in this Agreement or in any other document or report furnished by Consultant.
9. **Publications.** The Consultant shall not publish or publicly disseminate any information or data derived or obtained from or in connection with any services rendered hereunder, except with the prior written consent of the Client.
10. **Technical Data.** All evaluations, reports, records, and other work products relating hereto or produced by the Consultant pursuant to this Contract shall be considered technical data and subject to the provisions of the Proprietary Information clause of this Contract.
11. **Insurance.** The Consultant shall purchase and maintain such insurance as shown in Attachment A.
12. **Mutual Waiver.** To the fullest extent permitted by Laws and Regulations, Client and Consultant waive against each other, and the other's officers, directors, members, partners, agents, employees, subconsultants, and insurers, any and all claims for or entitlement to special, incidental, indirect, or consequential damages arising out of, resulting from, or in any way related to this Agreement or the Services, from any cause or causes. Such excluded damages include but are not limited to loss of profits or revenue; loss of use or opportunity; loss of good will; cost of substitute facilities, goods, or services; and cost of capital.
13. **Indemnification.**
 - a. *Indemnification of Client.* Consultant agrees to indemnify Client and hold Client harmless from any third party claims, judgments, losses and damages (including reasonable attorneys fees where recoverable by law), to the extent caused by:
 - i. any personal injury, including death, or property damage to the extent caused by the negligence and/or willful misconduct of Consultant or its employees or agents; and/or
 - ii. breach of this Agreement by Consultant or its employees or agents.

Nothing in the Agreement shall be construed to require the Consultant to indemnify, and hold harmless the Client from and against any and all costs, suits, claims, losses, damages, and expense (including reasonable attorney fees) arising out of any of the negligence and/or willful misconduct of Client.

14. **Non-Solicitation of Employees.** Client hereby agrees that during the Term and for a period of one (1) year after the expiration or earlier termination of the Term, without obtaining the prior

written consent of the Consultant, Client, nor any of Client's affiliates or representatives shall directly or indirectly, for itself or on behalf of another person or entity ("Restricted Person"), solicit for employment or otherwise induce, influence, or encourage to terminate employment with the Client or any of its affiliates or subsidiaries, any of Consultant's employees with whom the Restricted Person had contact or who became known to the Restricted Person in connection with this Agreement.

15. Disputes. Any dispute arising hereunder shall first be resolved by taking the following steps where a successive step is taken if the issue is not resolved at the preceding step: (1) by the technical and contractual personnel for each party performing this Agreement, (2) by executive management of each party, (3) by mediation, or (4) by litigation. Notwithstanding the dispute, Consultant shall continue to perform its obligations and shall be entitled to payment therefor, unless Client terminates or otherwise suspends performance hereunder.

The parties shall bear the cost of their own attorneys' fees (including those incurred prior to the action being filed), court costs and any costs incurred in enforcing a judgment or settlement.

16. Force Majeure. Neither party shall be held responsible for any delay or failure in performance hereunder to the extent such delay or failure is caused by fire, flood, explosion, war, strike, embargo, civil or military authority, act of God, act or omission of carriers or similar causes beyond its control ("force majeure conditions"). If any force majeure condition occurs, the party delayed or unable to perform shall give immediate notice to the other party.
17. Conflicts of Interest. Consultant represents that it has full authority to enter into this Agreement, and that Consultant has no contractual obligation with third parties in conflict herewith.
18. Time. The performance of this work is required on a timely basis to meet the Client's time schedule.
19. Applicable Law. This Contract shall be governed by the laws of the state of Alaska. Consultant has no authority to enter into any agreement or to incur any obligation on behalf of Client or commit Client in any manner. As an independent contractor, the Consultant is responsible to provide Client with a valid Federal Tax Identification.
20. Integration. The Consultant shall perform the work in accordance with the specific requirements and any specifications set forth in the clauses and provisions listed herein, attached hereto, incorporated herein, and considered a firm part of the Contract.
1. Attachment A—Insurance Requirements
 2. Attachment B- General Provisions
21. Entire Agreement/Contract Interpretation. This Contract constitutes the entire understanding between the parties with respect to the subject matter hereof. This Contract may be modified by subsequent written addenda mutually agreeable to both parties. This agreement shall not be construed against the drafting party.
22. Assignment. Neither party to this Agreement shall assign this Agreement without the written consent of the other.

IN WITNESS WHEREOF, the parties hereto have signed their respective names on the date first above written.

City of Gustavus

RESPEC Company, LLC

By _____
Signature

By _____
Signature

Printed Name Sally McLaughlin

Printed Name Karen Brady

Title Mayor

Title Vice President

Date _____

Date _____

DRAFT

ATTACHMENT A

INSURANCE REQUIREMENTS

Prior to starting work, the Consultant shall purchase and maintain at its expense commercial general liability and other insurance as set forth below from a responsible insurer authorized to do business in the state where the Project is located and having an A.M. Best rating of at least A VII. Consultant shall furnish satisfactory evidence to the City that the Consultant has complied with the requirements in the form of an insurance certificates and all policies shall be written on an occurrence basis, shall (except Workers Compensation) include the City, and Consultant ' policies shall be primary over any insurance or self-insurance program of any such party. Consultant shall ensure that its subcontractors, at a minimum carry insurance equivalent to the coverages set forth below. The insurance required shall be written for not less than any limits of liability stated in this Contract, in the Contract Documents or as required by law, whichever is greater. The Consultant is solely responsible for determining whether additional coverage or greater limits are required to protect its interests from hazards or claims in excess of the specified minimum insurance. Where special or unusual hazards peculiar to this project are foreseeable, the Consultant shall take such steps as are necessary to insure it against such hazards.

All deductibles and self-insured retentions will be Consultant's sole responsibility.

Commercial General Liability: Consultant will maintain commercial general liability insurance covering all operations by or on behalf of Consultant on an occurrence basis against claims for personal injury, bodily injury, death and property damage (including loss of use). Such insurance will have these minimum limits and coverage:

- A. Minimum limits:
 - / \$1,000,000 each occurrence
 - / \$1,000,000 personal & adv injury
 - / \$2,000,000 general aggregate
 - / \$2,000,000 products and completed operations aggregate
- B. Coverages
 - 1. The policy shall be written on ISO form CG 00 01 12 07 or equivalent.
 - 2. Contractual Liability Coverage shall be as provided in CG 00 01 12 07. The policy shall be free from any endorsement or language limiting contractual liability coverage beyond the limitations of CG 00 01 12 07.
 - 3. The policy shall be free from ISO endorsements CG 22 94, CG 22 95 or any equivalent endorsement or language.
 - 4. They policy shall provide for severability of interests.
 - 5. The policy shall be free from ISO endorsement CG 21 42 or CG 21 43 or any similar endorsement limiting or excluding coverage for Explosion, Collapse and Underground exposures.
 - 6. The general aggregate shall apply on a "per project" basis.
 - 7. The policy shall provide for a waiver of subrogation in favor of the additional insured parties.
 - 8. The policy shall contain additional insured endorsement CG 20 10 04 13 and CG 20 37 04 13 or equivalent as approved by Owner.
 - 9. The policy shall be written to provide coverage on a primary and non-contributory basis.

Automobile Liability: CONTRACTOR will maintain business auto liability insurance covering liability arising out of any auto (including owned, hired, and non-owned autos).

- / Minimum Limits: \$1,000,000 combined single limit each accident
- / Coverages:
 - o Additional insured endorsement
 - o Waiver of subrogation
 - o Contractual liability

Workers' Compensation: CONTRACTOR will maintain workers' compensation and employer's liability insurance.

1. Minimum Limits
 - o Workers' compensation- statutory limit
 - o Employer's liability:
 - \$1,000,000 bodily injury for each accident
 - \$1,000,000 bodily injury by disease for each employee
 - \$1,000,000 bodily injury disease aggregate
2. Coverages:
 - o The policy shall provide for a waiver of subrogation in favor of the parties required to be named additional insured under the CONTRACTOR'S General Liability policy.

Pollution Liability: CONTRACTOR will purchase pollution liability insurance coverage with all coverage retroactive to the earlier of the date of this Contract and the commencement of CONTRACTOR'S services in relation to the Project as follows:

1. Minimum Limits: \$2,000,000 each occurrence/\$4,000,000 aggregate
2. Coverages:
 - o Contractual Liability
 - o Personal Injury
 - o Bodily Injury
 - o Property Damage
 - o Contractor named Loss Payee
 - o Primary and noncontributory coverage

Waivers of Subrogation: The Consultant waives all rights against the Owner for recovery under subrogation or otherwise to the extent covered by insurance required under this contract or other insurance applicable to the Work, except such rights as the Consultant may have to proceeds of any insurance held by the Owner as fiduciary, if any. The Consultant shall require of the Subcontractor's, Sub-subcontractors, agents and

employees, by appropriate agreements, written where legally required for validity, similar waivers in favor of the parties enumerated herein. The policies shall provide such waivers of subrogation by endorsement or otherwise. A waiver of subrogation shall be effective as to a person or entity even though that person or entity would otherwise have a duty of indemnification, contractual or otherwise, did not pay the insurance premium directly or indirectly, and whether the person or entity had an insurable interest in property damaged.

Duration of Coverage: All required coverages will be maintained without interruption during the entire term of this Subcontract plus an additional two (2) years in products and completed operation coverage following final acceptance of the Project by the Owner and at all times thereafter when Consultant may be correcting, removing, or replacing defective Work.

Notice of Cancellation: Consultant will provide prompt written notice to the city prior to any change in or cancellation of any policy required herein such that the insurance requirements herein are no longer materially met. Should any coverage expire prior to completion of Work, proof of renewal of said policy shall be provided to city prior to the expiration date of the policy.

ATTACHMENT B

GENERAL PROVISIONS

1. The price or prices in this Agreement are not subject to change by the Consultant, and no additional charges may be added to the price or prices in this Agreement unless agreed to by the Client in writing.
2. All material, equipment, merchandise, and services furnished under this Agreement shall be subject to the approval of the Client, and the Consultant shall furnish any required submittal data, material, and equipment for such approval. All material, equipment, merchandise, and services furnished hereunder shall be in accordance with the Contract documents, including plans, specifications, general and special conditions, applicable to the Client, and such specifications or technical data shall be deemed incorporated herein by this reference as if fully set forth. Consultant will comply with said specifications and technical data and agrees to be bound thereby in furnishing the material, equipment, merchandise, and services under this Agreement. The Consultant shall, upon the Client's request, promptly submit a copy of all drawings, data, and specifications to the Client.
3. The Client reserves the right to cancel without liability all or any part of the undelivered portion of this Agreement for its convenience, upon giving thirty (30) days written notice and this termination right shall not be limited by any other provision of this agreement. Any contract termination shall be without prejudice to Consultant's right of payment for authorized services performed prior to termination
4. If the Consultant for any reason does not substantially comply with the Client's delivery schedule, the Client, at its option, may either approve a revised schedule or terminate this Agreement without liability to Consultant on account thereof except for services previously performed by the Consultant and without prejudice to any other rights the Client may have on account of the Consultant's default.
5. The Client reserves the right to suspend or cancel services under this Agreement in the event of fire, strikes, or accidents at the Client's plants, discontinuance or substantial reduction in funding or work effort related to this Agreement from the Client's contracting agency or entity, or any other contingency of like or different nature beyond the Client's control.
6. The Consultant will comply with all federal, state, county, and municipal laws, regulations, ordinances, and enactments, existing on the date of this Agreement or which may become effective during the period of performance under this Agreement.
7. If the Consultant ceases to conduct its operations in the normal course of business, including liability to meet its obligations as they mature, or if any proceeding under the bankruptcy or insolvency laws is brought by or against the Consultant, or a receiver for the Consultant is appointed or applied for, or an assignment for the benefit of creditors is made by the Consultant, the Client may terminate this Agreement without liability except for services previously performed by the Consultant.

8. All prior representations, conversations, or preliminary negotiations shall be deemed to be merged in this Agreement, and no changes will be considered or approved unless this Agreement is modified by an authorized representative of the Client in writing.
9. Acceptance of this Agreement is expressly limited to the terms hereof and no additional or different terms and conditions shall apply unless assented to in writing and signed by the Consultant and the Client.
10. The Consultant shall have the right to make public announcements or disclosures to third parties concerning the general project objectives and the name of the Client as a Client. The Consultant may not make public announcement or disclose information contained in or developed under this Agreement except as authorized in writing by the Client.
11. It is expressly understood that the Consultant is an independent contractor. The actual performance and superintendence of all work hereunder shall be by the Consultant and its Professional Associates, provided, however, the Client, being interested in the results to be obtained, is authorized to designate a representative or representatives, who shall at all times have access to the location where the work is to be performed for the purposes of observing and inspecting same and provided further that such work shall be performed in accordance with this Agreement.
12. If required by the Client, the Consultant shall furnish releases and waivers of liens in such form as may be designated by the Client arising out of the performance of the Agreement. The Client may, if Client has paid the Consultant and if Consultant defaults in its obligation provide lien waivers, procure the release, satisfaction, and discharge of any such claim or lien and deduct all costs and expenses incurred in so doing from any money due or to become due hereunder; or if final payment has been made, the Consultant shall reimburse the Client for all monies paid to discharge any such claim or lien, including the cost and expense thereof.
13. The Consultant shall not assign this Agreement or the whole or any part of any work performed hereunder without the Client's prior written consent.
14. The price for each item covered by this Agreement is inclusive of taxes, permit fees, excises, reproduction expenses, and/or changes which are now or may hereafter be imposed (whether by federal, state, municipal, or other local public authority) with respect to the manufacture and sale of such items or any services to be rendered by Consultant hereunder.
15. EQUAL EMPLOYMENT OPPORTUNITY. Unless exempt by the provisions of Executive Order 11246, as amended, and FAR Section 22.810, the Consultant shall comply with paragraphs (1) through (7) of Section 202 of Executive Order 11246 and the clause set forth in FAR Section 52.222-26.
16. AFFIRMATIVE ACTION FOR REPORTING FOR SPECIAL DISABLED AND VIETNAM ERA VETERANS. Consultant agrees to comply with the rules regulations and relevant orders of the Secretary of Labor issued under the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, and the clauses set forth in FAR Sections 52.222-35 and 52.222-37.
17. AFFIRMATIVE ACTION FOR HANDICAPPED WORKERS. Consultant agrees to comply with the rules regulations and relevant orders of the Secretary of Labor issued under the Rehabilitation Act of 1973, as amended, and the clause set forth in FAR Section 52.222-36.

ATTACHMENT C

HOURLY RATES AND/OR SUBSEQUENT SCOPE OF WORK

RESPEC Alaska 2026 Standard Rates as of 01-01-2026

Civil

Principal Engineer (PE)	\$ 280.00
Senior Engineer (PE)	\$ 240.00
Project Engineer (PE)	\$ 200.00
Staff Engineer (PE)	\$ 180.00
Engineer (PE)	\$ 165.00
Designer	\$ 160.00
EIT	\$ 145.00

Geotechnical & Materials Testing

Senior Engineer (PE)	\$ 230.00
Project Geologist	\$ 185.00
EIT	\$ 145.00
Lab Technician	\$ 140.00

Controls

Senior Engineer (PE)	\$ 245.00
Designer	\$ 185.00

Mechanical

Principal Engineer (PE)	\$ 280.00
Senior Engineer (PE)	\$ 240.00
Project Engineer (PE)	\$ 200.00
Staff Engineer (PE)	\$ 180.00
Engineer (PE)	\$ 160.00
Designer	\$ 155.00
EIT	\$ 145.00

Land Survey Services

Principal (PLS)	\$ 265.00
Senior (PLS)	\$ 230.00
Project (PLS)	\$ 190.00
Staff (PLS)	\$ 175.00
Land Surveyor (PLS)	\$ 155.00
LSIT/Instrument Person	\$ 135.00

Technician/Designer

Production Manager/Lead Designer	\$ 190.00
Senior Technician/Designer	\$ 165.00
Project Technician/Designer	\$ 140.00
Staff Technician/Designer	\$ 130.00
Technician/Designer	\$ 120.00
Junior Technician/Designer	\$ 110.00

Sub & Expenses marked up at no less than 10% above cost

Billing rates above are subject to annual increase

Structural

Principal Engineer (PE)	\$ 280.00
Senior Engineer (PE)	\$ 230.00
Project Engineer (PE)	\$ 195.00
Staff Engineer (PE)	\$ 180.00
Engineer (PE)	\$ 165.00
Designer	\$ 155.00
EIT	\$ 145.00

Electrical

Principal Engineer (PE)	\$ 280.00
Senior Engineer (PE)	\$ 245.00
Project Engineer (PE)	\$ 210.00
Staff Engineer (PE)	\$ 185.00
Engineer (PE)	\$ 165.00
Designer	\$ 160.00
EIT	\$ 145.00

Fire Protection

Principal Engineer (PE)	\$ 280.00
Senior Engineer (PE)	\$ 210.00
Project Engineer (PE)	\$ 195.00
Staff Engineer (PE)	\$ 175.00
Engineer (PE)	\$ 160.00
Designer	\$ 155.00
EIT	\$ 145.00

Project Management

Senior Principal	\$ 300.00
Senior Project Manager	\$ 260.00
Project Manager	\$ 225.00

Word Processing Services

Technical Editor	\$ 135.00
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Planning/GIS Services

Principal Planner/GIS	\$ 250.00
Senior Planner/GIS	\$ 185.00
Project Planner/GIS	\$ 165.00
Planner/GIS	\$ 140.00

In-House Equipment

FARO Lidar Scanner	\$1,000/Day
Matterport Lidar Scanner	\$300/Day
Land Survey GPS Unit Rate	\$200/Day
Hydrolite Echosounder	\$250/Day
Land Survey Scanner	\$1,650/Day