CITY COUNCIL ACTION REPORT

July 9, 2008

TO: Phillip L. Nelson, City Manager

FROM: John M. Lamerato, Asst. City Manager/Finance & Administration
Brian P. Murphy, Asst. City Manager/Economic Development Services
Susan A. Leirstein, Purchasing Director
Steven J. Vandette, City Engineer

SUBJECT: Standard Purchasing Resolution 8 – Best Value Award
General Consulting Engineering Services

Background:

- The General Consulting Engineering Services contract is maintained by the Engineering Department to allow staff to augment in-house services with consultant services as-needed.
- In general, consultant services are used for the following reasons:
  - Special design engineering projects
  - Special studies and/or plans
  - Expertise not available in-house
  - In-house capacity is exceeded
- The City has maintained a contract for General Consulting Engineering Services for the past six (6) years with Hubbell, Roth & Clark, Inc. (HRC) and Spalding DeDecker Associates, Inc. (SDA).
- These contracts expired on June 30, 2008, but were extended for sixty (60) days by Resolution No. 2008-06-208-F-9 while staff completed the selection process for a new three-year contract.
- A request for a Statement of Qualifications (SOQ) was sent to two-hundred sixty-one (261) consulting firms through the Michigan Intergovernmental Trade Network (MITN) e-procurement website at www.mitn.info.
- SOQ's were received from ten (10) consultants as well as three (3) statements of no bid.
- Eight (8) of the SOQ's met the pass/fail criteria established for the General Consulting Engineering Services.
- These eight (8) firms were evaluated by a City review committee and each member independently calculated a weighted score based on their review. These individual scores were averaged into one score for each firm.
- The top five (5) firms were invited to move forward in the selection process by participating in an interview. The interviews were independently evaluated by each committee member and the weighted scores were averaged into one weighted score for each firm. The interview comprised thirty (30) percent of the final score for each firm.
- The firms that were interviewed prepared and submitted detailed proposals outlining the members of their team as well as providing costs for their services.

Background: (continued)

- The detailed proposals were evaluated by the committee and each member independently calculated a weighted score based on their review. The individual weighted scores were averaged into one weighted score for each firm. The detailed proposal comprised thirty (30) percent of the final score for each firm.
- The price comparison was completed by the Purchasing Department. No committee member was permitted to attend the bid opening or to review the price proposal portion of the detailed proposal.
- Unit prices for services were compared on an employee classification basis.
- Design and construction management fees were compared for representative road, sanitary sewer, water main and environmental projects at various cost levels and complexities.
- The price comparison comprised forty (40) percent of the final score for each firm.
- City staff is recommending three (3) consultants to better serve our needs, especially in the traffic engineering area, and to assure high quality and value in all the services that are provided.
- HRC is the highest rated and overall lowest cost consultant who has provided consulting services to the City for more than forty (40) years.
- SDA was the second highest rated consultant and overall second lowest cost consultant and has provided consulting services to the City for the past six (6) years.
- Orchard, Hiltz & McCliment, Inc. (OHM) was the third highest rated consultant overall and the highest rated consultant for traffic engineering services.

Financial Considerations:

- HRC, SDA and OHM are only paid for services rendered based on the unit prices contained in the tabulation and additional services priced as outlined in the respective rate schedules.
- There is no commitment by the City for a minimum or maximum contract amount by entering into an agreement with the firms.
- Engineering services completed for capital projects are funded from each project's respective funding source as identified in the budget.
- The Engineering and Traffic Engineering Operating budgets include funds on an annual basis for consultant services that are required for private development related projects and/or services not meeting the criteria for capital fund expenditures.

Legal Considerations:

- SOQ-COT 08-18, General Consulting Engineering Services was competitively bid and opened with ten (10) firms responding.
- A City committee reviewed and independently scored each phase of the selection process.
- RFP-COT 08-18, Detailed Proposal – General Consulting Engineering services were competitively bid and opened from the five (5) highest rated consultants.
- The awards are contingent upon consultants' submission of properly executed proposal and contract documents, including agreements, insurance certificates and all other specified requirements.

July 9, 2008

To: Phillip L. Nelson, City Manager
Re: Best Value Award – General Consulting Engineering Services

Policy Considerations:

- Minimize the cost and increase the efficiency and effectiveness of City government (Goal II)
- Maintain relevance of public infrastructure to meet changing public needs (Goal V)

Recommendation:

- Staff recommends awarding three (3), three-year contracts for General Consulting Engineering Services with an option to renew for three (3) additional years to the best value proposals submitted by Hubbell, Roth & Clark, Inc., (HRC), of Pontiac, Michigan; Spalding DeDecker Associates, Inc., (SDA), of Rochester Hills, Michigan; and Orchard, Hiltz & McCliment, Inc. (OHM), of Livonia, Michigan at unit prices contained in the tabulation opened June 18, 2008, with additional services priced as outlined in their respective rate schedules, copies of which shall be attached to the original Minutes of this meeting.

Where legal review is necessary:

Approved as to Form and Legality: _____ _____
Lori Grigg Bluhm, City Attorney Date

G:/Bid Award 08-09 New Format/Best Value SR8 – RFP-General Consulting Engineering – 07.08.doc

CITY OF TROY
AGREEMENT FOR GENERAL CONSULTING ENGINEERING SERVICES

Pursuant to City Council Resolution No. _____, the City of Troy (City) and _____ (Consultant), based on the Proposal for General Consulting Engineering Services received from _____ on _____ (copy attached), agree as follows:

a) This Agreement incorporates the Statement of Qualifications and Request for Proposal SOQ-COT 08-18 and RFP-COT 08-18 and any amendments or addenda to SOQ-COT 08-18 and RFP-COT 08-18 as though fully set out herein.

b) The Consultant shall conform to all applicable laws, ordinances, City standards and statutes of the Federal Government, State of Michigan and City of Troy, including but not limited to, the following:

- Civil Rights Act of 1964, as amended
- Davis Bacon Act, as amended (40 USC 327-330)
- Copeland "Anti-Kickback" Act (18 USC 874), as supplemented in the Department of Labor Regulations (20 CFR-Part 3)

c) The City reserves the right to terminate the contract at any time with the assurance that the contractor shall be entitled to reimbursement for any services rendered prior to the date of termination.

d) Provide a statement that the Consultant will not perform any services for the City in which there is a conflict of interest, or the appearance of a conflict of interest, with any builder, developer, contractor or private client who is or might be expected to be active in the City.

If the Consultant is currently performing services for a builder, developer, contractor or private client who is or might be expected to be active in the City, the consulting engineer shall provide a detailed listing of this work, as well as the anticipated date of completion.

e) The Consultant will be held responsible for additional costs resulting from negligence, mismanagement, delays or improper guidance. When it can be established that the Consultant is clearly at fault, these additional costs will be borne by the Consultant.

f) The Consultant shall not commence work under this agreement until it has obtained the following required insurance. All coverage shall be with insurance carriers acceptable to the City. All insurance carriers shall be licensed and admitted to do business in the State of Michigan. The Consultant shall require each of its subconsultants, if any, to maintain the following required insurance. If any insurance is written with a deductible or self-insured retention, the Consultant shall be solely responsible for said deductible or self-insured retention. The purchase of insurance and the furnishing of a certificate of insurance shall not constitute satisfaction of the Consultant's indemnification of the City.

The Consultant and its subcontractors, if any, shall procure and maintain during the life of the agreement the following coverage and produce valid certificates of insurance upon request by the City:

1. Workers compensation insurance in accordance with all applicable statutes of the State of Michigan. Coverage shall include a minimum $500,000 employers liability coverage.

2. Commercial general liability insurance on an "occurrence" basis with limits of liability not less than $1,000,000 per occurrence and/or aggregate combined single limit, personal injury, bodily injury and property damage. Coverage shall include the following extensions:

   a. Per Contract Aggregate (Annual Aggregate Contract Limit)
   b. Contractual liability
   c. Products and completed operations
   d. Independent contractors coverage
   e. Broad form general liability extensions or equivalent

3. Motor vehicle liability coverage, including Michigan no-fault coverage for all vehicles used in the performance of the contract. Coverage shall include all owned vehicles, all non-owned vehicles and all hired vehicles. Limits of liability shall not be less than $1,000,000 per occurrence combined single limit bodily injury and property damage.

4. Professional liability coverage, issued on an "occurrence basis" or "claims made basis", with limits of liability of not less than $1,000,000 per occurrence/aggregate, or per claim/aggregate if on a "claims made basis". If written on a "claims made basis", the policy must continue for a period of two (2) years following the termination or end date of the contract with the City. Whether on an "occurrence basis" or a "claims made basis", the policy shall include:

   a. per contract aggregate and
   b. deletion of all contractual liability exclusions and/or provisions.

5. Additional insured endorsements on both the commercial general liability insurance and motor vehicle liability coverage, as described above, shall include an endorsement stating the following shall be additional insured's:

   "The City of Troy, including architects and engineers, all elected and appointed officials, all employees and volunteers, boards, commissions and/or authorities and their board members, employees and volunteers are additional insured." (On an ISO form B or broader).

6. Cancellation notice. Worker' compensation insurance, commercial general liability insurance, motor vehicle liability insurance and professional liability insurance, as described above, shall include an endorsement stating that thirty (30) days' advance written notice of cancellation, non-renewal, reduction and/or material change shall be sent to:

   Stephen Cooperrider, Risk Manager
   City of Troy
   500 W. Big Beaver
   Troy, MI 48084

7. Indemnification, except professional liability. To the fullest extent permitted by law, the Consultant agrees to defend, pay on behalf of, indemnify, and hold harmless the City of Troy, its elected and appointed officials, employees and volunteers and others working on behalf of the City of Troy against any and all claims, demands, suits, or loss, including all costs connected therewith, and for any damages which may be asserted, claimed or recovered against or from the City of Troy, its elected and appointed officials, employees, volunteers or others working on behalf of the City of Troy, by reason of personal injury, including bodily injury or death and/or property damage, including loss of use thereof, which arises out of or is in any way connected or associated with this contract/agreement.

8. Indemnification, professional liability.

   a. The Consultant expressly agrees to indemnify and hold the City harmless against all losses and liabilities arising out of personal injury, bodily injury or property damages to the extent of any negligent act, grossly negligent act, error or omission of the Consultant or anyone acting on the Consultant's behalf, in connection with, or incidental to, the contract or work to be performed, except that the Consultant shall not be responsible to indemnify the City for any losses or damages to the extent that same are caused by or result from the gross negligence of the City or any other person or entity.

b. To the extent of the Consultant's actual degree of fault, the Consultant's obligation to indemnify and hold the City harmless shall include:

i. The obligation to defend the City from any such suit, action or proceeding, and;

ii. The obligation to pay any and all judgments which may be recovered in any such suit, action or proceeding and/or any reasonable expenses including, but not limited to costs, attorney fees and settlement expenses which may be incurred, but only to the extent that such judgments and expenses are attributable to the Consultant's actual fault.

9. The Consultant shall have no authority, power to assign, sublet, or transfer any rights, privileges, or interest under this Agreement without prior written consent from the City.

10. The Consultant acknowledges that he/she is an independent contractor with no authority to bind the City to any contracts or agreements, written or oral.

11. The Consultant agrees that it will not settle or resolve any claim or action against the Consultant based upon its acts which includes, or may include, a claim or count against the City or its employees without obtaining a full and complete release in favor of the City with respect to any and all claims or counts against the City except those based upon the gross negligence or willful or wanton misconduct of the City or its employees.

12. For the purpose of indemnity clauses in the agreement, "City" shall mean City of Troy, its elected and appointed officials, employees and volunteers working on behalf of the City; losses and liabilities shall mean loss, cost, expense, damage, liability or claims, whether groundless or not; personal injury shall mean false arrest, erroneous service of civil papers, false imprisonment, malicious prosecution, assault and battery, libel, slander, defamation of character, discrimination, mental anguish, wrongful entry or eviction, violation of property, or deprivation of any rights, privileges or immunities secured by the constitution and laws of the United States of America or the State of Michigan, for which the Consultant may be held liable to its injured party in an action-at-law or a suit in equity or other proceedings for redress; bodily injury shall mean bodily injury, sickness or disease and mental injury which may be sustained or claimed by any person or persons; and property damage shall mean the damage and destruction of any property including the loss of use thereof.

13. The Consultant and the City may agree to arbitrate any disputes with respect to the application of this indemnification clause.

This agreement is hereby made and entered into this _____ day of _____, 2008, by and between the City of Troy (Troy) and _____ (Consultant).

CITY OF TROY:

_____
Louise E. Schilling, Mayor

_____
Tonni L. Bartholomew, City Clerk

CONSULTANT:

_____

_____

City of Troy

EXECUTIVE SUMMARY

General Consulting Engineering Services

STATISTICS:

- Two-Hundred Sixty-One (261) firms were notified via the MITN e-procurement website
- Ten (10) proposals were received, as well as three (3) statements of no bid
- Eight (8) firms met the pass/fail criteria
- Top five (5) firms were interviewed
- Hubbell, Roth & Clark, Inc., Spalding DeDecker Associates, Inc. and Orchard, Hiltz & McCliment, Inc. received the highest scores as a result of a best value process and are being recommended for award.

The following five (5) firms received the indicated final scores as a result of the interview, detailed proposal and pricing selection criteria. Only these five (5) rated firms were invited to participate in an interview.

Firm	SCORE
Hubbell, Roth & Clark, Inc.	**240**
Spalding DeDecker Associates, Inc.	**225**
Orchard, Hiltz & McCliment, Inc.	**195**
Fishbeck, Thompson, Carr & Huber, Inc.	188
Anderson, Eckstein & Westrick, Inc.	183

STATEMENT OF QUALIFICATIONS – FIRMS ELIMINATED FROM FURTHER CONSIDERATION (BASED ON PASS/FAIL MINIMUM REQUIREMENTS)

- **Doshi Associates, Inc.**
- **Tucker, Young, Jackson, Tull, Inc.**

STATEMENT OF QUALIFICATIONS – FIRMS ELIMINATED FROM FURTHER CONSIDERATION (BASED ON STATEMENT OF QUALIFICATIONS EVALUATION)

- **Giffels-Webster Engineers, Inc.**
- **NTH Consultants, LTD**
- **Stantec Consulting Michigan, Inc.**

Attachments:

- ✓ **Weighted Final Scoring Including Detailed Proposal, Interview and Price Scoring**
- ✓ **Evaluation Process**
- ✓ **Original Tabulation**

City of Troy

WEIGHTED FINAL SCORING
General Consulting Engineering Services

Final Score Calculation:

30% x Interview Score
30% x Detailed Proposal Score
40% x Price Score
100% = Final Weighted Score

In order to equate the price to the weighted evaluation process scoring, the prices had to be converted into a score with the base of 250. **NOTE:** For both the proposal and price sections, vendors are listed in the order of their statement of qualification evaluation score, from highest to lowest. For the final score the vendors are listed in the order of rating from highest to lowest.

Each City Committee member independently used a weighted score sheet to evaluate the *Statement of Qualifications*; and each Committee Member calculated a weighted score. The scores of the Committee Members were averaged into one score for each firm for this phase of the process. In order to advance to the interview, firms must have received a score of at least 200 out of 250 points.

Weighted Average Score for Statement of Qualification Evaluation:

Raters:	**1**	**2**	**3**	**4**	**Average**
Vendors:					
Hubbell, Roth & Clark, Inc.	243	238	232	238	**238**
Orchard, Hiltz & McCliment, Inc	241	234	211	234	230
Spalding DeDecker Associates, Inc.	230	233	222	221	227
Fishbeck, Thompson, Carr & Huber, Inc.	226	202	203	218	212
Anderson, Eckstein & Westrick, Inc.	211	203	206	210	208
Giffels-Webster Engineers, Inc.	198	185	205	200	197
NTH Consultants, LTD	209	170	208	193	195
Stantec Consulting Michigan, Inc.	185	185	200	180	188

Weighted Average Score for Interview: 30%

RATERS	**1**	**2**	**3**	**4**	**Average**	**Final Weighted Score (x .30)**
Vendors:						
Hubbell, Roth & Clark, Inc.	250	242	240	245	244	**73**
Orchard, Hiltz & McCliment, Inc	250	218	223	241	233	70
Spalding DeDecker Associates, Inc.	234	225	235	245	235	70
Fishbeck, Thompson, Carr & Huber, Inc.	234	200	211	231	219	66
Anderson, Eckstein & Westrick, Inc.	177	171	200	213	190	57

Weighted Average Score for Detailed Proposal: 30%

RATERS	**1**	**2**	**3**	**4**	**Average**	**Final Weighted Score (x .30)**
Vendors:						
Hubbell, Roth & Clark, Inc.	243	231	248	250	243	**73**
Orchard, Hiltz & McCliment, Inc	239	227	225	210	225	68
Spalding DeDecker Associates, Inc.	229	229	237	236	233	70
Fishbeck, Thompson, Carr & Huber, Inc.	221	206	217	198	211	63
Anderson, Eckstein & Westrick, Inc.	203	176	219	201	200	60

Weighted Average Score for Price: 40%

RATERS	Weighted Criteria – Difference in Costs {1-(Proposal Price-low price/low price} x Available Points	Final Weighted Score (x .40)
Vendors:		
Hubbell, Roth & Clark, Inc.	Proposal A: Engineering Services: {1-(253.00– 215.50)/215.50} x 30 = 25 Survey Services: {1-(441.00– 371.50)/371.50} x 10 = 8 Inspection Services: {1-(151.00– 132.00)/132.00} x 30 = 26 Soil Erosion Inspection: {1-(65.00 – 65.00)/65.00} x 20 = 20 Environmental Services: {1-(270.00 – 231.50)/231.50} x 20 = 17 Traffic Engineering: {1-(155.00 – 155.00)/155.00} x 20 = 20 Proposal B: {1-(1,472,000 – 1,472,000)/1,472,000} x 120 = 120	**236 x .40 = 94**
Orchard, Hiltz & McCliment, Inc	Proposal A: Engineering Services: {1-(270.00– 215.50)/215.50} x 30 = 22 Survey Services: {1-(480.00– 371.50)/371.50} x 10 = 7 Inspection Services: {1-(163.00– 132.00)/132.00} x 30 = 23 Soil Erosion Inspection: {1-(68.00 – 65.00)/65.00} x 20 = 19 Environmental Services: {1-(N/A – 231.50)/231.50} x 20 = 0 Traffic Engineering: {1-(195.00 – 155.00)/155.00} x 20 = 15 Proposal B: {1-(2,255,000 – 1,472,000)/1,472,000} x 120 = 56	142 x .40 = 57
Spalding DeDecker Associates, Inc.	Proposal A: Engineering Services: {1-(215.50– 215.50)/215.50} x 30 = 30 Survey Services: {1-(371.50– 371.50)/371.50} x 10 = 10 Inspection Services: {1-(132.00– 132.00)/132.00} x 30 = 30 Soil Erosion Inspection: {1-(65.50 – 65.00)/65.00} x 20 = 20 Environmental Services: {1-(231.50– 231.50)/231.50} x 20 = 20 Traffic Engineering: {1-(187.00– 155.00)/155.00} x 20 = 16 Proposal B: {1-(1,889,000 – 1,472,000)/1,472,000} x 120 = 86	212 x .40 = 85
Fishbeck, Thompson, Carr & Huber, Inc.	Proposal A: Engineering Services: {1-(266.50– 215.50)/215.50} x 30 =23 Survey Services: {1-(566.50– 371.50)/371.50} x 10 = 5 Inspection Services: {1-(161.00– 132.00)/132.00} x 30 = 23 Soil Erosion Inspection: {1-(69.00 – 65.00)/65.00} x 20 = 19 Environmental Services: {1-(291.00– 231.50)/231.50} x 20 = 15 Traffic Engineering: {1-(218.00– 155.00)/155.00} x 20 = 12 Proposal B: {1-(2,325,000 – 1,472,000)/1,472,000} x 120 = 51	148 x .40 = 59
Anderson, Eckstein & Westrick, Inc.	Proposal A: Engineering Services: {1-(270.00– 215.50)/215.50} x 30 = 22 Survey Services: {1-(443.00– 371.50)/371.50} x 10 = 8 Inspection Services: {1-(141.00– 132.00)/132.00} x 30 = 28 Soil Erosion Inspection: {1-(89.00– 65.00)/65.00} x 20 = 13 Environmental Services: {1-(335.00– 231.50)/231.50} x 20 = 11 Traffic Engineering: {1-(209.00– 155.00)/155.00} x 20 = 13 Proposal B: {1-(2,078,000 – 1,472,000)/1,472,000} x 120 = 71	166 x .40 = 66

FINAL SCORE:

VENDORS:	**Hubbell, Roth & Clark, Inc.**	**Spalding DeDecker Associates, Inc**	**Orchard, Hiltz & McCliment, Inc.**	Fishbeck, Thompson, Carr & Huber, Inc	Anderson, Eckstein & Westrick, Inc
Interview Score	**73**	**70**	**70**	66	57
Detailed Proposal Score	**73**	**70**	**68**	63	60
Price Score	**94**	**85**	**57**	59	66
FINAL SCORE	**240**	**225**	**195**	188	183

****HIGHEST RATED VENDORS – RECOMMENDED AWARD**

G:/ Bid Award 08-09 New Format / Best Value SR8 – RFP –General Consulting Engineering Services – WeightedRatingSummary 7.08.doc

City of Troy

SELECTION PROCESS

CRITERIA FOR SELECTION

General Consulting Engineering Services

A City Committee of four (4) individuals will review the proposals. The City of Troy reserves the right to negotiate a final contract (pending City Council approval) with the most qualified firm(s) based upon a combination of factors including but not limited to the following:

A. Compliance with qualifications criteria
B. Completeness of the SOQ
C. Financial strength of the firm
D. Correlation of the SOQ submitted to the needs of the City of Troy
E. Any other factors which may be deemed to be in the City's best interest
F. Evaluation Process

Phase 1: **Minimum Qualifications Evaluation (Pass/Fail)**
Firms will be required to meet minimum established criteria in order to go to the second phase of the process. (Evaluation Sheet Proposal)

Phase 2: **Statement of Qualifications Evaluation**
Each City Committee member will independently use a weighted score sheet to evaluate the *Statement of Qualifications*; each Committee Member will calculate a weighted score. The scores of the Committee Members will be averaged into one score for each firm for this phase of the process. In order to advance to Phase 3, firms must receive a score of at least 200 out of 250 points.

Phase 3: **Interview Score**
Based on the scores from the *Statement of Qualifications* – Phase 2, firms will be invited to participate in an interview. Each City Committee member will independently use a weighted score sheet to evaluate the *Interview;* each Committee Member will calculate a weighted score. The scores of the Committee Members will be averaged into one score for each firm for this phase of the process. Those being interviewed may be supplied with further instructions and requests prior to the interview. Persons representing the firm at the interview must be the personnel who will be assigned to this project. ***Only the consultants that have made it to Phase 3 will be asked to provide a Detailed Proposal as outlined in Phase 4.***

Phase 4: **Detailed Proposals**
The *Detailed Proposals* will include the following information, at a minimum:

a. An outline of the technical approach to the services.
b. Key personnel involved.
c. Staff availability and time frames to complete various types of tasks.
d. Pay rates of various classifications proposed to be provided, including overhead, direct cost, profit and all other costs.
e. For the design of City construction projects, a percentage of construction cost shall be provided, in the proposal, as the basis for payment.

Phase 5: **Final Scoring and Selection –** based on scoring from Phase 3 and Phase 4
The firm(s) with the highest final weighted score(s) will be recommended to the Troy City Council for Award. The final weighted score shall be based on:

30% x Interview Score (250 point base)
30% x Detailed Proposal Score (250 point base)
40% x Price Comparison (250 point base)
100% = Final Weighted Score

Note:
The City of Troy reserves the right to change the order or eliminate an evaluation phase if deemed in the City's best interest to do so.

FIRM NAME:	Hubbell, Roth & Clark, Inc.	Spalding, DeDecker Associates, Inc.	Orchard, Hiltz & McCliment, Inc.
PROPOSAL: GENERAL CONSULTING ENGINEERING SERVICES			
FIVE (5) COPIES (Yes or No)	Yes	Yes	Yes
ADDENDUM 1: Attached (Yes or No)	Yes	Yes	Yes
TERMS:	Blank	Net 30 Days	Blank
EXCEPTIONS:	HRC would like to negotiate different language in Indemnification	None	Blank
ACKNOWLEDGEMENT: (Yes or No)	Yes	Yes	Yes
PROPOSAL A: ***SERVICES***	**HOURLY RATES**	**HOURLY RATES**	**HOURLY RATES**
Professional Engineer	$103	$72 - $105	$90 - $120
Graduate Engineer	$80	$55 - $79	$80 - $105
Technician	$70	$42 - $78	$55 - $90
Professional Surveyor	$98	$72 - $121	$110
(2) Person Survey Crew	$151	$125	$160
(3) Person Survey Crew	$192	$150	$210
Lead Inspector	$92	$70 - $79	$90 - $100
Inspector	$59	$40 - $75	$60 - $76
Soil Erosion Inspector	$65	$56 - $75	$60 - $76
Register Landscape Architect	$95	$78 - $105	N/A
Graduate Architect	$85	$63 - $78	N/A
Wetlands Scientist/Biologist	$90	$60 - $79	N/A
Professional Traffic Engineer	$87	$85 - $132	$90 - $120
Graduate Traffic Engineer	$68	$75 - $82	$85 - $95
Fee Schedule attached and labeled	2008 Hrly Rate Schedule	Appendix A	City of Troy Rate Schedule

PROPOSAL B:	**DESIGN & CONSTRUCTION MANAGEMENT FEES**							
ROAD PROJECT:		***Design Services***		***Design Services***		***Design Services***		
	CONSTRUCTION COSTS	**Low %**	**High %**	**Low %**	**High %**	**Low %**	**High %**	
	$100,000	7%	8.7%	6.8%	8%	6%	12%	
	$500,000	5.5%	6.3%	5.9%	6.8%	5%	10%	
	$1,000,000 & Over	5.1%	5.9%	5.3%	6.2%	4%	8%	
		Con. Management		***Con. Management***		***Con. Management***		
	CONSTRUCTION COSTS	**Low %**	**High %**	**Low %**	**High %**	**Low %**	**High %**	
	$100,000	5%	10%	11.75%	12.6%	10%	15%	
	$500,000	4.3%	8.8%	9.55%	10.3%	9%	14%	
	$1,000,000 & Over	4%	8%	8.65%	9.2%	8%	13%	
SANITARY SEWER PROJECT		***Design Services***		***Design Services***		***Design Services***		
	CONSTRUCTION COSTS	**Low %**	**High %**	**Low %**	**High %**	**Low %**	**High %**	
	$100,000	7%	7%	6.8%	8%	8%	12%	
	$500,000	5.5%	5.5%	5.6%	6.3%	6%	10%	
	$1,000,000 & Over	5.1%	5.1%	4.8%	5.7%	4%	8%	
		Con. Management		***Con. Management***		***Con. Management***		
	CONSTRUCTION COSTS	**Low %**	**High %**	**Low %**	**High %**	**Low %**	**High %**	
	$100,000	4.5%	9.5%	10.9%	11.85%	12%	15%	
	$500,000	3.8%	8.3%	9.1%	9.8%	10%	14%	
	$1,000,000 & Over	3.6%	7.6%	8.3%	9%	8%	13%	

FIRM NAME:	Hubbell, Roth & Clark, Inc.		Spalding, DeDecker Associates, Inc.		Orchard, Hiltz & McCliment, Inc.	
WATER MAIN PROJECT	***Design Services***		***Design Services***		***Design Services***	
CONSTRUCTION COSTS	**Low %**	**High %**	**Low %**	**High %**	**Low %**	**High %**
$100,000	7%	7%	6.8%	8%	6%	12%
$500,000	5.5%	5.5%	5.6%	6.3%	5%	10%
$1,000,000 & Over	5.1%	5.1%	4.8%	5.7%	4%	8%
	Con. Management		***Con. Management***		***Con. Management***	
CONSTRUCTION COSTS	**Low %**	**High %**	**Low %**	**High %**	**Low %**	**High %**
$100,000	4.5%	9.5%	9.7%	10.5%	10%	15%
$500,000	3.8%	8.3%	8.9%	9.3%	8%	14%
$1,000,000 & Over	3.6%	7.6%	8%	8.4%	6%	13%
ENVIRONMENTAL PROJECT	***Design Services***		***Design Services***		***Design Services***	
CONSTRUCTION COSTS	**Low %**	**High %**	**Low %**	**High %**	**Low %**	**High %**
$100,000	7.2%	8.7%	6.8%	8%	8%	12%
$500,000	5.5%	6.3%	5.6%	6.3%	6%	10%
$1,000,000 & Over	5.1%	5.9%	4.8%	5.7%	4%	8%
	Con. Management		***Con. Management***		***Con. Management***	
CONSTRUCTION COSTS	**Low %**	**High %**	**Low %**	**High %**	**Low %**	**High %**
$100,000	4.4%	10%	10.9%	11.85%	12%	15%
$500,000	3.8%	8.3%	9.1%	9.8%	10%	14%
$1,000,000 & Over	3.6%	7.6%	8.3%	9%	8%	13%
Fee Schedule attached and labeled	2008 Hourly Rate Schedule		Appendix B		If selected OHM would negotiate suitable fee schedule	

PROPOSAL C:	**PROJECT TEAM** *CLASSIFICATION*	**OVERALL AVAILABILITY (IN HOURS)**	**OVERALL AVAILABILITY (IN HOURS)**	**OVERALL AVAILABILITY (IN HOURS)**
	Project Manager	50	2000	10
	Professional Engineer	50	1000	10 - 15
	Graduate Engineer	60	1500	20
	Technician	100	1000	40 +
	Professional Surveyor	30	1000	10
	(2) Person Survey Crew	40	1500	20
	(3) Person Survey Crew	40	1500	20
	Lead Inspector	40	2000	20
	Inspector	160	2000	40+
	Soil Erosion Inspector	40	1500	30
	Register Landscape Architect	50	1000	N/A
	Graduate Architect	50	1500	N/A
	Wetlands Scientist/Biologist	50	1000	N/A
	Professional Traffic Engineer	40 - 80	1500	15
	Graduate Traffic Engineer	80	1500	20

ATTEST:
Scott Finley
Diane Fisher
Linda Bockstanz

Susan Leirstein CPPB
Purchasing Director

FIRM NAME:		Fishbeck,Thompson, Carr & Huber, Inc.	Anderson, Eckstein & Westrick, Inc.	
PROPOSAL: GENERAL CONSULTING ENGINEERING SERVICES				
FIVE (5) COPIES	(Yes or No)	Yes	Yes	
ADDENDUM 1: Attached	(Yes or No)	Yes	Yes	
TERMS:		Blank	Blank	
EXCEPTIONS:		See Attachment Exceptions Page	Blank	
ACKNOWLEDGEMENT:	(Yes or No)	Yes	Yes	
PROPOSAL A:	***SERVICES***	**HOURLY RATES**	**HOURLY RATES**	
	Professional Engineer	$79 - $164	$108 - $120	
	Graduate Engineer	$65 - $75	$89	
	Technician	$60 - $90	$60 - $74	
	Professional Surveyor	$86 - $126	$114	
	(2) Person Survey Crew	$172 - $220	$150	
	(3) Person Survey Crew	$231 - $298	$179	
	Lead Inspector	$76 - $108	$74	
	Inspector	$63 - $75	$60 - $74	
	Soil Erosion Inspector	$63 - $75	$89	
	Register Landscape Architect	$79 - $137	$105	
	Graduate Architect	$68 - $79	$65	
	Wetlands Scientist/Biologist	$98 - $121	$165	
	Professional Traffic Engineer	$148	$120	
	Graduate Traffic Engineer	$65 - $75	$89	
Fee Schedule attached and labeled		Rate Schedule	Exhibit A	
PROPOSAL B:	**DESIGN & CONSTRUCTION MANAGEMENT FEES**			
		Design Services	***Design Services***	
ROAD PROJECT	*CONSTRUCTION COSTS*	**Low % High %**	**Low % High %**	
	$100,000	11% 14%	6.5% 9%	
	$500,000	9% 11%	5.7% 6.5%	
	$1,000,000 & Over	7% 10%	5% 6%	
		Con. Management	***Con. Management***	
	CONSTRUCTION COSTS	**Low % High %**	**Low % High %**	
	$100,000	12% 14%	12.5% 13.5%	
	$500,000	11% 13%	10.8% 11.8%	
	$1,000,000 & Over	10% 12%	9.2% 10.2%	
SANITARY SEWER PROJECT		***Design Services***	***Design Services***	
	CONSTRUCTION COSTS	**Low % High %**	**Low % High %**	
	$100,000	10% 13%	6.5% 9%	
	$500,000	7% 10%	5.7% 6.5%	
	$1,000,000 & Over	6% 8%	5% 6%	
		Con. Management	***Con. Management***	
	CONSTRUCTION COSTS	**Low % High %**	**Low % High %**	
	$100,000	12% 14%	12.5% 13.5%	
	$500,000	11% 13%	10.8% 11.8%	
	$1,000,000 & Over	10% 12%	9.2% 10.2%	

FIRM NAME:	Fishbeck,Thompson, Carr & Huber, Inc.		Anderson, Eckstein & Westrick, Inc.		
WATER MAIN PROJECT	***Design Services***		***Design Services***		
CONSTRUCTION COSTS	**Low %**	**High %**	**Low %**	**High %**	
$100,000	9%	12%	6.5%	9%	
$500,000	7%	9%	5.7%	6.5%	
$1,000,000 & Over	5%	7%	5%	6%	
	Con. Management		***Con. Management***		
CONSTRUCTION COSTS	**Low %**	**High %**	**Low %**	**High %**	
$100,000	11%	13%	12.5%	13.5%	
$500,000	10%	12%	10.8%	11.8%	
$1,000,000 & Over	9%	11%	9.2%	10.2%	
ENVIRONMENTAL PROJECT	***Design Services***		***Design Services***		
CONSTRUCTION COSTS	**Low %**	**High %**	**Low %**	**High %**	
$100,000	8%	12%	6.5%	9%	
$500,000	6%	8%	5.7%	6.5%	
$1,000,000 & Over	4%	7%	5%	6%	
	Con. Management		***Con. Management***		
CONSTRUCTION COSTS	**Low %**	**High %**	**Low %**	**High %**	
$100,000	10%	15%	12.5%	13.5%	
$500,000	8%	12%	10.8%	11.8%	
$1,000,000 & Over	7%	10%	9.2%	10.2%	
Fee Schedule attached and labeled	Exceptions		Consultant Fee Scale		

PROPOSAL C:	**PROJECT TEAM** *CLASSIFICATION*	**OVERALL AVAILABILITY (IN HOURS)**	**OVERALL AVAILABILITY (IN HOURS)**	
	Project Manager	24	20	
	Professional Engineer	20 - 24	20	
	Graduate Engineer	10 - 20	16	
	Technician	10 - 20	16	
	Professional Surveyor	24	8	
	(2) Person Survey Crew	24	20	
	(3) Person Survey Crew	24	20	
	Lead Inspector	60+	8	
	Inspector	60+	40	
	Soil Erosion Inspector	30	8	
	Register Landscape Architect	As Needed	8	
	Gradute Architect	As Needed	8	
	Graduate Architect	8 - 12	8	
	Professional Traffic Engineer	16	8	
	Graduate Traffic Engineer	16	8	

2008
HOURLY RATE
AND REIMBURSABLE SCHEDULE

HUBBELL, ROTH & CLARK, INC.

Prepared for City of Troy

Category	Billable Rates*		
Principal	145.00	-	145.00
Sr. Associate/Managing Engineer	143.00	-	144.00
Associate/Managing Engineer	120.00	-	138.00
Department Manager	108.00	-	115.00
Sr. Project Engineer/Architect	115.00	-	132.00
Project Engineer/Architect	98.00	-	112.50
Staff Engineer/Architect	85.00	-	101.00
Graduate Engineer / Architect II	70.00		95.00
GIS Analyst	71.00	-	71.00
Staff Environmental Analyst	72.00	-	83.00
Designer	86.00	-	110.00
Sr. Technician	69.00	-	90.00
Technician II	57.50	-	68.00
Technician I	40.00	-	48.50
Project Transportation Engineer	87.00		87.00
Registered Surveyor	90.00	-	106.00
Survey Party Chief	80.00	-	95.00
Survey- Instrument Person	60.00	-	67.00
Survey - Survey Assistant	36.00	-	46.00
Field Project Representatives	88.00	-	94.00
Field- Supervisors	90.00	-	96.00
Field- Office Technician	61.00	-	78.00
Field Senior Tech	74.00	-	84.00
Field Technician	53.00	-	66.00
Field Technician- In-Training	35.00	-	45.00
Construction Engineer	84.00	-	98.00
Testing Technician	45.00	-	75.00

*Billable Rates are based on 2.9 times actual payroll.

Billable rates for Hubbell, Roth & Clark, Inc. include Unemployment and Payroll taxes, contributions for Social Security, Retirement benefits, Medical and Life insurance benefits, normal printing cost, telephones, fax, computer time, mileage, other overhead costs and profit.

Reimbursable expenses will be invoiced at our cost which is defined as the direct costs plus 10% to allow for Michigan Single Business Tax and Professional Liability Insurance.

HRC
HUBBELL, ROTH & CLARK, INC
Consulting Engineers

6/5/2008

Niswander Environmental charges on a time and materials basis.

Niswander Environmental Labor Costs

Personnel	Level	Hourly Rate (dollars/hour)
Steve Niswander	Principal	$115
Angela Niswander	Principal	$115
Cindy Holzer	Project Manager	$115
Amy Berry	Project Manager	$90
Jeff Bridgland	Project Manager	$90

Niswander Environmental Reimbursable Expenses

Expense	Rate
Mileage	$0.505 per mile

All other direct expenses are billed at cost + 15%

GRISSIM
METZ ASSOCIATES
ANDRIESE

HOURLY RATES AND REIMBURSABLE EXPENSES

HOURLY RATES

For lump sum fee contracts, additional services beyond the scope of our agreement will be performed at GMA's hourly rates that prevail at the time services are rendered. When the fee arrangement is on an hourly basis, the rates will be those prevailing at the time services are rendered. Current hourly rates are as follows:

Principal I	$150.00 / hour
Principal II	145.00 / hour
Principal III	130.00 / hour
Partner	120.00 / hour
Landscape Architect	95.00 / hour
Landscape Designer	95.00 / hour
Architectural Technician	85.00 / hour
Landscape Architectural Technician	85.00 / hour
CAD Technician	75.00 / hour
Graphic Delineator	75.00 / hour

These rates are applicable through December 31, 2008

REIMBURSABLE EXPENSES

Reimbursable expenses shall apply to all fees and project phases, as incurred. Expenses incurred for outside reproduction shall be billed at 1.2 x cost. Billable expenses are as follows:

1. Travel expenses will be invoiced at cost for all projects and includes: mileage (billed per IRS Standard Mileage Rate) and out of town travel: airfare, car rental, parking, tolls, food and lodging.
2. Special materials and/or equipment unique to the project (i.e. special graphic materials, mounting supplies, etc.).
3. Courier, express mail and postage.
4. Reproduction of drawings, specifications, graphics and photos (a schedule of internal reproduction costs can be provided upon request).
5. Outside consultants (electrical, irrigation, survey, etc.).

ELECTRONIC FILE TRANSFER

All drawing files (CAD files) received need to contain the following characteristics:

1. All files received need to be .DWG (AutoCAD Release 2007 or lower).
2. Drawing files to include a color dependant plot style table (CTB) (i.e. not STB).

Mansell Associates, Inc.
Rate Schedule
City of Troy General Consulting Engineering Services

Professional Traffic Engineer	$82.80
Traffic Engineer	$80.04

Appendix A - Hourly Rates for Various Job Classifications

HOURLY RATE FEE SCHEDULE for CITY OF TROY
(Effective until June 30, 2011)

PROFESSIONAL SERVICES

Where it is agreed that fees for our services will be based upon the time worked on the project, such fees will be computed at the following Hourly Rates which includes a 2.8 multiplier (multiplier includes overhead, profit, and all other non-reimbursable costs) for each of the following classified services.

Services	Hourly Rates
Engineering Services:	
Department Manager	$135
Project Manager	$104- $121
Professional Engineer	$72 - $105
Control and SCADA Specialist +	$68 - $97
Graduate Engineer+	$55 - $79
CAD / Engineering Technician / Designer +	$42 - $78
O & M Specialist +	$48 - $83
Survey Services:	
Professional Surveyor	$72 - $121
Sr. Project Surveyor +	$85 - $95
One (1) Person Survey Crew (W/ Robotic Equipment) +	$95
Two (2) Person Survey Crew +	$125
Three (3) Person Survey Crew +	$150
CAD / Surveying Assistant / Technician +	$42 - $78
Inspection Services:	
Contract Administrator / Resident Project Representative +	$60 - $86
Office Technician +	$63 - $75
Lead Inspector +	$70 - $79
Inspector +	$40 - $75
Soil Erosion Inspection Services:	
Soil Erosion Inspector +	$56 - $75
Environmental Services:	
* Registered Landscape Architect	$78 – $105
* Graduate Landscape Architect +	$63 - $78
* Wetlands Scientist/Biologist +	$60 - $79
* Environmental Field Technician +	$40 - $50
Traffic Engineering Services:	
Professional Traffic Engineer	$85 - $132
Graduate Traffic Engineer +	$75 - $82
Administrative Support +	$35 - $55

The Department Manager, as needed, would serve as an expert witness at a rate $ 235.00 per hour.

\+ Overtime work will be charged at a rate equal to 1.1 times the indicated rate, for time worked in excess of 8 hours per day.

* Sub-Consultants listed above -no Mark-up. Sub-Consultants not listed above, printing, and reproduction costs are reimbursable at cost plus 10% of actual expenses.

FIXED EXPENSE TABLE for CITY OF TROY
(Effective until June 30, 2011)

OPERATION AND MAINTENANCE SERVICES

Item	Rate
Sewer Monitoring Vehicle (SMV)	$45.00/day
Confined Space Equipment	$60.00/day
Personnel Protective Equipment (Level B)	$15.00/entry
Sewer Flow Meter	$650.00/mo.
Rain Gauge	$100.00/mo.
Blower	$25.00/day
Supplied Air Equipment	$375.00/day
Instantaneous Velocity Meter	$25.00/day
Type "A" Arrow Board	$25.00/day
Run Time Meter	$100.00 mo.
Data Logger	$100.00 mo.
Pump Station Monitoring	$650.00/mo.
Video Equipment	$25.00/day
Smoke Testing Candles	$60.00/dozen
Leak Detection Equipment	$35.00/day
Leak Correlator	$375.00/day
Hydrant Flow Testing Equipment	$30.00/day

Appendix B - Fee Scale

I. DESIGN FEE SERVICES

A. Preliminary Phase (or Project Concept Report – PCR Phase)

The number of project alternatives required for each project in the Preliminary Phase may vary; therefore, the Preliminary Phase investigation and reporting are proposed to be provided on a time and material basis. For Transportation Design projects, this phase is referred to as the Conceptual Base Plan phase. Special Services and Reports such as Bridge Inventories, Bridge Inspections, Traffic Operational Studies or Reviews, Environmental Assessments, and Plan Review Services will be provided on a time and material basis, unless other fee arrangements are negotiated with the City of Troy.

The fee for our design services performed during the Preliminary Phase will be developed based upon the hourly rate sheet (Appendix A). Hourly rates include pay rate, overhead, profit, and all other costs for each of the classified services. Material costs and sub-consultants not listed on Appendix A will be charged at cost plus 10%.

B. Design Phase

The Design Phase includes the preparation of complete plans, specifications, and engineer's estimate for City of Troy Projects. The final design fee to be paid to SDA will be based on the following Design Fee Table and straight line interpolation of design fees, accordingly.

Completed design elements which are later omitted by the City of Troy will be paid for on a percentage basis. This percentage will be based on the associated Engineer's Estimate of the final approved and permitted project plans which include these omitted items. Design Fees will be allocated for any given design based upon the complexity of the design elements. Material costs and sub-consultants not listed on Proposal C and Appendix A will be charged at cost plus 10%.

Design Fee Table

Construction Costs	Transportation Design Fee % Low Level[1]	Transportation Design Fee % High Level[2]	Water Main Sanitary Environmental Design Fee % Low Level[3]	Pump Facilities Sanitary Environmental Design Fee % High Level[4]
Up to $ 100,000	6.8	8.0	6.8	8.0
$ 200,000	6.5	7.9	6.5	7.4
$ 400,000	6.2	7.4	5.7	6.4
$ 500,000	5.9	6.8	5.6	6.3
$ 600,000	5.8	6.7	5.4	6.2
$ 800,000	5.6	6.5	5.3	6.1
$ 1,000,000	5.3	6.2	4.8	5.7
$ 2,000,000	5.3	6.2	4.8	5.7
$ 3,000,000	5.2	6.1	4.5	5.5
$ 4,000,000	5.1	5.9	4.4	5.3
$ 5,000,000 & Over	4.7	5.5	4.3	5.1

Transportation Design Fee

1 **Low Level Complexity Design Projects:** Road Rehabilitation (Mill and Overlay), Sidewalks.

2 **High Level Complexity Design Projects:** New Road Construction, Road Reconstruction, ITS, Bridges, Pathways and ADA Ramps, MDOT LAP Projects.

Sanitary, Water Main, Environmental Design Fee

3 **Low Level Complexity Design Projects:** Sanitary Sewers, Water Main Construction, Water Main Replacement, Storm Drain Improvements (open or closed), Security Systems.

4 **High Level Complexity Design Projects:** Dam Construction, Lake Studies, Water and Sanitary Pump Stations, Reservoirs, Meters, PRVs, Control (Electrical / Mechanical Design), and SCADA Systems.

Appendix B - Fee Scale

II. CONSTRUCTION MANAGEMENT FEE SERVICES

CONSTRUCTION MANAGEMENT

SDA will provide Construction Management Services which will include construction engineering, surveying, inspection, testing coordination, pay estimates, all record keeping, handling complaints, as-builts, etc.

The Construction Management Services fee to be paid to SDA is based on the following Construction Management Fee Table, and straight line interpolation of CCA fees, accordingly.

Sub-consultants not listed on Appendix A and Material costs will be charged at cost plus 10%.

Construction Management Fee Table

Construction Costs	Transportation Construction Management Fee %		Sanitary Environmental Construction Management Fee %		Water Main Construction Management Fee %	
	Low Level[5]	High Level[6]	Low Level[7]	High Level[8]	Low Level[9]	High Level[10]
Up to $ 100,000	11.75	12.60	10.90	11.85	9.70	10.50
$ 200,000	11.20	11.80	10.30	11.05	9.45	10.15
$ 400,000	9.95	10.85	9.45	10.25	9.10	9.60
$ 500,000	9.55	10.30	9.10	9.80	8.90	9.30
$ 600,000	9.25	9.95	8.85	9.55	8.70	9.10
$ 800,000	9.00	9.75	8.65	9.40	8.50	8.90
$ 1,000,000	8.65	9.20	8.30	9.00	8.00	8.40
$ 2,000,000	8.65	9.20	8.30	9.00	8.00	8.40
$ 3,000,000	8.50	9.00	8.15	8.80	7.80	8.20
$ 4,000,000	8.35	8.85	8.05	8.65	7.60	8.00
$ 5,000,000 & Over	8.20	8.70	7.90	8.50	7.40	7.80

Transportation - Construction Management Fee

5 **Low Level Complexity Design Projects:** Road Rehabilitation (Mill and Overlay), Sidewalks.

6 **High Level Complexity Design Projects:** New Road Construction, Road Reconstruction, ITS, Bridges, Pathways and ADA Ramps , MDOT LAP Projects.

Sanitary, Environmental - Construction Management Fee

7 **Low Level Complexity Design Projects:** Sanitary Sewers, Storm Drain Improvements (open or closed), Stream Bank Stabilization, Security Systems.

8 **High Level Complexity Design Projects:** Dam Construction, Lake Studies, Sanitary Pump Stations, Sanitary System Control (Electrical / Mechanical Design) and SCADA Systems.

Water Main - Construction Management Fee

9 **Low Level Complexity Design Projects:** Water Main Construction, Water Main Replacement, Security Systems.

10 **High Level Complexity Design Projects:** Water Pump Stations and Reservoirs, Meters, PRVs, Water System Control (Electrical / Mechanical Design) and SCADA Systems.

OHM

34000 Plymouth Road
Livonia, MI 48150

CITY OF TROY RATE SCHEDULE *

July 1, 2008 – June 30, 2011

Graduate Engineer I	$ 80.00
Graduate Engineer II	$ 95.00
Graduate Engineer III	$ 105.00
Professional Engineer I	$ 90.00
Professional Engineer II	$ 110.00
Professional Engineer III	$ 120.00
Technician I	$ 55.00
Technician II	$ 76.00
Technician III	$ 90.00
Technician IV	$ 100.00
Engineering Aide	$ 45.00
Professional Surveyor	$ 110.00
Graduate Surveyor	$ 85.00
Surveyor I	$ 65.00
Surveyor II	$ 81.00
Surveyor III	$ 88.00
Surveyor Aide	$ 50.00
GIS Analyst I	$ 85.00
GIS Analyst II	$ 110.00
GIS Analyst III	$ 130.00
DB/AD Developer	$ 160.00
IT Technician I	$ 85.00
IT Technician II	$ 125.00
IT Technician III	$ 150.00
Administrative Support	$ 55.00
Clerical Aide	$ 40.00
Principal	$ 155.00
Senior Associate	$ 145.00
Associate	$ 140.00
Manager	$ 140.00

* OHM bears the overhead costs (i.e. mileage, equipment, communications, faxing, copying, etc.) for providing the services proposed herein.

June 18, 2008