## CUBA ROAD BRIDGE – CONSTRUCTION AND CONSTRUCTION ENGINEERING LOCAL AGENCY AGREEMENT AMENDMENT

**WHEREAS**, the Village of Barrington Hills (the "Village") is a home-rule municipality pursuant to Article VII, Section 6, of the Constitution of the State of Illinois, and as such is authorized to take all reasonable action pertaining to its affairs in accordance therewith; and

**WHEREAS**, the Village has previously authorized, by adoption of Resolution 15-11, the execution of an agreement with the Illinois Department of Transportation ("IDOT") for engineering work associated with Cuba Road, under a local agency agreement for cost sharing of said work; and

**WHEREAS**, due to delays incurred in the work as a result of utility relocations, the Village is now required to enter into an agreement with IDOT amending its cost sharing of construction engineering costs to the amount of \$175,860.00 and construction costs in the amount of \$1,182,000.00, of which the Village shall pay 20%, which agreement is attached hereto and incorporated herein by reference as Exhibit "A;" and

**WHEREAS**, based on engineering staff recommendation, the President and Board of Trustees has determined execution of the agreement with IDOT for the reasons and at the cost set forth in Exhibit "A" is in the best interests of the Village.

**NOW, THEREFORE, BE IT RESOLVED** by the President and Board of Trustees of the Village of Barrington Hills, located in the Counties of Cook, Kane, Lake and McHenry, Illinois, as follows:

SECTION ONE: The recitals set forth above are incorporated herein and made a part hereof.

<u>SECTION TWO:</u> The Village President is authorized to execute the engineering construction and construction costs agreement with IDOT as attached hereto as Exhibit "A," and the Village Clerk to attest thereto.

<u>SECTION THREE:</u> That the Village Administrator and appointed staff be, and hereby is, directed to work with the Village's engineers to best effect the terms of the amendment.

<u>SECTION FOUR:</u> This Resolution shall take effect immediately upon its passage and approval as provided by law.

Ayes: Nays: Absent:

**PASSED AND APPROVED** by the President and Board of Trustees of the Village of Barrington Hills, Illinois, this 23<sup>rd</sup> day of May, 2016.

APPROVED:	ATTEST:	
Village President	Village Clerk	

Illinois Department of Transportation
Local Public Agency Amend

Local Public Agency	State Contract	Day Labor	Local Contract	RR Force Account
Village of Barrington Hills	$\boxtimes$			
Section: 12-00020-00-BR	Fund Type:	STP-Br	ITEP / SRTS / HSIP Number(s)	

	Local Fublic Agency Amendment
	# 1 for Federal Participation
E	-

Construction		Engir	neering	Right-of-Way		
Job Number	Project Number	Job Number	Project Number	Job Number	Project Number	
C-91-083-13	BRM-4003(107)					

This Amendment is made and entered into between the above local public agency, hereinafter referred to as the "LPA", and the state of Illinois, acting by and through its Department of Transportation, hereinafter referred to as "STATE". The STATE and LPA have jointly proposed to improve the designated location as described below and agree to the changes outlined in this Amendment. The improvement shall be constructed in accordance with plans approved by the STATE and the STATE's policies and procedures approved and/or required by the Federal Highway Administration, hereinafter referred to as "FHWA".

			Location	า					
Location Cuba Rd			Route	FAU 1260				_ Lengt	h <u>0.10</u>
Termini South of US 14 ov	er Flint Creek								
Current Jurisdiction Village	of Barrington Hills		TIP Numbe	r _11-12-002	1	Existin	g Struct	ure No	049-
		Ame	ended Division	n of Cost					
Type of Work	STP-BR	%		%		LPA	%	)	Total
Participating Construction	946,000 (	*	)	(	)	236,000	( BA	(L )	1,182,000
Non-Participating Construction	(		)	(	)		(	)	
Preliminary Engineering	(		)	(	)		(	)	
Construction Engineering	140,688 (	*	)	(	)	35,172	( BA	L )	175,860
Right of Way	(		)	(	)		(	)	
Railroads	(		)	(	)		(	)	
Utilities	(		)	(	)		(	)	
Materials									
					_	271,172			1,357,860

#### NOTE:

The costs shown in the Division of Cost table are approximate and subject to change. The final **LPA** share is dependent on the final Federal and State participation. The actual costs will be used in the final division of cost for billing and reimbursment.

If funding is not a percentage of the total, place an asterisk in the space provided for the percentage and explain above.

#### **Local Public Agency Appropriation**

**For Amendments Increasing the LPA share**: By execution of this Amendment, the **LPA** attests that additional moneys have been appropriated or reserved by resolution or ordinance to fund the aditional share of **LPA** project costs. A copy of the resolution or ordinance is attached as an addendum(**required for increases to state-let contracts only**).

#### **ADDENDA**

Additional information, changes, and/or stipulations to the original Agreement are hereby attached and identified below as being a part of his Amendment.					
(Insert addendum numbers and titles as applicable)					

BE IT MUTUALLY AGREED that all remaining provisions of the original agreement not altered by this Amendment shall remain in full force and effect and the Amendment shall be binding upon and inure to the benefit of the parties hereto, their successors and assigns.

The **LPA** further agrees, as a condition of payment, that it accepts and will comply with the applicable provisions set forth in this Amendment and all Addenda.

APPROVED	APPROVED					
Local Public Agency	State of Illinois					
	Department of Transportation					
Name of Official (Print or Type Name)	Randall S. Blankenhorn, Secretary	Date				
Traine of emotal (Clinical Type Traine)	Naridali G. Blankennom, Georgialy	Date				
	Ву:					
Title (County Board Chairperson/Mayor/Village President/etc.)	Aaron A. Weatherholt, Deputy Director of Highways	Date				
	Omer Osman, Director of Highways/Chief Engineer	Date				
(Signature) Date						
The above signature certifies the agency's TIN number	William M. Barnes, Chief Counsel	Date				
Entity. conducting business as a Governmental						
Linuy.						
DUNS Number	Jeff Heck, Chief Fiscal Officer (CFO)	Date				

<u>NOTE</u>: If the LPA signature is by an APPOINTED official, a resolution authorizing said appointed official to execute this agreement is required.

Local Agency	
Village of Barrington Hills	L
County	C
Lake	A
Section	Ē
12-00020-00-BR	-
Project No.	
BRM-4003(107)	Α
Job No.	G
C-91-083-13	Е
Contact Name/Phone/E-mail Address	N
Robert Kosin/ 847-551-300	С
rkosin@barringtonhills-il.gov	Υ



**Construction Engineering Services Agreement** For **Federal Participation** 

Supplement #1

	Consultant
_	Gewalt Hamilton Associates, Inc.
C	A 11
O	Address
N	625 Forest Edge Drive
S	City
J ·	Vernon Hills
	State
_ Г '	IL
	Zip Code
4	60061
N	Contact Name/Phone/E-mail Address
Γ	Dan Strahan/847-478-9700
	dstrahan@gha-engineers.com

THIS AGREEMEN	Γ is made and	entered in	nto this
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day of

between the above

Local Agency (LA) and Consultant (ENGINEER) and covers certain professional engineering services in connection with the PROJECT described herein. Federal-aid funds allotted to the LA by the state of Illinois under the general supervision of the Illinois Department of Transportation (STATE) will be used entirely or in part to finance engineering services as described under AGREEMENT PROVISIONS.

WHEREVER IN THIS AGREEMENT or attached exhibits the following terms are used, they shall be interpreted to mean:

Regional Engineer In Responsible Charge Contractor

Deputy Director Division of Highways, Regional Engineer, Department of Transportation Resident Construction Supervisor Authorized representative of the LA in immediate charge of the engineering details of the PROJECT A full time LA employee authorized to administer inherently governmental PROJECT activities Company or Companies to which the construction contract was awarded

Project Description							
	Route	FAU 1260	Length	0.10Mile	Structure No.	049-6049	

Over Flint Creek Termini

Cuba Road

Name

Description: Phase III Engineering for the replacement of the bridge carrying Cuba Road over Flint Creek

#### **Agreement Provisions**

#### I. THE ENGINEER AGREES,

- To perform or be responsible for the performance of the engineering services for the LA, in connection with the PROJECT hereinbefore described and checked below:
  - $\boxtimes$ Proportion concrete according to applicable STATE Bureau of Materials and Physical Research (BMPR) Quality a. Control/Quality Assurance (QC/QA) training documents or contract requirements and obtain samples and perform testing as noted below.
  - X Proportion hot mix asphalt according to applicable STATE BMPR QC/QA training documents and obtain samples b. and perform testing as noted below.
  - $\boxtimes$ For soils, to obtain samples and perform testing as noted below.
  - X d. For aggregates, to obtain samples and perform testing as noted below.

For 1a. through 1d. the ENGINEER is to obtain samples for testing according to the STATE BMPR "Project Procedures Guide", or as indicated in the specifications, or as attached herein by the LA; test according to the STATE BMPR "Manual of Test Procedures for Materials", submit STATE BMPR inspection reports; and verify compliance with contract specifications.

- e. Inspection of all materials when inspection is not provided at the sources by the STATE BMPR, and submit inspection reports to the LA and the STATE in accordance with the STATE BMPR "Project Procedures Guide" and the policies of the STATE.
- f. For Quality Assurance services, provide personnel who have completed the appropriate STATE BMPR QC/QA trained technician classes.
- g. Inspect, document and inform the LA employee In Responsible Charge of the adequacy of the establishment and maintenance of the traffic control.
- i. Quality control of the construction work in progress and the enforcement of the contract provisions in accordance with the STATE Construction Manual.
- k. Maintain a daily record of the contractor's activities throughout construction including sufficient information to permit verification of the nature and cost of changes in plans and authorized extra work.
- Preparation and submission to the LA by the required form and number of copies, all partial and final payment estimates, change orders, records, documentation and reports required by the LA and the STATE.
- M. Revision of contract drawings to reflect as built conditions.
- n. Act as resident construction supervisor and coordinate with the LA employee In Responsible Charge.
- 2. Engineering services shall include all equipment, instruments, supplies, transportation and personnel required to perform the duties of the ENGINEER in connection with the AGREEMENT.
- 3. To furnish the services as required herein within twenty-four hours of notification by the LA employee In Responsible Charge.
- 4. To attend meetings and visit the site of the work at any reasonable time when requested to do so by representatives of the LA or STATE.
- 5. That none of the services to be furnished by the ENGINEER shall be sublet, assigned or transferred to any other party or parties without the written consent of the LA. The consent to sublet, assign or otherwise transfer any portion of the services to be furnished by the ENGINEER shall not be construed to relieve the ENGINEER of any responsibility for the fulfillment of this AGREEMENT.
- 6. The ENGINEER shall submit invoices, based on the ENGINEER's progress reports, to the LA employee In Responsible Charge, no more than once a month for partial payment on account for the ENGINEER's work completed to date. Such invoices shall represent the value, to the LA of the partially completed work, based on the sum of the actual costs incurred, plus a percentage (equal to the percentage of the construction engineering completed) of the fixed fee for the fully completed work.
- 7. That the ENGINEER is qualified technically and is entirely conversant with the design standards and policies applicable to improvement of the SECTION; and that the ENGINEER has sufficient properly trained, organized and experienced personnel to perform the services enumerated herein.
- 8. That the ENGINEER shall be responsible for the accuracy of the ENGINEER's work and correction of any errors, omissions or ambiguities due to the ENGINEER'S negligence which may occur either during prosecution or after acceptance by the LA. Should any damage to persons or property result from the ENGINEER's error, omission or negligent act, the ENGINEER shall indemnify the LA, the STATE and their employees from all accrued claims or liability and assume all restitution and repair costs arising from such negligence. The ENGINEER shall give immediate attention to any remedial changes so there will be minimal delay to the contractor and prepare such data as necessary to effectuate corrections, in consultation with and without further compensation from the LA.
- 9. That the ENGINEER will comply with applicable federal statutes, state of Illinois statutes, and local laws or ordinances of the LA.
- 10. The undersigned certifies neither the ENGINEER nor I have:
  - a) employed or retained for commission, percentage, brokerage, contingent fee or other considerations, any firm or person (other than a bona fide employee working solely for me or the above ENGINEER) to solicit or secure this AGREEMENT;

- b) agreed, as an express or implied condition for obtaining this AGREEMENT, to employ or retain the services of any firm or person in connection with carrying out the AGREEMENT or
- c) paid, or agreed to pay any firm, organization or person (other than a bona fide employee working solely for me or the above ENGINEER) any fee, contribution, donation or consideration of any kind for, or in connection with, procuring or carrying out the AGREEMENT.
- are not presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from covered transactions by any Federal department or agency;
- e) have not within a three-year period preceding the AGREEMENT been convicted of or had a civil judgment rendered against them for commission of fraud or criminal offense in connection with obtaining, attempting to obtain or performing a public (Federal, State or local) transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements or receiving stolen property;
- f) are not presently indicted for or otherwise criminally or civilly charged by a government entity (Federal, State or local) with commission of any of the offenses enumerated in paragraph (e) of this certification; and
- g) have not within a three-year period preceding this AGREEMENT had one or more public transactions (Federal, State or local) terminated for cause or default.
- 11. To pay its subconsultants for satisfactory performance no later than 30 days from receipt of each payment from the LA.
- 12. To submit all invoices to the LA within one year of the completion of the work called for in this AGREEMENT or any subsequent Amendment or Supplement.
- 13. To submit BLR 05613, Engineering Payment Report, to the STATE upon completion of the work called for in the AGREEMENT.
- 14. To be prequalified with the STATE in Construction Inspection when the ENGINEER or the ENGINEER's assigned staff is named as resident construction supervisor. The onsite resident construction supervisor shall have a valid Documentation of Contract Quantities certification.
- 15. Will provide, as required, project inspectors that have a valid Documentation of Contract Quantities certification.

#### II. THE LA AGREES,

- To furnish a full time LA employee to be In Responsible Charge authorized to administer inherently governmental PROJECT activities.
- 2. To furnish the necessary plans and specifications.
- 3. To notify the ENGINEER at least 24 hours in advance of the need for personnel or services.
- 4. To pay the ENGINEER as compensation for all services rendered in accordance with this AGREEMENT, on the basis of the following compensation formulas:

Cost Plus Fixed Fee Formulas	=	14.5%[DL + R(DL) + OH(DL) + IHDC], or 14.5%[(2.3 + R)DL + IHDC]				
	Where:	DL = Direct Labor  IHDC = In House Direct Costs  OH = Consultant Firm's Actual Overhead Factor  R = Complexity Factor  FF=Fixed Fee  SBO = Services by Others				
	Total Compensation = DL +IHDC+OH+FF+SBO					
Specific Rate	☐ (Pay	per element)				
Lump Sum						

age 3 of 8 BLR 05611 (Rev. 11/21/13)

- 5. To pay the ENGINEER using one of the following methods as required by 49 CFR part 26 and 605 ILCS 5/5-409:

  With Retainage
  - a) **For the first 50% of completed work**, and upon receipt of monthly invoices from the ENGINEER and the approval thereof by the LA, monthly payments for the work performed shall be due and payable to the ENGINEER, such payments to be equal to 90% of the value of the partially completed work minus all previous partial payments made to the ENGINEER.
  - b) After 50% of the work is completed, and upon receipt of monthly invoices from the ENGINEER and the approval thereof by the LA, monthly payments covering work performed shall be due and payable to the ENGINEER, such payments to be equal to 95% of the value of the partially completed work minus all previous partial payments made to the ENGINEER.
  - c) Final Payment Upon approval of the work by the LA but not later than 60 days after the work is completed and reports have been made and accepted by the LA and the STATE, a sum of money equal to the basic fee as determined in this AGREEMENT less the total of the amounts of partial payments previously paid to the ENGINEER shall be due and payable to the ENGINEER.

  - a) **For progressive payments** Upon receipt of monthly invoices from the ENGINEER and the approval thereof by the LA, monthly payments for the work performed shall be due and payable to the ENGINEER, such payments to be equal to the value of the partially completed work minus all previous partial payments made to the ENGINEER.
  - b) **Final Payment** Upon approval of the work by the LA but not later than 60 days after the work is completed and reports have been made and accepted by the LA and STATE, a sum of money equal to the basic fee as determined in this AGREEMENT less the total of the amounts of partial payments previously paid to the ENGINEER shall be due and payable to the ENGINEER.
- 6. The recipient shall not discriminate on the basis on the basis of race, color, national origin or sex in the award and performance of any DOT-assisted contract or in the administration of its DBE program or the requirements of 49 CFR part 26. The recipient shall take all necessary and reasonable steps under 49 CFR part 26 to ensure nondiscrimination in the award and administration of DOT-assisted contracts. The recipient's DBE program, as required by 49 CFR part 26 and as approved by DOT, is incorporated by reference in this agreement. Implementation of this program is a legal obligation and failure to carry out its terms shall be treated as violation of this agreement. Upon notification to the recipient of its failure to carry out its approved program, the Department may impose sanctions as provided for under part 26 and may, in appropriate cases, refer the matter for enforcement under 18 U.S.C. 1001 and/or the Program Fraud Civil Remedies Act of 1986 (31U.S.C. 3801 et seq.).
- 7. To submit approved form BC 775 (Exhibit C) and BC 776 (Exhibit D) with this AGREEMENT.

#### III. It is Mutually Agreed,

- 1. That the ENGINEER and the ENGINEER's subcontractors will maintain all books, documents, papers, accounting records and other evidence pertaining to cost incurred and to make such materials available at their respective offices at all reasonable times during the AGREEMENT period and for three years from the date of final payment under this AGREEMENT, for inspection by the STATE, Federal Highway Administration or any authorized representatives of the federal government and copies thereof shall be furnished if requested.
- That all services are to be furnished as required by construction progress and as determined by the LA employee In Responsible Charge. The ENGINEER shall complete all services specified herein within a time considered reasonable to the LA, after the CONTRACTOR has completed the construction contract.
- 3. That all field notes, test records and reports shall be turned over to and become the property of the LA and that during the performance of the engineering services herein provided for, the ENGINEER shall be responsible for any loss or damage to the documents herein enumerated while they are in the ENGINEER's possession and any such loss or damage shall be restored at the ENGINEER's expense.
- 4. That this AGREEMENT may be terminated by the LA upon written notice to the ENGINEER, at the ENGINEER's last known address, with the understanding that should the AGREEMENT be terminated by the LA, the ENGINEER shall be paid for any services completed and any services partially completed. The percentage of the total services which have been rendered by the ENGINEER shall be mutually agreed by the parties hereto. The fixed fee stipulated in numbered paragraph 4d of Section II shall be multiplied by this percentage and added to the ENGINEER's actual costs to obtain the earned value of work performed. All field notes, test records and reports completed or partially completed at the time of termination shall become the property of, and be delivered to, the LA.
- 5. That any differences between the ENGINEER and the LA concerning the interpretation of the provisions of this AGREEMENT shall be referred to a committee of disinterested parties consisting of one member appointed by the ENGINEER, one member appointed by the LA, and a third member appointed by the two other members for disposition and that the committee's decision shall be final.
- 6. That in the event the engineering and inspection services to be furnished and performed by the LA (including personnel furnished by the ENGINEER) shall, in the opinion of the STATE be incompetent or inadequate, the STATE shall have the right to supplement the engineering and inspection force or to replace the engineers or inspectors employed on such work at the expense of the LA.

- 7. That the ENGINEER has not been retained or compensated to provide design and construction review services relating to the contractor's safety precautions, except as provided in numbered paragraph 1f of Section I.
- 8. This certification is required by the Drug Free Workplace Act (30ILCS 580). The Drug Free Workplace Act requires that no grantee or contractor shall receive a grant or be considered for the purpose of being awarded a contract for the procurement of any property or service from the State unless that grantee or contractor will provide a drug free workplace. False certification or violation of the certification may result in sanctions including, but not limited to, suspension of contract or grant payments, termination of a contract or grant and debarment of contracting or grant opportunities with the State for at least one (1) year but no more than five (5) years.

For the purpose of this certification, "grantee" or "contractor" means a corporation, partnership or other entity with twenty-five (25) or more employees at the time of issuing the grant, or a department, division or other unit thereof, directly responsible for the specific performance under a contract or grant of \$5,000 or more from the State, as defined in the Act.

The contractor/grantee certifies and agrees that it will provide a drug free workplace by:

- (a) Publishing a statement:
  - (1) Notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance, including cannabis, is prohibited in the grantee's or contractor's workplace.
  - (2) Specifying the actions that will be taken against employees for violations of such prohibition.
  - (3) Notifying the employee that, as a condition of employment on such contract or grant, the employee will:
    - (A) abide by the terms of the statement; and
    - (B) notify the employer of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
- (b) Establishing a drug free awareness program to inform employees about:
  - (1) the dangers of drug abuse in the workplace:
  - (2) the grantee's or contractor's policy of maintaining a drug free workplace;
  - (3) any available drug counseling, rehabilitation and employee assistance program; and
  - (4) the penalties that may be imposed upon an employee for drug violations.
- (c) Providing a copy of the statement required by subparagraph (a) to each employee engaged in the performance of the contract or grant and to post the statement in a prominent place in the workplace.
- (d) Notifying the contracting or granting agency within ten (10) days after receiving notice under part (B) of paragraph (3) of subsection (a) above from an employee or otherwise receiving actual notice of such conviction.
- (e) Imposing a sanction on, or requiring the satisfactory participation in a drug abuse assistance or rehabilitation program by, any employee who is convicted, as required by section S of the Drug Free Workplace Act.
- (f) Assisting employees in selecting a course of action in the event drug counseling, treatment and rehabilitation is required and indicating that a trained referral team is in place.
- (g) Making a good faith effort to continue to maintain a drug free workplace through implementation of the Drug Free Workplace Act.
- 9. The ENGINEER or subconsultant shall not discriminate on the basis of race, color, national origin or sex in the performance of this AGREEMENT. The ENGINEER shall carry out applicable requirements of 49 CFR part 26 in the administration of DOT-assisted contracts. Failure by the ENGINEER to carry out these requirements is a material breach of this AGREEMENT, which may result in the termination this AGREEMENT or such other remedy as the LA deems appropriate.

## **Agreement Summary**

Prime Consultant:	TIN Number	Agreement Amount
Gewalt Hamilton Associates	36-3426053	\$40,477.13
Sub-Consultants:	TIN Number	Agreement Amount
	Sub-Consultant Total: Prime Consultant Total: Total for all Work:	\$40,477.13
Executed by the LA:	Village of Barrington Hills (Municipality/Townsh	nip/County)
ATTEST:		
By: Clerk	By:	
(SEAL)		
Executed by the ENGINEER:		
ATTEST:		
Ву:	Ву:	
Title:	Title:	

# COST PLUS FIXED FEE COST ESTIMATE OF CONSULTANT SERVICES

FIRM	Gewalt Hamilton Associates			DATE
PTB		OVERHEAD RATE	1.64	
PRIME/SUPPLEMENT	Prime	COMPLEXITY FACTOR	0	

DBE				OVERHEAD	IN-HOUSE		Outside	SERVICES		
DROP	ITEM	MANHOURS	PAYROLL	&	DIRECT	FIXED	Direct	BY	DBE	TOTAL
вох				FRINGE BENF	COSTS	FEE	Costs	OTHERS	TOTAL	
		(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(B-G)
	Project Coordination & Documentation	90	3,071.70	5,037.59		1,175.85				9,285.13
	Construction Observation & Documentation	310	10,153.50	16,651.74	500.00	3,886.76				31,192.00
	Subconsultant DL					0.00				0.00
		400	40.005.00	04 000 00	500.00		0.00	0.00	0.00	0.00
	TOTALS	400	13,225.20	21,689.33	500.00	5,062.61	0.00	0.00	0.00	40,477.13

DBE

#### Exhibit C

### **AVERAGE HOURLY PROJECT RATES**

FIRM	Gewalt Hamilton Associates					
PTB		DATE 05/02/1				
PRIME/SUPPLEMENT	Prime		_			
		SHEET	1	OF	5	

PAYROLL	AVG	TOTAL I	PROJECT R	ATES	Project (	Coordinatio			ction Obser										
	HOURLY	Hours	%	Wgtd	Hours	%	Wgtd	Hours	%	Wgtd	Hours	%	Wgtd	Hours	%	Wgtd	Hours	%	Wgtd
CLASSIFICATION	RATES		Part.	Avg		Part.	Avg		Part.	Avg		Part.	Avg		Part.	Avg		Part.	Avg
Principal Engineer	64.08	0																	
Senior Engineer	49.65	20	5.00%	2.48	10	11.11%	5.52	10	3.23%	1.60									
Sr. Environmental Consultant	40.00	0																	
Professional Engineer	35.25	0																	
Registered Land Surveyor	43.63	0																	
Staff Engineer	24.50	0																	
Environmental Consultant	26.00	0																	
Sr. Engineering Tech	32.19	380	95.00%	30.58	80	88.89%	28.61	300	96.77%	31.15									
Engineering Tech II	24.50	0																	
Engineering Tech I	16.82	0																	
Engineer Tech Intern	14.13	0																	
Clerical/Administrative	23.88	0																	
		0																	
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		0																	
TOTALS		400	100%	\$33.06	90	100%	\$34.13	310	100%	\$32.75	0	0%	\$0.00	0	0%	\$0.00	0	0%	\$0.00