



City Hall, 215 Sycamore St.  
Muscatine, IA 52761-3840  
(563) 262-4141  
Fax (563) 262-4142

COMMUNITY DEVELOPMENT

Planning,  
Zoning,  
Building Safety,  
Construction Inspection Services,  
Public Health,  
Housing Inspections,  
Code Enforcement

MEMORANDUM

**To:** Mayor and City Council Members

**Cc:** Gregg Mandsager, City Administrator  
Dave Gobin, Director of Community Development

**From:** Adam Thompson, Planning and Community Development Coordinator

**Date:** August 15, 2014

**Re:** FY15 Agreement for Engineering and/or Land Surveying Services

**INTRODUCTION:** The City of Muscatine continues to utilize Anderson-Bogert Engineers & Surveyors, Inc, for design and consultant services at the Muscatine Municipal Airport.

**BACKGROUND:** For many years, the City has entered into a professional services agreement with Anderson-Bogert for many engineering and survey activities that are required as a condition of state and federal funding. The agreement is in the amount not to exceed \$16,946.00. City staff also contributes to many of these activities and works closely with Anderson-Bogert to keep these fees to a minimum.

**RECOMMENDATION/RATIONALE:** An explanation of the proposed fees and the scope of services are included with the Agreement. It is recommended that the City Council approve the attached Agreement for Engineering and/or Land Surveying Services with Anderson-Bogert Engineers & Surveyors, Inc. for the period beginning August 21, 2014 through June 30, 2015 for general engineering and surveying activities as needed for the Muscatine Municipal Airport.

1. Agreement



4001 River Ridge Drive NE  
Cedar Rapids, IA 52402  
Office: (319) 377-4629  
Fax: (319) 377-8498

### LETTER OF TRANSMITTAL

ATTN: Adam Thompson  
COMPANY: Community Development  
ADDRESS: City of Muscatine  
215 Sycamore St.  
Muscatine, IA 52761

DATE: 8-12-14  
PROJECT #: 214052

RE: FY 2015 Airport Consulting  
Muscatine Municipal Airport

WE ARE SENDING YOU:  ATTACHED  
 UNDER SEPARATE COVER

COPIES	DATE	DESCRIPTION
3	8-12-14	Agreement for Engineering Services

THESE ARE TRANSMITTED:

- FOR APPROVAL
- FOR REVIEW & COMMENT
- FOR YOUR USE
- APPROVED AS NOTED
- FOR YOUR FILES
- AS REQUESTED

REMARKS:

Please sign all three (3) copies of the enclosed agreement and return one executed copy to our office. Thank-you.

COPY TO: File

SIGNED: Jayne C. DeCoste  
Jayne C. DeCoste, P.E.



4001 River Ridge Drive NE  
Cedar Rapids, IA 52402  
Office: (319) 377-4629  
Fax: (319) 377-8498

ANDERSON BOGERT  
PROJECT NO. 214052

**AGREEMENT FOR  
ENGINEERING AND/OR LAND SURVEYING SERVICES**

This AGREEMENT, made and entered into as of this 21st day August, 2014, by and between the City of Muscatine, Iowa, the CLIENT, mailing address of 215 Sycamore Street, Muscatine, IA 52761, and ANDERSON-BOGERT Engineers & Surveyors, Inc., the CONSULTANT, for professional services concerning the following PROJECT: FY 2015 Airport Consulting.

The CLIENT agrees to employ the CONSULTANT to perform services hereinafter enumerated and the CONSULTANT hereby accepts such employment and agrees to perform said scope of services in connection with: per attached "Exhibit A - Scope of Services" (hereinafter called the PROJECT).

The CLIENT agrees to furnish to the CONSULTANT full information as to the CLIENT'S requirements including any special or extraordinary considerations for the PROJECT or special services needed, and also to make available pertinent existing data. Any extra services authorized by client will be charged as extra work. This extra work will be based on our standard hourly rates.

The General Terms and Conditions set forth and attached hereto are herein incorporated into and made a part of this AGREEMENT.

Other terms and conditions of this AGREEMENT are as follows: Individual work items to be completed as directed by the City of Muscatine Administrator and staff.

In consideration for services performed by the CONSULTANT covering the work described above, the CLIENT agrees to pay the CONSULTANT on the following basis: (AS CHECKED)

- Lump sum in the amount of \$ \_\_\_\_\_
- Per the attached fee schedule
- Others as stated here 1) Not to exceed \$16,946 without prior permission from City Staff.  
2) Per attached "Exhibit B - Cost Summary".

Payment shall be made as per the General Terms and Conditions on a monthly basis unless otherwise indicated in this AGREEMENT.

THIS AGREEMENT represents the entire and integrated AGREEMENT between the CLIENT and the CONSULTANT for the PROJECT described and supersedes all prior negotiations, representations or agreements, either written or oral. THIS AGREEMENT may be amended only by written instrument signed by both the CLIENT and the CONSULTANT.

THIS AGREEMENT executed the day and year written above.

FOR CLIENT

FOR CONSULTANT

Mayor Delwayne Hopkins

William W. Bogert, P.E., President



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ANDERSON BOGERT  
PROJECT NO. 214052

## TERMS AND CONDITIONS OF SERVICE

### 1. Agreement.

The agreement and/or proposal, exhibits and schedules (the "Agreement/Proposal") attached hereto and these General Terms and Conditions collectively shall constitute the AGREEMENT between the CLIENT identified in the Agreement/Proposal and Anderson-Bogert Engineers & Surveyors, Inc. ("CONSULTANT") in respect to the services to be performed by CONSULTANT (the "Services"). Except as expressly set forth below, these General Terms and Conditions supercede any inconsistent or contradictory provisions contained in the Agreement/Proposal or any offer, contract, purchase order, requisition, notice-to-proceed, or like document regarding CONSULTANT's Services.

### 2. Standard of Care; Disclaimer of Warranties; Limitation of Services.

a. The CONSULTANT agrees to perform the Services in accordance with the standard of care used by persons of CONSULTANT's profession practicing under similar circumstances at the same time and in the same locality. All estimates, recommendations, opinions, and decisions of CONSULTANT will be made upon the basis of the information available to CONSULTANT and CONSULTANT's experience, technical qualifications, and professional judgment.

b. CONSULTANT warrants that it will exercise due care in the performance of the Services subject to the limitations described in the AGREEMENT. THIS WARRANTY IS IN LIEU OF ALL OTHER WARRANTIES WITH RESPECT TO THE SERVICES, WHETHER EXPRESSED OR IMPLIED. CLIENT ACKNOWLEDGES AND AGREES THAT CONSULTANT EXPRESSLY DISCLAIMS ALL WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE AND ANY AND ALL OTHER WARRANTIES OR ANY KIND OR NATURE WHATSOEVER. CONSULTANT makes no other warranties, expressed or implied, under this AGREEMENT or otherwise, in connection with CONSULTANT'S Services.

c. CLIENT acknowledges and agrees that (i) subterranean conditions may vary at locations other than at a particular location where borings, explorations, surveys and samplings are made, and that CONSULTANT'S data interpretations and recommendations are based solely upon information available to CONSULTANT at the time of assessment; (ii) investigations may disclose the presence of existing geological conditions or other substances, the presence of which may require disclosure to appropriate governmental authorities by CLIENT; (iii) although necessary to perform the Services, investigation methods involve an inherent risk of contamination of previously uncontaminated air, soil and water; (iv) CONSULTANT is not responsible for data, interpretation and/or recommendations by others; (v) all data obtained during investigative phases are subject to confirmation of conditions encountered during subsequent phases of the project; and (vi) the extent and scope of Services under this AGREEMENT may be limited by CLIENT's schedule and financial considerations and that additional services may provide more accurate information in respect to conditions at or near the site.

d. CLIENT acknowledges and agrees that CONSULTANT is not a generator, storer, transporter, arranger for transport or disposer of hazardous or toxic substances, pollutants or contaminants found or identified at the project site. CONSULTANT'S Services do not include any services regarding the presence or discovery at the site of asbestos, PCBs, petroleum, hazardous waste, radioactive materials or any other hazardous material or toxic substance. CLIENT shall undertake or arrange for the handling, removal, treatment, storage, transportation, and disposal of hazardous substances or constituents found or identified at the site. CONSULTANT is only responsible for providing the Services described in the Agreement/Proposal.

### 3. Information; Third parties; Access to Site.

a. CLIENT represents and warrants that it has or will timely (i) furnish or cause to be furnished to CONSULTANT all documents and information known to CLIENT that relates to the identity, location, quantity, nature or characteristics of any hazardous waste at, on, or under the site; and (ii) furnish and pay for such other reports, aerial photographs, data, studies, drawings, specifications, documents, and other information regarding surface and subsurface site conditions which will be required by CONSULTANT for performance of its services. CONSULTANT shall be entitled to rely upon documents and information provided by CLIENT in performing the Services. CONSULTANT assumes no responsibility or liability for the accuracy or completeness of said documents and

information. CLIENT provided documents will remain the property of CLIENT.

b. CLIENT acknowledges and agrees that CONSULTANT may engage the services of independent contractors to perform the work necessary to complete the services. CLIENT agrees that such independent contractors are not agents or employees of CONSULTANT. CONSULTANT will not direct, supervise or control the work of contractors or their subcontractors. CONSULTANT'S Services do not include a review or evaluation of a contractor's (subcontractor's) safety measures. CONSULTANT shall be responsible only for its employees on any site. CONSULTANT shall not be responsible for the operations of others or safety at the site.

c. CLIENT shall provide right of entry for CONSULTANT personnel, CONSULTANT subconsultants and all equipment and vehicles necessary to perform services. CONSULTANT will take reasonable measures to minimize damage to property; however, CLIENT understands that some damage may occur, and the cost of repair of such damage shall solely be the responsibility and obligation of CLIENT. CLIENT is responsible for designating the location of below grade structures, foundations, utilities and other subterranean obstacles. CONSULTANT will take reasonable effort to avoid damage to these items. If these items cannot be located, CONSULTANT, upon CLIENT'S written authorization, and at CLIENT'S cost, will engage feasible locating methods and employ persons to confirm locations. CLIENT agrees to hold CONSULTANT harmless for damages to or damages caused by any subsurface or subterranean utilities or structures which are not correctly located by CLIENT or which CONSULTANT could not locate using a reasonable standard of care.

### 4. Fees and Expenses; Payment for Services.

a. In consideration of CONSULTANT'S agreement to provide the Services, CLIENT shall pay to CONSULTANT the fees specified in the Agreement/Proposal and reimburse CONSULTANT for its costs and expenses incurred in connection with the Services.

b. CONSULTANT will submit invoices to CLIENT no less than on a monthly basis and such invoices are due and payable upon receipt. Any balances that remain unpaid for more than thirty (30) days from the date of invoice shall be subject to an additional charge at the rate of one and one-fourth percent (1¼%) per month from the date of the invoice. Payment of invoices is not subject to discounting by CLIENT. Time is of the essence in payment of invoices, and timely payment is a material part of the consideration of the AGREEMENT between CONSULTANT and CLIENT.

c. In addition to the termination provisions in Section 7 below, if CLIENT fails to pay CONSULTANT within ninety (90) days of an invoice, CONSULTANT, without liability to CLIENT, may terminate this AGREEMENT and/or suspend Services until payment of all past due amounts has been received by CONSULTANT.

### 5. Changes or Delays.

Unless the accompanying Agreement/Proposal provides otherwise, the proposed fees constitute CONSULTANT'S estimate to perform the Services required under the Agreement/Proposal. Facts may develop that may require a change in the Services to be performed. CONSULTANT will inform CLIENT of such situations so that negotiation and compensation can be accomplished as required. If such change, additional services, or suspension of services results in an increase or decrease in the cost of or time required for performance of the Services, whether or not changed by any order, an equitable adjustment shall be made, and the AGREEMENT modified accordingly.

### 6. Termination.

The term of this AGREEMENT shall commence on the date set forth in the Agreement/Proposal and will continue until the parties' obligations have been fully performed or the AGREEMENT is sooner terminated. Either party may terminate the AGREEMENT in the event of a material breach that is not cured within thirty (30) days after written notice of such breach. In addition, the parties may mutually agree in writing to terminate the AGREEMENT.

## 7. Limitation of Liability.

To the fullest extent permitted by law, and notwithstanding any other provision of this AGREEMENT, CONSULTANT and CONSULTANT's directors, officers, principals, managers, employees, agents and CONSULTANT's consultants and subconsultants, and any of them, total liability to CLIENT and anyone claiming, by, through, or under CLIENT for any claims, losses, costs, or damages whatsoever arising out of, resulting from or in any way related to the Services or the AGREEMENT from any cause or causes, including but not limited to the negligence, professional errors or omissions, strict liability or breach of contract, or warranty express or implied of CONSULTANT or CONSULTANT's directors, officers, principals, managers, employees, agents and CONSULTANT's consultants and subconsultants, or any of them, shall not exceed the total compensation received by CONSULTANT under this AGREEMENT.

## 8. Insurance.

CONSULTANT agrees to purchase workers' compensation insurance and comprehensive general liability insurance. CONSULTANT agrees to purchase additional insurance if requested by CLIENT (presuming such insurance is reasonably available from carriers acceptable to CONSULTANT), provided the costs for additional insurance are reimbursed by CLIENT.

## 9. Indemnification.

a. CLIENT hereby agrees to indemnify and hold harmless, CONSULTANT and its officers, employees, agents and representatives, from and against liability for all claims, losses, damages and expenses, including reasonable attorneys' fees, brought by any third party against CONSULTANT which arise directly or indirectly out of this AGREEMENT or the performance of CONSULTANT'S Services hereunder, except arising solely from the gross negligence or willful misconduct of CONSULTANT.

b. CONSULTANT and CLIENT each agree to indemnify and hold the other harmless from and against liability for all claims, losses, damages and expenses, including reasonable attorney's fees to the extent such claims, losses damages, or expenses are caused by the indemnifying party's negligent or wrongful acts, or omissions to act.

## 10. Confidentiality.

CONSULTANT agrees to maintain as confidential and not disclose to others without CLIENT's prior consent all information obtained from CLIENT that was not otherwise previously known to CONSULTANT or in the public domain and is expressly designated by CLIENT in writing to be "CONFIDENTIAL." Notwithstanding the foregoing, this paragraph shall not apply to information that (1) is published or comes into the public domain through no fault of CONSULTANT, (2) is furnished by or obtained from a third party who is under no obligation to keep the information confidential, or (3) is required to be disclosed by law or order of a court, administrative agency, or other authority with proper jurisdiction.

## 11. Re-use of Documents and Use of Electronic Media.

All documents including drawings and specifications prepared or furnished by CONSULTANT (and CONSULTANT's affiliates, subsidiaries, independent professional associates, consultants, and subconsultants) pursuant to this AGREEMENT are instruments of service in respect of the project, and CONSULTANT shall retain an ownership and property interest therein, whether or not the Project is completed. CLIENT may make and retain copies for information and reference in connection with the project, however, such documents are not intended or represented to be suitable for re-use by CLIENT or others as extensions of the project or on any other project. Any re-use without written verification or adaptation by CONSULTANT for the specific purpose intended will be at CLIENT's sole risk and without liability or legal exposure to CONSULTANT or CONSULTANT's affiliates, subsidiaries, independent professional associates, consultants, and subconsultants with respect to any and all costs, expenses, fees, losses, claims, demands, liabilities, suits, actions, and damages whatsoever arising out of or resulting therefrom. CONSULTANT will be entitled to additional compensation for verification or adaptation at rates to be agreed upon by CLIENT and CONSULTANT.

Copies of documents that may be relied upon by CLIENT are limited to the printed copies (also known as hard copies) that are signed or sealed by CONSULTANT. Files in electronic media format or text, data, graphic or other types that are furnished by CONSULTANT to CLIENT are only for convenience of CLIENT. Any conclusion or information obtained or derived from such electronic files will be at the user's sole risk. When transferring documents in electronic media format, CONSULTANT makes no representations as to long-term compatibility, usability, or readability of documents resulting from the use of software application packages, operating systems or computer hardware differing from those in use by CONSULTANT at the time electronic files were furnished to the CLIENT.

## 12. Governing Law.

This AGREEMENT is to be governed by and construed in accordance with the laws of the State of Iowa.

## 13. Severability.

If any provision of this AGREEMENT is determined to be invalid, the offending provision shall be deemed severed from this AGREEMENT and the determination shall not affect the validity of any other clause or provision of this AGREEMENT.

**14. Independent Contractor.** CONSULTANT at all times during the term of this AGREEMENT an independent contractor. CONSULTANT shall not, for any purpose, be deemed an agent, employee, partner or legal representative of CLIENT.

## 15. Binding Effect.

This AGREEMENT shall be binding upon and shall inure to the benefit of the parties hereto and their respective successors, representatives, agents and permanent assigns.

## 16. Force Majeure.

CONSULTANT will not be liable to CLIENT for CONSULTANT'S failure to fulfill its obligations under this AGREEMENT due to causes beyond CONSULTANT'S reasonable control and without its fault or negligence including, but not limited to, governmental laws and regulations, acts of God or the public, war or other violence, civil commotion, blockades, embargoes, calamities, floods, fires, earthquakes, explosions, accidents, storms, strikes, lockouts, work stoppages, labor disputes, or unavailability of labor, raw materials, power or supplies. CLIENT shall pay any additional costs incurred by CONSULTANT in connection with the performance of services under this AGREEMENT that are related to any labor disputes between the CLIENT and any unions representing the employees of the CLIENT.

## 17. Execution.

If CLIENT is a corporation, limited liability company or partnership, the person signing this Agreement on its behalf certifies that such person is an officer, member, manager or partner thereof, that his or her action was duly authorized by appropriate corporate, company or partnership action, that such action does not conflict with the corporate charter or bylaws, articles of organization or operating agreement, or the partnership agreement, as the case may be, or any contractual provision binding on such corporation or partnership, and that no consent of any stockholders, members or partners to his or her action is required.

## 18. Assignment.

CLIENT shall not assign any right, or delegate any obligation, arising under this AGREEMENT without prior written consent of CONSULTANT. CONSULTANT may assign its rights, and delegate its obligations, arising hereunder at any time by providing written notice of such assignment to CLIENT.

## 19. Entire Agreement; Modifications.

This AGREEMENT contains all the terms and conditions between the parties and supersedes all prior and contemporaneous negotiations, representations, understandings and other agreements, oral or otherwise, that may have been entered into by the parties. All other statements, conditions, covenants, representations, and warranties are merged herein. Any modifications of this AGREEMENT shall be in writing and duly executed by the parties.

## 20. No Implied Waiver.

Any delay or failure of either party at any time to require performance by the other party of any provision of this AGREEMENT shall not in any way affect the right of such party to require performance. No waiver by either party of any breach of any provision of this AGREEMENT shall be enforceable against such party, unless such waiver is in writing, and no waiver shall be construed to be a waiver of any subsequent breach or of any other right or remedy under this AGREEMENT.

## 21. Taxes.

CLIENT shall timely pay all applicable sales taxes which are levied upon the Services provided hereunder, in accordance with applicable law.

## 22. Incorporation of Schedules.

All Schedules attached hereto are incorporated herein by reference and made a part hereof for all purposes as if fully set forth herein.

## 23. Notices.

Any notice, request, instruction or documents required or permitted to be delivered hereunder shall be in writing and shall be deemed given if delivered personally or by courier service or sent by regular U.S. mail or facsimile to a party at the address set forth in this AGREEMENT or its facsimile number.

## 24. Dispute Resolution.

CLIENT and CONSULTANT agree that as a prerequisite to the filing of a lawsuit or a demand for arbitration, they shall first submit any and all unsettled claims, counterclaims, disputes, and other matters in question between them arising out of or relating to this AGREEMENT to mediation in accordance with the Construction Industry Mediation Rules of the American Arbitration Association, effective as of the date of this AGREEMENT.



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ANDERSON BOGERT  
PROJECT NO. 214052  
FY 2015 AIRPORT CONSULTING  
CITY OF MUSCATINE, IOWA  
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## **Exhibit A**

### **Scope of Services**

1. Prepare FFY 2016 Federal Airport Improvement Program (AIP) Pre-application including the five year Capital Improvement Program (C.I.P.), individual project data sheets, long range needs assessment, cost estimates, justification, sketches, and city letter stating airside projects are complete and no obstructions exist. Provide draft pre-application to FAA for review and comment; make revisions to application based on FAA comments. Prepare handouts and meet with the airport commission to review the 5 year C.I.P. and funding.
2. Prepare project update summaries for airport advisory commission and for the City.
3. Review of airport infrastructure for the purpose of developing future projects list.
4. Analyze available funding programs and match upcoming capital improvement projects with the best available funding source.
5. Maintain record of federal funding carryover and available federal funding. Make sure no non-primary entitlement funding is set to expire and all is allocated.
6. Prioritize upcoming capital improvement projects.
7. Prepare airport state funding application for FY 2016, including a five year C.I.P. update, individual project data sheets, and a minority impact statement.
8. Coordinate with Iowa Department of Transportation (IDOT) and Federal Aviation Administration (FAA) on funding applications and funding programs. Prepare for and meet with IDOT and FAA staff at the Iowa Aviation Conference.
9. Prepare state funding applications, as requested, including emergency repair, pavement maintenance, and wildlife control projects. Coordinate with contractors on getting quotes.
10. Review IDOT funding agreement for FY 2015 projects.
11. Prepare engineering agreements (project scope and cost), as requested for various federally funded and state funded projects.
12. Update National Plan of Integrated Airport Systems (NPIAS) project list.
13. Provide limited assistance to the City on their Disadvantaged Business Enterprise (DBE) program.
14. Prepare environmental (NEPA) documentation and a categorical exclusion checklist for upcoming federally funded projects that require such documentation.

15. Answer miscellaneous airport-related questions from the City and the airport manager.
16. Review proposed development in the vicinity of the airport for potential obstructions to air traffic.
17. Review IDOT 2014 Pavement Management Report and implement recommendations into pavement rehabilitation and maintenance planning at the airport.
18. Provide limited assistance to City related to required monthly drive-by inspections of pavement conditions and tracking of pavement-related maintenance activities. These items are required per the FAA (Public Law 103-305). City will provide the drive-by inspections and required documentation.
19. All project specific engineering/surveying items not eligible for federal or state funding.
20. Provide audit information for various projects to City Finance Department, as required.
21. National Pollutant Discharge Elimination System (NPDES) annual permit renewal including coordination with the Iowa Department of Natural Resources (IDNR).
22. In accordance with the Airport Storm Water Pollution Prevention Plan (SWPPP), conduct an annual non-storm water discharge and site compliance inspection. Keep records of the inspection. Revise the SWPPP as warranted by the inspection.
23. Review lease agreements for farmed land on airport property, as requested.
24. Provide airport mapping information to City, as requested.



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**Exhibit B**  
**Cost Summary**

<b>Title</b>	<b>Personnel</b>	<b>Estimated Hours</b>	<b>Hourly Rate</b>	<b>Estimated Cost</b>
Engineer V	Jayne DeCoste, PE	100	\$153	\$15,300
Engineer VI	Bill Bogert, PE, President	4	\$180	\$720
Engineer Technician III	Christine Petersen	4	\$92	\$368
Document Specialist III	Laurie Bergen	3	\$74	\$222
<b><i>SUBTOTAL</i></b>				<b>\$16,610</b>
Mileage (4 trips)				\$336
<b>GRAND TOTAL</b>				<b>\$16,946</b>





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## RATES FOR PROFESSIONAL SERVICES

Effective July 1, 2014

Engineer I .....	\$81.00
Engineer II .....	\$94.00
Engineer III .....	\$112.00
Engineer IV .....	\$132.00
Engineer V .....	\$153.00
Engineer VI .....	\$180.00
Engineer VII.....	\$200.00
Surveyor I.....	\$60.00
Surveyor II.....	\$76.00
Surveyor III.....	\$104.00
Surveyor IV .....	\$116.00
Survey Field Work (1 man, truck & equipment) .....	\$146.00
Engineer Technician I .....	\$49.00
Engineer Technician II .....	\$68.00
Engineer Technician III .....	\$92.00
Engineer Technician IV.....	\$110.00
Construction Observation I .....	\$68.00
Construction Observation II.....	\$94.00
Document Specialist I.....	\$52.00
Document Specialist II.....	\$62.00
Document Specialist III.....	\$74.00
Document Specialist IV .....	\$80.00
Public Involvement Specialist .....	\$96.00

<u>Item</u>	<u>Per Each</u>
ATV	\$50.00/day
Boat	\$150.00/day
Roll of Flagging	\$2.35
Flats	\$0.60
Hubs	\$0.60
Lath	\$0.60
Paint	\$5.35
Pins, Rods	\$1.75
T-posts	\$4.00
Galvanized Posts	\$9.25
Mileage	\$0.56 (01/01/14) IRS mileage rate

**Rates subject to change.** The above rates are for regular hour projects. Projects on an accelerated schedule, which requires overtime, will be negotiated on an individual basis.