

**GENERAL MEETING OF THE BOARD OF DIRECTORS
OF THE
CENTRAL TEXAS REGIONAL MOBILITY AUTHORITY**

RESOLUTION NO. 16-034

**APPROVAL TO EXECUTE MASTER AGREEMENT
WITH PARSONS BRINCKERHOFF, INC. FOR
GENERAL ENGINEERING CONSULTING SERVICES**

WHEREAS, by Resolution No. 15-076, the Board of Directors authorized the Executive Director to procure general engineering consulting services; and

WHEREAS, by Resolution No. 16-017, the Board of Directors approved the selection of Parsons Brinkerhoff, Inc. and authorized the Executive Director to negotiate a general engineering consulting services contract with Parsons Brinkerhoff Inc.; and

WHEREAS, the Executive Director and Parsons Brinkerhoff, Inc. have reached an agreement on a Master Agreement for general engineering consulting Services; and

WHEREAS, the proposed Master Agreement is attached hereto as Exhibit A and sets forth the Scope of Services, Rate Schedule and other terms;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors hereby adopts and approves the Master Agreement in substantially the form attached hereto as Exhibit A; and

BE IT FURTHER RESOLVED that the Executive Director is authorized to finalize and execute the Master Agreement with Parsons Brinkerhoff Inc. on behalf of the Mobility Authority.

Adopted by the Board of Directors of the Central Texas Regional Mobility Authority on the 15th day of June 2016.

Submitted and reviewed by:



Geoffrey Petrov, General Counsel

Approved:



Ray A. Wilkerson
Chairman, Board of Directors

Exhibit A

DRAFT



**CENTRAL TEXAS
Regional Mobility Authority**

**CENTRAL TEXAS
REGIONAL MOBILITY AUTHORITY**

AGREEMENT FOR

**GENERAL CONSULTING
CIVIL ENGINEERING SERVICES**

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CENTRAL TEXAS REGIONAL MOBILITY AUTHORITY
AGREEMENT FOR
GENERAL CONSULTING CIVIL ENGINEERING SERVICES

THIS AGREEMENT, made as of this _____ day of _____, 2016, and by and between the **CENTRAL TEXAS REGIONAL MOBILITY AUTHORITY**, 3300 N. IH-35, Suite 300, Austin, TX 78705, hereinafter referred to as the “Authority”, and **PARSONS BRINCKERHOFF, INC.**, 901 Expressway South, Suite 595; Austin TX 78746-5748, hereinafter referred to as the “GEC”.

W I T N E S S E T H:

WHEREAS, pursuant to that certain Request for Qualifications dated January 7, 2016 (the “Request for Qualifications”), the Central Texas Regional Mobility Authority (the “Authority”) sought to identify and obtain the services of a qualified engineering firm to provide general consulting civil engineering services as the General Engineering Consultants (or GEC) for the Authority;

WHEREAS, three firms submitted responses setting forth their respective qualifications for the work, and three firms were short listed and made oral presentations to the Authority; and

WHEREAS, Parsons Brinckerhoff, Inc. was identified by the Authority as the most highly qualified provider of the required services and this Agreement has been negotiated and finalized between those parties whereby the services shall be provided to the Authority at a fair and reasonable price;

NOW, THEREFORE, in consideration of payments hereinafter stipulated to be made to the GEC by the Authority, the parties do hereby agree as follows:

1. THE SERVICES, GENERALLY.

The Authority hereby retains the GEC to serve as the Authority’s General Engineering Consultant pursuant to the terms set forth in this Agreement. All work to be performed by or on

behalf of the GEC under this Agreement is hereinafter referred to as the “services”. In performing the services, the GEC shall operate as an extension of, and in complete coordination with, the Authority’s staff with respect to all projects which now or in the future are studied, constructed or operated by the Authority (the “Projects”) provided that nothing herein shall alter the GEC’s status as an independent contractor as fully set forth in Section 20 below. To that end, the GEC shall represent, advance, and further the interests of the Authority throughout all aspects and phases of the Authority’s activities and shall, when and as requested by the Authority, fully support the Authority in its dealings with contractors and suppliers, engineers and other consultants, the Authority’s general counsel and accountants, financial advisor, traffic and revenue consultant, bond counsel, rating agencies and underwriters, governmental entities and the public, all in accordance with the care and skill ordinarily used by members of the engineering profession practicing under similar conditions at the same time and locality of the services provided. The GEC, as part of the services, shall also assist the Authority in the development of its Strategic Plan and periodic amendments thereto, and shall work to enable the Authority to achieve the goals established in the Strategic Plan.

For specific aspects of the services, consistent with its status as an independent contractor, the GEC shall be expected to operate independently from the Authority and without extensive oversight and direction. The GEC shall commit the personnel and resources required to respond promptly and fully to the responsibilities and tasks assigned by the Authority throughout the term of the GEC’s performance of the services described in this Agreement. Insofar as the GEC is operating as an extension of the Authority’s staff, the Authority shall use reasonable efforts to require all construction contractors and design engineers performing work on any Project for which the Authority is the procuring entity and a party to the contract(s) for construction and/or design work to include the GEC as an additional insured on their contractor’s liability insurance, including

general and automobile liability insurance policies, and to indemnify the GEC in the same manner and to the same extent as such contractors and engineers indemnify the Authority, except with respect to the GEC's own negligence or willful acts.

2. SCOPE OF SERVICES.

Without limiting the provisions of Sections 1 or 3 hereof, the services the Authority may call upon the GEC to provide shall encompass the numerous facets of feasibility evaluation, conceptual design, planning, final design, financing, construction management, coordination, and other related activities necessary to plan, finance, construct, operate and maintain all facilities contemplated, developed, owned, and/or operated by the Authority. A broad description of the services is set forth in the Scope of Services, attached hereto as Appendix A and made a part hereof. Throughout the term of this Agreement, the Authority shall instruct the GEC to perform specific services through the issuance of Work Authorizations and/or Letter Agreements with more detailed scopes of services or otherwise in accordance with this Agreement. The GEC shall only be compensated for those activities undertaken in connection with a validly issued Work Authorization and/or Letter Agreement.

3. "CONSULTING ENGINEERS" UNDER TRUST AGREEMENTS.

Without limiting the provision of Sections 1 and 2 above, the GEC shall perform the obligations of the "Consulting Engineers" under any existing or future Authority Trust Agreements entered into during the period of this Agreement.

4. COMPENSATION.

Compensation for the GEC's work and other aspects of the mutual obligations concerning the GEC's work and payment therefore are as follows:

a. BASIS FOR COMPENSATION.

Subject to the terms of a Work Authorization and/or Letter Agreement issued pursuant to Section 14 below, the Authority agrees to pay, and the GEC agrees to accept as full and sufficient compensation and reimbursement for the performance of all services as set forth in this Agreement, hourly rates for the staff working on the assignment computed as follows:

$$\text{Direct Labor Cost} \times (1.0 + \text{OH Rate}) \times \text{Profit}$$

where Direct Labor Cost equals salary divided by 2080; OH Rate equals the GEC's most recent auditable overhead rate under 48 C.F.R. Part 31, Federal Acquisition Regulations (FAR 31); and Profit ranges from 1.08 (8% Profit) to 1.12 (12% Profit). The Profit amount will be negotiated for each Work Authorization and/or Letter Agreement predicated on the complexity of each specific assignment. In general, it is anticipated an 8% Profit would be applied to assignments that are less complex and more administrative in nature, while a Profit amount up to 12% would be applied to those assignments that are complex, specialized, and carry increased levels of risk including project specific assignments for design and oversight. The range of Direct Labor Costs for the classifications of employees working for the Authority as of the Effective Date of this Agreement is reflected in Appendix B. Revisions to Direct Labor Cost ranges for employee classifications and the auditable overhead rate may be proposed no more frequently than once per calendar year, subject to the approval of the Executive Director or his/her designee. No adjustment shall be made to the specified negotiated Profit for each Work Authorization and/or Letter Agreement. The first adjustment to the employee classifications and auditable overhead rate shall be considered no earlier than January, 2017. All adjustments shall be agreed to by the parties prior to implementation, and the Authority shall have the right to review and/or audit the GEC's Direct Labor Costs and auditable overhead rates upon written request. Once approved, the Direct Labor Costs and auditable overhead rate will be used going forward until the next annual adjustment is approved. Changes to the auditable overhead rate will not be applied retroactively to Direct Labor

Costs incurred in the previous year. During the term of this Agreement the GEC shall provide to the Executive Director or his/her designee, prior to requesting any adjustment to its auditable overhead rate, a copy of the report establishing a new FAR rate for the GEC.

In the event that GEC employees or sub consultants work a substantial portion of time in facilities owned or leased by the Authority as provided in Section 12 herein, the auditable field overhead rate would apply, unless an office share agreement is executed by both parties thereby compensating the Authority for use of its facilities.

The payment of the hourly rates and allowed costs shall constitute full payment for all services, liaisons, products, materials, and equipment required to deliver the services.

b. COMPUTATION AND ADJUSTMENT OF THE AUDITABLE OVERHEAD RATE.

The applicable compensation formula for this Agreement (identified in paragraph 4.a above) will utilize the GEC's auditable overhead rate as allowed under the provisions of FAR 31, unless the Authority and GEC have negotiated a reduced overhead rate for co-located staff or CE&I services, as well as the negotiated Profit for each Work Authorization and/or Letter Agreement. The GEC represents that at all times, subject to the limitations on timing and approval in subsection 4.a., throughout the term of this Agreement that it shall not use an auditable overhead rate that exceeds the rate determined in accordance with FAR 31 (or successor regulations); that the Direct Labor Costs shall not exceed the ranges reflected in Appendix B and shall be based on actual salary amounts for the individuals performing the work; and that, except as previously described in writing, the auditable overhead rate and negotiated Profit for each Work Authorization and/or Letter Agreement used under this Agreement shall not exceed the auditable overhead rate and negotiated Profit for similar work authorizations or other authorizations for work of a similar

type utilized by the GEC in its agreement(s) with, or subcontracts for, GEC work for other toll road authorities, including any other regional mobility authority in the State of Texas.

c. EXPENSES.

As indicated above, the compensation computed in accordance with subsections 4.a. and b. is anticipated by the Authority and the GEC to be full and sufficient compensation and reimbursement for the services, and includes all customary out-of-pocket expenses anticipated to result from the GEC's performance under the Agreement that are included in the computation of the auditable overhead rate, such as office supplies, telecommunications systems, postage, photocopying, computer hardware/software and service charges, and similar costs. Notwithstanding the foregoing, the GEC shall be entitled to reimbursement for reasonable out-of-pocket expenses actually incurred by the GEC that are necessary for the performance of its duties under this Agreement and which are not included in the auditable overhead rate, said expenses being limited to travel costs, printing costs, automobile expenses being reimbursed at the federal mileage rates for travel originating from the office of the GEC employee or sub consultant, and other expenses directly approved, in advance, by the Executive Director or his/her designee. Except for automobile expenses paid at the federal mileage rate and travel paid at state approved rates (if available), all such reimbursement shall be at one-hundred percent (100%) of the actual cost thereof paid by the GEC to unaffiliated entities; provided, however, that all amounts in excess of \$2,000 for which the GEC intends to seek reimbursement pursuant to this subsection 4.c. must be approved in advance and in writing by the Executive Director or his/her designee, except when such advance approval is impractical due to a bona fide emergency situation.

Except as otherwise authorized in a validly issued Work Authorization and/or Letter Agreement, and only then to the extent reimbursable by the Texas Department of Transportation ("TxDOT") under the terms of any financial assistance agreement, the Authority shall not

reimburse the GEC for travel, lodging, and similar expenses incurred by the GEC to bring additional staff to its local office or to otherwise reassign personnel to provide basic engineering support of the GEC's performance of the services, provided, however, that the Authority shall reimburse, but only in accordance with the terms of this subsection 4.c., such costs incurred by the GEC to bring to its local office or the Authority's facilities, with advance approval by the Executive Director or his/her designee, staff with specialized skills or expertise required for the services and not customarily available from a staff providing general consulting civil engineering services of the type described in this agreement. The GEC shall take all reasonable steps to acquire all goods and services subject to reimbursement by the Authority under this Agreement on a tax-free basis pursuant to the Authority's tax-exempt status described in subsection 4.k. This provision applies only to the extent the Authority's tax exempt status can reasonably be extended to purchases made directly by the GEC.

d. NON-COMPENSABLE TIME.

Time spent by the GEC's employees or sub consultants to perform services or functions capable of being carried out by other, subordinate personnel with a lower hourly rate shall be billed at a rate equivalent to that of the applicable qualified subordinate personnel. Time spent by the GEC's personnel or sub consultants in an administrative or supervisory capacity not related to the performance of the services shall not be compensable. Time spent on work that is in excess of what is customary and reasonable per industry standards for the performance of such services shall not be compensable.

e. INVOICES AND RECORDS.

The GEC shall submit its monthly invoices electronically certifying the salaries and expenses incurred in providing the services under this Agreement during the previous month, and shall also present a reconciliation of monthly invoices and the Work Authorization and/or Letter

Agreement (and related estimates) to which the work relates. The invoice shall be in a form directly acceptable to TxDOT for potential reimbursement by TxDOT to the Authority. Each invoice shall be in such detail as is required by the Authority and TxDOT, including a breakdown of services provided on a project-by-project basis and/or pursuant to specified Work Authorizations and/or Letter Agreements, together with other services requested by the Authority. Upon request of the Authority, the GEC shall also submit certified time and expense records and copies of invoices that support the invoiced salary and expense figures. All books and records relating to the GEC's or sub consultants' time, out-of-pocket expenses, materials, or other services or deliverables invoiced to the Authority under this Agreement shall be made available during the GEC's normal business hours to the Authority and its representatives for review, copying and auditing throughout the term of this Agreement and for three (3) years after the expiration thereof. No compensation shall be made for revisions to the GEC's or sub consultants' services or deliverables required due in any way to the error, omission, or fault of the GEC, its employees, agents, sub consultants, or contractors.

f. EFFECT OF PAYMENTS.

No payment by the Authority shall relieve the GEC of its obligation to deliver timely the services required under this Agreement. If after approving or paying for any service, product or other deliverable, the Authority determines that said service, product or deliverable does not satisfy the requirements of this Agreement, the Authority may reject same and, if the GEC fails to correct or cure same within thirty (30) days, or a longer time period granted in writing by the Executive Director or his/her designee, and at no additional cost to the Authority, the GEC shall return any compensation received therefore. In addition to all other rights provided in this Agreement, the Authority shall have the right to set off any amounts owed by the GEC pursuant to the terms of this Agreement upon providing the GEC prior written notice thereof.

g. NO ADJUSTMENTS TO DIRECT LABOR COSTS AND AUDITABLE OVERHEAD RATE.

Except as otherwise expressly provided in subsection 4.a. above, the Authority and the GEC shall not make adjustments to the Direct Labor Costs or the auditable overhead rate during the term of this Agreement. The Authority and the GEC do not anticipate that any services, work, deliverables or expenses of any nature shall be undertaken or incurred by the GEC on behalf of the Authority that constitute “Extra Work” or otherwise fall outside the terms of this Agreement. Unless the parties otherwise expressly agree in writing to the contrary, all work of any nature undertaken by the GEC or its sub consultants during the term of this Agreement on behalf of the Authority shall be conclusively presumed to have been undertaken under, and be subject to, the terms of this Agreement.

h. COMMERCIAL PRICING.

Federal Acquisition Regulations allow for payment of direct auditable expenditures and commercial pricing of certain products. The GEC may engage in commercial pricing when legally permissible, not in contravention of federal regulations, and specifically approved by the Board of Directors.

i. PLACE OF PAYMENT.

Payments owing under this Agreement will be made by the Authority by wire transfer to:

JP Morgan Chase Bank – 1 Chase Manhattan Plaza, New York, NY 10005

ABA Number: 021000021

Account Name: Parsons Brinckerhoff, Inc.

Account Number: 910-2-685634

j. TIMING OF PAYMENTS.

Payment of any undisputed amounts invoiced to the Authority by the GEC shall be made as follows:

- (i) For amounts invoiced by the GEC for work which is reimbursable by TxDOT pursuant to a toll equity grant, financial assistance agreement, or any other form of financial assistance, the Authority shall submit a payment request to TxDOT within fifteen (15) days of receipt of a conforming invoice from the GEC. Payment shall be due to the GEC from the Authority within thirty (30) days of the Authority's receipt of payment from TxDOT. Amounts of the type described in this subparagraph (i) outstanding for more than sixty (60) days after the Authority's receipt of payment from TxDOT shall accrue interest at the prime rate as published in the *Wall Street Journal* (or other accepted financial journal in the event that the *Wall Street Journal* ceases publication or fails to include current prime rates within its reported information) on the date payment is due or the first business day thereafter if the due date is a weekend or federal holiday (the "Prime Rate"). Notwithstanding anything to the contrary in this Agreement, the Authority shall have no responsibility for payment of amounts which are submitted to TxDOT for reimbursement under a toll equity grant, financial assistance agreement, state highway fund loan, or any other form of financial assistance but which TxDOT refuses to pay, in whole or in part.
- (ii) For amounts invoiced by the GEC to the Authority for all properly authorized work which is not subject to reimbursement by TxDOT, payment shall be due within sixty (60) days of receipt by the

Authority of the invoice and all necessary supporting documentation. Past due amounts shall accrue interest at the lesser of the maximum rate allowed by law or the Prime Rate. In the event that more than \$200,000 of costs of the type described in this subparagraph (ii) are due and payable for more than ninety (90) days, the GEC shall be entitled, upon thirty (30) days prior written notice to the Authority, to cease performing any further work for the Authority which is not of a type which is subject to reimbursement by TxDOT. Notwithstanding the foregoing, any amounts due under this subparagraph (ii) shall be paid out of the proceeds of the first Authority bond issue to occur after accrual of the costs owed, provided that such payment is not prohibited by covenants or other restrictions contained in the bond documents for the bond issue.

- (iii) Any amounts invoiced to the Authority by the GEC and for which the Authority disputes payment, or reimbursable amounts disputed by TxDOT, the period for payment shall not commence until such dispute is resolved.

k. TAXES.

All payments to be made by the Authority to the GEC pursuant to this Agreement are inclusive of federal, state, or other taxes, if any, however designated, levied, or based. The Authority acknowledges and represents that it is a tax-exempt entity under Sections 151.309, *et seq.*, of the Texas Tax Code. Title to any consumable items purchased by the GEC in performing this Agreement shall be deemed to have passed to the Authority at the earlier of the time the GEC takes possession or receives payment therefore from the Authority, and the GEC shall make a good

faith effort to immediately mark, label, or physically identify such consumable items as the property of the Authority. In the event that a capital item is purchased for the sole use of the Authority, title shall pass or transfer to the Authority prior to any use of the item by the GEC.

I. AS-NEEDED BASIS.

As noted in Section 2 above and Section 14 below, the Authority shall request that the GEC perform specific services on an as-needed basis and through the issuance of written Work Authorizations and/or Letter Agreements. No representation or assurance has been made on behalf of the Authority to the GEC as to the total compensation to be paid to the GEC under this Agreement.

m. COMPENSATION OF SUB CONSULTANTS.

As noted in the Request for Qualifications, Sections 1.0 and 5.2, it is anticipated that the GEC may utilize the services of sub consultants to respond to certain assignments under this Agreement. The selection and services to be assigned to sub consultants must be approved in advance by the Executive Director or his/her designee. All sub consultants providing services under this Agreement shall be subject to, and compensated or reimbursed in accordance with, all requirements of this Section 4, provided that each sub consultant shall utilize (i) its own Direct Labor Costs and (ii) if available, its own auditable overhead rate. For sub consultants that do not have auditable overhead rates computed in accordance with 48 C.F.R. Part 31, the GEC shall provide a schedule of sub consultant billing rates for the Authority's review and approval by the Executive Director or his/her designee (including any periodic adjustments thereto) provided that no sub consultant billing rate shall exceed the GEC's rates (if any), including overhead and profit, for the same or similar services..

5. TIME OF PERFORMANCE.

It is understood and agreed that the term of this Agreement shall be for three (3) years, effective July 1, 2016 (the “Effective Date”), and concluding June 30, 2019, subject to the earlier termination of this Agreement pursuant to Sections 6 or 7 below, or upon agreement of both parties, further extension will be considered of up to two (2) individual terms, each term being for a period of up to two (2) years.

6. TERMINATION FOR DEFAULT.

Should the GEC at any time, in the reasonable opinion of the Authority, fail to carry out its obligations under this Agreement the Authority may, upon providing the GEC with thirty (30) days prior written notice pursuant to Section 22 hereof, and after an opportunity for the GEC to cure under the terms of this Agreement, terminate this Agreement effective on the date following said 30-day notice and cure period (the “Termination Date”). Such termination shall not constitute a waiver or release by the Authority of any claims for damages, claims for additional costs incurred by the Authority to complete and/or correct the work described in this Agreement, or any other claims or actions arising under this Agreement or available at law or equity which it may have against the GEC for its failure to perform satisfactorily any obligation hereunder, nor shall such termination pursuant to this Section 6 or Section 7 below abrogate or in any way affect the indemnification obligations of the GEC set forth in Section 21 hereof.

If the Authority shall terminate this Agreement as provided either in this Section 6 or Section 7, no fees of any type, other than fees due and payable as of the Termination Date pursuant to Section 4 hereof for work performed and acceptable to the Authority, shall thereafter be paid to the GEC, and the Authority shall have a right to set off or otherwise recover any damages incurred by reason of the GEC’s breach hereof, together with the right to set off amounts owed to the GEC pursuant to Section 21 hereof. In determining the amount of any payments owed to the GEC, the

value of the work performed by the GEC prior to termination shall be no greater than the value that would result by compensating the GEC in accordance with Section 4 hereof for all services performed and expenses reimbursable in accordance with this Agreement.

7. OPTIONAL TERMINATION.

a. GENERALLY.

The Authority has the right to terminate this Agreement at its sole option, at any time with or without cause, by providing thirty (30) days written notice of such intention to terminate pursuant to Section 22 hereof and by stating in said notice the “Optional Termination Date”. Upon such termination, the Authority shall enter into a settlement with the GEC upon an equitable basis as determined by the Authority, which shall fix the value of the work performed by the GEC prior to the Optional Termination Date. In determining the value of the work performed, the Authority in all events shall compensate the GEC in accordance with Section 4 hereof for all services performed and expenses reimbursable in accordance with this Agreement, provided, however, that no consideration will be given to anticipated profit which the GEC might possibly have made on the uncompleted portion of the services.

b. NO FURTHER RIGHTS, ETC.

Termination of this Agreement and payment of an amount in settlement as described in this Section 7 shall extinguish all rights, duties, obligations, and liabilities of the Authority and the GEC under this Agreement, and this Agreement shall be of no further force and effect, provided, however, such termination shall not act to release the GEC from liability for any previous default either under this Agreement or under any standard of conduct set by common law or statute. Notwithstanding the foregoing, Sections 13, 21, and 25 of this Agreement shall survive termination of this Agreement in accordance with Section 6 or this Section 7.

c. NO FURTHER COMPENSATION.

If the Authority shall terminate this Agreement as provided in this Section 7, no fees of any type, other than fees due and payable as of the Optional Termination Date, shall thereafter be paid to the GEC, provided that the Authority shall not waive any right to damages incurred by reason of the GEC's breach thereof. The GEC shall not receive any compensation for services performed by the GEC after the Optional Termination Date, and any such services performed shall be at the sole risk and expense of the GEC.

8. TERMINATION, GENERALLY.

The Authority's rights and options to terminate this Agreement, as provided in any provision of this Agreement, shall be in addition to, and not in lieu of, any and all rights, actions, options, and privileges otherwise available under law or equity to the Authority by virtue of this Agreement or otherwise. Failure of the Authority to exercise any of its said rights, actions, options, and privileges to terminate this Agreement as provided in any provision of this Agreement or otherwise shall not be deemed a waiver of any of said rights, actions, options, or privileges or of any rights, actions, options, or privileges otherwise available under law or equity with respect to any continuing or subsequent breaches of this Agreement or of any other standard of conduct set by common law or statute.

9. SUSPENSION OR MODIFICATION OF SERVICES; DELAYS AND DAMAGES.

In addition to the foregoing rights and options to terminate this Agreement, the Authority may elect to suspend any portion of the services of the GEC hereunder, but not terminate this Agreement, by providing the GEC with prior written notice to that effect. Thereafter, the suspended services may be reinstated and resumed in full force and effect upon receipt from the Authority of thirty (30) days prior written notice requesting same. Similarly, the Authority may expand, limit, or cancel any portion of the services previously assigned to the GEC in accordance

with this Agreement. The GEC shall not be entitled to any damages or other compensation of any form in the event that the Authority exercises its rights to suspend or modify the services pursuant to this Section 9, provided, however, that any time limits established by the parties in any Work Authorization and/or Letter Agreement or otherwise for the completion of specific portions of the services suspended pursuant to this Section 9 shall be extended to allow for said suspension or modifications thereof. Without limiting the foregoing, the GEC agrees that no claims for damages or other compensation shall be made by the GEC for any delays or hindrances occurring during the progress of any portion of the services specified in this Agreement as a result of any suspension or modification of the services or otherwise. Such delays or hindrances, if any, shall be provided for by an extension of time for such reasonable periods as the Authority may decide. It is acknowledged, however, that permitting the GEC to proceed to complete any services or any part of them after the originally specified date for completion, or after the date to which the time for completion may have been extended, shall in no way operate as a waiver on the part of the Authority or any of its rights herein.

10. PERSONNEL, EQUIPMENT AND MATERIAL, GENERALLY.

a. ADEQUATE PERSONNEL, ETC.

The GEC shall maintain an office within the geographic limits of the Authority and in close proximity to the Authority's offices. This office shall be staffed with the managers and core staff (as requested by the Authority) at a location approved by the Executive Director or his/her designee to provide a high service level for work of a continuing nature.

The GEC shall furnish and maintain, at its own expense, adequate and sufficient personnel (drawn from its own employees or from approved sub consultants) and equipment, in the reasonable opinion of the Authority, to perform the services with the care and skill ordinarily used by members of the engineering profession practicing under similar conditions at the same time and

locality of the services provided, and in all events without delays attributable to the GEC which have a reasonable likelihood of adversely affecting the progress of others involved with one or more of the Projects or the progress of the feasibility evaluation, design or construction of any such Project. All persons, whether employees of the GEC or of an approved sub consultant, providing the services shall be fully licensed to the extent required by their professional discipline associations' codes or otherwise by law. Without limiting the foregoing, all persons in charge of, or responsible for, design, plan preparation, and related engineering work shall be licensed to practice professional engineering in the State of Texas and shall, in the case of the GEC, be approved by the Authority prior to their involvement in work under this Agreement.

b. NOTIFICATION OF PERSONNEL CHANGE

In no event shall the GEC remove, transfer, or reassign any key task leader or individual working predominantly on Authority projects or assignments, as defined by the Authority, except as instructed by, or with the prior written consent of the Executive Director or his/her designee. The GEC shall notify the Authority at least ten (10) business days in advance of a proposed replacement of any individual working predominantly on Authority projects or assignments, and submit the name and qualifications summary of the proposed replacement to the Authority. The Authority will review the qualifications and may interview the proposed replacement. The Authority reserves the right to approve or reject, without cause, any proposed replacement, and will provide such written approval or rejection within ten (10) business days after receipt of the qualifications documentation. If no response is provided within ten (10) business days the proposed replacement shall be considered rejected. The GEC shall use its best efforts to enhance continuity in personnel, sub consultants, and other individuals working predominantly on Authority projects or assignments. The GEC shall notify and consult with the Authority regarding

the scheduling of unusual or prolonged corporate activities, vacations, and other engagements by personnel during which he/she is unavailable for the services.

c. REMOVAL OF PERSONNEL.

All persons providing the services, whether employees of the GEC or of an approved sub consultant, shall have such knowledge and experience as will enable them to perform the duties assigned to them. Any such person who, in the opinion of the Authority, is incompetent or by his/her conduct becomes detrimental to the provision of the services shall, upon request of the Authority, immediately be removed from the services. The GEC shall furnish the Authority with a fully qualified candidate for the removed person within ten (10) business days thereafter, provided, however, said candidate shall not begin work under this Agreement unless and until approved by the Executive Director or his/her designee.

d. GEC FURNISHES EQUIPMENT, ETC.

Except as otherwise specified, the GEC shall furnish all equipment, transportation, supplies, and materials required for its services under this Agreement. The Authority may allow the GEC to utilize the Authority's data processing and computer services for programs requested by the GEC and approved by the Authority in accordance with the GEC agreement.

Computations based on computer programs other than the Authority's must conform to the Authority's general format.

e. KEY PERSONNEL.

The GEC acknowledges and agrees that the individual(s) identified on Appendix C attached hereto and made apart hereof are key and integral to the satisfactory performance of the GEC under this agreement. Throughout the term of this agreement, the GEC agrees that the identified individual(s), whether employee(s) of the GEC or of an approved sub consultant, will remain in charge of the performance of the services and shall devote substantial and sufficient time

and attention thereto, to the extent indicated on Appendix C. The death or disability of any such individual, his/her disassociation from the GEC or the approved sub consultant, or his/her failure or inability to devote sufficient time and attention to the services shall, at the Authority's option, constitute a default requiring the GEC promptly to replace said individual with a person suitably qualified and otherwise acceptable to the Authority. In no event shall the GEC remove, transfer, or reassign any individual identified on Appendix C except as instructed by, or with the prior written consent of, the Authority. The GEC shall use its best efforts to enhance continuity in the key personnel, sub consultants, and other employees regularly performing the services. The GEC shall notify and consult with the Authority regarding the scheduling of unusual or prolonged corporate activities, vacations, and other engagements by key personnel during which he/she is unavailable for the services. Individuals may be added to or deleted from Appendix C with the mutual consent of the GEC and the Authority.

11. PLANNING AND PERFORMANCE REVIEWS; INSPECTIONS.

As may be directed by the Authority, key personnel shall meet with the Authority's Executive Director or his/her designee periodically (a) to assess the GEC's progress under this Agreement and performance of the services and (b) to plan staffing levels to be provided by the GEC to the Authority for the upcoming period. The GEC shall permit inspections of its services and work by the Authority or others, when requested by the Authority. Nothing contained in this Agreement shall prevent the Authority from scheduling such other planning and performance reviews with the GEC or inspections as the Authority thinks necessary.

12. PERSONNEL AT AUTHORITY'S FACILITIES.

The Authority may at any time require one or more of the GEC's managers and core staff and/or sub consultants to office at the Authority's administration building or other facility. While working at any of the Authority's facilities, the GEC's personnel and sub consultants shall comply with the Authority's work place policies and abide by the Authority's standards of employee conduct. The GEC shall take all steps required to ensure the proper coordination and exchange of information among the locations at which the services are performed.

13. OWNERSHIP OF PLANS.

a. GENERALLY.

Notwithstanding any provision in this Agreement or in common law or statute to the contrary all of the plans, tracings, estimates, specifications, computer records, discs, tapes, proposals, sketches, diagrams, charts, calculations, correspondence, memoranda, survey notes, and other data and materials, and any part thereof, created, compiled or to be compiled by or on behalf of the GEC, including all information prepared for or posted on the Authority's website and together with all materials and data furnished to it by the Authority, are and at all times shall be and remain the property of the Authority and shall not be subject to any restriction or limitation on their further use by or on behalf of the Authority; GEC hereby assigns any and all rights and interests it may have in the foregoing to the Authority, and GEC hereby agrees to provide reasonable cooperation as may be requested by the Authority in connection with the Authority's efforts to perfect or protect rights and interests in the foregoing; and if at any time demand be made by the Authority for any of the above materials, records, and documents, whether after termination of this Agreement or otherwise, such shall be turned over to the Authority without delay. The Authority hereby grants the GEC a revocable license to retain and utilize the foregoing materials for the limited purpose of fulfilling GEC's obligations under this Agreement, said license to terminate and expire upon the earlier to occur of (a) the completion of services described in this

Agreement or (b) the termination of this Agreement, at which time the GEC shall deliver to the Authority all such materials and documents. If the GEC or a sub consultant desires later to use any of the data generated or obtained by it in connection with the Projects or any other portion of the work product resulting from the services, it shall secure the prior written approval of the Authority. The GEC shall retain its copyright and ownership rights in its own back-office databases and computer software that are not developed for the Authority or for purposes of this Agreement. Intellectual property developed, utilized, or modified in the performance of services for which the GEC is compensated under the terms of this Agreement shall remain the property of the Authority, GEC hereby agrees to provide reasonable cooperation as may be requested by the Authority in connection with the Authority's efforts to perfect or protect such intellectual property. The Authority retains an unrestricted license for software packages developed in whole or in part with Authority funds.

b. SEPARATE ASSIGNMENT.

If for any reason the agreement of the Authority and the GEC set forth in subsection 13.a. above regarding the ownership of work product and other materials is determined to be unenforceable, either in whole or in part, the GEC hereby assigns and agrees to assign to the Authority all right, title, and interest that GEC may have or at any time acquire in said work product and other materials, without royalty, fee or other consideration of any sort, and without regard to whether this Agreement has terminated or remains in force. The Authority hereby acknowledges, however, that all documents and other work product provided by the GEC to the Authority and resulting from the services performed under this Agreement are intended by the GEC solely for the use for which they were originally prepared. Notwithstanding anything contained herein to the contrary, the GEC shall have no liability for the use by the Authority of any work product generated by the GEC under this Agreement on any project other than for the specific purpose and

Project for which the work product was prepared. Any other reuse of such work product without the prior written consent of the GEC shall be at the sole risk of the Authority.

14. WORK AUTHORIZATIONS / LETTER AGREEMENTS.

a. FORMAL WORK AUTHORIZATIONS. Work shall be in accordance with the scope, schedule, and budget set forth in each Formal Work Authorization. The standard form of Formal Work Authorization is attached hereto as Appendix D and made a part hereof, which standard form may be modified during the term of this Agreement upon the reasonable request of the Authority. Upon oral directive from the Authority, the GEC shall prepare the Formal Work Authorization for the specific task, to be submitted for the Authority's approval. No work shall begin on the activity until the Formal Work Authorization is approved and fully executed. The basis for payment on each Formal Work Authorization will be either (i) lump sum, (ii) cost plus to a maximum, or (iii) unit billing rate, or some combination of these methods, as stipulated in the Formal Work Authorization. In neither case will the maximum be exceeded without prior written approval from the Authority. The maximum fee allowable for the performance of services under each Formal Work Authorization shall be computed as described in Section 4. The costs associated with work performed on any Formal Work Authorization will be tracked and reported to the Authority separately from other work performed by the GEC. The monthly invoice to the Authority will include a progress summary of the work performed the previous month on each ongoing Formal Work Authorization.

b. LETTER AGREEMENTS. Work shall be in accordance with the budget documented in each Letter Agreement and in accordance with the scope in Appendix A. In relation to the Authority's annual budget development and Board approval process, the Authority and the GEC will identify an annual work program and associated budget for those activities identified for a given fiscal year.

The Authority and GEC may prepare Letter Agreements to formally document a portion of said fiscal year budget as a not to exceed amount to be paid to the GEC in return for the performance of the associated services. No work shall begin on these services until the Letter Agreement is approved and fully executed by the Authority's Executive Director or his designee. The basis for payment on each Letter Agreement will be either (i) lump sum, (ii) cost plus to a maximum, or (iii) unit billing rate, or some combination of these methods, as stipulated in the Letter Agreement. In neither case will the maximum be exceeded without prior written approval from the Executive Director or his designee. In no event shall the amount of a Letter Agreement exceed the amount identified in the Authority's annual budget associated with those activities to be performed by the GEC. The maximum fee allowable for the performance of services under each Letter Agreement shall be computed as described in Section 4. The costs associated with work performed on any Letter Agreement will be tracked and reported to the Authority separately from other work performed by the GEC. The monthly invoice to the Authority will include a progress summary of the work performed the previous month on each ongoing Letter Agreement. The compensation for these services shall be in accordance with the Agreement. These services will not be performed by the GEC until directed by the Authority.

15. SUBCONTRACTING

Sub consultants must be approved in advance and in writing by the Executive Director or his/her designee. Notwithstanding said approval, all responsibility for subcontracted work shall remain strictly with the GEC. The sub consultants must be qualified to perform all work assigned to them. In the event services of a sub consultant are authorized, the GEC shall obtain a schedule of rates, and the Authority shall review and must approve, in its discretion, any rates, including overhead, to be paid to the sub consultant pursuant to the Agreement.

16. SUBLETTING.

The GEC shall not sublet, assign, or transfer any part of the work or obligations included in this Agreement without the prior written approval of the Executive Director or his/her designee. Responsibility for sublet, assigned or transferred work shall remain with the GEC.

17. APPEARANCE AS WITNESS AND ATTENDANCE AT MEETINGS.

a. WITNESS.

If requested by the Authority or on its behalf, the GEC shall prepare such engineering or other exhibits and plats as may be requested for all hearings and trials related to any of the Projects, the services, or the Authority's activities generally and, further, it shall prepare for and appear at conferences at the offices of legal counsel and shall furnish competent expert engineering witnesses to provide such oral testimony and to introduce such demonstrative evidence as may be needed throughout all trials and hearings with reference to any litigation relating to the Projects, the services, or the Authority's activities. Compensation and scope of services rendered under this provision shall be governed by rates and terms and conditions of a mutually agreeable Work Authorization and/or Letter Agreement covering GEC's said expert witness services.

b. MEETINGS.

At the request of the Authority, the GEC shall provide appropriate personnel for conferences at its offices, or attend meetings and conferences at (a) the various offices of the Authority, (b) at the district headquarters or offices of TxDOT, (c) the offices of the Authority's legal counsel, (d) at the site of any Project, or (e) any reasonably convenient location. Without limiting the foregoing, the GEC shall provide personnel for periodic meetings with underwriters, rating agencies, and other parties when requested by the Authority.

18. COMPLIANCE WITH LAWS.

The GEC shall comply with all federal, state, and local laws, statutes, ordinances, rules, regulations, codes and with the orders and decrees of any courts or administrative bodies or

tribunals in any matter affecting the performance under this Agreement, including, without limitation, workers' compensation laws, antidiscrimination laws, environmental laws, minimum and maximum salary and wage statutes and regulations, health and safety codes, licensing laws and regulations, the Authority's enabling legislation (Chapter 370 of the Texas Transportation Code), and all amendments and modifications to any of the foregoing, if any. When requested, the GEC shall furnish the Authority with satisfactory proof of compliance with said laws, statutes, ordinances, rules, regulations, codes, orders, and decrees above specified.

19. INSURANCE.

Prior to beginning the services designated in this Agreement, the GEC shall obtain and furnish certificates to the Authority for the following minimum amounts of insurance:

a. WORKERS' COMPENSATION INSURANCE.

In accordance with the laws of the State of Texas and employer's liability coverage with a limit of not less than \$1,000,000.

b. COMPREHENSIVE GENERAL LIABILITY INSURANCE.

With limits not less than \$1,000,000 for bodily injury, including those resulting in death, and \$1,000,000 for property damage on account of any one occurrence, with an aggregate limit of \$1,000,000.

c. COMPREHENSIVE AUTOMOBILE LIABILITY INSURANCE.

Applying to owned, non-owned, and hired automobiles in an amount not less than \$1,000,000 for bodily injury, including death, to any one person, and \$1,000,000 on account on any one occurrence, and \$1,000,000 for property damage on account of any one occurrence. This policy shall not contain any limitation with respect to a radius of operation for any vehicle covered and shall not exclude from the coverage of the policy any vehicle to be used in connection with the performance of the GEC's obligations under this Agreement.

d. EXCESS LIABILITY INSURANCE.

In an amount of \$5,000,000 per occurrence and aggregate.

e. VALUABLE PAPERS INSURANCE.

In an amount sufficient to assure the full restoration of any plans, drawings, field notes, logs, test reports, diaries, or other similar data or materials relating to the services provided under this Agreement in the event of their loss or destruction, until such time as the work has been delivered to the Authority.

f. ARCHITECTS AND/OR ENGINEERS PROFESSIONAL LIABILITY INSURANCE.

GEC shall provide and maintain professional liability coverage, with limits not less than \$5,000,000 per claim and \$5,000,000 aggregate. The professional liability coverage shall protect against any negligent act, error or omission arising out of design or engineering activities, including environmental related activities, with respect to the project, including coverage for negligent acts, errors or omissions by any member of the GEC and its subcontractors and subconsultants (including, but not limited to design subcontractors and subconsultants) of any tier. The policy must provide that coverage extends a minimum of three (3) years beyond the GEC's completion of the services.

g. GENERAL FOR ALL INSURANCE.

The GEC shall promptly, upon execution of this Agreement, furnish certificates of insurance to the Authority indicating compliance with the above requirements. Certificates shall indicate the name of the insured, the name of the insurance company, the name of the agency/agent, the policy number, the term of coverage, and the limits of coverage.

All policies are to be written through companies (a) authorized to transact that class of insurance in the State of Texas; (b) rated (i), with respect to the companies providing the insurance under subsections 19.a. through d., above, by A. M. Best Company as "A-X" or better (or the

equivalent rating by another nationally recognized rating service) and (ii) with respect to the company providing the insurance under subsection 19.e., a rating by A. M. Best Company or similar rating service satisfactory to the Authority and/or its insurance consultant; and (c) otherwise acceptable to the Authority.

All policies are to be written through companies authorized to transact that class of insurance in the State of Texas.

Such insurance shall be maintained in full force and effect during the life of this Agreement or for a longer term as may be otherwise provided for hereunder. Insurance furnished under subsections 19.b., c., and d., above, shall name the Authority as additional insured and shall protect the Authority, its officers, employees, and directors, agents, and representatives from claims for damages for bodily injury and death and for damages to property arising in any manner from the negligent or willful acts or failures to act by the GEC, its officers, employees, directors, agents, and representatives in the performance of the services rendered under this Agreement. Certificates shall also indicate that the contractual liability assumed in Section 21, below, is included.

The insurance carrier shall include in each of the insurance policies required under subsections 19.a., b., c., d., e., and f., the following statement: “This policy will not be canceled or materially changed during the period of coverage without at least thirty (30) days prior written notice addressed to the Central Texas Regional Mobility Authority, 3300 N. IH-35, Suite 300, Austin, Texas 78705, Attn: Executive Director”

20. RELATIONSHIP BETWEEN THE PARTIES.

Notwithstanding the Authority’s sharing of space with the GEC, the anticipated collaboration between the personnel of those organizations, or any other circumstances, the relationship between the Authority and the GEC shall be one of an independent contractor. The GEC acknowledges and agrees that neither it nor any of its employees, sub consultants, or

subcontractors shall be considered an employee of the Authority for any purpose. The GEC shall have no authority to enter into any contract binding upon the Authority, or to create any obligation on behalf of the Authority. As an independent contractor, neither the GEC nor its employees shall be entitled to any insurance, pension, or other benefits customarily afforded to employees of the Authority. Under no circumstances shall the GEC, or its employees, sub consultants, or subcontractors, represent to suppliers, contractors or any other parties that it is employed by the Authority or serves the Authority in any capacity other than as an independent contractor. The GEC shall clearly inform all suppliers, contractors and others that it has no authority to bind the Authority. Nothing contained in this Agreement shall be deemed or construed to create a partnership or joint venture, to create the relationship of employee-employer or principal-agent, or to otherwise create any liability for the Authority whatsoever with respect to the liabilities, obligations or acts of the GEC, its employees, sub consultants, or subcontractors, or any other person.

21. AUTHORITY INDEMNIFIED.

THE GEC SHALL INDEMNIFY AND HOLD HARMLESS THE AUTHORITY AND ITS OFFICERS, DIRECTORS, EMPLOYEES, CONSULTANTS, AND AGENTS (WHICH, FOR THE PURPOSES OF THIS AGREEMENT, SHALL INCLUDE THE AUTHORITY'S GENERAL COUNSEL, BOND COUNSEL, FINANCIAL ADVISORS, TRAFFIC AND REVENUE ENGINEERING CONSULTANTS, TOLL OPERATIONS/COLLECTIONS FIRMS, AND UNDERWRITERS) FROM ANY CLAIMS, COSTS OR LIABILITIES, OF ANY TYPE OR NATURE AND BY OR TO ANY PERSONS WHOMSOEVER, TO THE EXTENT CAUSED BY THE NEGLIGENT ACTS, ERRORS OR OMISSIONS OF THE GEC OR ITS OFFICERS, DIRECTORS, EMPLOYEES, AND AGENTS WITH RESPECT TO THE PERFORMANCE OF THE

WORK TO BE ACCOMPLISHED UNDER THIS AGREEMENT. IN SUCH EVENT, THE GEC SHALL ALSO INDEMNIFY AND HOLD HARMLESS THE AUTHORITY, ITS OFFICERS, DIRECTORS, EMPLOYEES CONSULTANTS, AND AGENTS (AS DEFINED ABOVE) FROM ANY AND ALL REASONABLE AND NECESSARY EXPENSES, INCLUDING REASONABLE ATTORNEYS' FEES, INCURRED BY THE AUTHORITY IN LITIGATING OR OTHERWISE RESISTING SAID CLAIMS, COSTS OR LIABILITIES. IN THE EVENT THE AUTHORITY, ITS OFFICERS, DIRECTORS, EMPLOYEES, CONSULTANTS, AND AGENTS (AS DEFINED ABOVE) IS/ARE FOUND TO BE PARTIALLY AT FAULT, THE GEC SHALL, NEVERTHELESS, INDEMNIFY THE AUTHORITY FROM AND AGAINST THE PERCENTAGE OF FAULT ATTRIBUTABLE TO THE GEC OR ITS OFFICERS, DIRECTORS, EMPLOYEES, AND AGENTS, OR TO THEIR CONDUCT.

Notwithstanding the foregoing, the GEC shall not be responsible for (a) construction means, methods, techniques, sequences, procedures, construction scheduling, or safety precautions and programs in connection with the Project unless development or oversight of such matters is specifically assigned to the GEC; (b) the failure of any contractor, subcontractor, vendor, or other Project participant, not under contract to the GEC, to fulfill contractual responsibilities to the Authority or to comply with federal, state or local laws, regulations and codes; or (c) procuring permits, certificates and licenses required for any construction unless such procurement responsibilities are specifically assigned to the GEC in accordance with this Agreement.

22. DELIVERY OF NOTICES, ETC.

a. NOTICES TO THE AUTHORITY.

All written notices, demands, and other papers or documents to be delivered to the Authority under this Agreement shall be delivered to the **Central Texas Regional Mobility**

Authority, 3300 N. IH-35, Suite 300, Austin, Texas 78705, Attn: Executive Director, or at such other place or places as it may from time to time designate by written notice delivered to the GEC.

b. NOTICES TO THE GEC.

All written notices, demands, and other papers or documents to be delivered to the GEC under this Agreement shall be delivered to **Parsons Brinckerhoff, Inc.**, 901 Mopac Expressway South, Suite 595; Austin, TX 78746-5748, Attn: _____, until a project office is established or at such other place or places as the GEC may designate by written notice delivered to the Authority.

c. DATE OF DELIVERY.

All written notices, demands, and other papers or documents served upon the Authority or the GEC in the aforesaid manner shall be deemed served or delivered for all purposes hereunder either (a) three (3) days after the U.S. Postal Service's postmarked date if mailed or (b) immediately upon actual delivery or refusal of delivery if transmitted by courier or overnight delivery service.

23. REPORTS OF ACCIDENTS, ETC.

Within twenty-four (24) hours after occurrence of any accident or other event which results in, or might result in, injury to the person or property of any third person (including an employee or sub consultant or employee of a sub consultant of the GEC) which results from or involves any action or failure to act of the GEC or any employee, sub consultant, employee of a sub consultant, or agent of the GEC or which arises in any manner from the performance of this Agreement, the GEC shall send a written report of such accident or other event to the Authority, setting forth a full and concise statement of the facts pertaining thereto. The GEC also shall immediately send the Authority a copy of any summons, subpoena, notice, or other documents served upon the GEC, its

agents, employees, sub consultants, or representatives, or received by it or them, in connection with any matter before any court arising in any manner from the GEC's performance of the services under this Agreement.

24. AUTHORITY'S ACTS.

Anything to be done under this Agreement by the Authority may be done by such persons, corporations, firms, or other entities as the Authority may designate.

25. LIMITATIONS.

Notwithstanding anything herein to the contrary, all covenants and obligations of the Authority under this Agreement shall be deemed to be valid covenants and obligations only to the extent authorized by Chapter 370 of the Texas Transportation Code and permitted by the laws and the Constitution of the State of Texas, and no officer, director, or employee of the Authority shall have any personal obligations or liability thereunder.

26. CAPTIONS NOT A PART HEREOF.

The captions or subtitles of the several sections, subsections, and divisions of this Agreement are inserted only as a matter of convenience and for reference, and in no way define, limit or describe the scope of this Agreement or the scope or content of any of its sections, subsections, divisions, or other provisions.

27. CONTROLLING LAW, VENUE.

This Agreement shall be governed and construed in accordance with the laws of the State of Texas. The parties hereto acknowledge that venue is proper in Travis County, Texas, for all disputes.

28. TIME OF ESSENCE.

Time is of the essence with respect to the performance and completion of all the services to be furnished by the GEC pursuant to Work Authorizations and/or Letter Agreement issued in accordance with Section 14 and which specify an agreed-upon completion or deliver date. Without limiting the foregoing, the GEC shall endeavor to furnish all services in such a manner and at such times as the development schedules of the Projects require so that no delay in the progression of the evaluation, design, or construction of the Projects will be caused by or are in any way attributable to the GEC.

29. SEVERABILITY.

If any provision of this Agreement, or the application thereof to any person or circumstance, is rendered or declared illegal for any reason and shall be invalid or unenforceable, the remainder of this Agreement and the application of such provision to other persons or circumstances shall not be affected thereby but shall be enforced to the greatest extent permitted by applicable law.

30. SUCCESSORS.

This Agreement shall be binding upon and inure to the benefit of the Authority, the GEC, and their respective heirs, executors, administrators, successors, and permitted assigns.

31. AUTHORIZATION.

Each party to this Agreement represents to the other that it is fully authorized to enter into this Agreement and to perform its obligations hereunder, and that no waiver, consent, approval, or authorization from any third party is required to be obtained or made in connection with the execution, delivery, or performance of this Agreement.

32. INTERPRETATION.

No provision of this Agreement shall be construed against or interpreted to the disadvantage of any party by any court, other governmental or judicial authority, or arbiter by reason of such party having or being deemed to have drafted, prepared, structured, or dictated such provision.

33. CONFLICTS OF INTEREST.

The GEC and its sub consultants shall at all times comply with the Conflict of Interest Policy adopted by the Authority. Questions regarding potential conflicts of interest shall be addressed to the Executive Director or his/her designee, for resolution.

The GEC represents and warrants to the Authority, as of the Effective Date of this Agreement and throughout the term hereof, that it, its employees and sub consultants (a) have no financial or other beneficial interest in any contractor, engineer, product or service evaluated or recommended by the GEC, except as expressly disclosed in writing to the Authority, (b) shall discharge their consulting engineering responsibilities under this Agreement professionally, impartially and independently, and after considering all relevant information related thereto, and (c) are under no contractual or other restriction or obligation, the compliance with which is inconsistent with the execution of this Agreement or the performance of their respective obligations hereunder.

34. THE COMPLETE AGREEMENT.

This Agreement sets forth the complete agreement between the parties with respect to the services and expressly supersedes all other agreements (oral or written) with respect thereto.

IN WITNESS WHEREOF, the parties hereto have signed or have caused their respective names to be signed to multiple counterparts hereof as of the Effective Date first above written.

Authority:
**CENTRAL TEXAS REGIONAL
MOBILITY AUTHORITY**

GEC:
PARSONS BRINCKERHOFF, INC.

By: _____
Name: _____
Title: _____
Date: _____

By: _____
Name: _____
Title: _____
Date: _____

APPENDIX A
SCOPE OF SERVICES

Insert Appendix A

DRAFT

APPENDIX B
RATE SCHEDULE

Insert Appendix B

APPENDIX C

KEY PERSONNEL

<u>Title</u>	<u>GEC Employee</u>
Program Manager	Karen Creamer
Principal-in-Charge	Mario Medina
Deputy Program Manager	Glenn Goldstein
Project Manager	Duane McKinney
Design Manager	Scott Armstrong
Environmental Manager	Dan Kristoff
Public Involvement Manager	Keith Jackson
Scheduler	Justin Stuart

APPENDIX D

WORK AUTHORIZATION

WORK AUTHORIZATION NO. ____

This Work Authorization is made as of this ____ day of _____, _____, under the terms and conditions established in the AGREEMENT FOR GENERAL CONSULTING ENGINEERING SERVICES, dated as of _____, 2016 (the “Agreement”), between the **Central Texas Regional Mobility Authority** (“Authority”) and **Parsons Brinckerhoff, Inc.** (“GEC”). This Work Authorization is made for the following purpose, consistent with the services defined in the Agreement:

[Brief description of the Project elements to which this Work Authorization applies]

Section A. - Scope of Services

A.1. GEC shall perform the following Services:

[Enter description of the Scope of Services here for which this Work Authorization applies, or make reference to an attached Appendix]

A.2. The following Services are not included in this Work Authorization, but shall be provided as Additional Services if authorized or confirmed in writing by the Authority.

A.3. In conjunction with the performance of the foregoing Services, GEC shall provide the following submittals/deliverables (Documents) to the Authority:

Section B. - Schedule

GEC shall perform the Services and deliver the related Documents (if any) according to the following schedule:

Section C. - Compensation

C.1. In return for the performance of the foregoing obligations, the Authority shall pay to the GEC the amount not to exceed \$ _____, based on the attached fee estimate. Compensation shall be in accordance with the Agreement.

C.2. Compensation for Additional Services (if any) shall be paid by the Authority to the GEC according to the terms of a future Work Authorization.

Section D. - Authority’s Responsibilities

The Authority shall perform and/or provide the following in a timely manner so as not to delay the Services of the GEC. Unless otherwise provided in this Work Authorization, the Authority shall bear all costs incident to compliance with the following:

Section E. - Other Provisions

The parties agree to the following provisions with respect to this specific Work Authorization:

Except to the extent expressly modified herein, all terms and conditions of the Agreement shall continue in full force and effect.

Authority:

**CENTRAL TEXAS REGIONAL
MOBILITY AUTHORITY**

By: _____

Name: _____

Title: _____

Date: _____

GEC:

PARSONS BRINCKERHOFF, INC.

By: _____

Name: _____

Title: _____

Date: _____

APPENDIX A

SCOPE OF SERVICES

I. Purpose

The Central Texas Regional Mobility Authority (the “Authority”) requires professional services of the General Engineering Consultant (the “GEC”) for a wide range of public liaison, technical, management, administrative, maintenance and operational services, advanced project development services, engineering, feasibility evaluation, right-of-way acquisition, utility/railroad/other relocation, planning, environmental, architectural, landscape architecture, and professional surveying and mapping to assist bringing to completion as expeditiously as possible various projects for the Authority and to support the operation, maintenance, construction, and evaluation thereof.

The GEC will operate as an extension of, and in complete coordination with, the Authority’s staff. To that end, the GEC shall be expected to represent and forward the interests of the Authority throughout all aspects and phases of the Authority’s activities and shall, when and as requested by the Authority, fully support the Authority in its dealings with contractors and suppliers, engineers and other consultants, the Authority’s counsel and accountants, traffic and revenue advisors, rating agencies, bond insurers and underwriters, governmental entities, landowners, and the public in accordance with the highest professional standards.

The GEC shall provide qualified technical and professional personnel to perform to the highest professional standards the duties and responsibilities assigned under the terms of this Agreement. Unless otherwise instructed by the Authority, the GEC shall minimize to the greatest extent possible the Authority’s need to apply its own resources to assignments authorized by the Authority. The Authority, at its option, may elect to expand, reduce, or delete the extent of each work element described in this Scope of Services document, provided such action does not alter the intent of this Agreement.

The Authority shall request general consulting civil engineering services on an as-needed basis. There is no guarantee that any or all of the services described in this Agreement will be assigned during the term of this Agreement. Further, the GEC is providing these services on a nonexclusive basis. The Authority, at its option, may elect to have any of the services set forth herein performed by other consultants or the Authority’s staff.

II. Services

It is anticipated that the GEC will perform oversight, provide resources and/or support for various services as directed by the Authority including, but not limited to, the following areas:

- A. Project Management
- B. Preparation or Management of Preliminary/Feasibility Project Details
- C. Preparation or Management of Environmental Documents
- D. Preparation or Management of PS&E Documents
- E. Procurement Services
- F. Construction Engineering & Inspection Services
- G. Tolling & ITS System Services
- H. ROW Services
- I. Utility Relocation Services
- J. Renewal/Replacement Maintenance Support Services
- K. Maintenance Oversight Services
- L. Public Involvement Services
- M. Scheduling Services
- N. Toll & Traffic Operations Services
- O. Programmatic Services
- P. Administrative Support Services
- Q. Asset Management Services
- R. Contract/LGPP Support Services

The general descriptions of services set forth above represent non-exclusive examples of the types of work elements that may be assigned to the GEC under the terms of this Agreement. The Authority anticipates that some of the work shall be performed in-house by the GEC utilizing its own staff and some work will be outsourced to other consultants. The scope of services for specific assignments to the GEC will be clarified in Section A of a Work Authorization or Letter Agreement at the time the assignment is made. Nonetheless, the Authority reserves the right to request the GEC to perform any of the services in-house (subject to the GEC's qualifications and capacity therefore) or to

outsource and have the GEC supervise same. Notwithstanding the general descriptions in Section II, the GEC will be expected to provide the expertise and resources necessary to fully implement and accomplish work of the type described in accordance with the Agreement. :

III. Responsibilities of the Authority

The Authority will furnish, without cost to the GEC, the following services and data to the GEC in connection with services authorized under terms of this Agreement:

- Provide all criteria and full information as to the Authority's requirements for consultants' and contractors' services, including objectives, constraints, budgetary limitations, and time restraints.
- Furnish all the Authority's procedures, standards, forms, and policies applicable to the services.
- Furnish drawings, specifications, schedules, reports, and other information prepared by and/or for the Authority by others which are available to the Authority and which the Authority considers pertinent to GEC's responsibilities, as described herein.
- Provide existing structural, roadway, and other plans, as available to the Authority.
- Furnish available traffic, safety (accident), and planning data.
- Advise the GEC in all utility negotiation matters.
- Advise the GEC on all engineering requirements and Authority updates.
- Advise the GEC regarding all interlocal agreements, memoranda of understanding, and other agreements affecting the GEC's performance under this Agreement.
- As otherwise more specifically set forth in this Agreement and, if available, provide office space at the Authority's administration building for the GEC managers and staff selected to office with the Authority.

IV. Specifications for Work

Provided below are lists of standards typically utilized by the Authority. These lists are by no means all inclusive but merely suggestive of the specifications governing the GEC's performance. The GEC shall comply with all applicable federal, state, and local regulations in performance of services.

A. Standard Specifications

The GEC shall ensure that all documents, studies, and construction plans, as applicable, are prepared in accordance with the latest editions of the standards applicable to or adopted by the Authority for the specific project which may include but are not limited to publications such as:

- American Association of State Highway and Transportation Officials' (AASHTO) Standard Specifications for Highway Bridges, including applicable interim specifications
- TxDOT's Highway Design Division Operations and Procedures Manual
- TxDOT's Standard Specifications for Construction of Highways, Streets and Bridges
- TxDOT's Foundation Exploration Manual
- TxDOT's Bridge Design Guide
- Texas Manual on Uniform Traffic Control Devices (TMUTCD)
- AASHTO's A Policy on Geometric Design of Highways and Streets
- AASHTO's Guide for Design of Pavement Structures
- AASHTO's Standard Specifications for Highway Bridges, including applicable interim specifications

Subject to approval by the Authority, the standards referenced above or otherwise applicable may be modified and supplemented to reflect identified requirements of specific projects, e.g., type and volume of using vehicles, design geometry, and geologic and environmental conditions.

Construction Plans shall be accurate, legible, complete in design, and drawn to the appropriate scale, furnished in reproducible form on material acceptable to the Authority. This also applies to other documents, studies and reports.

B. Survey Services

The GEC shall develop surveying criteria and ensure that all survey work, as applicable, is performed in accordance with all applicable surveying standards under the direct supervision of a professional land surveyor licensed as such by the state of Texas.

C. Professional Services Contract Documents

The GEC shall ensure that all contract documents and support forms have been prepared on operating systems compatible with Microsoft Windows based programs and acceptable to the Executive Director or his/her designee, with data storage to be on or within media acceptable to the Executive Director or his/her designee.

[End of Appendix]

APPENDIX B
RATE SCHEDULES

2016 WSP | Parsons Brinckerhoff Classification Rates

P-15			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 102.95	\$ 124.92	\$ 140.00	BUSINESS MANAGER II	
\$ 118.35	\$ 125.45	\$ 140.50	CONSTRUCTION SERVICE MANAGER	
\$ 132.92	\$ 147.69	\$ 162.46	MANAGER OF PROJECTS	
\$ 108.27	\$ 134.89	\$ 155.12	PRINCIPAL AREA MGR	
\$ 120.85	\$ 126.14	\$ 131.43	PRINCIPAL CONSULTANT III	
\$ 106.73	\$ 121.88	\$ 137.03	SR MGR OF GOVERNMENT RELATIONS	
\$ 127.41	\$ 140.15	\$ 158.66	SR REGIONAL BUSINESS MGR	
\$ 97.06	\$ 133.88	\$ 153.96	SR TECHNICAL MGR	
P-14			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 76.32	\$ 84.80	\$ 94.98	ENVIRONMENTAL MANAGER	
\$ 94.53	\$ 101.73	\$ 113.95	PLANNING MANAGER	
\$ 75.00	\$ 84.80	\$ 90.00	SAFETY MGR	
\$ 84.15	\$ 93.41	\$ 105.04	SR ARCHITECTURAL MGR	
\$ 81.25	\$ 102.18	\$ 118.00	PRINCIPAL CONSULTANT II	
\$ 77.53	\$ 90.00	\$ 100.80	SR AREA MGR	
\$ 85.26	\$ 93.05	\$ 97.40	SR CONSTRUCTION ENGINEERING MGR	
\$ 75.00	\$ 96.18	\$ 106.00	SR ENGINEERING MGR	
\$ 68.39	\$ 89.09	\$ 102.45	SR PLANNING MANAGER	
\$ 69.74	\$ 85.00	\$ 92.00	TECHNICAL MGR	
\$ 84.47	\$ 92.08	\$ 102.00	TECHNICAL RESOURCE CENTER MANAGER	
P-13			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 67.03	\$ 78.41	\$ 87.00	ENGINEERING MGR	
\$ 62.05	\$ 68.94	\$ 75.83	MGR TECHNICAL SERVICES	
\$ 60.00	\$ 75.25	\$ 82.11	PRINCIPAL CONSULTANT I	
\$ 74.05	\$ 86.28	\$ 96.63	SR ASSOCIATE COUNSEL II	
\$ 68.77	\$ 76.41	\$ 84.05	SR MGR ENGINEERING/TECH SUPP	
\$ 64.32	\$ 72.95	\$ 81.70	SR MGR INFORMATION TECHNOLOGY	
\$ 64.60	\$ 76.10	\$ 85.51	SR PRIN ENGINEER	
\$ 56.21	\$ 73.00	\$ 81.76	SR PRIN TECHNICAL SPECIALIST	
\$ 64.72	\$ 77.07	\$ 88.00	SR PROJECT CONTROL MANAGER	
\$ 64.91	\$ 73.59	\$ 82.81	SR SUPV ARCHITECT	
\$ 54.86	\$ 74.72	\$ 83.69	SR SUPV CONSTRUCTION ENGINEER	
\$ 51.82	\$ 74.92	\$ 83.91	SR SUPV ENGINEER	
\$ 60.61	\$ 70.96	\$ 79.48	SR SUPV ENVIRONMENTAL ENGINEER	
\$ 68.83	\$ 81.88	\$ 91.76	SR SUPV ESTIMATOR	
\$ 62.76	\$ 78.20	\$ 87.58	SR SUPV GEOLOGIST	
\$ 56.81	\$ 69.81	\$ 78.19	SR SUPV PLANNER	
\$ 69.71	\$ 75.64	\$ 81.74	SR SUPV PROJ CONTROL SPECIALIST	
\$ 79.87	\$ 82.84	\$ 85.80	SR SUPV SCHEDULER	
P-12			EXEMPT	NON-EXEMPT

Min	Mid	Max		
\$ 47.54	\$ 59.40	\$ 66.53	CADD MGR II	
\$ 50.00	\$ 61.44	\$ 68.81	COMPUTER SYSTEMS SPECIALIST	
\$ 55.30	\$ 61.70	\$ 69.59	CONSULTANT III	
\$ 62.50	\$ 67.23	\$ 73.32	FINANCIAL PLANNER SPECIALIST	
\$ 52.88	\$ 62.43	\$ 71.48	PRIN ENGINEER	
\$ 37.00	\$ 42.00	\$ 47.04	PRIN TECHNICAL SPECIALIST	
\$ 48.47	\$ 53.85	\$ 59.24	SUPV ARCHAEOLOGIST	
\$ 48.46	\$ 59.17	\$ 67.06	SUPV ARCHITECT	
\$ 43.98	\$ 50.00	\$ 56.00	SUPV CONSTRUCTION ENGINEER	
\$ 38.40	\$ 48.00	\$ 53.76	SUPV CONTRACT ADMINISTRAT	
\$ 41.80	\$ 52.00	\$ 58.24	SUPV ENGINEER	
\$ 45.05	\$ 51.00	\$ 57.12	SUPV ENVIRONMENTAL ENGR	
\$ 47.42	\$ 51.00	\$ 60.00	SUPV ENVIRONMENTAL SCIENTIST	
\$ 52.43	\$ 58.94	\$ 63.27	SUPV ESTIMATOR	
\$ 54.60	\$ 64.59	\$ 72.34	SUPV GEOLOGIST	
\$ 44.73	\$ 55.90	\$ 62.61	SUPV PLANNER	
\$ 55.30	\$ 65.00	\$ 72.80	SUPV PROJECT CONTROL SPECIALIST	
\$ 63.24	\$ 70.06	\$ 78.45	SUPV SCHEDULER	
P-11			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 44.35	\$ 52.73	\$ 59.61	CADD MGR I	
\$ 49.00	\$ 56.64	\$ 60.01	CONSULTANT II	
\$ 46.69	\$ 49.63	\$ 53.05	LEAD APPLICATIONS DEVELOPER	
\$ 47.28	\$ 52.37	\$ 58.25	LEAD ARCHITECT	
\$ 41.86	\$ 44.88	\$ 50.27	LEAD COMPUTER GRAPHICS SPEC	
\$ 51.69	\$ 56.16	\$ 63.31	LEAD COMPUTER SYSTEMS COOR	
\$ 43.00	\$ 49.19	\$ 56.50	LEAD CONSTRUCTION ENGINEER	
\$ 44.00	\$ 55.00	\$ 62.00	LEAD ENGINEER	
\$ 55.00	\$ 62.00	\$ 69.44	LEAD ENVIRONMENTAL ENGINEER	
\$ 50.11	\$ 57.50	\$ 62.10	LEAD ESTIMATOR	
\$ 42.00	\$ 48.31	\$ 53.00	LEAD GEOLOGIST	
\$ 36.97	\$ 45.61	\$ 54.00	LEAD PLANNER	
\$ 43.00	\$ 54.31	\$ 59.67	LEAD SCHEDULER	
\$ 37.71	\$ 49.51	\$ 55.00	LEAD SYSTEMS ANALYST	
\$ 44.57	\$ 53.15	\$ 59.53	SR PROJECT CONTROL SPECIALIST	
\$ 32.84	\$ 50.51	\$ 56.57	SR TECHNICAL SPECIALIST	
P-10			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 32.50	\$ 43.33	\$ 48.53	CADD SUPV II	
\$ 46.35	\$ 51.50	\$ 56.65	CONSULTANT I	
\$ 25.84	\$ 32.00	\$ 35.84	ENGINEER II	
\$ 36.05	\$ 43.95	\$ 50.07	PROJECT CONTROL SPECIALIST	
\$ 39.22	\$ 45.08	\$ 50.49	SR APPLICATIONS DEVELOPER	
\$ 38.89	\$ 41.68	\$ 45.68	SR ARCHITECT	
\$ 36.27	\$ 41.18	\$ 45.30	SR COMPUTER GRAPHICS SPECIALIST	
\$ 33.66	\$ 45.15	\$ 50.57	SR CONSTRUCTION ENGINEER	
\$ 29.25	\$ 39.00	\$ 43.68	SR ENGINEER	
\$ 37.12	\$ 54.97	\$ 61.57	SR ENVIRONMENTAL ENGINEER	
\$ 33.35	\$ 36.17	\$ 40.16	SR ENVIRONMENTAL SCIENTIST	
\$ 40.35	\$ 44.83	\$ 49.31	SR ESTIMATOR	
\$ 41.83	\$ 43.26	\$ 44.24	SR GEOLOGIST	
\$ 34.12	\$ 38.75	\$ 43.38	SR INFORMATION COORDINATOR	
\$ 31.94	\$ 38.08	\$ 44.14	SR PLANNER	

P-09			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 32.70	\$ 33.34	\$ 33.97	ARCHEOLOGIST II	
\$ 30.74	\$ 34.57	\$ 38.72	ARCHITECT II	
\$ 29.75	\$ 33.05	\$ 36.36	ASST DATA BASE ADMIN	
\$ 29.00	\$ 32.22	\$ 35.44	ASST PROJECT CONTROL SPECIALIST	
\$ 33.09	\$ 36.24	\$ 43.89	CADD SUPV I	
\$ 31.35	\$ 35.84	\$ 41.44	COMPUTER GRAPHICS SPECIALIST IV	
\$ 32.14	\$ 38.70	\$ 43.34	CONSTRUCTION ENGINEER II	
\$ 35.20	\$ 36.73	\$ 40.21	CONTRACT ADMIN II	
\$ 27.06	\$ 28.54	\$ 30.02	EDITOR IV	
\$ 29.00	\$ 38.20	\$ 42.78	ENGINEER II	
\$ 31.24	\$ 36.47	\$ 40.85	ENVIRONMENTAL SCIENTIST II	
\$ 30.90	\$ 34.13	\$ 38.23	FINANCIAL PLANNER/ANALYST IV	
\$ 31.55	\$ 35.06	\$ 38.57	GEOLOGIST II	
\$ 30.00	\$ 36.01	\$ 39.18	OFFICE ENGINEER II	
\$ 28.42	\$ 32.94	\$ 36.89	PLANNER II	
\$ 28.91	\$ 35.78	\$ 40.07	PROJECT ACCOUNTANT II	
\$ 33.30	\$ 37.00	\$ 40.70	PROJECT ADMIN III	
P-08			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 27.06	\$ 31.58	\$ 35.37	ARCHITECT I	
\$ 31.55	\$ 37.25	\$ 39.51	ASSOCIATE CONSULTANT II	
\$ 22.28	\$ 27.13	\$ 30.39	COMPUTER GRAPHICS SPECIALIST III	
\$ 33.72	\$ 35.61	\$ 38.27	COMPUTER SYSTEMS COORDINATOR I	
\$ 28.50	\$ 35.40	\$ 39.65	CONSTRUCTION ENGINEER I	
\$ 24.04	\$ 29.01	\$ 32.49	DOCUMENT CONTROL COORDINATOR I	
\$ 26.45	\$ 32.51	\$ 36.41	ENGINEER I	
\$ 25.51	\$ 31.05	\$ 34.78	ENVIRONMENTAL ENGINEER I	
\$ 19.20	\$ 24.47	\$ 27.41	ENVIRONMENTAL SCIENTIST I	
\$ 28.85	\$ 29.65	\$ 30.05	GEOLOGIST I	
\$ 25.75	\$ 31.12	\$ 34.85	OFFICE ENGINEER I	
\$ 25.97	\$ 29.38	\$ 31.82	PLANNER I	
P-07			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 22.41	\$ 26.79	\$ 28.50	ASST ARCHITECT	
\$ 25.69	\$ 28.54	\$ 31.39	ASST COMPUTER SYSTEMS COOR	
\$ 27.89	\$ 28.63	\$ 29.37	ASST CONSTRUCTION ENGINEER	
\$ 23.00	\$ 29.20	\$ 32.70	ASST ENGINEER	
\$ 23.34	\$ 25.93	\$ 25.97	ASST ENVIRONMENTAL SCIENTIST	
\$ 28.35	\$ 31.50	\$ 34.65	ASST OFFICE ENGINEER	
\$ 22.69	\$ 25.64	\$ 28.37	ASST PLANNER	
\$ 22.55	\$ 29.54	\$ 33.08	ASST TECHNICAL SPECIALIST	
\$ 24.24	\$ 26.93	\$ 29.62	FINANCIAL PLANNER/ANALYST II	
P-06			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 26.94	\$ 29.93	\$ 33.52	ACCOUNTANT I	
T-11			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 42.62	\$ 53.92	\$ 60.39		PRINCIPAL SUPV INSPECTOR
\$ 45.27	\$ 50.30	\$ 55.33		PRIN SUPV CONSTRUCTION COORD.
T-10			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 35.57	\$ 43.72	\$ 48.97		PRIN TECHNICIAN

\$ 33.68	\$ 44.71	\$ 50.08		SR CADD DESIGNER III
\$ 41.95	\$ 46.61	\$ 51.27		SR SUPERVISING SURVEYOR
\$ 33.70	\$ 43.82	\$ 49.08		SR SUPV CONSTRUCTION COORDINATOR
\$ 36.05	\$ 45.74	\$ 51.23		SR SUPV INSPECTOR
T-09			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 24.04	\$ 36.74	\$ 41.15		SR CADD DESIGNER II
\$ 37.69	\$ 37.69	\$ 42.21		SR SUPV DRAFTER
\$ 29.81	\$ 33.41	\$ 37.42		SR SYSTEMS OPERATOR
\$ 43.81	\$ 43.81	\$ 49.07		SUPERVISING SURVEYOR
\$ 45.49	\$ 45.49	\$ 50.95		SUPV COMPUTER OPERATIONS
\$ 42.00	\$ 42.00	\$ 47.04		SUPV CONSTRUCTION COORDINATOR
\$ 30.00	\$ 37.07	\$ 41.52		SUPV INSPECTOR
\$ 30.60	\$ 37.69	\$ 41.52		SUPV TECHNICIAN
T-08			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 25.50	\$ 28.44	\$ 31.38		INSTRUMENT OPERATOR II
\$ 31.37	\$ 34.73	\$ 38.05		SR CADD DESIGNER I
\$ 26.45	\$ 34.19	\$ 38.29		SR CADD OPERATOR I
\$ 25.75	\$ 33.11	\$ 37.08		SR INSPECTOR
\$ 17.00	\$ 30.27	\$ 33.90		SR TECHNICIAN
\$ 25.42	\$ 30.52	\$ 34.18		SYSTEMS OPERATOR III
T-07			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 20.67	\$ 27.66	\$ 30.98		CADD DESIGNER III
\$ 23.85	\$ 26.50	\$ 29.15		CADD OPERATOR III
\$ 20.00	\$ 22.03	\$ 24.05		CONSTRUCTION COORDINATOR II
\$ 20.00	\$ 27.87	\$ 31.21		INSPECTOR II
\$ 17.60	\$ 21.77	\$ 24.38		SYSTEMS OPERATOR II
\$ 21.34	\$ 26.27	\$ 29.42		TECHNICIAN II
T-06			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 20.00	\$ 25.38	\$ 28.43		CADD OPERATOR II
\$ 21.39	\$ 22.36	\$ 22.36		CONSTRUCTION COORDINATOR I
\$ 20.32	\$ 21.91	\$ 23.50		DRAFTER III
\$ 24.00	\$ 24.03	\$ 24.05		ENGR IN TRAINING
\$ 22.00	\$ 24.27	\$ 27.18		INSPECTOR I
\$ 17.10	\$ 19.00	\$ 20.90		PLANNER IN TRAINING
\$ 18.00	\$ 21.35	\$ 23.91		SYSTEMS OPERATOR I
\$ 16.00	\$ 19.05	\$ 21.34		TECHNICIAN I
T-05			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 16.08	\$ 19.36	\$ 22.26		ASST SYSTEMS OPERATOR
\$ 17.56	\$ 21.63	\$ 24.08		ENGINEERING AIDE III
\$ 17.15	\$ 24.07	\$ 26.96		SURVEYOR II
T-04			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 16.80	\$ 16.80	\$ 18.82		DRAFTER I
\$ 17.00	\$ 20.50	\$ 22.96		INSPECTOR AIDE II
\$ 19.85	\$ 19.85	\$ 22.23		OPERATIONS/MAINTENANCE TECH III
T-03			EXEMPT	NON-EXEMPT

Min	Mid	Max		
\$ 13.00	\$ 13.00	\$ 14.56		DRAFTER TRAINEE
\$ 12.00	\$ 16.26	\$ 18.21		ENGINEERING AIDE I
\$ 14.97	\$ 15.99	\$ 18.00		INSPECTOR AIDE I
\$ 14.00	\$ 16.14	\$ 18.46		OPERATIONS/MAINTENANCE TECH II
A-09			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 31.50	\$ 40.10	\$ 44.91		EXEC ASST II
\$ 26.87	\$ 26.87	\$ 30.09		HUMAN RESOURCES COORDINATOR II
A-08			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 21.64	\$ 31.81	\$ 35.63		ADMIN SUPV III
\$ 22.63	\$ 33.08	\$ 37.05		EXEC ASST I
\$ 28.50	\$ 30.35	\$ 32.19		EXEC SECRETARY
\$ 28.30	\$ 30.22	\$ 32.13		PROJECT ADMIN II
A-07			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 20.68	\$ 25.36	\$ 27.47		ADMIN SUPV II
\$ 17.00	\$ 19.43	\$ 21.76		BILLER II
\$ 17.83	\$ 19.81	\$ 21.79		HUMAN RESOURCES ASST IV
\$ 23.08	\$ 28.25	\$ 31.64		PROJECT ADMIN I
\$ 19.04	\$ 26.33	\$ 29.49		SR ACCOUNTING CLERK
\$ 19.25	\$ 26.99	\$ 30.23		SR ADMIN ASST
\$ 23.76	\$ 28.24	\$ 31.63		SR OFFICE ASST
\$ 18.00	\$ 28.97	\$ 32.45		SR SECRETARY
A-06			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 16.83	\$ 19.52	\$ 21.86		ACCOUNTING CLERK II
\$ 17.50	\$ 22.33	\$ 25.01		ADMIN ASST II
\$ 15.00	\$ 15.90	\$ 17.00		BILLER I
\$ 18.03	\$ 20.20	\$ 21.64		HUMAN RESOURCES ASST III
\$ 19.87	\$ 24.46	\$ 27.30		OFFICE ASST II
A-05			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 12.00	\$ 20.22	\$ 22.65		ADMIN ASST I
\$ 17.80	\$ 19.70	\$ 22.06		OFFICE ASST I
A-04			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 13.79	\$ 17.43	\$ 19.11		SR CLERK
A-03			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 12.00	\$ 12.08	\$ 12.24		RECEPTIONIST I
\$ 12.00	\$ 14.42	\$ 16.15		CLERK III
A-02			EXEMPT	NON-EXEMPT
Min	Mid	Max		
\$ 11.00	\$ 12.94	\$ 14.49		CLERK II

2016 Job Classifications and Salary Structure for RS&H

Labor/Staff Classification	Min	Mid	Max
Admin/Clerical I	\$ 20.00	\$ 24.00	\$ 27.00
Admin/Clerical II	\$ 25.00	\$ 29.00	\$ 33.00
Architect II	\$ 27.00	\$ 32.00	\$ 36.00
Architect III	\$ 34.00	\$ 40.00	\$ 46.00
Architect IV	\$ 42.00	\$ 49.00	\$ 56.00
CADD Operator I	\$ 20.00	\$ 23.00	\$ 26.00
CADD Operator II	\$ 26.00	\$ 31.00	\$ 35.00
Construction Engineer	\$ 60.00	\$ 69.00	\$ 79.00
Contract Manager II	\$ 31.00	\$ 36.00	\$ 41.00
Contract Manager III	\$ 37.00	\$ 43.00	\$ 49.00
Controls Specialist I	\$ 21.00	\$ 25.00	\$ 28.00
Controls Specialist II	\$ 32.00	\$ 37.00	\$ 42.00
Cost Estimator	\$ 59.00	\$ 68.00	\$ 78.00
Deputy Project Manager	\$ 57.00	\$ 66.00	\$ 75.00
Engineer I	\$ 24.00	\$ 28.00	\$ 32.00
Engineer II	\$ 30.00	\$ 35.00	\$ 40.00
Engineer III	\$ 39.00	\$ 45.00	\$ 51.00
Engineer IV	\$ 48.00	\$ 56.00	\$ 64.00
Engineer V	\$ 63.00	\$ 73.00	\$ 83.00
Environmental III	\$ 42.00	\$ 49.00	\$ 56.00
Environmental IV	\$ 56.00	\$ 65.00	\$ 74.00
Environmental V	\$ 74.00	\$ 86.00	\$ 98.00
Feasibility Specialist	\$ 94.00	\$ 109.00	\$ 125.00
GIS Analyst	\$ 30.00	\$ 35.00	\$ 40.00
Graphic Designer I	\$ 17.00	\$ 20.00	\$ 23.00
Graphic Designer II	\$ 22.00	\$ 26.00	\$ 29.00
Landscape Architect V	\$ 62.00	\$ 72.00	\$ 82.00
Lead Procurement Project Manager	\$ 89.00	\$ 103.00	\$ 118.00
Network Engineer III	\$ 40.00	\$ 47.00	\$ 54.00
Planner I	\$ 18.00	\$ 21.00	\$ 24.00
Planner II	\$ 24.00	\$ 28.00	\$ 32.00
Planner III	\$ 32.00	\$ 37.00	\$ 42.00
Principal	\$ 96.00	\$ 111.00	\$ 127.00
Procurement Specialist I	\$ 59.00	\$ 68.00	\$ 78.00
Procurement Specialist II	\$ 76.00	\$ 88.00	\$ 101.00
Project Coordinator III	\$ 30.00	\$ 35.00	\$ 40.00
Project Coordinator IV	\$ 39.00	\$ 45.00	\$ 51.00
Project Manager	\$ 59.00	\$ 68.00	\$ 78.00
Public Involvement Specialist	\$ 65.00	\$ 75.00	\$ 86.00
Quality Manager	\$ 73.00	\$ 84.00	\$ 96.00
Scheduler III	\$ 49.00	\$ 57.00	\$ 65.00
Senior Advisor	\$ 99.00	\$ 114.00	\$ 131.00

Senior CADD Operator	\$ 31.00	\$ 36.00	\$ 41.00
Senior Controls Manager	\$ 47.00	\$ 55.00	\$ 63.00
Senior Cost Estimator	\$ 67.00	\$ 78.00	\$ 89.00
Senior Environmental / Planner	\$ 95.00	\$ 110.00	\$ 126.00
Senior GIS Analyst	\$ 36.00	\$ 42.00	\$ 48.00
Senior Graphic Designer	\$ 42.00	\$ 49.00	\$ 56.00
Senior Operations & Maintenance Engineer	\$ 73.00	\$ 84.00	\$ 96.00
Senior Project Manager	\$ 76.00	\$ 88.00	\$ 101.00
Senior Quality Manager	\$ 98.00	\$ 113.00	\$ 129.00
Senior Scheduler	\$ 64.00	\$ 74.00	\$ 85.00
SharePoint Administrator I	\$ 49.00	\$ 57.00	\$ 65.00
SharePoint Administrator II	\$ 59.00	\$ 68.00	\$ 78.00
Tolls Specialist I	\$ 63.00	\$ 73.00	\$ 83.00
Tolls Specialist II	\$ 81.00	\$ 94.00	\$ 108.00
Traffic Modeler II	\$ 63.00	\$ 73.00	\$ 83.00
Traffic Modeler III	\$ 73.00	\$ 85.00	\$ 97.00

[End of Appendix]