

THIRD AMENDATORY DESIGN SERVICES AGREEMENT

THIS THIRD AMENDATORY AGREEMENT, made between the **CITY AND COUNTY OF DENVER**, a municipal corporation of the State of Colorado ("City"), and **WILSON & COMPANY, INC., ENGINEERS & ARCHITECTS** (the "Design Consultant"), a Kansas corporation, whose address is 4900 Lang Avenue NE, Albuquerque, New Mexico 87109.

RECITALS:

A. The City and Design Consultant entered into an Agreement dated September 28, 2011, an Amendatory Agreement dated December 10, 2012 and a Second Amendatory Agreement dated January 27, 2014, to obtain professional architecture and engineering design services in support of the 31st and 36th Street Outfall Project (the "Project"); and

B. The Design Consultant and the City wish to add services to Phase 2 of the Project a copy of which is attached hereto as **Exhibit E-1, E-2 and E-3**;

NOW, THEREFORE, in consideration of the premises and the mutual covenants and obligations herein set forth, the parties hereto mutually agree as follows:

1. All references to "...Exhibit D-1 ..." in the Agreement shall be amended to read: "...Exhibits D-1, D-2, E-1, E-2 and E-3, as applicable...". The scope of services and fee schedule marked as Exhibits E-1, E-2 and E-3 attached to this Third Amendatory Agreement is incorporated herein by reference.

2. Paragraph 3.02 entitled "**Fee for Phase 2 Services.**" of the Agreement, is hereby deleted in its entirety and replaced with the following:

3.02 Fee for Phase 2 services. The City agrees to pay the Design Consultant, as full compensation for all Phase 2 basic services, a fee not to exceed **One Million Eight Hundred Nineteen Thousand Five Hundred Ninety Two and 45/100 Dollars (\$1,819,592.45)**, in accordance with the billing rates and project budget stated in Exhibit D-1, D-2, E-1, E-2 and E-3 as applicable. Except for those reimbursable expenses related to or necessary for the Design Consultant's services, all other expenses shall be included in the Design Consultant's fee and will not be reimbursed hereunder. The maximum amount to be paid for all reimbursable expenses for Phase 2 is **Twenty Six Thousand Five Hundred Eighty One and No/100 Dollars (\$26,581.00)** unless an additional amount is approved by the Manager or

his designee in writing, subject to the Maximum Contract Amount stated herein. Unless this Agreement is amended in writing according to its terms to increase the Maximum Contract Amount, any increase in the maximum amount of reimbursable expenses will reduce the Design Consultant's maximum fee amount accordingly."

3. Paragraph 3.03 entitled "**Additional Services**" of the Agreement, is hereby deleted in its entirety and replaced with the following:

3.03. Additional Services. If pre-approved additional services are performed by the Design Consultant, the City agrees to pay the Design Consultant for such additional services in accordance with Section 2.08. The maximum amount to be paid by the City for all additional services under this contract is **One Hundred Thousand Two Hundred and No/100 Dollars (\$100,200.00)**.

4. Paragraph 3.05(a) entitled "**Maximum Contract Amount**" of the Agreement, is hereby deleted in its entirety and replaced with the following:

3.05 Maximum Contract Amount.

(a) Notwithstanding any other provision of the Agreement, the City's maximum payment obligation will not exceed **TWO MILLION TWO HUNDRED NINETY SIX THOUSAND THREE HUNDRED SIXTY THREE AND 45/100 DOLLARS (\$2,296,363.45)** (the "Maximum Contract Amount"). The City is not obligated to execute an Agreement or any amendments for any further services, including any services performed by Design Consultant beyond that specifically described in Exhibits A, D-1, D-2, E-1, E-2 and E-3, as applicable. Any services performed beyond those set forth therein are performed at Design Consultant's risk and without authorization under the Agreement."

5. As herein amended, the Agreement is affirmed and ratified in each and every particular.

[SIGNATURE PAGE TO FOLLOW]

LIST OF EXHIBITS:

Exhibit E-1: Request for Additional Services, Construction Services and Property Acquisition Services and Additional Personnel Classification Scope of Services

Exhibit E-2: Fee Estimate for Services

Exhibit E-3: Schedule of Personnel Billing Rates

Contract Control Number:

IN WITNESS WHEREOF, the parties have set their hands and affixed their seals at Denver, Colorado as of

SEAL

CITY AND COUNTY OF DENVER

ATTEST:

By _____

APPROVED AS TO FORM:

REGISTERED AND COUNTERSIGNED:

By _____

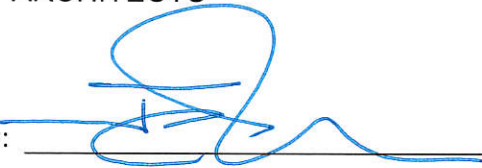
By _____

By _____



Contract Control Number: PWADM-201101768-03


Contractor Name: WILSON & COMPANY, INC., ENGINEERS & ARCHITECTS

By:  _____

Name: James A. Brady
(please print)

Title: C.O.O.
(please print)

ATTEST: [if required]

By:  _____

Name: James E. Ross
(please print)

Title: CFO
(please print)





**WILSON
& COMPANY**

5755 Mark Dabbling Blvd., Ste. 220
Colorado Springs, CO 80919
719-520-5800 phone
719-520-0108 fax

Alaska
Arizona
California
Colorado
Florida
Kansas
Louisiana
Missouri
Nebraska
New Mexico
Oklahoma
Texas
Utah

November 13, 2014

Steve Choi, PE
Denver Wastewater Management Division
2000 West 3rd Avenue
Denver, CO 80223

**RE: Request for Additional Design Services, Construction Services, and Property Acquisition Services and Additional Personnel Classifications
33rd Street Outfall Project (31st and 36th Street Outfall Project)**

Dear Steve:

The City of Denver has requested that Wilson & Company revise the Final Design documents for the 33rd Street Outfall and provide additional tasks associated with design and construction of the outfall. The anticipated work effort and estimated cost associated with these tasks is defined in the attached Exhibits E.1 and E.2. The requested services were not included in the scope for Phase 2 basic services as defined in the Amendatory Design Services Agreement dated December 10, 2012 or the Second Amendatory Design Services Agreement dated January 27, 2014.

The additional tasks include utility investigation; detailed topographic survey and right-of-way mapping; geotechnical boring and testing; installation of groundwater monitor wells; final design, plans, specifications, and report preparation; meetings and coordination; and limited construction phase services. Also included with these Additional Services is a request to provide additional personnel classifications on the project rate schedule. The current project classifications and billing rates included on the contract "Schedule of Personnel Billing Rates" will remain unchanged. However, new classifications will be added to those already on the existing rate schedule.

The estimated additional effort includes fees for Wilson & Company and their sub-consultants to perform additional Phase 2 design and construction phase services including direct expenses associated with the additional services included in the cost estimate. The estimated cost for these services is \$883,587.

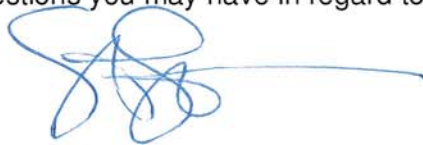
These additional services are anticipated to be authorized by an Amendment to the Design Services Agreement since cost for the services associated with this request will cause the total amount payable to Wilson & Company to exceed the maximum contract amount under the current Design Services Agreement dated December 10, 2012 and subsequent amendment dated January 27, 2014.

Please call or e-mail me with any questions you may have in regard to this request.

Sincerely,



Vancel Fossinger, PE
Project Manager
Wilson & Company



Steve Salazar, PE
Service Unit Manager
Wilson & Company



SHARED OWNERSHIP • COLLABORATION
INTENSITY • DISCIPLINE • SOLUTIONS

Phase 2 – Request for Additional Design Services, Construction Services, and Property Acquisition Services and Additional Personnel Classifications Scope of Services

Task 2.34–NEPA Revision

Additional coordination and exhibit production has been incorporated into the project to assist the City in preparation of the supporting information for a NEPA document revision. Wilson & Company has been involved in coordination associated with the NEPA revision and has prepared exhibits addressing property acquisition and multi-use trail detour at the South Platte.

Task 2.35–Groundwater Monitoring Wells and Remediation Permitting

Two groundwater monitor wells are to be installed as close as practical to the east side of the UPRR/RTD corridor for the purpose of quality testing and determination of potential dewatering rates required for the installation of the proposed railroad tunnel. It is anticipated that the monitor wells will be installed adjacent to the east side of the Coors Field parking lot within the 33rd Street ROW. Results of the additional groundwater analysis will be used in the preparation of a remediation permitting application on the City's behalf. This task includes monitor well installation and permitting with Colorado Division of Water Resources, groundwater sampling and testing, hydrogeologic evaluation, development of Remediation Activities Management Plan and update to project Materials Management Plan (MMP), and preparation of CDPHE-WQCD General Permit for Remediation Activities Discharging to Surface Water application.

This task includes coordination for utility clearances, obtaining City permits, and soil disposal. It is assumed that the City will be responsible for signing, submitting, and paying any fees associated with the application or dewatering permit once issued. The monitor wells shall be maintained on a temporary basis and then abandoned upon completion of the necessary groundwater sampling for this project as part of this scope of work.

Task 2.36–Geotechnical Boring and Shoring Recommendations

Five additional geotechnical borings will be provided to depths ranging from 30-40' using a 4" solid stem auger. The borings will be located on private property directly east and west of Brighton Blvd. with two borings anticipated on the Drive Train parcel west of Brighton Blvd. and three borings anticipated on the Source Hotel parcel east of Brighton Blvd. The purpose of these borings will be to provide geotechnical design information for the installation of the outfall adjacent to existing building and retaining wall structures. Results from the geotechnical borings will be used to determine depth and relative hardness of the existing bedrock shelf in this area. Soil testing results from the borings will be utilized to perform a stability analysis for the existing soils and preliminary shoring recommendations for construction in this area.

Coordination with property owners for access is included in the scope for this work along with utility locates, drilling, removal of cuttings and proper filling and compaction of bore holes, soil testing, report preparation, and preliminary design recommendations. The boring, sampling, and testing methods for these additional borings will be consistent with the geotechnical testing procedures included in the original Scope of Services for Preliminary and Final Design for this project.

Task 2.37–Storm Sewer Realignment around Greenbox Storage

The Concept Design Report for the 33rd Street Outfall proposed a storm sewer alignment east of Brighton Blvd. across the parcel that is currently Greenbox Storage. Development of this parcel resulted in several iterations of design to accommodate the outfall and provide an alignment around the Greenbox Storage facility. The design revisions associated with this task have included several revisions of the horizontal layout of the proposed storm

sewer in addition to structural design of a retaining wall to accommodate the removal and extension of existing Greenbox Storage retaining walls. Coordination that has occurred with the City and private property owners has also been included with this task.

Task 2.38– Revise Design Package to Remove 350 ft of Existing Storm Sewer along Blake Street

Private development planned adjacent to Blake Street has driven the need for a segment of the Blake Street lateral to be installed prior to the development of the parcel southeast of the intersection of 33rd Street/Blake Street. Work has been completed to ensure that the design of the storm sewer lateral is coordinated with adjacent development. A 350 ft segment of the Blake Street lateral has been installed south of 33rd Street to ensure that future completion of the lateral does not result in replacement of new surface improvements. The construction of this segment of storm sewer has involved additional coordination with the City and this segment will be removed from the proposed design on the construction plans for the Blake Street lateral. This task includes coordination and design effort that has previously occurred for the construction of 350 ft of storm sewer and future revisions to the design plans for the 33rd Street Outfall.

Task 2.39–Revise Package for Design and Construction of Outfall by Urban Drainage

The City plans to have the portion of the outfall structure at and downstream of Arkins Court managed and constructed by Urban Drainage. Urban Drainage will complete any remaining design elements for this portion of the outfall and utilize an on-call contractor for the construction of the outfall to the South Platte River. Additional coordination will be necessary to ensure that the design is properly transitioned to Urban Drainage and that this segment of the design is removed from the overall design plans for the outfall.

Task 2.40a, 2.40b, 2.40c and 2.40d–Split Project and Complete Four Separate Bid Packages

The City has recently determined that the project deliverables should to be revised such that the design of the 33rd Street Outfall can be presented as four separate projects having independent bid packages (plans, specifications, and cost estimate) along with independent Civil 3D CAD files. The four individual packages are to be identified as follows: Segment-Arkins Court to Brighton Boulevard, Segment-Brighton Boulevard to Mountain Cement, Segment-Mountain Cement to Lawrence Street, and Segment-Lawrence Street to Lafayette Street. It is anticipated that a single set of design reports, geotechnical reports, and the Material Management Plan will be prepared and approved for the entire project corridor. If subsequent revisions to the design reports are found to be necessary they will be addressed with report addendums. Complete construction plans and bid packages associated with the four phases of the outfall project will be prepared in accordance with the design requirements previously established for the project under the original project Scope of Services for Preliminary and Final Design.

Task 2.41–Additional Meetings and Coordination

Wilson & Company will provide additional time for meetings and coordination associated with changes in the project direction and extension of project schedule within the limitations of the task budget. These tasks include meetings and coordination with the City, private and public stakeholders, utility companies and other agencies associated with the design approval for the project. It is anticipated that a significant effort remains for coordination of this project due to the multiple bid packages to be prepared and the continuing development that is occurring along the project corridor.

Task 2.42–Additional Legal Descriptions and Revisions for Easements

This task includes the twelve additional legal descriptions and revisions to existing legal description format that were associated with the property acquisition process as directed by the City. These additional legal descriptions were a result of design revisions driven by adjacent private development.

Task 2.43–Additional Design Associated with South Platte Outfall and Pedestrian Bridge

The design of the South Platte outfall and pedestrian bridge has included several elements that were not identified in the original project scope. Extensive structural design has been included to provide larger bridge abutment design and a taller retaining wall necessary to accommodate a revised 16-foot wide bridge section as required by the City Parks and Recreation Department during the plan review process. The design of the outfall has also included the addition of a landscape architect to the design team to address aesthetic aspects of the outfall identified by the Parks and Recreation Department. The result of this involvement has been an improved project layout and favorable review of the project design from the Parks Department.

Task 2.44–Revise All Documents to Reflect Project Name Change

The addition of federal funding to the project required that the project elements be addressed in a NEPA document revision and that the current project name match the project name listed in the NEPA documents. The name revisions for the project have been at the direction of the City and the name of the project will be changed from “River North Outfall” to “33rd Street Outfall” on all documents associated with the project design.

Task 2.45–Design Trash Collection System for Outfall near Arkins Court

The City has indicated that it intends to add a trash collection system to the design of the storm sewer outfall. This trash collection system is anticipated to be located near Arkins Court. The use of an offline hydrodynamic separation water quality vault is anticipated to best fit the City’s needs at this location due to the limited footprint available. The configuration and sizing of this type of water treatment unit will be based on a base flow rate provided by the City and desired treatment parameters to be determined by the City. This task does not include additional hydraulic modeling or revisions to the existing hydraulic modeling for the outfall. The elevation of the water quality invert is anticipated to be below that of the outfall of the box culvert. Therefore, a separate drain pipe will be required to allow the water quality unit to function by providing an invert elevation necessary for water quality treatment. The existing Metro sanitary sewer lines in Arkins Court are anticipated to further restrict the vertical design of the discharge pipe. The design and configuration of a water quality treatment system at the outfall will need to take into account these and other constraints to determine if a feasible water quality solution can be provided for the outfall. It is assumed that a water quality outlet will be provided within the proposed 33rd Street outfall. The design of a separate outfall structure, additional potholing, and field survey have been excluded from this scope of services.

This task includes structural design for a junction structure on the 20’x4’ section of box culvert and revisions to the outfall design plans to include this structure and appropriate details associated with the water quality structure. It is anticipated that a water quality treatment unit at this location would be an offline system to be provided by a manufacturer of water quality treatment facilities. The cost estimate and specifications will also be revised to include the additional items and water quality treatment parameters associated with the water quality structure.

Task 2.46–Additional Erosion Control Permitting

Due to the federal funding associated with the project, all erosion control permitting for the project is required to be obtained prior to bid for the project. The original scope of this project assumed that the contractor would be responsible for detailed erosion control plans, Stormwater Management Plans, and erosion control permitting. This task includes the effort required to obtain a State of Colorado Stormwater Discharge Permit from the Colorado Department of Health and Environment (CDPHE) and a Construction Activities Stormwater Discharge Permit from the City of Denver. These permits will be obtained for the City of Denver and then transferred to the Contractor. The fee for this task item includes preparation of erosion control documents and Stormwater Management Plans to obtain permits for all four project segments. A CDPH permit fee of \$245/yr for each of the four project segments is included in this scope of work. We have assumed that any City of Denver fees for Construction Activity Discharge Permitting will be waived or paid internally by the City.

Task 2.47–Additional Services as Needed

This task is designated for additional service items that are unknown at this time but may be necessary for the completion of the project. Design or construction fees included with this task will only be used with authorization from the City Project Manager.

Task 2.48a, 2.48b, 2.48c, & 2.48d–Additional Construction Phase Services

Wilson & Company will provide services on an as-needed basis within the limit of the task budget during the construction phase for each project segment. It is anticipated that construction phase services will include prebid services; preconstruction services; assisting the City with responding to requests for information (RFIs) from the project contractor; occasional site visits and limited construction observation of critical work tasks; and project closeout services. It is anticipated that the City will be responsible for full time construction observation and materials testing required for the construction of the project. It is also assumed that the City will be responsible for compiling as-built redlines and production of the final as-built drawings for the constructed project. Sub-consultant fees are included in this task to be used as necessary for limited geotechnical testing and evaluation, utility coordination and structural design and analysis associated with construction observation, field coordination, and design field changes. The City may choose to increase Wilson & Company’s involvement in construction phase services provided that sufficient budget remains in the contract due to any un-utilized task items included in this Scope of Services. The estimated construction duration for each of the project segments is listed below.

Segment-Arkins Court to Brighton Boulevard	(6 months) (Prime consultant fee covered with previous contract Amendments #1 & #2)
Segment-Brighton Boulevard to Mountain Cement	(6 months)
Segment-Mountain Cement to Lawrence Street	(12 months)
Segment-Lawrence Street to Lafayette Street	(18 months)

The fees for limited construction phase services have been estimated using the duration listed above and the baseline effort of 8 hours/week to provide limited site visits and meetings. In addition to the estimated observation/meetings fee, additional fees for prebid services and meetings; preconstruction services and meetings; assisting the City with responding to requests for information (RFIs); limited design field changes; and final walk through and closeout have been included. The estimated fees for these tasks are based on a percentage of the observation/meetings fee for each segment of the project. This approach provides a fee structure that is weighted based on the size of each project segment.

Wilson & Company Construction Services Fee Estimate Structure

-Limited Construction Observation/Meetings	(Estimated 8 hrs/wk)
-Prebid Services and Meetings	(Additional 10%)
-Preconstruction Services and Meetings	(Additional 10%)
-Requests for Information	(Additional 30%)
-Field Changes	(Additional 30%)
-Final Walk Through and Closeout	(Additional 20%)

**Exhibit E.2
33rd Street Outfall Project (31st and 36th Street Outfall Project)
Fee Estimate for Services**

10/13/2014

Phase and Task Description	Estimated Work hours										Sub-Contractor Fees (Inc. 4% Prime Consultant Markup)					Task Cost
	Principal \$195.70/hr	Sr. Project Manager \$175.00/hr	Structural Engineer \$144/hr	Sr. Engineer \$128.75/hr	Project Engineer \$120/hr	Engineer \$115.30/hr	E.I.T. \$94/hr	CAD Operator \$77.25/hr	Admin. Assistant \$60/hr	WILSON & COMPANY SUBTOTAL	Geo-Tech GEOFEM, Inc.	Surveying Land Partnership	Utility Coord. & Design Geotech	Environmental Testing & Permitting Decon	Structural Design KDG Engineering	
Phase 2g - Additional Services																
2.14 - Construction, mobilize, and decom projects with for NDR1 location	1			35												
2.15 - Two Geotechnical Monitor Wells near RR Tunnel and Rehabilitation Driveway			4	32	6	6	6									
2.16 - Geotechnical Monitor (3 test holes) with Shoring Analysis and Recommendations			4	32		12	6									
2.17 - Design and Construction for Reclamation of Storm Storm around Gasoline Storage	4	1	6	46		20	30									
2.18 - Review 1st Street Outfall Design Package to Enrich Existing Bridge Street Segment of Storm Street (330 ft)	1			10		4	4									
2.19 - Review 1st Street Outfall Design Package for Construction of the South Storm Outfall by Lateral Draining	2			22		6										
2.20a - Storm Drainage Package and Civil/CAAD Files into Independent Bid Package with Additional Review-Action Cost to Breakdown Backward	2	4	2	20	20	20	20	10	5	\$13,829	\$1,000	\$4,200	\$4,160	\$1,200	\$2,000	\$28,279
2.20b - Storm Drainage Package and Civil/CAAD Files into Independent Bid Package with Additional Review-Action Backward to Mountain Center	2	4	2	20	20	20	20	10	5	\$13,829	\$500	\$3,120	\$4,160	\$300	\$300	\$22,409
2.20c - Storm Drainage Package and Civil/CAAD Files into Independent Bid Package with Additional Review-Mountain Center to Lawrence Street	1	2	1	10	10	10	10	5	2	\$6,914	\$250	\$1,560	\$2,080	\$150	\$150	\$14,844
2.20d - Storm Drainage Package and Civil/CAAD Files into Independent Bid Package with Additional Review-Lawrence Street to Lafayette Street	1	4	1	10	10	10	10	5	2	\$6,914	\$250	\$1,560	\$2,080	\$150	\$150	\$14,844
2.21 - Additional Messages and Coordination During Design Phases	6	20	8	66												
2.22 - Additional Level Descriptions and Revisions for Easements (12)	2			16												
2.23 - Additional Design Coordination for Pedestrian Bridge and South Storm Outfall based on Public Revisions	1			8												
2.24 - Review All Drawings to Reflect Project Name Change	2			16												
2.25 - Design Trash Collection System for Outfall near Adams Court	1			8												
2.26 - Additional Erosion Control Permitting	10			80												
2.27 - Additional Services as Needed	40			360												
2.28a - Additional Construction Phase Services-Action Cost to Breakdown Backward (Phase Fee Already Covered by Amendment #1 and #2)										\$8	\$3,300		\$1,000	\$3,300		\$16,540
2.28b - Additional Construction Phase Services-Breakdown to Mountain Center	4	12		220						\$49,748	\$5,200	\$1,000	\$1,000	\$1,200		\$66,348
2.28c - Additional Construction Phase Services-Mountain Center to Lawrence Street	4	64		440						\$99,496	\$10,400	\$1,000	\$2,000	\$1,000		\$114,296
2.28d - Additional Construction Phase Services-Lawrence Street to Lafayette Street	12	48		468						\$148,243	\$15,600	\$20,800	\$3,120	\$20,800		\$209,563
Phase 2g - Additional Services Sub-Total	46	409	42	324	526	248	148	138	40	\$697,226	\$65,185	\$15,180	\$46,380	\$18,150	\$7,500	\$871,622
Phase 2g - Additional Services Labor and Sub-Contractor Fee																
Other Direct Costs																
Item										Unit	Quantity	Unit Rate				Item Cost
Storm Water Review and Inspection Fee										each	1	\$1,000.00				\$1,000
CFR11 Construction Stormwater Discharge Permit Fee										each	4	\$243.00				\$972
Use of Company or personal vehicle										hour	4000	\$0.15				\$600
Small Format 8.5 x 11" (ink and color cost)										each	1000	\$0.10				\$100
Large Format 11 x 17" (color)										each	1000	\$0.20				\$200
Small Format 8.5 x 11" copies (color)										each	2000	\$0.50				\$1,000
Large Format 11 x 17" copies (color)										each	1000	\$0.30				\$300
CFR 11 Copies										each	500	\$1.50				\$750
Phase 2g Other Direct Costs Total																\$22,500
Phase 2 Proposed Additional Services Total Fee																\$893,587



Exhibit E.3

**The City and County of Denver
33rd St. Outfall Project (31st and 36th Street Outfall Project)
Contract No. CE 201101768**

**Schedule of Personnel Billing Rates
For the Period of
October 13, 2014 to Final Completion of Project**

Personnel Classification	Contract Bill Rate Per Hour	Proposed Bill Rate Per Hour
Sr. Principal*	-	\$207.00
Principal	\$195.70	\$195.70
Sr Rail Engineer	\$185.40	\$185.40
Operations Manager*	-	\$183.00
Associate Principal*	-	\$183.00
Sr Project Manager*	-	\$175.00
Sr Structural Engineer	\$164.80	\$164.80
Project Manager	\$159.65	\$159.65
Sr Coordinator	\$159.65	\$159.65
Associate Project Manager*	-	\$150.00
Jr Project Manager*	-	\$145.00
Structural Engineer	\$144.00	\$144.00
Senior Engineer 3*	-	\$138.00
Senior Engineer 2*	-	\$133.00
Senior Engineer	\$128.75	\$128.75
Project Engineer 2*	-	\$125.00
Project Engineer	\$120.00	\$120.00
Engineer	\$115.36	\$115.36
Unlicensed Structural Designer	\$115.00	\$115.00
Junior Engineer 3*	-	\$110.00
Junior Engineer 2*	-	\$105.00
Junior Engineer 1*	-	\$100.00
Sr Tech	\$97.85	\$97.85
EIT	\$94.00	\$94.00
Tech	\$87.55	\$87.55
Junior Tech*	-	\$82.00
CAD Operator	\$77.25	\$77.25
Admin Assistant	\$60.00	\$60.00
* New Classification		