

**CONTINUING CONTRACT FOR MISCELLANEOUS ENGINEERING SERVICES  
FOR NASSAU AMELIA UTILITY**

THIS AGREEMENT made and entered into this 21st day of March 2012, by and between the **Board of County Commissioners of Nassau County**, a political subdivision of the State of Florida, hereinafter referred to as "County", and **GAI Consultants, Inc.** a Pennsylvania Corporation, whose principal office address is located at 618 E. South Street, Suite 700, Orlando, Florida 32801, hereinafter referred to as "Consultant":

WHEREAS, the County requires certain professional services in connection with Nassau Amelia Utility; and

WHEREAS, the Consultant desires to render certain miscellaneous engineering services as described in the Scope of Services, and has the qualifications, experience, staff and resources to perform those services; and

WHEREAS, the County, through a competitive selection process conducted in accordance with the requirements of law and County policy has determined that it would be in the best interest of the County to award a contract to Consultant for the rendering of those services described in the Scope of Services.

NOW THEREFORE, in consideration of the mutual covenants and agreements hereinafter contained, the parties hereto agree as follows:

**ARTICLE 1 - EMPLOYMENT OF CONSULTANT**

The County hereby agrees to engage Consultant, and Consultant hereby agrees to perform the services set forth in the Scope of Services.

## ARTICLE 2 - SCOPE OF SERVICES

Consultant shall provide miscellaneous engineering services in accordance with the Scope of Services set forth in Exhibit "A", attached hereto and incorporated by reference.

## ARTICLE 3 - THE COUNTY'S RESPONSIBILITY

Except as provided in the Scope of Service, the County's responsibilities are to furnish required information, services, render approvals and decisions as necessary for the orderly progress of Consultant's services. The County hereby designates Public Works to act on the County's behalf with respect to the Scope of Services. The Director of Public Works, under the supervision of the County Manager shall have complete authority to transmit instructions, receive information, interpret and define County's policies and decisions with respect to materials, elements and systems pertinent to Consultant's services.

## ARTICLE 4 - TERM OF AGREEMENT

The term of this Agreement shall be for a three (3) year period beginning on the date of its complete execution. The performance period of this Agreement may be extended upon mutual agreement between both parties. Any extension of performance period under this provision shall be in one (1) year increments. Total contract length and individual one (1) year extensions shall be in the County's best interest and sole discretion and shall not exceed five (5) years. Any Agreement or amendment to the Agreement shall be subject to fund availability and mutual written agreement between the County and Consultant.

## ARTICLE 5 - COMPENSATION

**5.1** The County shall pay Consultant in accordance with the provisions contained in the Fee Schedule, which is attached hereto as Exhibit "B", and incorporated herein as if set forth in full.

**5.2** Consultant shall prepare and submit to the Nassau Amelia Utility Department, for approval, a monthly invoice for the services rendered under this Agreement. Each invoice shall correspond to a work authorization approved by the County. Invoices for services shall be paid in accordance with the Florida Prompt Payment Act. All invoices shall be accompanied by a report identifying the nature and progress of the work performed. The statement shall show a summary of fees with an accrual of the total fees billed and credits for portions paid previously. The County reserves the right to withhold payment to Consultant for failure to perform the work in accordance with the provisions of this Agreement, and the County shall promptly notify Consultant if any invoice or report is found to be unacceptable and will specify the reasons therefor.

**5.3** All representation, indemnifications, warranties and guaranties made in, required by or given in accordance with this Agreement, as well as all continuing obligations indicated in this Agreement, will survive final payment and termination or completion of this Agreement.

**5.4** Final Invoice per Work Authorization: In order for both parties herein to close their books and records, the Consultant will clearly state "Final Invoice" on the Consultant's final/last billing to the County. This indicates that all services have been

performed and all charges and costs have been invoiced to the County and that there is no further work to be performed on the specific project.

**5.5** Each project shall have its own specific value on a “stand alone” basis.

**5.6** Labor Unit rates shall be established at the beginning of this Agreement and may be adjusted annually upon written agreement of the parties beginning with the next assigned project issued after the anniversary date of the Agreement. The labor unit rates set forth in Attachment “B”.

## **ARTICLE 6 - STANDARD OF CARE**

Consultant shall exercise the same degree of care, skill, and diligence in the performance of the Services as is ordinarily provided by a professional under similar circumstances and Consultant shall, at no additional cost to the County, re-perform services which fail to satisfy the foregoing standard of care.

## **ARTICLE 7 - DOCUMENTS**

The documents which comprise this Agreement between the County and the Consultant are attached hereto and made a part hereof and consist of the following:

**7.1** This Agreement;

**7.2** The Scope of Services attached hereto as Exhibit “A”;

**7.3** Fee Schedule attached hereto as Exhibit “B”;

**7.4** Any written amendments, modifications or Addenda to this Agreement.

**7.5** Proposal submitted by Consultant in response to the Request for Qualifications for Miscellaneous Engineering Services for Nassau Amelia Utility (NAU), Bid NC11-016;

**7.6** Any work authorizations, written amendments, modifications or Addenda to this Agreement.

## **ARTICLE 8 - EQUAL OPPORTUNITY EMPLOYMENT**

In connection with the work to be performed under this Agreement, Consultant agrees to comply with the applicable provisions of State and Federal Equal Employment Opportunity statutes and regulations.

## **ARTICLE 9 - TRUTH-IN-NEGOTIATION/PUBLIC ENTITY CRIMES AFFIDAVIT**

Consultant certifies that wage rates and other factual unit costs supporting the compensation are accurate, complete, and current at the time of contracting. The original contract price and any additions thereto shall be adjusted to exclude any significant sums by which the county determines the contract price was increased due to inaccurate, incomplete, or non-current wage rates and other factual unit costs. Consultant represents that it has furnished a Public Entity Crimes Affidavit pursuant to Section 287.133, Florida Statutes.

## **ARTICLE 10 - INDEMNIFICATION**

**10.1** Consultant shall indemnify and hold harmless the County and its officers and employees from liabilities, damages, losses, and costs, including but not limited to, reasonable attorneys' fees, to the extent caused by the negligence, recklessness, or intentionally wrongful conduct of the Consultant and other persons employed or utilized by the consultant, in the performance of the contract. The Consultant shall not indemnify or hold harmless the County for any negligence of the County, its employees, officers, directors, or agents.

## **ARTICLE 11 - INDEPENDENT CONTRACTOR**

Consultant undertakes performance of the services as an independent contractor under this Agreement, and shall be wholly responsible for the methods of performance. The County shall have no right to supervise the methods used, but the County shall

have the right to observe such performance. Consultant shall work closely with the County in performing services under this Agreement.

## **ARTICLE 12 – EXTENT OF AGREEMENT**

**12.1** This Agreement represents the entire and integrated agreement between the County and Consultant and supersedes all prior negotiations, representations, or agreement, either written or oral.

**12.2** This Agreement may only be amended, supplemented, modified, changed or canceled by a duly executed written instrument.

## **ARTICLE 13 - COMPLIANCE WITH LAWS**

In performance of the services, Consultant will comply with applicable regulatory requirements including federal, state, and local laws, rules regulations, orders, codes, criteria and standards.

## **ARTICLE 14 - INSURANCE**

**14.1** The Consultant shall purchase and maintain such commercial (occurrence form) or comprehensive general liability, workers compensation, professional liability, and other insurance as is appropriate for the services being performed hereunder by Consultant, its employees or agents. The amounts and types of insurance shall conform to the following minimum requirements.

- 14.1.1** Worker's Compensation: Coverage must apply for all employees and statutory limits in compliance with the applicable state and federal laws. In addition, the policy must include the following:
- a. Employer's Liability with a minimum limit per accident in accordance with statutory requirements.

- b. Notice of Cancellation and/or Restriction. The policy must be endorsed to provide County with ten (10) days' written notice of cancellation and/or restriction.

**14.1.2 Comprehensive General Liability:** Coverage must include:

- a. \$1,000,000.00 combined limit per occurrence for bodily injury, personal injury and property damage; \$2,000,000 general aggregate.
- b. Contractual coverage applicable to this specific contract, including any hold harmless and/or indemnification agreement.
- c. Additional Insured. County is to be specifically included as an additional insured.
- d. Notice of Cancellation and/or Restriction. The policy must be endorsed to provide County with ten (10) days' written notice of cancellation and/or restriction.

**14.1.3 Comprehensive Automobile Liability:** Coverage must be afforded on a form no more restricted than the latest edition of the Comprehensive Automobile Liability Policy filed by the Insurance Services Office and must include:

- a. \$1,000,000 combined single limit per accident for bodily injury and property damage.
- b. Owned Vehicles
- c. Hired and Non-Owned Vehicles
- d. Employee Non-Ownership

- e. Additional Insured. County is to be specifically included as an additional insured.
- f. Notice of Cancellation and/or Restriction. The policy must be endorsed to provide County with ten (10) days' written notice of cancellation and/or restriction.

**14.1.4 Umbrella policy:** Coverage must be afforded on a form no more restricted than the latest Umbrella Policy filed by Insurance Services Offices and must include:

- a. \$5,000,000 per occurrence
- b. General Liability underlying coverage: \$1,000,000 for bodily injury, personal injury and property damage. General Aggregate of \$2,000,000.
- c. Auto liability: Underlying Combined single limit of \$1,000,000.
- d. Employers' Liability: Underlying limit \$500,000/\$500,000/\$500,000.

**14.1.5 Professional Liability (Errors and Omissions):** Coverage must be afforded on a form no more restricted than the latest Professional Liability Policy filed by Insurance Services Offices and must include:

- a. \$1,000,000 Limit of Liability, Claims Made or Occurrence forms are acceptable

**14.1.6 Additional Insured.** County is to be specifically included as an additional insured on all policies with the exception of Professional Liability.



**14.1.7** Notice of Cancellation and/or Restriction. The policy must be endorsed to provide County with ten (10) day's written notice of cancellation and/or restriction.

**14.2** Certificates of Insurance evidencing the insurance coverage specified in this Section shall be filed with the County. The Certificates of Insurance shall be filed with County before this Agreement is deemed approved by the County. The required Certificates of Insurance not only shall name types of policies provided, but also shall refer specifically to this Agreement. All the policies of insurance so required of Consultant except workers compensation and professional liability insurance shall be endorsed to include as additional insured the County, its officers, employees, and agents to the extent of the County's interest arising from any contract agreement between County and Consultant. If the initial insurance expires prior to completion of the work, renewal Certificates of Insurance shall be furnished thirty (30) days prior to the date of their expiration.

**14.3** Insurance coverage shall be placed with insurers or self-insurance funds, satisfactory to the County, licensed to do business in the State of Florida and with a resident agent designated for the service of process. All insurers shall have an "A" policyholder's rating and a financial rating of at least Class IX in accordance with the most current Best's rating. Consultant shall provide the County with financial information concerning any self insurance fund insuring Consultant. At the County's option, a Best's rating or Self-Insurance Fund financial information may be waived.

## **ARTICLE 15 – ACCESS TO PREMISES**

The County shall be responsible for providing access to all project sites, and for providing project-specific information.

## **ARTICLE 16 - TERMINATION OF AGREEMENT**

**16.1 Termination for Convenience:** This Agreement may be terminated by the County for convenience, upon thirty (30) days of written notice to Consultant. In such event, the Consultant shall be paid its compensation for services performed prior to the termination date. In the event that the Consultant abandons this Agreement or causes it to be terminated, Consultant is liable to the County for any and all loss pertaining to this termination.

**16.2 Default by Consultant:** In addition to all other remedies available to the County, the County may terminate this Agreement for cause should the Consultant neglect, fail to perform, or observe any of the terms, provisions, conditions, or requirements herein contained. Prior to termination the County shall provide written notice of the specific conditions warranting default, and the County shall allow thirty (30) days for Consultant to cure.

## **ARTICLE 17 - NONDISCLOSURE OF PROPRIETARY INFORMATION**

Consultant shall consider all information provided by County and all reports, studies, calculations, and other documentation resulting from the Consultant's performance of the Services to be proprietary unless such information is available from public sources. Consultant shall not publish or disclose proprietary information for any purpose other than the performance of the services without the prior written authorization of County or in response to legal process.

## **ARTICLE 18 - UNCONTROLLABLE FORCES**

**18.1** Neither the County nor Consultant shall be considered to be in default of this Agreement if delays in or failure of performance shall be due to

Uncontrollable Forces, the effect of which, by the exercise of reasonable diligence, the non-performing party could not avoid. The term "Uncontrollable Forces" shall mean any event which results in the prevention or delay of performance by a party of its obligations under this Agreement and which is beyond the reasonable control of the nonperforming party. It includes, but is not limited to fire, flood, earthquakes, storms, lightning, epidemic, war, riot, civil disturbance, sabotage, and governmental actions.

**18.2** Neither party shall, however, be excused from performance if nonperformance is due to forces, which are preventable, removable, or remediable, and which the nonperforming party could have, with the exercise of reasonable diligence, prevented, removed, or remedied with reasonable dispatch. The nonperforming party shall, within a reasonable time of being prevented or delayed from performance by an uncontrollable force, give written notice to the other party describing the circumstances and uncontrollable forces preventing continued performance of the obligations of this Agreement.

## **ARTICLE 19 - GOVERNING LAW AND VENUE**

This Agreement shall be governed by the laws of the State of Florida. Any and all legal action necessary to enforce the Agreement will be held in Nassau County.

## **ARTICLE 20 - MISCELLANEOUS**

**20.1 Non-waiver:** A waiver by either County or Consultant of any breach of this Agreement shall not be binding upon the waiving party unless such waiver is in writing. In the event of a written waiver, such a waiver shall not affect the waiving party's rights with respect to any other or further breach. The making or acceptance of a payment by either party with knowledge of the existence of a default or breach shall not operate or be construed to operate as a waiver of any subsequent default or breach.

**20.2 Severability:** Any provision in this Agreement that is prohibited or unenforceable in any jurisdiction shall, as to such jurisdiction, be ineffective to the extent of such prohibition or unenforceability without invalidating the remaining provisions hereof or affecting the validity or enforceability of such provisions in any other jurisdiction. The non-enforcement of any provision by either party shall not constitute a waiver of that provision nor shall it affect the enforceability of that provision or of the remainder of this Agreement.

**20.3** The provisions of this section shall not prevent the entire Agreement from being void should a provision, which is of the essence of the Agreement, be determined to be void.

#### **ARTICLE 21 - SUCCESSORS AND ASSIGNS**

The County and Consultant each binds itself and its director, officers, partners, successors, executors, administrators, assigns and legal representatives to the other party to this Agreement and to the partners, successors, executors, administrators, assigns, and legal representatives.

#### **ARTICLE 22 - CONTINGENT FEES**

The Consultant warrants that it has not employed or retained any company or person, other than a bona fide employee working solely for the Consultant to solicit or secure this Agreement and that it has not paid or agreed to pay any person, company, corporation, individual or firm, other than a bona fide employee working solely for the Consultant, any fee, commission, percentage, gift or any other consideration contingent upon or resulting from the award or making of this Agreement.

## **ARTICLE 23 - OWNERSHIP OF DOCUMENTS**

Consultant shall be required to work in harmony with other consultants relative to providing information requested in a timely manner and in the specified form. Any and all documents, records, disks, original drawings, or other information shall become the property of the County upon completion for its use and distribution as may be deemed appropriate by the County.

## **ARTICLE 24 - FUNDING**

This agreement shall remain in full force and effect only as long as the expenditures provided for in the Agreement have been appropriated by the County Commission of the County of Nassau in the annual budget for each fiscal year of this Agreement, and is subject to termination based on lack of funding.

## **ARTICLE 25 - NOTICE**

**25.1** Whenever either party desires or is required under this Agreement to give notice to any other party, it must be given by written notice either delivered in person, sent by U.S. Certified Mail, U.S. Express Mail, air or ground courier services, or by messenger service, as follows:

### **COUNTY**

Nassau County Contract Management  
96135 Nassau Place, Suite 6  
Yulee, Florida 32097  
Phone: (904) 491-7377

With a copy to the County Attorney at the same address.

### **CONSULTANT:**

Tara Hollis.  
GAI Consultants, Inc.  
618 E. South Street, Suite 700,  
Orlando, Florida 32801  
Phone: (407) 423-8398 ext 3110  
Cell: (407) 286-9867

Email: t.hollis@gaiconsultants.com

**25.2** Notices shall be effective when received at the address specified above. Changes in the respective addresses to which such notice may be directed may be made from time to time by any party by written notice to the other party. Facsimile is acceptable notice effective when received, however, facsimiles received (i.e.; printed) after 5:00 p.m. or on weekends or holidays, will be deemed received on the next business day. The original of the notice must additionally be mailed as required herein.

**25.3** Nothing contained in this Article shall be construed to restrict the transmission of routine communications between representatives of Consultant and County.

## **ARTICLE 26 – DISPUTES**

Any dispute arising under this Contract shall be addressed by the representatives of the County and the Consultant as set forth herein. Disputes shall be set forth in writing to the County Manager with a copy to the Department Head or Consultant, depending on which party initiates the dispute, and provided by overnight mail, UPS, FedEx, or certified mail. A response shall be provided in the same manner prior to the initial meeting with the County Manager, the Department Head (or their designee), and a representative of the Consultant. This initial meeting shall take place no more than thirty (30) days from the written notification of the dispute addressed to the County Manager.

If the dispute is not settled at the initial meeting, the County Manager shall immediately notify the County Attorney. The Department Head (or his/her designee), the County Attorney, the County Manager, and the Department Head (or their


designee(s)) shall meet with the Consultant's representative(s) within thirty (30) days of the County Manager's notification to the County Attorney of the continued dispute.

If there is no satisfactory resolution, the claims, disputes, or other matters in question between the parties to this Agreement arising out of or relating to this Agreement or breach thereof, shall be submitted to mediation in accordance with mediation rules as established by the Florida Supreme Court. Mediators shall be chosen by the County and the cost of mediation shall be borne by the Consultant. If either party initiates a Court proceeding, and the Court orders, or the parties agree to, mediation, the cost of mediation shall be borne by the Consultant. Consultant shall not stop work during the pendency of mediation or dispute resolution. No litigation shall be initiated unless and until the procedures set forth herein are followed.

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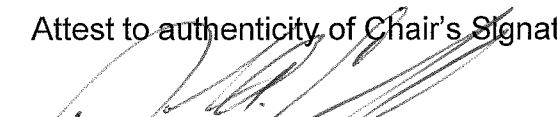
IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first written above.

**Nassau County,  
Board of County Commissioners**

  
\_\_\_\_\_  
STACY T. JOHNSON  
Its: Chair

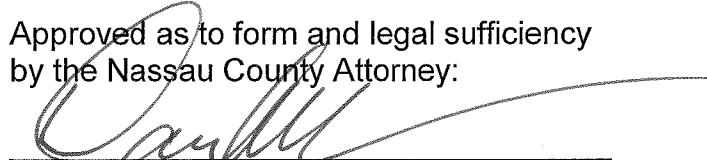
Date: 3-21-12

Attest to authenticity of Chair's Signature

  
\_\_\_\_\_  
JOHN A. CRAWFORD  
Its: Ex-Officio Clerk

*EBK  
3/21/12*

Approved as to form and legal sufficiency  
by the Nassau County Attorney:

  
\_\_\_\_\_  
DAVID A. HALLMAN



ATTEST:

GAI CONSULTANTS, INC.

Jeffrey M. Sievers  
 ASST. (Corporate Secretary)  
Jeffrey M. Sievers  
 Type/Print Name of Corporate Secy.

Gary M. DeTidas  
 Signature of President/Owner  
Gary M. DeTidas  
 Type/Print Name of President/Owner

(CORPORATE SEAL)

Date: 2/27/12

CORPORATE ACKNOWLEDGEMENT

STATE OF Florida :  
 :SS  
 COUNTY OF Orange :

I HEREBY CERTIFY that on this day, before me, an Officer duly authorized in the State aforesaid and in the County aforesaid to take acknowledgments, personally appeared Gary M. DeTidas, of GAI Consultants, Inc. A Pennsylvania Corporation, to me known to be the person(s) described in and who executed the foregoing instrument and acknowledged before me that he/she executed the same.

WITNESS my hand and official seal this 27<sup>th</sup> day of February, 2012.

Darlene Groetzner  
 Signature of Notary Public  
 State of Florida at Large



DARLENE GROETZNER  
 MY COMMISSION # DD 806301  
 EXPIRES: July 15, 2012  
 Bonded Thru Budget Notary Services

\_\_\_\_\_  
 Print, Type or Stamp  
 Name of Notary Public

- Personally known to me or
- Produced Identification

\_\_\_\_\_  
 Type of I.D. Produced

- DID take an oath, or
- DID NOT take an oath.

## **EXHIBIT "A"**

### **Consultant Scope of Services for Miscellaneous Engineering Services for Nassau Amelia Utility Board of County Commissioners, Nassau County, Florida**

This call for professional services does not have specific scope of services. Engineering firms wishing to be considered should be able to demonstrate experience and expertise in providing the following:

- Approval of plans for water and wastewater hook ups
- Evaluation and approval of plans for new lines and extension of lines
- Review and approval of water and wastewater development agreements
- Permitting for water and wastewater utilities
- Water and wastewater utility engineering services
- Capacity analysis reports
- Design for new lines and extension of lines
- Ability to perform rate study
- Surveying services
- Development of a Capital Improvement Plan
- System Capacity Analysis
- Regulatory Compliance and Reporting
- Other professional engineering services as required

**GAI Consultants, Inc.**  
**2012 Loaded Rates**  
**Miscellaneous Engineering Services for NAU, Bid No. NC11-016**

| Position                                  | Employee                | Rate            | Position Avg Rate | Overhead | Profit | Loaded Rate |
|---|-------------------------|-----------------|-------------------|----------|--------|-------------|
| <b>Principal</b>                          | Hartman, Gerry          | \$ 102.50       | \$ 94.25          | (1)      | (1)    | \$ 250.00   |
|   | Cima, Rick              | \$ 86.00        |                   |          |        |             |
| <b>Engineering Director</b>               | Leadbetter, Kevin       | \$ 70.50        | \$ 68.40          | (1)      | (1)    | \$ 200.00   |
|   | Schanck, Bob            | \$ 68.85        |                   |          |        |             |
|   | Cadman, Jeff            | \$ 67.50        |                   |          |        |             |
|   | Ameno, Jay              | \$ 66.75        |                   |          |        |             |
| <b>Senior Engineering Manager</b>         | Harlos, Larry           | \$ 63.65        | \$ 62.09          | 175.61%  | 10%    | \$ 188.23   |
|   | Pardee, Janine          | \$ 63.20        |                   |          |        |             |
|   | Hoogland, Ron           | \$ 63.00        |                   |          |        |             |
|   | Quinlan, Scott          | \$ 58.50        |                   |          |        |             |
| <b>Engineering Manager</b>                | Sipe, Wesley            | \$ 55.15        | \$ 53.33          | 175.61%  | 10%    | \$ 161.69   |
|   | Baxter, Robert          | \$ 54.37        |                   |          |        |             |
|   | Kelner, Michael         | \$ 50.48        |                   |          |        |             |
| <b>Lead Engineer</b>                      | Asiamah, Sylvester      | \$ 46.00        | \$ 44.54          | 175.61%  | 10%    | \$ 135.04   |
|   | Leyva, Nick             | \$ 45.75        |                   |          |        |             |
|   | Korzelius, Michael      | \$ 45.00        |                   |          |        |             |
|   | Ramirez, Samuel         | \$ 44.30        |                   |          |        |             |
|   | Haugdahl, Keith         | \$ 43.75        |                   |          |        |             |
|   | Stearns, Don            | \$ 43.50        |                   |          |        |             |
|   | Blum, Jeffrey           | \$ 43.50        |                   |          |        |             |
| <b>Senior Engineer</b>                    | Farahbakhsh, Farshad    | \$ 42.15        | \$ 38.91          | 175.61%  | 10%    | \$ 117.95   |
|   | Swisher, Jeff           | \$ 41.75        |                   |          |        |             |
|   | Jamieson, Robert        | \$ 40.50        |                   |          |        |             |
|   | Igua, Jaime             | \$ 38.85        |                   |          |        |             |
|   | Shields, Aimee          | \$ 38.85        |                   |          |        |             |
|   | Kuhel, Joseph           | \$ 36.75        |                   |          |        |             |
|   | Sisk, Trey              | \$ 36.25        |                   |          |        |             |
|   | Thompson, Randal        | \$ 36.15        |                   |          |        |             |
|   | <b>Project Engineer</b> | Holmes, Anthony |                   |          |        |             |
| Rosenau, Jonathan                         |                         | \$ 33.65        |                   |          |        |             |
| Holmes, Steven                            |                         | \$ 33.25        |                   |          |        |             |
| Xu, Scott                                 |                         | \$ 30.90        |                   |          |        |             |
| Bolyard, Matt                             |                         | \$ 30.25        |                   |          |        |             |
| Dunn, Jason                               |                         | \$ 28.40        |                   |          |        |             |
| <b>Designer</b>                           | Dillinger, James        | \$ 29.72        | \$ 28.50          | 175.61%  | 10%    | \$ 86.40    |
|   | Curry, Michael          | \$ 28.28        |                   |          |        |             |
|   | Panza, Patrick          | \$ 27.50        |                   |          |        |             |
| <b>Technician</b>                         | Werner, EJ (Eugene)     | \$ 23.00        | \$ 21.02          | 175.61%  | 10%    | \$ 63.73    |
|   | Mosely, Jason           | \$ 22.20        |                   |          |        |             |
|   | O'Laughlin, Michael     | \$ 21.00        |                   |          |        |             |
|   | Curry, Wilmaris         | \$ 20.90        |                   |          |        |             |
|   | Rouse-Williams, Sharon  | \$ 18.00        |                   |          |        |             |
| <b>Management Consulting Director/CPA</b> | Hollis, Tara            | \$ 67.50        | \$ 67.50          | (1)      | (1)    | \$ 200.00   |
| <b>Senior Management Consultant</b>       | Isaacs, Tony            | \$ 54.00        | \$ 54.00          | 175.61%  | 10%    | \$ 163.71   |
| <b>Management Consultant</b>              | Friedman, Dan           | \$ 39.71        | \$ 39.71          | 175.61%  | 10%    | \$ 120.39   |

EXHIBIT "B"

**GAI Consultants, Inc.**  
**2012 Loaded Rates**  
**Miscellaneous Engineering Services for NAU, Bid No. NC11-016**

| Position                            | Employee           | Rate     | Position Avg Rate | Overhead | Profit | Loaded Rate |
|-------------------------------------|--------------------|----------|-------------------|----------|--------|-------------|
| <b>Funding/Technical Specialist</b> | Reuscher, Rachel   | \$ 29.00 | \$ 27.18          | 175.61%  | 10%    | \$ 82.41    |
|                                     | Hoisington, Laura  | \$ 27.80 |                   |          |        |             |
|                                     | Hart, Brett        | \$ 24.75 |                   |          |        |             |
| <b>Legal Counsel</b>                | Gendzier, Larry    | \$ 65.00 | \$ 65.00          | 175.61%  | 10%    | \$ 197.06   |
| <b>Development Director</b>         | Lovett, George     | \$ 58.00 | \$ 58.00          | 175.61%  | 10%    | \$ 175.84   |
| <b>Lead Planner/AICP</b>            | Kelly, Doug        | \$ 54.10 | \$ 54.10          | 175.61%  | 10%    | \$ 164.02   |
| <b>Planner</b>                      | Sprinkel, Clark    | \$ 24.00 | \$ 24.00          | 175.61%  | 10%    | \$ 72.76    |
| <b>Lead Utility Coordinator</b>     | Murphy, John       | \$ 52.00 | \$ 52.00          | 175.61%  | 10%    | \$ 157.65   |
| <b>Landscape Architect</b>          | Harrison, Grace    | \$ 43.00 | \$ 43.00          | 175.61%  | 10%    | \$ 130.36   |
| <b>Construction Administrator</b>   | Hill, Quentin      | \$ 43.92 | \$ 42.45          | 175.61%  | 10%    | \$ 128.69   |
|                                     | Hare, Kevin        | \$ 43.25 |                   |          |        |             |
|                                     | Moore, Tom         | \$ 40.17 |                   |          |        |             |
| <b>Construction Inspector</b>       | Howell, Sid        | \$ 31.00 | \$ 31.00          | 175.61%  | 10%    | \$ 93.98    |
| <b>Lead Surveyor</b>                | Lek, Joseph        | \$ 49.00 | \$ 49.00          | 175.61%  | 10%    | \$ 148.55   |
| <b>4-person Survey Crew/hour</b>    | Durden, Jeff       | \$ 27.00 | \$ 81.25          | 175.61%  | 10%    | \$ 246.33   |
|                                     | Miller, Edgar      | \$ 21.25 |                   |          |        |             |
|                                     | Tuggle, Skye       | \$ 17.00 |                   |          |        |             |
|                                     | Stewart, Craig     | \$ 16.00 |                   |          |        |             |
| <b>3-person Survey Crew/hour</b>    | Durden, Jeff       | \$ 27.00 | \$ 60.00          | 175.61%  | 10%    | \$ 181.90   |
|                                     | Tuggle, Skye       | \$ 17.00 |                   |          |        |             |
|                                     | Stewart, Craig     | \$ 16.00 |                   |          |        |             |
| <b>2-person Survey Crew/hour</b>    | Durden, Jeff       | \$ 27.00 | \$ 43.00          | 175.61%  | 10%    | \$ 130.36   |
|                                     | Stewart, Craig     | \$ 16.00 |                   |          |        |             |
| <b>Administrative</b>               | Murzycki, Deanna   | \$ 26.90 | \$ 25.37          | 175.61%  | 10%    | \$ 76.90    |
|                                     | Thompson-King, Amy | \$ 25.50 |                   |          |        |             |
|                                     | Groetzner, Darlene | \$ 23.70 |                   |          |        |             |

Note: (1) Capped.