



**INCORPORATED COUNTY OF LOS ALAMOS  
SERVICES AGREEMENT**

This **SERVICES AGREEMENT** ("Agreement") is entered into by and between the **Incorporated County of Los Alamos**, an incorporated county of the State of New Mexico (County), and **SGS Engineering, LLC**, a Texas corporation ("Contractor"), to be effective for all purposes March 6, 2024 (Effective Date).

**WHEREAS**, the County Purchasing Officer determined in writing that the use of competitive sealed bidding was either not practical or not advantageous to County for procurement of the Services and County issued Request for Proposals No. 24-39 (RFP) on November 2, 2023, requesting proposals for On-Call Services for Utility Power Distribution Electrical Engineering Services, as described in the RFP; and

**WHEREAS**, Contractor timely responded to the RFP by submitting a response dated November 9, 2023, (Contractor's Response); and

**WHEREAS**, based on the evaluation factors set out in the RFP, Contractor was one (1) of two (2) successful Offerors for the services listed in the RFP; and

**WHEREAS**, the Board of Public Utilities approved this Agreement at a public meeting held on February 21, 2024; and

**WHEREAS**, the County Council approved this Agreement at a public meeting held on March 5, 2024; and

**WHEREAS**, Contractor shall provide the Services, as described below, to County.

**NOW, THEREFORE**, in consideration of the premises and the covenants contained herein, County and Contractor agree as follows:

**SECTION A. SERVICES:**

**1) CONTRACTOR SERVICES:**

- a) Contractor shall provide On-Call Electrical Engineering Services ("EE" or "Services"), which may consist of any or all of the following Services and deliverables as requested by County:
  - i) 115KV electrical transmission and 15KV distribution system engineering. EE design that may include minor civil or structural engineering for electrical substation upgrade projects; i.e. concrete foundations for electrical substation components.
  - ii) 15KV distribution system planning and modeling of: electrical substations, overhead and underground power lines, etc., utilizing Milsoft's Windmil software. County will, as required, provide its electrical distribution Windmil database model to Contractor and Contractor shall update the electrical model accordingly for: voltage drop analysis, distribution feeder reconfigurations, or long-range load planning. Contractor shall provide the revised Windmil database to County as part of the submittals.

- iii) Development of short-circuit analysis studies, over-current protection and coordination studies (OCDP), utilizing Milsoft's LightTable software. County shall provide the Windmil database to Contractor and Contractor shall then update the electrical model accordingly with the new OCDP devices and settings. Contractor shall provide the revised Windmil & LightTable database model to County as part of the submittals.
  - b) Contractor shall develop and upload the protection files from the OCDP studies onto County's SEL 787 and SEL 751 relays. SEL relays are utilized in County's 15KV distribution station switchgear for: bus differential and back-up overcurrent protection to GE 750/760 substation feeder relays. County's 15KV distribution system 3PH feeder protection consists of ABB PCD 2000 reclosers for overhead; and S&C, SMU Type "E" fusing for underground. The 15KV distribution feeder single or v-phase lateral protection consists of McGraw Edison Type "L" reclosers and Kearney Type "T" fuses for overhead.
  - c) Contractor shall design arc-flash substation protection utilizing the SEL suite of relays for 15KV metal enclosed station switchgears in White Rock and Los Alamos.
  - d) Contractor shall prepare construction staking sheets, (CSS) for 15KV overhead and underground distribution power lines. Design work for the CSS shall be based on the most recent Rural Utilities Service, ("RUS") construction standards.
  - e) Contractor shall design, upgrade and install minor 115KV to 15KV electrical substations where the 15KV side is a metal enclosed switchgear station and NOT open bus. Typical 115KV side protection is candle stick circuit switcher.
  - f) Contractor shall support County staff with the commission or "start-up" of new electrical substations where the 15KV side is a metal enclosed switchgear station and NOT 15KV "open bus".
  - g) Contractor shall comply with all National Electric Safety Code, (NESC) standards while present and within the County electrical distribution system and inside County's enclosed electrical substations.
  - h) The Contractor shall be a qualified NM Electrical Professional Engineer with extensive experience in 115KV electrical transmission and 15KV distribution engineering; 115KV - 15KV substation design and commissioning; 15KV distribution system planning; and 15KV construction design of power distribution in accordance with RUS Standards.
- 2) **Worker Safety; Drug and Alcohol Testing.** Contractor may be required to implement and maintain a drug and alcohol testing program meeting or exceeding local County Code requirements and State and Federal Department of Transportation rules and regulations. The need will be determined on a Task Order basis, by County Project Manager. Contractor shall provide to County a copy of its current drug and alcohol policy and any amendments to the County's Project Manager upon request.
- 3) **Task Order Process**
- a) All Services shall be performed by Task Order. A sample Task Order is provided in Exhibit A, attached hereto and made a part hereof for all purposes. County shall make reasonable efforts to generally provide at least two (2) business days' notice to Contractor for the Services required under any Task Order.
  - b) County's Project Manager shall request the Services of Contractor for individual or multiple projects through a written request for quote(s). Each written request for quote(s) shall identify the work and Services to be performed and a timeline for completion. A written request for a quote(s) may be as detailed as County finds necessary to assure appropriate oversight of the services to be performed.
  - c) Upon the County's issuance of a written request for quote(s), Contractor shall provide a written, itemized quote for the task(s), work, and/or Services requested by Project Manager

("Quote"). The Quote shall provide, in writing, the proposed material costs, labor hours, and labor type necessary to complete the Services. Costs shall conform to the rates described in Exhibit B, as a fixed price. Any proposed progress billing and payment shall be provided by Contractor in the Quote and is subject to approval by County's Project Manager. Preparation and work performed to prepare Quotes shall be considered incidental to the awarded Task Order and not compensable.

- d) If Contractor's Quote is signed by Contractor and acceptable to County, County's Project Manager shall provide Contractor with written approval (Approved Task Order). After receipt of the Approved Task Order, County and Contractor shall schedule the Services. Contractor is authorized to begin Services only upon receipt of the Approved Task Order.
- e) The Approved Task Order shall be adjusted only upon the written agreement of County after a finding that a change to the Approved Task Order is necessary and justifiable. Contractor's failure to reasonably estimate the cost of completing the Services in the first instance shall not be a justification for modifying the Approved Task Order. Justified modifications to the maximum amount for the Approved Task Order shall be agreed upon by County prior to Contractor continuing the performance of Services. In no event shall the total of the maximum amount for all Approved Task Orders exceed the maximum aggregate amount of compensation set forth herein unless modified in writing by the parties. Unanticipated events shall not form the basis for additional compensation to Contractor.
- f) Contractor shall take any and all actions to timely complete the Services agreed to in the Approved Task Order.
- g) This Agreement shall not provide Contractor with a guarantee that County will accept Contractor's Quotes or award Contractor Approved Task Orders. County reserves the right, at its sole discretion, to separately quote or bid any project. County's issuance of a written request for quote(s) is not a guarantee of work to Contractor. County, at its sole discretion, shall determine when Contractor's Services are required and shall issue written requests for quote(s) as needed.
- h) The amount payable by County shall in every instance be based on time actually spent and services satisfactorily rendered or as the percentage of the payment schedule applicable to the phase, in an amount not to exceed the maximum amount shown on the approved Task Order by phase. "Satisfactorily rendered" includes but is not limited to items such as timeliness of the various deliverables, completeness, re-work needed to bring the submitted packages up to desired completeness, etc.
- i) Contractor may be required to attend Council and other public meetings. The County shall identify the meetings and the Contractor shall include the costs for attendance in the maximum amount of the Task Order, based on the hourly rates agreed to. In the event that it is determined after issuance of the Task Order that meeting attendance is required, County shall inform Contractor of such, and Contractor shall bill the County, accordingly, based on the hourly rates as agreed.

**COUNTY RESPONSIBILITIES.** As related to issued Task Orders, County shall provide relevant plans, documents, studies, reports, and drawings as requested by Contractor if available. County plans, documents, studies, reports and drawings shall be "as is" and any inaccuracies are not the responsibility of County. Contractor shall be responsible for reviewing all related documents for accuracy. The failure or omission of Contractor to examine any document, form or instrument shall in no way relieve Contractor from any obligation with respect to this Agreement or any executed Task Order.

**SECTION B. TERM:** The term of this Agreement shall commence March 6, 2024, and shall continue through March 5, 2031, unless sooner terminated, as provided herein.

## **SECTION C. COMPENSATION:**

### **1) Amount of Compensation.**

- a) County shall pay compensation for performance of the Services by this Contractor, over the entire seven year Term of the Agreement, in an amount for cumulative task orders not to exceed SEVEN MILLION AND NO/100 DOLLARS (\$7,000,000.00), which amount does not include applicable New Mexico gross receipts taxes ("NMGR"). Compensation shall be paid in accordance with the rate schedule set out in Exhibit B, attached hereto and made a part hereof for all purposes.
- b) Individual task orders that exceed ONE HUNDRED THOUSAND AND NO/100 DOLLARS (\$100,000.00) shall require Board of Public Utilities approval and task orders that exceed THREE HUNDRED THOUSAND AND NO/100 DOLLARS (\$300,000.00) shall also require County Council approval.

**2. Monthly Invoices.** For each properly issued Task Order, Contractor shall submit itemized invoices to County's Project Manager showing amount of compensation due, amount of any NMGR, and total amount payable for each Task Order. Payment of undisputed amounts shall be due and payable thirty (30) days after County's receipt of the invoice.

**SECTION D. TAXES:** Contractor shall be solely responsible for timely and correctly billing, collecting, and remitting all NMGR levied on the amounts payable under this Agreement.

**SECTION E. STATUS OF CONTRACTOR, STAFF, AND PERSONNEL:** This Agreement calls for the performance of services by Contractor as an independent contractor. Contractor is not an agent or employee of County and shall not be considered an employee of County for any purpose. Contractor, its agents, or employees shall make no representation that they are County employees, nor shall they create the appearance of being employees by using a job or position title on a name plate, business cards, or in any other manner, bearing County's name or logo. Neither Contractor nor any employee of Contractor shall be entitled to any benefits or compensation other than the compensation specified herein. Contractor shall have no authority to bind County to any agreement, contract, duty, or obligation. Contractor shall make no representations that are intended to, or create the appearance of, binding County to any agreement, contract, duty, or obligation. Contractor shall have full power to continue any outside employment or business, to employ and discharge its employees or associates as it deems appropriate without interference from County; provided, however, that Contractor shall at all times during the term of this Agreement maintain the ability to perform the obligations in a professional, timely, and reliable manner.

**SECTION F. STANDARD OF PERFORMANCE:** Contractor agrees and represents that it has and shall maintain the personnel, experience, and knowledge necessary to qualify it for the particular duties to be performed under this Agreement. Contractor shall perform the Services described herein in accordance with a standard that meets the industry standard of care for performance of the Services.

**SECTION G. DELIVERABLES AND USE OF DOCUMENTS:** All deliverables required under this Agreement, including material, products, reports, policies, procedures, software improvements, databases, and any other products and processes, whether in written or electronic form, shall remain the exclusive property of and shall inure to the benefit of County as works for hire; Contractor shall not use, sell, disclose, or obtain any other compensation for such works for hire. In addition, Contractor may not, with regard to all work, work product, deliverables, or works for hire required by this Agreement, apply for, in its name or otherwise, any copyright, patent, or other property right,

and acknowledges that any such property right created or developed remains the exclusive right of County. Contractor shall not use deliverables in any manner for any other purpose without the express written consent of County.

**SECTION H. EMPLOYEES AND SUB-CONTRACTORS:** Contractor shall be solely responsible for payment of wages, salary, or benefits to any and all employees or contractors retained by Contractor in the performance of the Services. Contractor agrees to indemnify, defend, and hold harmless County for any and all claims that may arise from Contractor's relationship to its employees and subcontractors.

**SECTION I. INSURANCE:** Contractor shall obtain and maintain insurance of the types and in the amounts set out below throughout the term of this Agreement with an insurer acceptable to County. Contractor shall assure that all subcontractors maintain like insurance. Compliance with the terms and conditions of this Section is a condition precedent to County's obligation to pay compensation for the Services, and Contractor shall not provide any Services under this Agreement unless and until Contractor has met the requirements of this Section. County requires Certificates of Insurance, or other evidence acceptable to County, stating that Contractor has met its obligation to obtain and maintain insurance and to assure that subcontractors maintain like insurance. Should any of the policies described below be cancelled before the expiration date thereof, notice shall be delivered in accordance with the policy provisions. General Liability Insurance and Automobile Liability Insurance shall name County as an additional insured.

1. **General Liability Insurance:** ONE MILLION DOLLARS (\$1,000,000.00) per occurrence; ONE MILLION DOLLARS (\$1,000,000.00) aggregate.
2. **Workers' Compensation:** In an amount as may be required by law. County may immediately terminate this Agreement if Contractor fails to comply with the Worker's Compensation Act and applicable rules when required to do so.
3. **Automobile Liability Insurance for Contractor and its Employees:** ONE MILLION DOLLARS (\$1,000,000.00) combined single limit per occurrence; ONE MILLION DOLLARS (\$1,000,000.00) aggregate on any owned, and/or non-owned motor vehicles used in performing Services under this Agreement.
4. **Professional Liability Insurance:** ONE MILLION DOLLARS (\$1,000,000.00). Professional Liability Insurance shall provide coverage for Services provided hereunder during the term of this Agreement and for a period of at least five (5) years thereafter.

**SECTION J. RECORDS:** Contractor shall maintain, throughout the term of this Agreement and for a period of six (6) years thereafter, records that indicate the date, time, and nature of the services rendered. Contractor shall make available, for inspection by County, all records, books of account, memoranda, and other documents pertaining to County at any reasonable time upon request.

**SECTION K. DUTY TO ABIDE:** Contractor shall abide by all applicable federal, state, and local laws, regulations, and policies and shall perform the Services in accordance with all applicable laws, regulations, and policies during the term of this Agreement.

**SECTION L. NON-DISCRIMINATION:** During the term of this Agreement, Contractor shall not discriminate against any employee or applicant for an employment position to be used in the performance of the obligations of Contractor under this Agreement, with regard to race, color,

religion, sex, age, ethnicity, national origin, sexual orientation or gender identity, disability, or veteran status.

**SECTION M. CHOICE OF LAW:** The interpretation and enforcement of this Agreement shall be governed by and construed in accordance with the laws of the State of New Mexico.

**SECTION N. VENUE, FORUM NON-CONVENIENS, EXCLUSIVE STATE JURISDICTION:** County and Contractor knowingly, voluntarily, intentionally, and irrevocably agree that any and all legal proceedings related to this Agreement, or to any rights or any relationship between the parties arising therefrom, shall be solely and exclusively initiated, filed, tried, and maintained in the First Judicial District Court of the State of New Mexico. County and Contractor each expressly and irrevocably waive any right otherwise provided by any applicable law to remove the matter to any other state or federal venue, consents to the jurisdiction of the First Judicial District Court of the State of New Mexico in any such legal proceeding, waives any objection it may have to the laying of the jurisdiction of any such legal proceeding. County and Contractor also agree that this term is a material inducement for each to enter this Agreement, and that both County and Contractor warrant and represent that each have had the opportunity to review this term with legal counsel.

**SECTION O. WAIVER OF JURY TRIAL:** In the event of any action or proceeding, (including without limitation, any claim, counterclaim, cross-claim or third party claim) arising out of or, relating to this Agreement, or the transaction contemplated by this Agreement, County and Contractor KNOWINGLY, VOLUNTARILY, INTENTIONALLY, AND IRREVOCABLY WAIVE ANY RIGHT TO A JURY TRIAL, and agree that a court shall determine and adjudicate all issues of law and fact with a jury trial being expressly waived. County and Contractor also agree that this waiver of a jury trial was a material inducement for each to enter this Agreement, and that both County and Contractor warrant and represent that each have had the opportunity to review this jury waiver with legal counsel.

**SECTION P. INDEMNITY:** Contractor shall indemnify, defend, and hold harmless County, its Council members, employees, agents, and representatives, from and against all liability, claims, demands, actions (legal or equitable), damages, losses, costs, or expenses, including attorney fees, of any kind or nature, to the extent that the liability, claims, demands, actions, damages, losses, costs, and expenses are caused by, or arise out of, the acts or omissions of the Contractor or Contractor's officers, employees, agents representatives, and subcontractors in the performance or breach of the Services under this Agreement.

**SECTION Q. FORCE MAJEURE:** Neither County nor Contractor shall be liable for any delay in the performance of this Agreement, nor for any other breach, nor for any loss or damage arising from uncontrollable forces such as fire, theft, storm, war, or any other force majeure that could not have been reasonably avoided by exercise of due diligence.

**SECTION R. NON-ASSIGNMENT:** Contractor shall not assign this Agreement or any privileges or obligations herein, and shall not novate this Agreement to another without the prior written consent of the County Utilities Manager.

**SECTION S. LICENSES:** Contractor shall maintain all required licenses including, without limitation, all necessary professional and business licenses, throughout the term of this Agreement. Contractor shall require and shall assure that all of Contractor's employees and subcontractors maintain all required licenses including, without limitation, all necessary professional and business licenses.

**SECTION T. PROHIBITED INTERESTS:** Contractor agrees that it presently has no interest and shall not acquire any interest, direct or indirect, which would conflict in any manner or degree with the performance of its services hereunder. Contractor further agrees that it shall not employ any person having such an interest to perform services under this Agreement. No County Council member or other elected official of County, or manager or employee of County shall solicit, demand, accept, or agree to accept, a gratuity or offer of employment contrary to Section 31-282 of the Los Alamos County Code.

**SECTION U. TERMINATION:**

1. **Generally.** The County Utilities Manager may terminate this Agreement with or without cause upon ten (10) days prior written notice to Contractor. Upon such termination, Contractor shall be paid for Services actually completed to the satisfaction of County at the rate set out in Section C. Contractor shall render a final report of the Services performed to the date of termination, and shall turn over to County originals of all materials prepared pursuant to this Agreement.
2. **Funding.** This Agreement shall terminate without further action by County on the first day of any County fiscal year for which funds to pay compensation hereunder are not appropriated by County Council. County shall make reasonable efforts to give Contractor at least ninety (90) days advance notice that funds have not been and are not expected to be appropriated for that purpose.

**SECTION V. NOTICE:** Any notices required under this Agreement shall be made in writing, postage prepaid to the following addresses, and shall be deemed given upon hand delivery, verified delivery by email (followed by copy sent by United States Mail), or three (3) days after deposit in the United States Mail:

County:

Deputy Utilities Manager, Electric Distribution  
Incorporated County of Los Alamos  
1000 Central Avenue Suite 130  
Los Alamos, New Mexico 87544

Contractor:

Donny Payne, Owner  
SGS Engineering, LLC  
401 50<sup>th</sup> Street  
Lubbock, TX 79404

With a copy to:

County Attorney's Office  
1000 Central Avenue, Suite 340  
Los Alamos, New Mexico 87544

**SECTION W. INVALIDITY OF PRIOR AGREEMENTS:** This Agreement supersedes all prior contracts or agreements, either oral or written, that may exist between the parties with reference to the services described herein, and expresses the entire agreement and understanding between the parties with reference to said services. It cannot be modified or changed by any oral promise made by any person, officer, or employee, nor shall any written modification of it be binding on County until approved in writing by both authorized representatives of County and Contractor. In the event of any conflict between the terms, conditions, and provisions of this Agreement, and the terms, conditions and provisions of any exhibits or attachments, the terms, conditions and provisions of this Agreement shall control and take precedence.

**SECTION X. NO IMPLIED WAIVERS:** The failure of County to enforce any provision of this Agreement is not a waiver by County of the provisions, or of the right thereafter, to enforce any provision(s).

**SECTION Y. SEVERABILITY:** If any provision of this Agreement is held to be unenforceable for any reason: (i) such provision shall be reformed only to the extent necessary to make the intent of the language and purpose of the Agreement enforceable; and (ii) all other provisions of this Agreement shall remain in effect so long as the substantive purpose of the Agreement is possible.

**SECTION Z. CAMPAIGN CONTRIBUTION DISCLOSURE FORM:** A Campaign Contribution Disclosure Form was submitted as part of the Contractor's Response and is incorporated herein by reference for all purposes.

**SECTION AA. LEGAL RECOGNITION OF ELECTRONIC SIGNATURES:** Pursuant to NMSA 1978 § 14-16-7, this Agreement may be signed by electronic signature.

**SECTION AB. DUPLICATE ORIGINAL DOCUMENTS:** This document may be executed in two (2) counterparts, each of which shall be deemed an original.

**SECTION AD. NEGOTIATED TERMS:** This Agreement reflects negotiated terms between the parties, and each party has participated in the preparation of this Agreement with the opportunity to be represented by counsel, such that neither party shall be considered to be the drafter of this Agreement or any of its provisions for the purpose of any statute, case law, or rule of interpretation or construction that would or might cause any provision to be construed against the drafter of this Agreement.



**IN WITNESS WHEREOF**, the parties have executed this Agreement on the date(s) set forth opposite the signatures of their authorized representatives to be effective for all purposes on the date first written above.

**ATTEST**

**INCORPORATED COUNTY OF LOS ALAMOS**

\_\_\_\_\_  
**NAOMI D. MAESTAS**  
**COUNTY CLERK**

**BY:** \_\_\_\_\_  
**PHILO S. SHELTON, III, PE** **DATE**  
**UTILITIES MANAGER**

**Approved as to form:**

\_\_\_\_\_  
**J. ALVIN LEAPHART**  
**COUNTY ATTORNEY**

**SGS ENGINEERING, LLC., A TEXAS CORPORATION**

**BY:** \_\_\_\_\_  
**DONNY PAYNE** **DATE**  
**OWNER**

Exhibit A  
Task Order  
AGR24-39b

**TASK ORDER #XX**

**COUNTY OF LOS ALAMOS UTILITIES DEPARTMENT  
AGREEMENT AGR24-39b  
CONTRACTOR NAME  
DATE**

**PROJECT TITLE:**

**Description:**

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**Estimated Project Term:** XX Days

Bid item XX, Description, Units, Unit Cost .....\$ XX.XX

Bid item XX, Description, Units, Unit Cost .....\$ XX.XX

Bid item XX, Description, Units, Unit Cost .....\$ XX.XX

Bid item XX, Description, Units, Unit Cost .....\$ XX.XX

Sub-total.....= \$ XX.XX

GRT 7.0625%.....= \$ XX.XX

**Estimated Construction Cost:..... \$ XX.XX (including GRT)**

**Charge Code Number: XX-XX**

**Acceptance of Conditions and Items of Work**

Department of Public Utilities: \_\_\_\_\_  
Name Date

SGS Engineering, LLC \_\_\_\_\_  
Date

Name: \_\_\_\_\_  
*Print*

**Exhibit B**  
**Compensation Rate Schedule**  
**AGR24-39b**

SGS Engineering Billing Classification		Hourly Rate (Estimated 3% increase per year)						
	Current	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
	-2023							
Partner/Owner	\$196.00	\$202.00	\$209.00	\$216.00	\$223.00	\$230.00	\$237.00	\$245.00
Senior Professional Engineer 5	\$195.00	\$201.00	\$208.00	\$215.00	\$222.00	\$229.00	\$236.00	\$244.00
Senior Professional Engineer 4	\$189.00	\$195.00	\$201.00	\$208.00	\$215.00	\$222.00	\$229.00	\$236.00
Senior Professional Engineer 3	\$179.00	\$185.00	\$191.00	\$197.00	\$203.00	\$210.00	\$217.00	\$224.00
Senior Professional Engineer 2	\$171.00	\$177.00	\$183.00	\$189.00	\$195.00	\$201.00	\$208.00	\$215.00
Senior Professional Engineer 1	\$163.00	\$168.00	\$174.00	\$180.00	\$186.00	\$192.00	\$198.00	\$204.00
Associate Professional Engineer 5	\$169.00	\$175.00	\$181.00	\$187.00	\$193.00	\$199.00	\$205.00	\$212.00
Associate Professional Engineer 4	\$162.00	\$167.00	\$173.00	\$179.00	\$185.00	\$191.00	\$197.00	\$203.00
Associate Professional Engineer 3	\$155.00	\$160.00	\$165.00	\$170.00	\$176.00	\$182.00	\$188.00	\$194.00
Associate Professional Engineer 2	\$148.00	\$153.00	\$158.00	\$163.00	\$168.00	\$174.00	\$180.00	\$186.00
Associate Professional Engineer 1	\$141.00	\$146.00	\$151.00	\$156.00	\$161.00	\$166.00	\$171.00	\$177.00
Graduate Engineer 5	\$140.00	\$145.00	\$150.00	\$155.00	\$160.00	\$165.00	\$170.00	\$176.00
Graduate Engineer 4	\$134.00	\$139.00	\$144.00	\$149.00	\$154.00	\$159.00	\$164.00	\$169.00
Graduate Engineer 3	\$128.00	\$132.00	\$136.00	\$141.00	\$146.00	\$151.00	\$156.00	\$161.00
Graduate Engineer 2	\$122.00	\$126.00	\$130.00	\$134.00	\$139.00	\$144.00	\$149.00	\$154.00
Graduate Engineer 1	\$116.00	\$120.00	\$124.00	\$128.00	\$132.00	\$136.00	\$141.00	\$146.00
Senior Staff 8	\$174.00	\$180.00	\$186.00	\$192.00	\$198.00	\$204.00	\$211.00	\$218.00
Senior Staff 7	\$168.00	\$174.00	\$180.00	\$186.00	\$192.00	\$198.00	\$204.00	\$211.00
Senior Staff 6	\$162.00	\$167.00	\$173.00	\$179.00	\$185.00	\$191.00	\$197.00	\$203.00
Senior Staff 5	\$156.00	\$161.00	\$166.00	\$171.00	\$177.00	\$183.00	\$189.00	\$195.00
Senior Staff 4	\$150.00	\$155.00	\$160.00	\$165.00	\$170.00	\$176.00	\$182.00	\$188.00
Senior Staff 3	\$144.00	\$149.00	\$154.00	\$159.00	\$164.00	\$169.00	\$175.00	\$181.00
Senior Staff 2	\$138.00	\$143.00	\$148.00	\$153.00	\$158.00	\$163.00	\$168.00	\$174.00
Senior Staff 1	\$132.00	\$136.00	\$141.00	\$146.00	\$151.00	\$156.00	\$161.00	\$166.00

Construction Services 5	\$119.00	\$123.00	\$127.00	\$131.00	\$135.00	\$140.00	\$145.00	\$150.00
Construction Services 4	\$115.00	\$119.00	\$123.00	\$127.00	\$131.00	\$135.00	\$140.00	\$145.00
Construction Services 3	\$111.00	\$115.00	\$119.00	\$123.00	\$127.00	\$131.00	\$135.00	\$140.00
Construction Services 2	\$107.00	\$111.00	\$115.00	\$119.00	\$123.00	\$127.00	\$131.00	\$135.00
Construction Services 1	\$103.00	\$107.00	\$111.00	\$115.00	\$119.00	\$123.00	\$127.00	\$131.00
Senior Technician 5	\$116.00	\$120.00	\$124.00	\$128.00	\$132.00	\$136.00	\$141.00	\$146.00
Senior Technician 4	\$112.00	\$116.00	\$120.00	\$124.00	\$128.00	\$132.00	\$136.00	\$141.00
Senior Technician 3	\$108.00	\$112.00	\$116.00	\$120.00	\$124.00	\$128.00	\$132.00	\$136.00
Senior Technician 2	\$104.00	\$108.00	\$112.00	\$116.00	\$120.00	\$124.00	\$128.00	\$132.00
Senior Technician 1	\$100.00	\$103.00	\$107.00	\$111.00	\$115.00	\$119.00	\$123.00	\$127.00
Lead Technician 5	\$101.00	\$105.00	\$109.00	\$113.00	\$117.00	\$121.00	\$125.00	\$129.00
Lead Technician 4	\$ 98.00	\$101.00	\$105.00	\$109.00	\$113.00	\$117.00	\$121.00	\$125.00
Lead Technician 3	\$ 95.00	\$ 98.00	\$101.00	\$105.00	\$109.00	\$113.00	\$117.00	\$121.00
Lead Technician 2	\$ 92.00	\$ 95.00	\$ 98.00	\$101.00	\$105.00	\$109.00	\$113.00	\$117.00
Lead Technician 1	\$ 89.00	\$ 92.00	\$ 95.00	\$ 98.00	\$101.00	\$105.00	\$109.00	\$113.00
Associate Technician 5	\$ 91.00	\$ 94.00	\$ 97.00	\$100.00	\$103.00	\$107.00	\$111.00	\$115.00
Associate Technician 4	\$ 88.00	\$ 91.00	\$ 94.00	\$ 97.00	\$100.00	\$103.00	\$107.00	\$111.00
Associate Technician 3	\$ 85.00	\$ 88.00	\$ 91.00	\$ 94.00	\$ 97.00	\$100.00	\$103.00	\$107.00
Associate Technician 2	\$ 82.00	\$ 85.00	\$ 88.00	\$ 91.00	\$ 94.00	\$ 97.00	\$100.00	\$103.00
Associate Technician 1	\$ 79.00	\$ 82.00	\$ 85.00	\$ 88.00	\$ 91.00	\$ 94.00	\$ 97.00	\$100.00
Administrative Assistant 5	\$ 71.00	\$ 74.00	\$ 77.00	\$ 80.00	\$ 83.00	\$ 86.00	\$ 89.00	\$ 92.00
Administrative Assistant 4	\$ 68.00	\$ 71.00	\$ 74.00	\$ 77.00	\$ 80.00	\$ 83.00	\$ 86.00	\$ 89.00
Administrative Assistant 3	\$ 65.00	\$ 67.00	\$ 70.00	\$ 73.00	\$ 76.00	\$ 79.00	\$ 82.00	\$ 85.00
Administrative Assistant 2	\$ 62.00	\$ 64.00	\$ 66.00	\$ 68.00	\$ 71.00	\$ 74.00	\$ 77.00	\$ 80.00
Administrative Assistant 1	\$ 59.00	\$ 61.00	\$ 63.00	\$ 65.00	\$ 67.00	\$ 70.00	\$ 73.00	\$ 76.00

The above table includes an Annual Multiplier of 3%.