

APPENDIX "B"
Pay Rate Schedule

City shall reimburse the COUNTY for labor costs as detailed below:

1. COUNTY direct labor rates shall include the base salary wages paid to personnel plus fringe benefits. Total labor rate shall include direct labor rate multiplied by County's overhead rate. The total labor rate shall not exceed the range of labor rates by classification, included as Attachment 1.
2. COUNTY's overhead rate shall be a summation of division and department overhead rates. Appropriate overhead rates for COUNTY shall be developed based on procedure previously approved as described below:

In general, the division overhead rates are determined by identifying each division's total expenditures after adjustments less any non-labor generated revenue. The division expenditures are then divided by the productive hours for the division establishing the overhead rate needed to cover the remaining net cost of division expenditures. The department overhead rates are determined similar to the division rate by dividing the total department expenditures by the total billable hours. Each year overhead rates will be evaluated and adjusted to reflect the actual costs from the previous fiscal year.

3. COUNTY may adjust both labor rates and overhead rates periodically due to contracted salary increases and overhead rate changes. COUNTY shall submit any changes to rates to the City prior to invoicing.

ATTACHMENT 1

Project: Parkway Boulevard Grade Separation.

A. Budget.

County's Services will be related to the acquisition from a private property owner with a large partial fee acquisition and several temporary construction easements (TCEs), for City's above-described Project. County's charges for Services under this Agreement will be allocated according to the following budget:

ADMINISTRATION	\$ 13,000
APPRAISAL REVIEW	\$ 2,000
NEGOTIATIONS/ACQUISITION	\$ 4,000
CONDEMNATION SUPPORT	\$ 3,000
RIGHT OF WAY CERTIFICATION	<u>\$ 3,000</u>
	\$ 25,000

TOTAL BUDGET FOR THE PROJECT: \$25,000

B. Charge-Out Rates. County will charge City for Services under this Agreement at the following hourly rates:

REAL PROPERTY AGENT

HOURLY CHARGE OUT RATE

Hourly Rate

Principal Real Property Agent	\$161/hr to \$227/hr
Supervising Real Property Agent	\$134/hr to \$189/hr
Senior Real Property Agent	\$120/hr to \$173/hr
Associate Real Property Agent	\$122/hr to \$159/hr
Assistant Real Property Agent	\$93/hr to \$130/hr
Senior Real Property Technical Assistant	\$87/hr to \$122/hr
Real Property Technical Assistant	\$75/hr to \$109/hr

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