

AGREEMENT BETWEEN THE COUNTY OF SAN MATEO AND Jtec HCM, Inc.

This Agreement is entered into this ____ day of _____, 20____, by and between the County of San Mateo, a political subdivision of the state of California, hereinafter called "County," and Jtec HCM, Inc., hereinafter called "Contractor."

* * *

Whereas, pursuant to Section 31000 of the California Government Code, County may contract with independent contractors for the furnishing of such services to or for County or any Department thereof; and

Whereas, it is necessary and desirable that Contractor be retained for the purpose of Construction Management Services.

Now, therefore, it is agreed by the parties to this Agreement as follows:

1. Exhibits and Attachments

The following exhibits and attachments are attached to this Agreement and incorporated into this Agreement by this reference:

- Exhibit A—Services
- Exhibit B—Payments and Rates
- Exhibit C—Work Plan dated February 24, 2016

Services to be performed by Contractor

In consideration of the payments set forth in this Agreement and in Exhibit B, Contractor shall perform services for County in accordance with the terms, conditions, and specifications set forth in this Agreement and in Exhibit A.

2. Payments

In consideration of the services provided by Contractor in accordance with all terms, conditions, and specifications set forth in this Agreement and in Exhibit A, County shall make payment to Contractor based on the rates and in the manner specified in Exhibit B. County reserves the right to withhold payment if County determines that the quantity or quality of the work performed is unacceptable. In no event shall County's total fiscal obligation under this Agreement exceed three hundred sixty three thousand seven hundred thirty (\$363,730). In the event that the County makes any advance payments, Contractor agrees to refund any amounts in excess of the amount owed by the County at the time of contract termination or expiration.

3. Term

Subject to compliance with all terms and conditions, the term of this Agreement shall be from March 29, 2016, through May 31, 2017.

4. Termination; Availability of Funds

This Agreement may be terminated by Contractor or by the Director of Public Works or his/her designee at any time without a requirement of good cause upon thirty (30) days' advance written notice to the other party. Subject to availability of funding, Contractor shall be entitled to receive payment for work/services

provided prior to termination of the Agreement. Such payment shall be that prorated portion of the full payment determined by comparing the work/services actually completed to the work/services required by the Agreement.

County may terminate this Agreement or a portion of the services referenced in the Attachments and Exhibits based upon the unavailability of Federal, State, or County funds by providing written notice to Contractor as soon as is reasonably possible after County learns of said unavailability of outside funding.

5. Contract Materials

At the end of this Agreement, or in the event of termination, all finished or unfinished documents, data, studies, maps, photographs, reports, and other written materials (collectively referred to as "contract materials") prepared by Contractor under this Agreement shall become the property of County and shall be promptly delivered to County. Upon termination, Contractor may make and retain a copy of such contract materials if permitted by law.

6. Relationship of Parties

Contractor agrees and understands that the work/services performed under this Agreement are performed as an independent contractor and not as an employee of County and that neither Contractor nor its employees acquire any of the rights, privileges, powers, or advantages of County employees.

7. Hold Harmless

a. General Hold Harmless

Contractor shall indemnify and save harmless County and its officers, agents, employees, and servants from all claims, suits, or actions of every name, kind, and description resulting from this Agreement, the performance of any work or services required of Contractor under this Agreement, or payments made pursuant to this Agreement brought for, or on account of, any of the following:

- (A) injuries to or death of any person, including Contractor or its employees/officers/agents;
- (B) damage to any property of any kind whatsoever and to whomsoever belonging;
- (C) any sanctions, penalties, or claims of damages resulting from Contractor's failure to comply, if applicable, with the requirements set forth in the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and all Federal regulations promulgated thereunder, as amended; or
- (D) any other loss or cost, including but not limited to that caused by the concurrent active or passive negligence of County and/or its officers, agents, employees, or servants. However, Contractor's duty to indemnify and save harmless under this Section shall not apply to injuries or damage for which County has been found in a court of competent jurisdiction to be solely liable by reason of its own negligence or willful misconduct.

The duty of Contractor to indemnify and save harmless as set forth by this Section shall include the duty to defend as set forth in Section 2778 of the California Civil Code.

Notwithstanding anything in this Section to the contrary, Contractor will have no obligation or liability to County under this Section to the extent any otherwise covered claim is based upon: (a) any aspects of the services under this Agreement which have been modified by or for County (other than modification

performed by, or at the direction of, Contractor) in such a way as to cause the alleged infringement at issue; and/or (b) any aspects of the services under this Agreement which have been used by County in a manner prohibited by this Agreement.

The duty of Contractor to indemnify and save harmless as set forth by this Section shall include the duty to defend as set forth in Section 2778 of the California Civil Code.

8. Assignability and Subcontracting

Contractor shall not assign this Agreement or any portion of it to a third party or subcontract with a third party to provide services required by Contractor under this Agreement without the prior written consent of County. Any such assignment or subcontract without County's prior written consent shall give County the right to automatically and immediately terminate this Agreement without penalty or advance notice.

9. Insurance

a. General Requirements

Contractor shall not commence work or be required to commence work under this Agreement unless and until all insurance required under this Section has been obtained and such insurance has been approved by County's Risk Management, and Contractor shall use diligence to obtain such insurance and to obtain such approval. Contractor shall furnish County with certificates of insurance evidencing the required coverage, and there shall be a specific contractual liability endorsement extending Contractor's coverage to include the contractual liability assumed by Contractor pursuant to this Agreement. These certificates shall specify or be endorsed to provide that thirty (30) days' notice must be given, in writing, to County of any pending change in the limits of liability or of any cancellation or modification of the policy.

b. Workers' Compensation and Employer's Liability Insurance

Contractor shall have in effect during the entire term of this Agreement workers' compensation and employer's liability insurance providing full statutory coverage. In signing this Agreement, Contractor certifies, as required by Section 1861 of the California Labor Code, that (a) it is aware of the provisions of Section 3700 of the California Labor Code, which require every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of the Labor Code, and (b) it will comply with such provisions before commencing the performance of work under this Agreement.

c. Liability Insurance

Contractor shall take out and maintain during the term of this Agreement such bodily injury liability and property damage liability insurance as shall protect Contractor and all of its employees/officers/agents while performing work covered by this Agreement from any and all claims for damages for bodily injury, including accidental death, as well as any and all claims for property damage which may arise from Contractor's operations under this Agreement, whether such operations be by Contractor, any subcontractor, anyone directly or indirectly employed by either of them, or an agent of either of them. Such insurance shall be combined single limit bodily injury and property damage for each occurrence and shall not be less than the amounts specified below:

Comprehensive General Liability... \$1,000,000

(Applies to all agreements)

Motor Vehicle Liability Insurance... \$1,000,000

(To be checked if motor vehicle used in performing services)

Professional Liability..... \$1,000,000

(To be checked if Contractor is a licensed professional)

County and its officers, agents, employees, and servants shall be named as additional insured on any such policies of insurance, which shall also contain a provision that (a) the insurance afforded thereby to County and its officers, agents, employees, and servants shall be primary insurance to the full limits of liability of the policy and (b) if the County or its officers, agents, employees, and servants have other insurance against the loss covered by such a policy, such other insurance shall be excess insurance only.

In the event of the breach of any provision of this Section, or in the event any notice is received which indicates any required insurance coverage will be diminished or canceled, County, at its option, may, notwithstanding any other provision of this Agreement to the contrary, immediately declare a material breach of this Agreement and suspend all further work and payment pursuant to this Agreement.

10. Compliance With Laws

All services to be performed by Contractor pursuant to this Agreement shall be performed in accordance with all applicable Federal, State, County, and municipal laws, ordinances, and regulations, including but not limited to the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the Federal Regulations promulgated thereunder, as amended (if applicable), the Business Associate requirements set forth in Attachment H (if attached), the Americans with Disabilities Act of 1990, as amended, and Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of disability in programs and activities receiving any Federal or County financial assistance. Such services shall also be performed in accordance with all applicable ordinances and regulations, including but not limited to appropriate licensure, certification regulations, provisions pertaining to confidentiality of records, and applicable quality assurance regulations. In the event of a conflict between the terms of this Agreement and any applicable State, Federal, County, or municipal law or regulation, the requirements of the applicable law or regulation will take precedence over the requirements set forth in this Agreement.

Contractor will timely and accurately complete, sign, and submit all necessary documentation of compliance.

11. Non-Discrimination and Other Requirements

a. General Non-discrimination

No person shall be denied any services provided pursuant to this Agreement (except as limited by the scope of services) on the grounds of race, color, national origin, ancestry, age, disability (physical or mental), sex, sexual orientation, gender identity, marital or domestic partner status, religion, political beliefs or affiliation, familial or parental status (including pregnancy), medical condition (cancer-related), military service, or genetic information.

b. Equal Employment Opportunity

Contractor shall ensure equal employment opportunity based on objective standards of recruitment, classification, selection, promotion, compensation, performance evaluation, and management relations for all employees under this Agreement. Contractor's equal employment policies shall be made available to County upon request.

c. Section 504 of the Rehabilitation Act of 1973

Contractor shall comply with Section 504 of the Rehabilitation Act of 1973, as amended, which provides that no otherwise qualified individual with a disability shall, solely by reason of a disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination in the performance of any services this Agreement. This Section applies only to contractors who are providing services to members of the public under this Agreement.

d. Compliance with County's Equal Benefits Ordinance

With respect to the provision of benefits to its employees, Contractor shall comply with Chapter 2.84 of the County Ordinance Code, which prohibits contractors from discriminating in the provision of employee benefits between an employee with a domestic partner and an employee with a spouse. In order to meet the requirements of Chapter 2.84, Contractor must certify which of the following statements is/are accurate:

- Contractor complies with Chapter 2.84 by offering the same benefits to its employees with spouses and its employees with domestic partners.
- Contractor complies with Chapter 2.84 by offering, in the case where the same benefits are not offered to its employees with spouses and its employees with domestic partners, a cash payment to an employee with a domestic partner that is equal to Contractor's cost of providing the benefit to an employee with a spouse.
- Contractor is exempt from having to comply with Chapter 2.84 because it has no employees or does not provide benefits to employees' spouses.
- Contractor does not comply with Chapter 2.84, and a waiver must be sought.

e. Discrimination Against Individuals with Disabilities

The nondiscrimination requirements of 41 C.F.R. 60-741.5(a) are incorporated into this Agreement as if fully set forth here, and Contractor and any subcontractor shall abide by the requirements of 41 C.F.R. 60-741.5(a). This regulation prohibits discrimination against qualified individuals on the basis of disability and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified individuals with disabilities.

f. History of Discrimination

Contractor must check one of the two following options, and by executing this Agreement, Contractor certifies that the option selected is accurate:

- No finding of discrimination has been issued in the past 365 days against Contractor by the Equal Employment Opportunity Commission, Fair Employment and Housing Commission, or any other investigative entity.

- Finding(s) of discrimination have been issued against Contractor within the past 365 days by the Equal Employment Opportunity Commission, Fair Employment and Housing Commission, or other investigative entity. If this box is checked, Contractor shall provide County with a written explanation of the outcome(s) or remedy for the discrimination.

g. Reporting; Violation of Non-discrimination Provisions

Contractor shall report to the County Manager the filing in any court or with any administrative agency of any complaint or allegation of discrimination on any of the bases prohibited by this Section of the Agreement or Section 12, above. Such duty shall include reporting of the filing of any and all charges with the Equal Employment Opportunity Commission, the Fair Employment and Housing Commission, or any other entity charged with the investigation or adjudication of allegations covered by this subsection within 30 days of such filing, provided that within such 30 days such entity has not notified Contractor that such charges are dismissed or otherwise unfounded. Such notification shall include a general description of the circumstances involved and a general description of the kind of discrimination alleged (for example, gender-, sexual orientation-, religion-, or race-based discrimination).

Violation of the non-discrimination provisions of this Agreement shall be considered a breach of this Agreement and subject the Contractor to penalties, to be determined by the County Manager, including but not limited to the following:

- i. termination of this Agreement;
- ii. disqualification of the Contractor from being considered for or being awarded a County contract for a period of up to 3 years;
- iii. liquidated damages of \$2,500 per violation; and/or
- iv. imposition of other appropriate contractual and civil remedies and sanctions, as determined by the County Manager.

To effectuate the provisions of this Section, the County Manager shall have the authority to offset all or any portion of the amount described in this Section against amounts due to Contractor under this Agreement or any other agreement between Contractor and County.

12. Compliance with County Employee Jury Service Ordinance

Contractor shall comply with Chapter 2.85 of the County's Ordinance Code, which states that Contractor shall have and adhere to a written policy providing that its employees, to the extent they are full-time employees and live in San Mateo County, shall receive from the Contractor, on an annual basis, no fewer than five days of regular pay for jury service in San Mateo County, with jury pay being provided only for each day of actual jury service. The policy may provide that such employees deposit any fees received for such jury service with Contractor or that the Contractor may deduct from an employee's regular pay the fees received for jury service in San Mateo County. By signing this Agreement, Contractor certifies that it has and adheres to a policy consistent with Chapter 2.85. For purposes of this Section, if Contractor has no employees in San Mateo County, it is sufficient for Contractor to provide the following written statement to County: "For purposes of San Mateo County's jury service ordinance, Contractor certifies that it has no full-time employees who live in San Mateo County. To the extent that it hires any such employees during the term of its Agreement with San Mateo County, Contractor shall adopt a policy that complies with Chapter 2.85 of the County's Ordinance Code." The requirements of Chapter 2.85 do not apply if this Agreement's total value listed Section 3, above, is less than one-hundred thousand

dollars (\$100,000), but Contractor acknowledges that Chapter 2.85's requirements will apply if this Agreement is amended such that its total value meets or exceeds that threshold amount.

13. Retention of Records; Right to Monitor and Audit

(a) Contractor shall maintain all required records relating to services provided under this Agreement for three (3) years after County makes final payment and all other pending matters are closed, and Contractor shall be subject to the examination and/or audit by County, a Federal grantor agency, and the State of California.

(b) Contractor shall comply with all program and fiscal reporting requirements set forth by applicable Federal, State, and local agencies and as required by County.

(c) Contractor agrees upon reasonable notice to provide to County, to any Federal or State department having monitoring or review authority, to County's authorized representative, and/or to any of their respective audit agencies access to and the right to examine all records and documents necessary to determine compliance with relevant Federal, State, and local statutes, rules, and regulations, to determine compliance with this Agreement, and to evaluate the quality, appropriateness, and timeliness of services performed.

14. Merger Clause; Amendments

This Agreement, including the Exhibits and Attachments attached to this Agreement and incorporated by reference, constitutes the sole Agreement of the parties to this Agreement and correctly states the rights, duties, and obligations of each party as of this document's date. In the event that any term, condition, provision, requirement, or specification set forth in the body of this Agreement conflicts with or is inconsistent with any term, condition, provision, requirement, or specification in any Exhibit and/or Attachment to this Agreement, the provisions of the body of the Agreement shall prevail. Any prior agreement, promises, negotiations, or representations between the parties not expressly stated in this document are not binding. All subsequent modifications or amendments shall be in writing and signed by the parties.

15. Controlling Law; Venue

The validity of this Agreement and of its terms, the rights and duties of the parties under this Agreement, the interpretation of this Agreement, the performance of this Agreement, and any other dispute of any nature arising out of this Agreement shall be governed by the laws of the State of California without regard to its choice of law or conflict of law rules. Any dispute arising out of this Agreement shall be venued either in the San Mateo County Superior Court or in the United States District Court for the Northern District of California.

16. Notices

Any notice, request, demand, or other communication required or permitted under this Agreement shall be deemed to be properly given when both: (1) transmitted via facsimile to the telephone number listed below or transmitted via email to the email address listed below; and (2) sent to the physical address listed below by either being deposited in the United States mail, postage prepaid, or deposited for overnight delivery, charges prepaid, with an established overnight courier that provides a tracking number showing confirmation of receipt.

In the case of County, to:

Jim Porter, Director
County of San Mateo Public Works
555 County Center, Fifth Floor
Redwood City, CA 94063

with a copy to:

Theresa Yee, Capital Projects Manager
County of San Mateo Public Works
555 County Center, Fifth Floor
Redwood City, CA 94063

In the case of Contractor, to:

Trent Neuhausel, Principal
Jtec HCM, Inc.
1300 Clay Street, Suite 800
Oakland, CA 94612

17. Electronic Signature

If both County and Contractor wish to permit this Agreement and future documents relating to this Agreement to be digitally signed in accordance with California law and County's Electronic Signature Administrative Memo, both boxes below must be checked. Any party that agrees to allow digital signature of this Agreement may revoke such agreement at any time in relation to all future documents by providing notice pursuant to this Agreement.

For County: If this box is checked by County, County consents to the use of electronic signatures in relation to this Agreement.

For Contractor: If this box is checked by Contractor, Contractor consents to the use of electronic signatures in relation to this Agreement.

* * *

In witness of and in agreement with this Agreement's terms, the parties, by their duly authorized representatives, affix their respective signatures:

**RECOMMENDED AND APPROVED
AS TO CONTENT:**

By _____


**SAN MATEO
BOARD OF SUPERVISORS:**

By _____
President

APPROVED AS TO FORM:

OFFICE OF THE COUNTY COUNSEL

CONTRACTOR

By  _____
Signature

Trent Neuhusel
Typed Name

Principal, Northern California
Title of Individual

Exhibit A

In consideration of the payments set forth in Exhibit B, Contractor shall provide the following services:

Owner's Representative Services

- Coordination of logistics and communications between the County, stakeholders, the design-build entity and their consultants,
- Facilitate compliance elements,
- Document tracing and assistance as needed for planning, coordination, scheduling and budgeting of the project,
- Provide guidance, input and representation for Owner project meetings,
- Work in collaboration with all team players,
- Analyze all of the Owner/User needs and provide recommendations to management,
- Organize and prioritize needs in consultation with Owner,
- Review Contractor-initiated change order requests and prepare recommendation for Owner's approval,
- Serve as point of contact to coordinate change order requests initiated by Owner, and
- Coordinate with Public Work and Calfire Staff to evaluate the impact of proposed project on existing operations.

Construction Phase

Work shall include, but is not limited to:

- Provide supervision of General Contractor and assigned subcontractors for contract compliance,
- Chair regular progress meetings with Project Team and Contractors,
- Resolve problems and maintain communication,
- Coordinate Owner operations with contractors to minimize impacts,
- Assist Project Team/Owner with coordination of all Division 1 requirements,
- Enforce General Contractor agreement,
- Plan ahead to avoid problems,
- Research, analyze, record and recommend solutions for final decision by Owner,
- Assist the Project Team in obtaining building permits,
- Assist in production of an Owner budget control report,
- Review all Contractor bills and lien releases,
- Provide RFI, submittal and change order review, analysis and recommendation,
- Coordinate quality control inspections,
- Ensure General Contractor conducts safety meetings to federal, state and Owner guidelines,
- Coordinate special inspections and testing as required,
- Assist in the coordination of all inspections,
- Provide liaison issues concerning discovery and abatement of hazardous materials and handling,
- Provide liaison between General Contractor/Public Work and Environmental Health for compliance items,
- Review inspection reports and ensure necessary corrections are made,
- Assist Engineering/Maintenance Department in building service shutdowns, checkout of new systems and equipment for readiness and initial startup and testing and training,
- Assist and/or coordinate Owner furnished items,
- Assist General Contractor in securing Substantial Completion and Building Occupancy, and
- Coordinate comprehensive Final Punch List with Architect, IOR and General Contractor.

Post Construction Phase

Work shall include, but is not limited to:

- Manage completion of Final Punch List,
- Secure warranties from Contractors,
- Secure all final inspections,
- Make recommendation regarding final payment to Contractors,
- Obtain final lien releases from all Subcontractors and suppliers via General Contractor,
- Make recommendations for resolution of all change orders,
- Assist design team in finalization of as-built drawings,
- Secure all O&M and critical project data from contractors in specified bound volumes,
- Assist with equipment installation and Owner move-in,
- Troubleshoot operating problems, and
- Assist Owner with warranty work during warranty period and enforcement of warranties.

Exhibit B

In consideration of the services provided by Contractor described in Exhibit A and subject to the terms of the Agreement, County shall pay Contractor based on the following fee schedule and terms:

Proposed fees are for a Not-To-Exceed value, to be billed monthly for actual hours incurred by approved Jtec HCM, Inc. staff. Monies not expended under this proposed fee will not be billed.

All fees are payable on a monthly basis. Monthly bills are due within 30 days of receipt, and Jtec HCM, Inc. reserves the right to stop work if not paid within 30 days.

The fee for services will be billed at the hourly rates stated below:

(The proposed rates for this project listed below as 2016 and 2017 are significantly lower the CM RFP Response dated June 17, 2015. The below rate adjustments only apply to the Skylonda Fire Station project.)

Labor Rate	<u>RFP Rate</u>	<u>2016</u>	<u>2017</u>
Sr. PM / Principal	\$185	\$165	\$167
Construction Manger	\$165	\$155	\$160
Project Engineer	\$120	\$115	\$115

Please see attached Exhibit C Work Plan dated February 24, 2016 for proposed personnel, estimated monthly hours and Not-To-Exceed (N.T.E.) proposed monthly fees through 2017.

**County of San Mateo
Skylonda, CA Fire Station
February 24, 2016
Exhibit C**

2016 Fee Schedule Skylonda CM			Design	Design/Con	Design/Con	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	
Jtec HCM, Inc. RESOURCE UTILIZATION			2016												
	Hours/Month		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Owner Representative	Trent Neuhausel		30	32	35	34	34	35	32	37	34	32	32	34	400
Construction Manager	Mark Hopwood		19	40	88	84	84	88	80	92	84	80	80	84	903
Project Engineer	Ashley Mignani		57	60	66	42	42	44	40	46	42	40	40	42	561
	TOTAL HOURS		106	132	189	160	160	167	152	175	160	152	152	160	1,864
		2016	19	20	22	21	21	22	20	23	21	20	20	21	# working days
TITLE	NAME	RATES	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Owner Representative	Trent Neuhausel	\$165.00	\$5,016.00	\$5,280.00	\$5,808.00	\$5,544.00	\$5,544.00	\$5,808.00	\$5,280.00	\$6,072.00	\$5,544.00	\$5,280.00	\$5,280.00	\$5,544.00	\$66,000.00
Construction Manager	Mark Hopwood	\$155.00	\$2,945.00	\$6,200.00	\$13,640.00	\$13,020.00	\$13,020.00	\$13,640.00	\$12,400.00	\$14,260.00	\$13,020.00	\$12,400.00	\$12,400.00	\$13,020.00	\$139,965.00
Project Engineer	Ashley Mignani	\$115.00	\$6,555.00	\$6,900.00	\$7,590.00	\$4,830.00	\$4,830.00	\$5,060.00	\$4,600.00	\$5,290.00	\$4,830.00	\$4,600.00	\$4,600.00	\$4,830.00	\$64,515.00
OWNER REPRESENTATIVE	SUBTOTAL		\$14,516.00	\$18,380.00	\$27,038.00	\$23,394.00	\$23,394.00	\$24,508.00	\$22,280.00	\$25,622.00	\$23,394.00	\$22,280.00	\$22,280.00	\$23,394.00	\$270,480.00
	Reimbursables Excluded														
	TOTAL		\$14,516.00	\$18,380.00	\$27,038.00	\$23,394.00	\$23,394.00	\$24,508.00	\$22,280.00	\$25,622.00	\$23,394.00	\$22,280.00	\$22,280.00	\$23,394.00	\$270,480.00

2017 Fee Schedule Skylonda CM			Construction	Construction	Construction	Con/CloseOut									
Jtec HCM, Inc. RESOURCE UTILIZATION			2017												
	Hours/Month		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Owner Representative	Trent Neuhausel		30	32	35	34									131
Construction Manager	Mark Hopwood		76	80	88	84									328
Project Engineer	Ashley Mignani		38	40	44	42									164
	TOTAL HOURS		144	152	167	160									623
		2017	19	20	22	21	21	22	20	23	21	20	20	21	# working days
TITLE	NAME	RATES	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTALS
Owner Representative	Trent Neuhausel	\$167.00	\$5,076.80	\$5,344.00	\$5,878.40	\$5,611.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$21,910.40
Construction Manager	Mark Hopwood	\$160.00	\$12,160.00	\$12,800.00	\$14,080.00	\$13,440.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$52,480.00
Project Engineer	Ashley Mignani	\$115.00	\$4,370.00	\$4,600.00	\$5,060.00	\$4,830.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18,860.00
OWNER REPRESENTATIVE	SUBTOTAL		\$21,606.80	\$22,744.00	\$25,018.40	\$23,881.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$93,250.40
	Reimbursables Excluded														
	TOTAL		\$21,606.80	\$22,744.00	\$25,018.40	\$23,881.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$93,250.40

Total Jtec HCM CM Fee Proposal of 2016 & 2017 **\$363,730.40**